



FOR LABOR MARKET RESEARCH

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EQUITY IN PRIORITY JOBS AND PROGRAMS

Los Angeles Region



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EXECUTIVE SUMMARY

The Los Angeles Center of Excellence for Labor Market Research (LA COE) analyzed labor market information and postsecondary education data to **(1)** identify priority jobs and programs in Los Angeles County; **(2)** evaluate equity gaps within priority jobs and programs based on age, gender, and race/ethnicity; and **(3)** compare equity gaps in priority jobs and programs to identify trajectories of these gaps.

Priority jobs are defined as occupations that:

- Are “middle-skill jobs”
- Have at least **100** annual job openings in Los Angeles County between **2023** and **2028**
- Pay entry-level wages at or above the Massachusetts Institute of Technology (MIT) living wage of **\$26.63** per hour for a single adult
- Typically require **fewer than five years** of work experience at entry

The analysis highlights **50** priority occupations and reveals statistically significant equity gaps in age, gender, and race/ethnicity by comparing the demographics represented in each priority job to the demographic composition of the overall labor market in Los Angeles County. Of the identified priority jobs, workers aged 55 and older are overrepresented in **11** occupations, indicating higher needs for replacement due to a retiring workforce. Females are underrepresented in **31** occupations, while males are underrepresented in **17** occupations. Black, Indigenous, and People of Color (BIPOC) are found to be underrepresented in **34** occupations. The largest equity gaps exist for females and BIPOC, as they are underrepresented in **62%** and **68%** of the identified priority jobs, respectively.

There are currently **48** priority community college programs that train for priority jobs in Los Angeles County. To assess equity within priority programs, the demographic composition of full-time equivalent students (FTES) within each priority program is compared to the overall demographics for enrollments across all 19 community colleges in the region. Students aged 19 and younger are underrepresented in **30** priority programs, females in **25** programs, males in **eight** programs, and BIPOC in **seven** programs.

Community colleges are crucial to training for the **50** priority jobs, highlighting the importance of recognizing how equity gaps in educational programs can perpetuate continued disparities in the labor market and limit access to high-demand, high-paying career opportunities. The report identifies risk areas with persistent equity gaps in both the labor market and education for females (**17 jobs and programs**), males (**five jobs and programs**), and BIPOC (**two jobs and programs**). Comparatively, community colleges are working towards addressing these gaps in **eight** programs for females, **three** programs for males, and **23** programs for BIPOC. Addressing these gaps in the educational pipeline is key to promoting greater equity in both education and the labor market.

The LA COE recommends three strategies for community colleges to address equity gaps in the region:

1. Collaborate with employers to promote diversity in priority jobs and boost interest among underrepresented groups for these roles.
2. Develop targeted recruitment and retention strategies for priority programs with significantly underrepresented groups.
3. Focus on closing equity gaps for underrepresented groups in educational programs that also have existing disparities in high-demand, well-paying jobs.

INTRODUCTION

Community colleges are the primary resource for preparing workers in “middle-skill jobs”—jobs that typically require more than a high school diploma, but less than a four-year degree. The Centers of Excellence for Labor Market Research (COE) define middle-skill jobs as the following: all occupations that require an educational attainment of some college, associate degree, or apprenticeship; all occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or all occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs. In **2023**, there were nearly **5.2 million** jobs in Los Angeles County, and **42%** were considered middle-skill jobs. To address growing workforce demand in Los Angeles County, it is critical to identify promising careers for high-demand and high-wage middle-skill employment opportunities. To identify these types of jobs, the Los Angeles Center of Excellence for Labor Market Research (LA COE) analyzed **798** occupations in the Standard Occupational Classification¹ (SOC) system to identify **50** SOC codes that were considered “priority jobs.”

Priority jobs are defined as occupations that:

- ❑ Are “middle-skill jobs”
- ❑ Have at least **100** annual job openings in Los Angeles County between **2023** and **2028**²
- ❑ Pay entry-level wages at or above the Massachusetts Institute of Technology (MIT) living wage of **\$26.63** per hour for a single adult³
- ❑ Typically require **fewer than five years** of work experience at entry



In terms of preparing for these roles, the LA COE identified **48** Taxonomy of Program (TOP) codes⁴ that are considered priority programs because they provide training for these 50 priority jobs. By focusing on training programs that align with high-demand and high-wage careers, community colleges can direct efforts towards educational programs that meet regional workforce needs but also provide students with meaningful opportunities for economic mobility. This aligns with the Vision 2030 for California Community Colleges,⁵ which is focused on increasing the number of students who earn a living wage, and expanding access and increasing, with equity, outcomes for all students. In line with these goals, this report will also explore equity gaps within priority jobs and programs.

¹The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. The report will use these titles to match those defined by this system. [bls.gov/soc](https://www.bls.gov/soc)

²Annual openings represent new job additions to the workforce, and include new jobs and replacement jobs that result from retirements and separations.

³The MIT living wage is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2,080 hours per year in Los Angeles County. For more information about the MIT living wage, please visit: <https://livingwage.mit.edu/counties/06037>.

⁴California Community Colleges assign Taxonomy of Programs (TOP) codes to academic programs in the community college system, and this system is used by the State of California to compare differently named academic programs with similar outcomes across community colleges.

⁵“Vision 2030: A Roadmap for California Community Colleges,” California Community Colleges Chancellor’s Office, September 2023, accessed October 1, 2024, <https://www.cccco.edu/About-Us/Vision-2030>.

This report focuses on programs in the 19 community colleges in the Los Angeles County basin, which include:

01	Cerritos College	11	LA Southwest College
02	Citrus College	12	LA Trade-Tech College
03	Compton College	13	LA Valley College
04	East LA College	14	Long Beach City College
05	El Camino College	15	Mt. San Antonio College
06	Glendale College	16	Pasadena City College
07	LA City College	17	Rio Hondo College
08	LA Harbor College	18	Santa Monica College
09	LA Mission College	19	West LA College
10	LA Pierce College		

Figure 1. **Equity Gaps in Priority Jobs and Programs**



The LA COE, which serves community colleges in the Los Angeles County basin, conducted an analysis of labor market information and postsecondary education data to:

- 1 Identify priority jobs and priority programs in Los Angeles County;
- 2 Evaluate equity gaps within priority jobs and programs based on age, gender, and race/ethnicity; and
- 3 Compare equity gaps in priority jobs and programs to identify the trajectories of these gaps **(Figure 1)**.

By providing insight into opportunities for employment and training programs in Los Angeles County, and evaluating where equity gaps exist within them, the community colleges can use this information to guide program development and strategic planning with equity in mind. The LA COE encourages the community colleges to use these findings to contribute to meaningful discussions regarding these issues in the region.

PRIORITY JOBS IN LOS ANGELES COUNTY

The following table lists the 50 SOC occupations that met the criteria for a priority job⁶ (**Table 1**). Please note that this list does not compare labor market demand with program supply and should not be the only source of information for program development. For additional labor market information about these jobs, refer to the Appendix (**Table 20**).

Table 1. **SOC Codes and Occupational Titles for Priority Jobs in Los Angeles County**

SOC Code and Occupational Title		SOC Code and Occupational Title	
53-2021	Air Traffic Controllers	33-2011	Firefighters
49-3011	Aircraft Mechanics and Service Technicians	33-1021	First-Line Supervisors of Firefighting and Prevention Workers
27-3011	Broadcast Announcers and Radio Disc Jockeys	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
27-4012	Broadcast Technicians	43-1011	First-Line Supervisors of Office and Administrative Support Workers
43-4011	Brokerage Clerks	33-1012	First-Line Supervisors of Police and Detectives
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	53-2031	Flight Attendants
13-1028	Buyers and Purchasing Agents	19-4092	Forensic Science Technicians
17-3022	Civil Engineering Technologists and Technicians	29-2061	Licensed Practical and Licensed Vocational Nurses
13-1031	Claims Adjusters, Examiners, and Investigators	13-1081	Logisticians
27-1021	Commercial and Industrial Designers	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
53-2012	Commercial Pilots	15-1244	Network and Computer Systems Administrators
13-1141	Compensation, Benefits, and Job Analysis Specialists	31-2011	Occupational Therapy Assistants
15-1299	Computer Occupations, All Other	47-2073	Operating Engineers and Other Construction Equipment Operators
15-1232	Computer User Support Specialists	23-2011	Paralegals and Legal Assistants
33-3012	Correctional Officers and Jailers	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
13-1051	Cost Estimators	33-3051	Police and Sheriff's Patrol Officers
29-1292	Dental Hygienists	27-2012	Producers and Directors

⁶Priority jobs are defined as jobs that: are middle-skill jobs; have at least 100 annual job openings in Los Angeles County between 2023 and 2028; pay entry-level wages at or above the MIT living wage of \$26.63 per hour; and typically require fewer than five years of work experience at entry.

SOC Code and Occupational Title		SOC Code and Occupational Title	
33-3021	Detectives and Criminal Investigators	29-2034	Radiologic Technologists and Technicians
29-2032	Diagnostic Medical Sonographers	29-1141	Registered Nurses
17-3023	Electrical and Electronic Engineering Technologists and Technicians	29-1126	Respiratory Therapists
49-9051	Electrical Power-Line Installers and Repairers	27-1014	Special Effects Artists and Animators
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
43-6011	Executive Secretaries and Executive Administrative Assistants	49-9052	Telecommunications Line Installers and Repairers
27-1022	Fashion Designers	23-2093	Title Examiners, Abstractors, and Searchers
27-4032	Film and Video Editors	51-8031	Water and Wastewater Treatment Plant and System Operators



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EQUITY GAPS IN PRIORITY JOBS

In **2023**, there were **5,199,126** jobs in Los Angeles County, and **Table 2** provides the demographic breakdown (gender, age, race/ethnicity) across all jobs. These demographic percentages for gender, age, and race/ethnicity served as benchmarks for understanding the representation of these demographic groups in the Los Angeles County labor market.

Table 2. **Demographics Represented in Jobs in Los Angeles County, 2023**

	Number of Jobs	% of Jobs
Total	5,199,126	100%
Gender		
Male	2,586,465	50%
Female	2,612,661	50%
Race/Ethnicity		
Hispanic or Latino	2,055,439	40%
White	1,799,313	35%
Asian	799,140	15%
Black or African American	381,077	7%
Two or more races	133,926	3%
Native Hawaiian or Pacific Islander	17,633	0%
American Indian or Alaska Native	12,598	0%
BIPOC ⁷	3,399,813	65%
Age Group		
14 to 18	70,208	1%
19 to 21	185,458	4%
22 to 24	243,584	5%
25 to 34	1,108,325	21%
35 to 44	1,141,269	22%
45 to 54	1,074,039	21%
55 to 64	909,346	17%
65+	466,897	9%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

⁷Black, Indigenous, and People of Color (BIPOC) was calculated using Lightcast's diversity category, which includes: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, and two or more races.

To evaluate equity gaps, the LA COE compared the demographics represented in each priority job to the overall labor market (**Table 2**). In other words, we analyzed whether there was a statistically significant⁸ difference between the representation of a demographic group within each job compared to across all jobs. **Table 3** summarizes the number of jobs with underrepresentation for gender and race/ethnicity, and overrepresentation for age. Out of **50** occupations, results showed a statistically significant underrepresentation of females in **31** occupations, males in **17** occupations, and BIPOC (Black, Indigenous, and People of Color)⁹ in **34** occupations. This suggests that within these jobs, there is a statistically significant underrepresentation of these demographic groups compared to the representation of these demographic groups across all jobs in Los Angeles County. For age, assessing the overrepresentation of workers 55 and older shows which occupations have a workforce nearing retirement age, and results showed that **11** occupations had a significant overrepresentation of this age group. **Table 4** through **Table 7** show the top 10 priority jobs that were under- and overrepresented for each demographic group, and **Table 21** through **Table 30** in the Appendix show the percentages for all priority jobs that resulted in a significant under- or overrepresentation.

Table 3. **Equity Gaps in Priority Jobs by Demographics**

Demographic Group	# of Jobs with Underrepresentation	# Jobs with Overrepresentation
Females	31 Occupations	
Males	17 Occupations	
BIPOC	34 Occupations	
Ages 55 and older		11 Occupations

Table 4. **Top Priority Jobs Underrepresented by Females**

SOC	Occupation	% Female
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2%
49-9051	Electrical Power-Line Installers and Repairers	2%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	5%
33-2011	Firefighters	5%
49-9052	Telecommunications Line Installers and Repairers	5%
49-3011	Aircraft Mechanics and Service Technicians	6%
51-8031	Water and Wastewater Treatment Plant and System Operators	6%
53-2012	Commercial Pilots	6%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

⁸A z-test was conducted to determine the statistical significance for differences between proportions, with a significance level set at $p < .01$. This analysis compared the proportion of each demographic group within an individual job to the overall proportion across all jobs. Please note that due to differences in sample sizes, statistical significance may vary for equivalent percentages.

⁹Black, Indigenous, and People of Color (BIPOC) was calculated using Lightcast's diversity category, which includes: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, and two or more races.

Table 5. **Top Priority Jobs Underrepresented by Males**

SOC	Occupation	% Male
43-6011	Executive Secretaries and Executive Administrative Assistants	5%
29-1292	Dental Hygienists	8%
29-1141	Registered Nurses	15%
29-2061	Licensed Practical and Licensed Vocational Nurses	15%
23-2011	Paralegals and Legal Assistants	16%
31-2011	Occupational Therapy Assistants	19%
43-4011	Brokerage Clerks	22%
53-2031	Flight Attendants	24%
13-1141	Compensation, Benefits, and Job Analysis Specialists	26%
27-1022	Fashion Designers	28%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 6. **Top Priority Jobs Underrepresented by BIPOC**

SOC	Occupation	% BIPOC
53-2012	Commercial Pilots	32%
27-2012	Producers and Directors	35%
27-4032	Film and Video Editors	36%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	36%
27-1014	Special Effects Artists and Animators	37%
27-4012	Broadcast Technicians	41%
13-1051	Cost Estimators	46%
27-3011	Broadcast Announcers and Radio Disc Jockeys	47%
33-1012	First-Line Supervisors of Police and Detectives	48%
33-2011	Firefighters	49%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 7. **Priority Jobs Overrepresented by 55+**

SOC	Occupation	% Age 55+
13-1051	Cost Estimators	43%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	37%
53-2031	Flight Attendants	37%
43-6011	Executive Secretaries and Executive Administrative Assistants	35%
13-1028	Buyers and Purchasing Agents	33%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	33%
47-2073	Operating Engineers and Other Construction Equipment Operators	30%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	29%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	29%
29-2061	Licensed Practical and Licensed Vocational Nurses	28%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.



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PRIORITY PROGRAMS IN LOS ANGELES COUNTY

Priority programs train for priority jobs, and **48** TOP codes in **Table 8** train for at least one SOC code in the priority jobs list (**Table 1**). Under these TOP codes, there were **332** programs across the 19 community colleges in the Los Angeles County basin with enrollments during the program year **2022-23**.¹⁰

Table 8. **TOP Codes and Program Titles for Priority Programs in Los Angeles County**

TOP Code and Program Title		TOP Code and Program Title	
0502.00	Accounting	2133.00	Fire Technology
2105.00	Administration of Justice	3020.40	Flight Attendant
3020.30	Air Traffic Control	2105.40	Forensics, Evidence, and Investigation
0614.40	Animation	0947.20	Heavy Equipment Maintenance
1009.00	Applied Design	0947.30	Heavy Equipment Operation
0201.00	Architecture and Architectural Technology	0701.00	Information Technology, General
0950.10	Aviation Airframe Mechanics	0512.00	Insurance
0604.30	Broadcast Journalism	0514.10	Legal Office Technology
0505.00	Business Administration	1230.20	Licensed Vocational Nursing
0501.00	Business and Commerce, General	0510.00	Logistics and Materials Transportation
0708.10	Computer Networking	0506.30	Management Development and Supervision
0708.20	Computer Support	1218.00	Occupational Therapy Technology
2105.10	Corrections	0514.00	Office Technology/Office Computer Applications
1240.20	Dental Hygienist	1402.00	Paralegal
1227.00	Diagnostic Medical Sonography	0954.30	Petroleum Technology
0947.00	Diesel Technology	3020.20	Piloting
0934.40	Electrical Systems and Power Transmission	2105.50	Police Academy
0934.00	Electronics and Electric Technology	0604.00	Radio and Television
0946.10	Energy Systems Technology	1225.00	Radiologic Technology

TOP Code and Program Title		TOP Code and Program Title	
0924.00	Engineering Technology, General (requires Trigonometry)	1230.10	Registered Nursing
1303.10	Fashion Design	1210.00	Respiratory Care/Therapy
1303.20	Fashion Merchandising	0934.30	Telecommunications Technology
0612.20	Film Production	0604.20	Television (including combined TV/Film/Video)
2133.50	Fire Academy	0958.00	Water and Wastewater Technology

¹⁰Enrollments for the 19 community colleges in the Los Angeles County basin for Program Year 2022-23, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. <https://datamart.cccco.edu>.

An important objective of this report was evaluating the existence and need for programs that train for priority jobs. **Table 9** shows that **eight** TOP codes did not report any enrollments or reported fewer than **10** full-time equivalent students (FTES) enrolled in the program.¹¹ Comparing this data with projected annual job openings between **2023** and **2028**, these findings suggest there are potential supply gaps for these positions in Los Angeles County (i.e., there is greater labor market demand than degrees and certificates of achievement conferred by educational institutions in the region). This information can assist community colleges in identifying where the development of new programs may be needed to create opportunities for these priority jobs, some of which show equity gaps in the labor market. Please note that this is not a comprehensive supply gap analysis as it is focused on FTES enrollments and not degrees awarded (i.e., supply); these findings should not be the sole basis for program development.¹²

Table 9. Priority Programs with Fewer than 10 FTES Students Enrolled

TOP	Program Name	FTES Total 2022-23	SOC	Occupation	Annual Job Openings
0954.30	Petroleum Technology	0	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	150
2105.50	Police Academy	0	33-3051	Police and Sheriff's Patrol Officers ¹³	1,813
1227.00	Diagnostic Medical Sonography	0	29-2032	Diagnostic Medical Sonographers	164
1218.00	Occupational Therapy Technology	0	31-2011	Occupational Therapy Assistants	196
0934.30	Telecommunications Technology	2	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	337
	Legal Office Technology		49-9052	Telecommunications Line Installers and Repairers	198
0514.10	Flight Attendant	2	0514.10	Title Examiners, Abstractors, and Searchers	152
3020.40	Heavy Equipment	6	3020.40	Flight Attendants	1,573
0947.30	Operation	8	0947.30	Operating Engineers and Other Construction Equipment Operators	582

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

¹¹Enrollments for the 19 community colleges in the Los Angeles County basin for Program Year 2022-23, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. <https://datamart.cccco.edu>.

¹²Community colleges proposing new programs or modifying existing programs should refer to the Program Recommendation Process.

¹³Please note that training for police and sheriff's patrol officers commonly occurs in specialized departmental programs or training academies. Therefore, supply for these roles is not fully captured by community college programs.

There were **523,323** students enrolled across the **19** community colleges in the Los Angeles County basin during the program year **2022-23**.¹⁴ **Table 10** summarizes the demographic breakdown (gender, age, race/ethnicity) across all enrollments. To identify equity gaps across priority programs, demographic percentages for gender, age, and race/ethnicity below served as benchmarks for the overall student population across community colleges in the Los Angeles County basin.

Table 10. **Community College Enrollment Demographic Data for Program Year 2022-23**

	Community College Enrollments PY 2022-23	% Enrollments PY 2022-23
Total	523,323	100%
Gender		
Female	286,887	55%
Male	224,843	43%
Non-Binary	2,087	0%
Unknown	9,506	2%
Race/Ethnicity		
Hispanic	286,132	55%
White	89,152	17%
Asian	49,035	9%
African-American	39,837	8%
Unknown	29,770	6%
Multi-Ethnicity	14,954	3%
Filipino	12,406	2%
Pacific Islander	1,127	0%
American Indian or Alaska Native	910	0%
BIPOC ¹⁵	434,171	83%
Age Group		
19 or Less	176,179	34%
20 to 24	127,228	24%
25 to 29	64,734	12%
30 to 34	45,269	9%
35 to 39	30,519	6%
40 to 49	37,391	7%
50 +	41,953	8%
Unknown	50	0%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

¹⁴Enrollments for the 19 community colleges in the Los Angeles County basin for Program Year 2022-23, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>.

¹⁵Black, Indigenous, and People of Color (BIPOC) included: African-American, American Indian or Alaska Native, Asian, Filipino, Hispanic, Multi-Ethnicity, Pacific Islander, and Unknown.

EQUITY GAPS IN PRIORITY PROGRAMS

To evaluate equity within priority programs, the demographic composition of full-time equivalent students (FTES)¹⁶ within each priority program was compared to the overall demographics across all enrollments in **Table 10**.¹⁷ **Table 11** summarizes the priority programs with underrepresentation of each demographic group.

Out of **48** community college programs that train for priority jobs, results showed there to be a statistically significant¹⁸ underrepresentation of females in **25** programs, males in **eight** programs, students aged 19 and younger in **30** programs, and BIPOC students in **seven** programs. This suggests that within these programs, there is a significant underrepresentation of these demographic groups compared to the representation of these demographic groups across all enrollments in Los Angeles community colleges. **Table 12** through **Table 15** show the top 10 priority programs that were underrepresented for each demographic group for the program year **2022-23**, and **Table 31** through **Table 41** in the Appendix summarizes all priority programs with underrepresentation.

Table 11. **Equity Gaps in Priority Programs by Demographics**

Demographic Group	# of Priority Programs with Underrepresentation
Females	25
Males	8
Ages 19 and younger	30
BIPOC	7

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 12. **Top Priority Programs Underrepresented by Females**

TOP	Program Name	FTES Total Enrolled	% Female
0947.20	Heavy Equipment Maintenance	18	1%
0946.10	Energy Systems Technology	26	3%
0947.00	Diesel Technology	250	4%
0934.40	Electrical Systems and Power Transmission	135	5%
2133.50	Fire Academy	283	6%
2133.00	Fire Technology	2,562	7%
0934.00	Electronics and Electric Technology	591	11%
0950.10	Aviation Airframe Mechanics	32	12%
0958.00	Water and Wastewater Technology	72	12%
0708.10	Computer Networking	206	21%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

¹⁶A "full-time equivalent student (FTES)" is an enrolled student who attends 15 hours each week during the semester (or a group of students who, together, attend 15 hours each week). This is intended to be a count of how many students there would be if they only attended on a full-time basis.

¹⁷Total FTES students for Program Year 2022-23, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. <https://datamart.cccco.edu>

¹⁸A z-test was conducted to determine the statistical significance for differences between proportions, with a significance level set at $p < .01$. This analysis compared the proportion of each demographic group within an individual program to the overall proportion across all programs. Please note that due to differences in sample sizes, statistical significance may vary for equivalent percentages.

Table 13. **Priority Programs Underrepresented by Males**

TOP	Program Name	FTES Total Enrolled	% Male
1240.20	Dental Hygienist	284	13%
1230.20	Licensed Vocational Nursing	306	13%
1303.20	Fashion Merchandising	48	24%
1230.10	Registered Nursing	2,050	25%
1402.00	Paralegal	760	29%
1303.10	Fashion Design	563	31%
0514.00	Office Technology/Office Computer Applications	1,497	31%
1210.00	Respiratory Care/Therapy	378	33%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 14. **Top Priority Programs Underrepresented by Ages 19 and Younger**

TOP	Program Name	FTES Total Enrolled	% 19 and Younger
1240.20	Dental Hygienist	284	0%
1230.20	Licensed Vocational Nursing	306	1%
1230.10	Registered Nursing	2,050	1%
0512.00	Insurance	58	1%
1225.00	Radiologic Technology	536	2%
0946.10	Energy Systems Technology	26	4%
1210.00	Respiratory Care/Therapy	378	5%
0950.10	Aviation Airframe Mechanics	32	6%
1227.00	Diagnostic Medical Sonography	85	7%
2133.50	Fire Academy	283	8%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 15. **Priority Programs Underrepresented by BIPOC**

TOP	Program Name	FTES Total Enrolled	% BIPOC
0512.00	Insurance	58	15%
0506.30	Management Development and Supervision	165	69%
0604.30	Broadcast Journalism	56	69%
2133.00	Fire Technology	2,562	71%
0501.00	Business and Commerce, General	1,213	73%
0612.20	Film Production	767	77%
0514.00	Office Technology/Office Computer Applications	1,497	79%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

TRAJECTORY OF EQUITY GAPS IN PRIORITY JOBS AND PROGRAMS

An important goal in identifying representation of key demographic groups in priority jobs and programs is understanding the long-term impact of these equity gaps. Since community colleges are crucial to training for the 50 middle-skill priority jobs, it is important to recognize how equity gaps in educational programs can perpetuate continued disparities in the labor market and affect access to high-demand, high-paying career opportunities. **Table 16** highlights priority jobs with equity gaps where community college programs are not demonstrating progress toward improving diverse representation in the labor market. Specifically, enrollment in these programs for underrepresented demographic groups does not differ significantly ($\geq 10\%$) from their representation in the workforce for related priority jobs. Findings identify **17** jobs and programs with equity gaps for females, **five** for males, and **two** for BIPOC. Additional details are provided in **Tables 42** through **44** in the Appendix. Therefore, addressing these gaps in the educational pipeline is key to promoting greater equity in both education and the labor market. Please note that age was not included in this analysis because a direct comparison of age categories was not possible due to differences in how they were calculated in Data Mart and Lightcast.

Table 16. **Priority Programs Not Addressing Equity Gaps in Priority Jobs**

Female	Male	BIPOC
17 Priority Jobs & Programs	5 Priority Jobs & Programs	2 Priority Jobs & Programs

In addition to identifying risk areas, this report also highlights educational programs actively addressing equity gaps in the labor market. **Table 17** shows that for priority jobs in which equity gaps exist (i.e., significant underrepresentation), community colleges are working towards addressing these gaps in **eight** programs for females, **three** programs for males, and **23** programs for BIPOC. **Tables 45** through **47** in the Appendix summarize data about these jobs and programs. It is important to recognize the trajectory of how community college programs can impact representation in the labor market, and these findings suggest that while there is still considerable work needed to address equity gaps in priority jobs as a relates to gender, the community colleges are excelling at training a racially and ethnically diverse workforce. These programs serve as examples of how targeted efforts can ultimately lead to more equitable outcomes that have the potential for long-term positive impacts on diversity in the labor market.

Table 17. **Priority Programs Actively Addressing Equity Gaps in Priority Jobs**

Female	Male	BIPOC
8 Priority Jobs & Programs	3 Priority Jobs & Programs	23 Priority Jobs & Programs

RECOMMENDATIONS AND DISCUSSION

The purpose of this report was to identify priority jobs and the community college programs that train for those roles in Los Angeles County. Furthermore, this report also explored equity gaps in priority jobs and programs by analyzing demographic data from traditional labor market information and postsecondary education data. This section highlights key findings from these analyses and provides recommendations for community colleges, particularly in program development and strategic planning in the region.

RECOMMENDATION #1: Community colleges should collaborate with employers to promote diversity in priority jobs and boost interest among underrepresented groups for these roles.

The LA COE identified **50** priority middle-skill jobs that had at least **100** projected annual job openings in Los Angeles County between **2023 and 2028**; pay entry-level wages at or above the MIT living wage of **\$26.63** per hour for a single adult in Los Angeles County; and typically require fewer than five years of work experience at entry. Analyses revealed that all priority jobs, except “Forensic Science Technicians,” had significant underrepresentation of at least one demographic group or an overrepresentation of individuals aged **55** and older (i.e., a retiring workforce). **Table 18** summarizes the demographic groups that are significantly under- or overrepresented across the **50** priority jobs, helping to clarify how equity gaps intersect with representation across various populations, which is critical to examine when addressing equity gaps.¹⁹ In terms of gender and race, the LA COE found that many of the jobs in which a significant portion of the workforce is nearing retirement age also were significantly underrepresented by females and BIPOC, such as “Mobile Heavy Equipment Mechanics, Except Engines,” “Operating Engineers and Other Construction Equipment Operators,” and “Engineering Technologists and Technicians, Except Drafters, All Other.” This highlights the novel opportunities for females and BIPOC to fill these roles, and community colleges can use this insight to develop strategies that encourage underrepresented groups to explore rewarding career pathways they may not have previously considered.

Table 18. **Significant²⁰ Under- or Overrepresentation of Demographic Group in Priority Jobs**

SOC	Occupation	Underrepresentation			Over-representation
		Female	Male	BIPOC	Age (55+)
53-2021	Air Traffic Controllers	*		*	
49-3011	Aircraft Mechanics and Service Technicians	*			

¹⁹“Racial Equity Could Produce Widespread Economic Gains,” Federal Reserve Bank of St. Louis, January 12, 2023, accessed October 1, 2024, <https://www.stlouisfed.org/publications/economic-equity-insights/racial-equity-labor-market-outcomes-economic-growth>.

²⁰A z-test was conducted to determine the statistical significance for differences between proportions, with a significance level set at $p < .01$. This analysis compared the proportion of each demographic group within an individual job to the overall proportion across all jobs. Please note that due to differences in sample sizes, statistical significance may vary for equivalent percentages.

		Underrepresentation			Over-representation
SOC	Occupation	Female	Male	BIPOC	Age (55+)
27-3011	Broadcast Announcers and Radio Disc Jockeys	*		*	
27-4012	Broadcast Technicians	*		*	
43-4011	Brokerage Clerks		*	*	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	*			
13-1028	Buyers and Purchasing Agents		*	*	*
17-3022	Civil Engineering Technologists and Technicians	*			
13-1031	Claims Adjusters, Examiners, and Investigators		*	*	
27-1021	Commercial and Industrial Designers			*	
53-2012	Commercial Pilots	*		*	
13-1141	Compensation, Benefits, and Job Analysis Specialists		*	*	
15-1299	Computer Occupations, All Other	*		*	
15-1232	Computer User Support Specialists	*		*	
33-3012	Correctional Officers and Jailers	*			
13-1051	Cost Estimators	*		*	*
29-1292	Dental Hygienists		*	*	
33-3021	Detectives and Criminal Investigators	*		*	
29-2032	Diagnostic Medical Sonographers		*		
17-3023	Electrical and Electronic Engineering Technologists and Technicians	*			*
49-9051	Electrical Power-Line Installers and Repairers	*		*	
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	*		*	*
43-6011	Executive Secretaries and Executive Administrative Assistants		*	*	*
27-1022	Fashion Designers		*		
27-4032	Film and Video Editors	*		*	
33-2011	Firefighters	*		*	
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	*		*	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	*		*	*

		Underrepresentation			Over-representation
SOC	Occupation	Female	Male	BIPOC	Age (55+)
43-1011	First-Line Supervisors of Office and Administrative Support Workers		*	*	*
33-1012	First-Line Supervisors of Police and Detectives	*		*	
53-2031	Flight Attendants		*	*	*
19-4092	Forensic Science Technicians				
29-2061	Licensed Practical and Licensed Vocational Nurses		*		*
13-1081	Logisticians	*			
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	*		*	*
15-1244	Network and Computer Systems Administrators	*		*	
31-2011	Occupational Therapy Assistants		*		
47-2073	Operating Engineers and Other Construction Equipment Operators	*		*	*
23-2011	Paralegals and Legal Assistants		*	*	
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	*		*	
33-3051	Police and Sheriff's Patrol Officers	*		*	
27-2012	Producers and Directors	*		*	
29-2034	Radiologic Technologists and Technicians		*		
29-1141	Registered Nurses		*		
29-1126	Respiratory Therapists		*		
27-1014	Special Effects Artists and Animators	*		*	
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	*			
49-9052	Telecommunications Line Installers and Repairers	*			
23-2093	Title Examiners, Abstractors, and Searchers		*	*	
51-8031	Water and Wastewater Treatment Plant and System Operators	*		*	

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

REFLECTION QUESTIONS

- ❏ Does your college currently have any partnerships with employers that hire for any of the priority jobs listed in Table 18? How can these partnerships provide opportunities for underrepresented students?
- ❏ How can your college connect your priority programs with DEI initiatives and goals of regional employers?
- ❏ How can your college encourage students to explore careers in priority jobs where they are underrepresented?

RECOMMENDATION #2: Community colleges should develop targeted recruitment and retention strategies for priority programs with significantly underrepresented groups.

The LA COE identified **48** TOP codes for community college programs that train for one or more priority occupations. Out of **48** community college programs that train for priority jobs, **eight** did not have an existing program or had few enrollments (i.e., fewer than 10 FTES) in the program year **2022-23 (Table 9)**, showing potential opportunities for program development and recruitment for programs that train for high-demand, well-paying careers.

Focusing on the representation of females in each priority program, there were **25** programs in which they were significantly underrepresented. The top three programs with disparities were in the Advanced Transportation & Logistics and Advanced Manufacturing sector: Heavy Equipment Maintenance (TOP 0947.20), Energy Systems Technology (TOP 0946.10), Diesel Technology (TOP 0947.00), and Electrical Systems and Power Transmission (TOP 0934.40). These findings align with evidence that despite growth in these sectors over the last decade, females continue to be underrepresented.^{21,22} A study by Schollmeier and Scott (2024) purports that female lack of representation could be due to perceived discrimination, lack of formal education in blue collar jobs, perceived risk in the industry, and work hours.²³ For males, **Eight** priority programs showed significant underrepresentation, many of which train for jobs in the Health Care sector, including: Dental Hygienist (TOP 1240.20), Licensed Vocational Nursing (TOP 1230.20), Registered Nursing (TOP 1230.10), and Respiratory Care/Therapy (TOP 1210.00)

Although the number of men in healthcare and nursing is steadily increasing, stereotypes that nursing is a female-dominant profession can be challenged by representation and the recruitment of more men into programs that train for these occupations.²⁴ Interestingly, these same programs are significantly underrepresented by individuals ages 19 and younger, suggesting that these programs could benefit from strong collaborations with K-12 and developing pathways in these careers for young students. For BIPOC, **Seven** programs showed significant underrepresentation in various industries, including the Business sector: Insurance (TOP 0512.00), Management Development and Supervision (TOP 0506.30), Business and Commerce, General (TOP 0501.00) and Office Technology/Office Computer Applications (TOP 0514.00). These racial equity gaps have a profound impact on systemic economic disparities,²⁵ and **Table 35** through **Table 41** in the Appendix summarize this information by race/ethnicity. **Table 19** can be used to understand ways in which disparities intersect across demographics.

²¹Ryan Schollmeier and Alex Scott. "Examining the Gender Wage Gap in Logistics." Journal of Business Logistics, vol. 45, 2024, p. e12363, <https://doi.org/10.1111/jbl.12363>.

²²"Community Colleges Collaborate to Advance Racial Equity in Manufacturing," The Century Foundation, May 2022, accessed October 1, 2024, <https://tcf.org/content/report/community-colleges-collaborate-to-advance-racial-equity-in-manufacturing>.

²³Ryan Schollmeier and Alex Scott. "Examining the Gender Wage Gap in Logistics." Journal of Business Logistics, vol. 45, 2024, p. e12363, <https://doi.org/10.1111/jbl.12363>.

²⁴"Male Nurses in Healthcare: Breaking Stereotypes and Expanding Horizons," Relias, July 2024, accessed October 1, 2024, <https://www.nurse.com/blog/growing-presence-male-nurses-healthcare-nsp>.

²⁵"Racial Equity Could Produce Widespread Economic Gains," Federal Reserve Bank of St. Louis, January 12, 2023, accessed October 1, 2024, <https://www.stlouisfed.org/publications/economic-equity-insights/racial-equity-labor-market-outcomes-economic-growth>.

²⁶A z-test was conducted to determine the statistical significance for differences between proportions, with a significance level set at $p < .01$. This analysis compared the proportion of each demographic group within an individual program to the overall proportion across all programs. Please note that due to differences in sample sizes, statistical significance may vary for equivalent percentages.

Table 19. **Significant²⁶ Underrepresentation of Demographic Group in Priority Programs**

		Underrepresentation			Over-representation
TOP	Program Title	Female	Male	BIPOC	Age (55+)
0502.00	Accounting	*			*
2105.00	Administration of Justice	*			*
3020.30	Air Traffic Control	*			
0614.40	Animation	*			
1009.00	Applied Design				
0201.00	Architecture and Architectural Technology	*			
0950.10	Aviation Airframe Mechanics	*			*
0604.30	Broadcast Journalism			*	
0505.00	Business Administration	*			
0501.00	Business and Commerce, General	*		*	
0708.10	Computer Networking	*			*
0708.20	Computer Support	*			*
2105.10	Corrections				*
1240.20	Dental Hygienist		*		*
1227.00	Diagnostic Medical Sonography				*
0947.00	Diesel Technology	*			
0934.40	Electrical Systems and Power Transmission	*			*
0934.00	Electronics and Electric Technology	*			*

		Underrepresentation			Over-representation
TOP	Program Title	Female	Male	BIPOC	Age (55+)
0946.10	Energy Systems Technology	*			*
0924.00	Engineering Technology, General (requires Trigonometry)	*			
1303.10	Fashion Design				*
1303.20	Fashion Merchandising		*		*
0612.20	Film Production	*		*	*
2133.50	Fire Academy	*			*
2133.00	Fire Technology	*		*	*
3020.40	Flight Attendant				
2105.40	Forensics, Evidence, and Investigation				
0947.20	Heavy Equipment Maintenance	*			
0947.30	Heavy Equipment Operation				
0701.00	Information Technology, General	*			*
0512.00	Insurance			*	*
0514.10	Legal Office Technology				
1230.20	Licensed Vocational Nursing				*
0510.00	Logistics and Materials Transportation	*			*
0506.30	Management Development and Supervision			*	*
1218.00	Occupational Therapy Technology				
0514.00	Office Technology/Office Computer Applications		*	*	*
1402.00	Paralegal		*		*
0954.30	Petroleum Technology				
3020.20	Piloting	*			*
2105.50	Police Academy				

		Underrepresentation			Over-representation
TOP	Program Title	Female	Male	BIPOC	
0604.00	Radio and Television	*			
1225.00	Radiologic Technology				
1230.10	Registered Nursing		*		
1210.00	Respiratory Care/Therapy		*		
0934.30	Telecommunications Technology				
0604.20	Television (including combined TV/Film/Video)	*			
0958.00	Water and Wastewater Technology	*			

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Understanding equity gaps among demographic groups is crucial for community college programs, as it enables community colleges to identify disparities, tailor support initiatives, and implement effective recruitment strategies that foster inclusivity in higher education. Therefore, although the current analysis focused on FTES enrollment, examining this data is only one approach to understanding equity gaps, and additional analyses should explore equity gaps in other student outcomes, such as retention and completion. As part of understanding ways to promote equity, it is crucial to not only focus on the data but also acknowledge the importance of listening to the voices and needs of these students—those most affected by these gaps—when setting strategic priorities in Los Angeles County.

REFLECTION QUESTIONS

- ❏ What experiences does your college have with targeted marketing campaigns for specific demographic groups (e.g. women, BIPOC, youth)? How could you apply these experiences toward promoting priority programs to increase enrollments among underrepresented groups?
- ❏ How can your college connect your priority programs with DEI initiatives and goals of regional employers?
- ❏ How can your college encourage students to explore careers in priority jobs where they are underrepresented?

RECOMMENDATION #3: Community colleges should focus on closing equity gaps for underrepresented groups in educational programs that also have existing disparities in high-demand, well-paying jobs.

This report highlights that certain demographic groups face the largest and most persistent equity gaps in both education and the workforce, underscoring the importance of focusing on equity. When evaluating disparities that stem from priority programs that are also reflected in the labor market, results showed that these persistent equity gaps in both education and the labor market exist for females in **17** jobs and programs, in **five** jobs and programs for males, and in **two** jobs and programs for BIPOC individuals. Identifying areas where these equity gaps are most pronounced in both jobs and programs is critical, as it hinders access to employment opportunities and ultimately impacts the economic mobility of affected demographic groups. For example, females only represent **1%** in both the occupation “Mobile Heavy Equipment Mechanics, Except Engines” and related community college programs; therefore, this report can help guide areas of focus based on the most significant persistent equity gaps.

REFLECTION QUESTIONS

- ❑ What experiences does your college have with targeted marketing campaigns for specific demographic groups (e.g. women, BIPOC, youth)? How could you apply these experiences toward promoting priority programs to increase enrollments among underrepresented groups?
- ❑ How can your college connect your priority programs with DEI initiatives and goals of regional employers?
- ❑ How can your college encourage students to explore careers in priority jobs where they are underrepresented?



CONCLUSION AND NEXT STEPS

Equity has been a central focus in California,²⁷ and ensuring equity is a fundamental priority outlined in Vision 2030 for California Community Colleges.²⁸ As labor market demand for priority jobs rises, the community colleges are essential in ensuring employers have a diverse talent pipeline. Understanding and tracking the demographics (gender, age, race/ethnicity) within priority jobs and programs can help the region build a more diverse and representative workforce.

This data serves as a starting point to encourage meaningful conversations about equity among community colleges. State and regional initiatives are focused on increasing the number of students who earn a living wage, expanding access, and equitably increasing outcomes for all students. Continued research that uses equity-minded inquiries and evaluates how community colleges can address equity gaps within their programs is critical. These inquiries can focus on questions such

as, “Are female students accessing services at the same rate as male students?” or “Do marketing materials speak effectively to populations we need to recruit to increase diversity?” By adopting a data-driven approach, educational institutions, community organizations, and employers can collaboratively leverage priority jobs and programs toward closing equity gaps for underrepresented groups in Los Angeles County.

²⁷“Will billions close California’s educational equity gaps?,” CalMatters, July 2022, accessed October 1, 2024, <https://calmatters.org/newsletters/whatmatters/2022/07/educational-equity-california-billions>.

²⁸“Vision 2030: A Roadmap for California Community Colleges,” California Community Colleges Chancellor’s Office, September 2023, accessed October 1, 2024, <https://www.cccco.edu/About-Us/Vision-2030>.



FOR LABOR MARKET RESEARCH

LOS ANGELES

APPENDIX

Data Tables

Table 20. **Additional Labor Market Information for Priority Jobs**

SOC	Occupation	2023 Jobs	2023-28% Change	2023-2028 Avg. Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Annual Earnings ²⁹	Typical Entry Level Education
29-1141	Registered Nurses	98,854	8%	7,056	\$47.95	\$129,200	Bachelor's
43-1011	First-Line Supervisors of Office and Administrative Support Workers	44,238	-1%	4,197	\$28.33	\$70,800	HS diploma or equivalent
27-2012	Producers and Directors	33,812	2%	2,942	\$35.24	\$102,500	Bachelor's
29-2061	Licensed Practical and Licensed Vocational Nurses	25,443	10%	2,541	\$30.88	\$74,500	Postsecondary nondegree award
33-3051	Police and Sheriff's Patrol Officers	20,374	5%	1,813	\$48.49	\$115,700	HS diploma or equivalent
23-2011	Paralegals and Legal Assistants	13,246	11%	1,696	\$28.86	\$77,500	Associate
53-2031	Flight Attendants	9,726	12%	1,573	\$29.88	\$79,500	HS diploma or equivalent
43-6011	Executive Secretaries and Executive Administrative Assistants	15,161	-8%	1,501	\$30.49	\$78,600	HS diploma or equivalent
15-1299	Computer Occupations, All Other	18,069	3%	1,241	\$29.46	\$100,000	Bachelor's
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	13,507	4%	1,224	\$31.10	\$80,700	HS diploma or equivalent
13-1028	Buyers and Purchasing Agents	13,398	-4%	1,185	\$27.58	\$75,400	Bachelor's
27-1014	Special Effects Artists and Animators	10,182	4%	1,057	\$38.22	\$121,900	Bachelor's
15-1232	Computer User Support Specialists	14,080	2%	1,015	\$27.44	\$69,400	Some college, no degree
27-4032	Film and Video Editors	9,732	4%	917	\$26.86	\$79,000	Bachelor's

²⁹Median annual earnings are calculated by multiplying the median hourly earnings by 2,080 full-time hours, which is equivalent to 40 hours a week for 52 weeks per year. These earnings are rounded to the nearest hundredth dollar amount.

SOC	Occupation	2023 Jobs	2023-28% Change	2023-2028 Avg. Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Annual Earnings ²⁹	Typical Entry Level Education
13-1081	Logisticians	7,680	8%	755	\$30.30	\$81,200	Bachelor's
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6,839	4%	639	\$28.50	\$73,700	HS diploma or equivalent
47-2073	Operating Engineers and Other Construction Equipment Operators	5,877	6%	582	\$28.82	\$84,600	HS diploma or equivalent
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	5,633	4%	520	\$29.86	\$78,500	HS diploma or equivalent
27-4012	Broadcast Technicians	5,686	-1%	508	\$32.11	\$102,300	Associate
29-1292	Dental Hygienists	5,591	11%	500	\$49.42	\$118,000	Associate
33-2011	Firefighters	4,968	9%	467	\$37.67	\$93,400	Postsecondary nondegree
49-3011	Aircraft Mechanics and Service Technicians	4,761	10%	461	\$29.70	\$80,300	Postsecondary nondegree
15-1244	Network and Computer Systems Administrators	7,242	1%	418	\$37.71	\$102,200	Bachelor's
13-1051	Cost Estimators	4,841	0%	405	\$28.97	\$78,100	Bachelor's
13-1031	Claims Adjusters, Examiners, and Investigators	6,159	-10%	400	\$30.16	\$80,700	HS diploma or equivalent
29-2034	Radiologic Technologists and Technicians	5,657	7%	384	\$28.34	\$90,200	Associate
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	3,437	-6%	337	\$27.65	\$65,800	Postsecondary nondegree
33-3012	Correctional Officers and Jailers	3,369	6%	337	\$33.19	\$79,000	HS diploma or equivalent
27-1022	Fashion Designers	3,688	-2%	324	\$28.02	\$74,000	Bachelor's
29-1126	Respiratory Therapists	4,082	11%	297	\$39.60	\$100,000	Associate
17-3023	Electrical and Electronic Engineering Technologists and Technicians	2,784	-4%	264	\$28.35	\$76,500	Associate
33-1012	First-Line Supervisors of Police and Detectives	3,284	6%	261	\$72.15	\$176,000	HS diploma or equivalent

SOC	Occupation	2023 Jobs	2023-28% Change	2023-2028 Avg. Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Annual Earnings ²⁹	Typical Entry Level Education
43-4011	Brokerage Clerks	2,293	-5%	254	\$29.94	\$83,200	HS diploma or equivalent
53-2012	Commercial Pilots	1,644	10%	226	\$40.59	\$142,000	HS diploma or equivalent
13-1141	Compensation, Benefits, and Job Analysis Specialists	2,808	3%	212	\$31.39	\$84,100	Bachelor's
33-3021	Detectives and Criminal Investigators	2,359	5%	202	\$48.89	\$125,800	HS diploma or equivalent
49-9052	Telecommunications Line Installers and Repairers	2,291	-7%	198	\$27.57	\$78,700	HS diploma or equivalent
31-2011	Occupational Therapy Assistants	964	25%	196	\$34.60	\$80,500	Associate
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	2,077	0%	188	\$27.01	\$68,100	Associate
29-2032	Diagnostic Medical Sonographers	2,333	9%	164	\$39.99	\$103,700	Associate
51-8031	Water and Wastewater Treatment Plant and System Operators	1,512	4%	155	\$30.36	\$79,400	HS diploma or equivalent
23-2093	Title Examiners, Abstractors, and Searchers	1,481	3%	152	\$27.65	\$74,600	HS diploma or equivalent
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	1,655	0%	150	\$48.33	\$103,000	HS diploma or equivalent
27-3011	Broadcast Announcers and Radio Disc Jockeys	1,382	-3%	138	\$28.80	\$83,500	Bachelor's
49-9051	Electrical Power-Line Installers and Repairers	1,586	2%	127	\$38.59	\$127,400	HS diploma or equivalent
17-3022	Civil Engineering Technologists and Technicians	1,229	2%	116	\$31.00	\$83,200	Associate
27-1021	Commercial and Industrial Designers	1,759	-4%	116	\$30.26	\$79,400	Bachelor's
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	1,462	8%	115	\$53.80	\$169,900	Postsecondary nondegree
53-2021	Air Traffic Controllers	1,149	4%	109	\$63.57	\$172,700	Associate
19-4092	Forensic Science Technicians	724	9%	104	\$40.00	\$105,200	Bachelor's

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 21. **Priority Jobs Significantly Underrepresented by Females**

SOC	Occupation	% Female
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2%
49-9051	Electrical Power-Line Installers and Repairers	2%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	5%
33-2011	Firefighters	5%
49-9052	Telecommunications Line Installers and Repairers	5%
49-3011	Aircraft Mechanics and Service Technicians	6%
51-8031	Water and Wastewater Treatment Plant and System Operators	6%
53-2012	Commercial Pilots	6%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7%
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	7%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	10%
27-4012	Broadcast Technicians	13%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	16%
33-3051	Police and Sheriff's Patrol Officers	16%
33-1012	First-Line Supervisors of Police and Detectives	17%
13-1051	Cost Estimators	18%
15-1244	Network and Computer Systems Administrators	19%
53-2021	Air Traffic Controllers	19%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	20%
27-4032	Film and Video Editors	20%
17-3022	Civil Engineering Technologists and Technicians	21%
33-3021	Detectives and Criminal Investigators	25%
15-1232	Computer User Support Specialists	27%
27-3011	Broadcast Announcers and Radio Disc Jockeys	28%
15-1299	Computer Occupations, All Other	29%

SOC	Occupation	% Female
33-3012	Correctional Officers and Jailers	30%
13-1081	Logisticians	37%
27-1014	Special Effects Artists and Animators	37%
27-2012	Producers and Directors	40%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 22. **Priority Jobs Significantly Underrepresented by Males**

SOC	Occupation	% Male
43-6011	Executive Secretaries and Executive Administrative Assistants	5%
29-1292	Dental Hygienists	8%
29-1141	Registered Nurses	15%
29-2061	Licensed Practical and Licensed Vocational Nurses	15%
23-2011	Paralegals and Legal Assistants	16%
31-2011	Occupational Therapy Assistants	19%
43-4011	Brokerage Clerks	22%
53-2031	Flight Attendants	24%
13-1141	Compensation, Benefits, and Job Analysis Specialists	26%
27-1022	Fashion Designers	28%
23-2093	Title Examiners, Abstractors, and Searchers	29%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	34%
29-2032	Diagnostic Medical Sonographers	35%
29-2034	Radiologic Technologists and Technicians	39%
13-1031	Claims Adjusters, Examiners, and Investigators	40%
13-1028	Buyers and Purchasing Agents	46%
29-1126	Respiratory Therapists	46%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 23. **Priority Jobs Significantly Underrepresented by BIPOC**

SOC	Occupation	% BIPOC
53-2012	Commercial Pilots	32%
27-2012	Producers and Directors	35%
27-4032	Film and Video Editors	36%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	36%
27-1014	Special Effects Artists and Animators	37%
27-4012	Broadcast Technicians	41%
13-1051	Cost Estimators	46%
27-3011	Broadcast Announcers and Radio Disc Jockeys	47%
33-1012	First-Line Supervisors of Police and Detectives	48%
33-2011	Firefighters	49%
51-8031	Water and Wastewater Treatment Plant and System Operators	51%
23-2093	Title Examiners, Abstractors, and Searchers	53%
43-6011	Executive Secretaries and Executive Administrative Assistants	54%
53-2021	Air Traffic Controllers	54%
49-9051	Electrical Power-Line Installers and Repairers	55%
47-2073	Operating Engineers and Other Construction Equipment Operators	56%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	56%
29-1292	Dental Hygienists	57%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	57%
15-1244	Network and Computer Systems Administrators	58%
33-3021	Detectives and Criminal Investigators	58%
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	58%
53-2031	Flight Attendants	58%
13-1028	Buyers and Purchasing Agents	59%
43-4011	Brokerage Clerks	59%
23-2011	Paralegals and Legal Assistants	60%
27-1021	Commercial and Industrial Designers	60%

SOC	Occupation	% BIPOC
33-3051	Police and Sheriff's Patrol Officers	60%
13-1031	Claims Adjusters, Examiners, and Investigators	61%
13-1141	Compensation, Benefits, and Job Analysis Specialists	61%
15-1232	Computer User Support Specialists	61%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	62%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	63%
15-1299	Computer Occupations, All Other	64%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 24. **Top 10 Priority Jobs Most Underrepresented by Hispanic or Latino**

SOC	Occupation	% Hispanic
27-1014	Special Effects Artists and Animators	15%
27-2012	Producers and Directors	16%
27-4032	Film and Video Editors	19%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	20%
53-2012	Commercial Pilots	20%
53-2031	Flight Attendants	22%
27-4012	Broadcast Technicians	22%
15-1299	Computer Occupations, All Other	23%
15-1244	Network and Computer Systems Administrators	24%
29-1141	Registered Nurses	24%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 25. **Top 10 Priority Jobs Most Underrepresented by White**

SOC	Occupation	% White
29-2061	Licensed Practical and Licensed Vocational Nurses	25%
29-1126	Respiratory Therapists	28%
27-1022	Fashion Designers	31%
13-1081	Logisticians	31%
29-1141	Registered Nurses	31%
49-9052	Telecommunications Line Installers and Repairers	32%
29-2032	Diagnostic Medical Sonographers	33%
33-3012	Correctional Officers and Jailers	33%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	33%
19-4092	Forensic Science Technicians	33%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 26. **Top 10 Priority Jobs Most Underrepresented by Asian**

SOC	Occupation	% Asian
49-9051	Electrical Power-Line Installers and Repairers	3%
33-3012	Correctional Officers and Jailers	4%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	4%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	4%
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	5%
33-1012	First-Line Supervisors of Police and Detectives	6%
49-9052	Telecommunications Line Installers and Repairers	6%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	6%
33-2011	Firefighters	6%
53-2012	Commercial Pilots	6%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 27. **Top 10 Priority Jobs Most Underrepresented by Black or African American**

SOC	Occupation	% Black
13-1051	Cost Estimators	1%
53-2012	Commercial Pilots	2%
27-1021	Commercial and Industrial Designers	2%
29-1292	Dental Hygienists	3%
27-1022	Fashion Designers	4%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	4%
29-2032	Diagnostic Medical Sonographers	4%
13-1028	Buyers and Purchasing Agents	5%
15-1244	Network and Computer Systems Administrators	5%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	5%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 28. **Top 10 Priority Jobs Most Underrepresented by Native Hawaiian or Pacific Islander**

SOC	Occupation	% NH/PI
27-1014	Special Effects Artists and Animators	0.2%
33-3051	Police and Sheriffs Patrol Officers	0.3%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.4%
13-1028	Buyers and Purchasing Agents	0.4%
49-9052	Telecommunications Line Installers and Repairers	0.8%
49-3011	Aircraft Mechanics and Service Technicians	0.9%
53-2021	Air Traffic Controllers	1%
49-9051	Electrical Power-Line Installers and Repairers	1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1%
47-2073	Operating Engineers and Other Construction Equipment Operators	1%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 29. **Top Priority Jobs Underrepresented by American Indian or Alaska Native**³⁰

SOC	Occupation	% AI/AN
13-1028	Buyers and Purchasing Agents	0.20%
33-3051	Police and Sheriffs Patrol Officers	0.21%
27-1014	Special Effects Artists and Animators	0.23%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.23%
49-3011	Aircraft Mechanics and Service Technicians	0.32%
47-2073	Operating Engineers and Other Construction Equipment Operators	1.00%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 30. **Priority Jobs Significantly Overrepresented by 55+**

SOC	Occupation	% 55+
13-1051	Cost Estimators	43%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	37%
53-2031	Flight Attendants	37%
43-6011	Executive Secretaries and Executive Administrative Assistants	35%
13-1028	Buyers and Purchasing Agents	33%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	33%
47-2073	Operating Engineers and Other Construction Equipment Operators	30%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	29%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	29%
29-2061	Licensed Practical and Licensed Vocational Nurses	28%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	27%

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table 31. **Priority Programs Underrepresented by Females**

TOP	Program Name	FTEs Total Enrolled	% Female
0947.20	Heavy Equipment Maintenance	18	1%
0946.10	Energy Systems Technology	26	3%
0947.00	Diesel Technology	250	4%
0934.40	Electrical Systems and Power Transmission	135	5%
2133.50	Fire Academy	283	6%
2133.00	Fire Technology	2,562	7%
0934.00	Electronics and Electric Technology	591	11%
0950.10	Aviation Airframe Mechanics	32	12%
0958.00	Water and Wastewater Technology	72	12%
0708.10	Computer Networking	206	21%
0708.20	Computer Support	78	21%
3020.20	Piloting	137	26%
3020.30	Air Traffic Control	40	27%
0924.00	Engineering Technology, General (requires Trigonometry)	321	27%
0604.20	Television (including combined TV/Film/Video)	267	35%
0612.20	Film Production	767	35%
0701.00	Information Technology, General	1,597	38%
0510.00	Logistics and Materials Transportation	96	40%
0201.00	Architecture and Architectural Technology	1,168	42%
0614.40	Animation	578	43%
0604.00	Radio and Television	354	44%
2105.00	Administration of Justice	2,915	50%
0501.00	Business and Commerce, General	1,213	50%
0505.00	Business Administration	1,539	51%
0502.00	Accounting	4,403	51%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>.

Table 32. **Priority Programs Underrepresented by Males**

TOP	Program Name	FTES Total Enrolled	% Male
1240.20	Dental Hygienist	284	13%
1230.20	Licensed Vocational Nursing	306	13%
1303.20	Fashion Merchandising	48	24%
1230.10	Registered Nursing	2,050	25%
1402.00	Paralegal	760	29%
1303.10	Fashion Design	563	31%
0514.00	Office Technology/Office Computer Applications	1,497	31%
1210.00	Respiratory Care/Therapy	378	33%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 33. **Priority Programs Underrepresented by Ages 19 and Younger**

TOP	Program Name	FTES Total Enrolled	% 19 and Younger
1240.20	Dental Hygienist	284	0%
1230.20	Licensed Vocational Nursing	306	1%
1230.10	Registered Nursing	2,050	1%
0512.00	Insurance	58	1%
1225.00	Radiologic Technology	536	2%
0946.10	Energy Systems Technology	26	4%
1210.00	Respiratory Care/Therapy	378	5%
0950.10	Aviation Airframe Mechanics	32	6%
1227.00	Diagnostic Medical Sonography	85	7%
2133.50	Fire Academy	283	8%
0506.30	Management Development and Supervision	165	8%
0708.20	Computer Support	78	9%
0708.10	Computer Networking	206	9%
0514.00	Office Technology/Office Computer Applications	1,497	9%
0958.00	Water and Wastewater Technology	72	10%

TOP	Program Name	FTEs Total Enrolled	% 19 and Younger
1402.00	Paralegal	760	10%
2105.10	Corrections	111	10%
2133.00	Fire Technology	2,562	13%
1303.20	Fashion Merchandising	48	14%
0510.00	Logistics and Materials Transportation	96	16%
0934.00	Electronics and Electric Technology	591	19%
1303.10	Fashion Design	563	19%
0934.40	Electrical Systems and Power Transmission	135	20%
3020.20	Piloting	137	22%
0612.20	Film Production	767	23%
0502.00	Accounting	4,403	23%
0701.00	Information Technology, General	1,597	24%
0604.20	Television (including combined TV/Film/Video)	267	25%
0604.00	Radio and Television	354	27%
2105.00	Administration of Justice	2,915	30%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 34. **Priority Programs Underrepresented by BIPOC**

TOP	Program Name	FTEs Total Enrolled	% BIPOC
0512.00	Insurance	58	15%
0506.30	Management Development and Supervision	165	69%
0604.30	Broadcast Journalism	56	69%
2133.00	Fire Technology	2,562	71%
0501.00	Business and Commerce, General	1,213	73%
0612.20	Film Production	767	77%
0514.00	Office Technology/Office Computer Applications	1,497	79%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 35. **Top 10 Priority Programs Underrepresented by Hispanic or Latino**

TOP	Program Name	FTEs Total Enrolled	% Hispanic
1303.20	Fashion Merchandising	48	4%
0512.00	Insurance	58	9%
0604.30	Broadcast Journalism	56	29%
2133.00	Fire Technology	2,562	37%
0506.30	Management Development and Supervision	165	43%
0501.00	Business and Commerce, General	1,213	43%
1230.10	Registered Nursing	2,050	45%
0514.00	Office Technology/Office Computer Applications	1,497	46%
0924.00	Engineering Technology, General (requires Trigonometry)	321	46%
0612.20	Film Production	767	47%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 36. **Top 10 Priority Programs Underrepresented by White**

TOP	Program Name	FTEs Total Enrolled	% White
0947.00	Diesel Technology	250	3%
0947.20	Heavy Equipment Maintenance	18	5%
1230.20	Licensed Vocational Nursing	306	6%
0934.40	Electrical Systems and Power Transmission	135	6%
0946.10	Energy Systems Technology	26	6%
1303.20	Fashion Merchandising	48	8%
1210.00	Respiratory Care/Therapy	378	9%
0950.10	Aviation Airframe Mechanics	32	9%
2105.40	Forensics, Evidence, and Investigation	83	9%
1009.00	Applied Design	226	9%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 37. **Top 10 Priority Programs Underrepresented by Asian**

TOP	Program Name	FTEs Total Enrolled	% Asian
1303.20	Fashion Merchandising	48	0%
0512.00	Insurance	58	2%
0947.00	Diesel Technology	250	2%
0958.00	Water and Wastewater Technology	72	2%
0934.40	Electrical Systems and Power Transmission	135	2%
2133.00	Fire Technology	2,562	3%
2105.10	Corrections	111	3%
2105.40	Forensics, Evidence, and Investigation	83	3%
2133.50	Fire Academy	283	4%
2105.00	Administration of Justice	2,915	4%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 38. **Top 10 Priority Programs Underrepresented by Filipino**

TOP	Program Name	FTEs Total Enrolled	% Filipino
1303.20	Fashion Merchandising	48	0%
2133.50	Fire Academy	283	0%
2105.10	Corrections	111	0%
0512.00	Insurance	58	0%
0947.00	Diesel Technology	250	1%
2105.00	Administration of Justice	2,915	1%
0958.00	Water and Wastewater Technology	72	1%
2133.00	Fire Technology	2,562	1%
0505.00	Business Administration	1,539	1%
1402.00	Paralegal	760	2%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 39. **Top 10 Priority Programs Underrepresented by Black or African American**

TOP	Program Name	FTEs Total Enrolled	% Black
1210.00	Respiratory Care/Therapy	378	3%
1240.20	Dental Hygienist	284	3%
0934.00	Electronics and Electric Technology	591	3%
0201.00	Architecture and Architectural Technology	1,168	4%
1225.00	Radiologic Technology	536	4%
0614.40	Animation	578	4%
2133.00	Fire Technology	2,562	5%
0502.00	Accounting	4,403	6%
2105.00	Administration of Justice	2,915	9%
0701.00	Information Technology, General	1,597	10%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 40. **Top 10 Priority Programs Underrepresented by Pacific Islander**

TOP	Program Name	FTEs Total Enrolled	% Pacific Islander
1303.10	Fashion Design	563	0.0%
0947.00	Diesel Technology	250	0.0%
1402.00	Paralegal	760	0.1%
1230.10	Registered Nursing	2,050	0.1%
0612.20	Film Production	767	0.1%
0924.00	Engineering Technology, General (requires Trigonometry)	321	0.1%
0958.00	Water and Wastewater Technology	72	0.1%
0934.00	Electronics and Electric Technology	591	0.2%
1009.00	Applied Design	226	0.2%
0502.00	Accounting	4,403	0.2%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 41. **Top 10 Priority Programs Underrepresented by American Indian or Alaska Native**

TOP	Program Name	FTES Total Enrolled	% AI/AN
0950.10	Respiratory Care/Therapy	32	0.0%
0924.00	Dental Hygienist	321	0.0%
1230.20	Electronics and Electric Technology	306	0.0%
0501.00	Architecture and Architectural Technology	1,213	0.1%
0701.00	Radiologic Technology	1,597	0.1%
1225.00	Animation	536	0.1%
0505.00	Fire Technology	1,539	0.1%
0502.00	Accounting	4,403	0.1%
0614.40	Administration of Justice	578	0.2%
3020.20	Information Technology, General	137	0.2%

Source: California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, <https://datamart.cccco.edu>

Table 42. **Priority Programs Not Addressing Equity Gaps in Priority Jobs by Females**

SOC	Occupation	% Female	TOP	Program Name	FTES Total	% Female
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1%	0947.20	Heavy Equipment Maintenance	18	1%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2%	0947.00	Diesel Technology	250	4%
49-9051	Electrical Power-Line Installers and Repairers	2%	0934.40	Electrical Systems and Power Transmission	135	5%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	5%	2133.50	Fire Academy	283	6%
33-2011	Firefighters	5%	2133.00	Fire Technology	2,562	7%
49-3011	Aircraft Mechanics and Service Technicians	6%	0950.10	Aviation Airframe Mechanics	32	12%
51-8031	Water and Wastewater Treatment Plant and System Operators	6%	0958.00	Water and Wastewater Technology	72	12%

SOC	Occupation	% Female	TOP	Program Name	FTES Total	% Female
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7%	0946.10	Energy Systems Technology	26	3%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	16%	0934.00	Electronics and Electric Technology	591	11%
53-2021	Air Traffic Controllers	19%	3020.30	Air Traffic Control	40	27%
15-1244	Network and Computer Systems Administrators	19%	0708.10	Computer Networking	206	21%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	20%	0924.00	Engineering Technology, General (requires Trigonometry)	321	27%
15-1232	Computer User Support Specialists	27%	0708.20	Computer Support	78	21%
15-1299	Computer Occupations, All Other	29%	0701.00	Information Technology, General	1,597	38%
27-1014	Special Effects Artists and Animators	37%	0614.40	Animation	578	43%
13-1081	Logisticians	37%	0510.00	Logistics and Materials Transportation	96	40%
27-2012	Producers and Directors	40%	0604.20	Television (including combined TV/Film/Video)	267	35%

Table 43. **Priority Programs Not Addressing Equity Gaps in Priority Jobs by Males**

SOC	Occupation	% Male	TOP	Program Name	FTES Total	% Male
29-1292	Dental Hygienists	8%	1240.20	Dental Hygienist	284	13%
29-2061	Licensed Practical and Licensed Vocational Nurses	15%	1230.20	Licensed Vocational Nursing	306	13%
27-1022	Fashion Designers	28%	1303.10	Fashion Design	563	31%
29-1126	Respiratory Therapists	46%	1210.00	Respiratory Care/Therapy	378	33%
13-1028	Buyers and Purchasing Agents	46%	1303.20	Fashion Merchandising	48	24%

Table 44. **Priority Programs Not Addressing Equity Gaps in Priority Jobs by BIPOC**

SOC	Occupation	% BIPOC	TOP	Program Name	FTES Total	% BIPOC
13-1031	Claims Adjusters, Examiners, and Investigators	61%	0512.00	Insurance	58	15%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	63%	0506.30	Management Development and Supervision	165	69%

Table 45. **Priority Programs Actively Addressing Equity Gaps in Priority Jobs by Females**

SOC	Occupation	% Female	TOP	Program Name	FTES Total	% Female
53-2012	Commercial Pilots	6%	3020.20	Piloting	137	26%
27-4012	Broadcast Technicians	13%	0604.00	Radio and Television	354	44%
13-1051	Cost Estimators	18%	0501.00	Business and Commerce, General	1,213	50%
27-4032	Film and Video Editors	20%	0612.20	Film Production	767	35%
17-3022	Civil Engineering Technologists and Technicians	21%	0201.00	Architecture and Architectural Technology	1,168	42%
33-3021	Detectives and Criminal Investigators	25%	2105.00	Administration of Justice	2,915	50%
27-3011	Broadcast Announcers and Radio Disc Jockeys	28%	0604.30	Broadcast Journalism	56	47%
33-3012	Correctional Officers and Jailers	30%	2105.10	Corrections	111	55%

Table 46. **Priority Programs Actively Addressing Equity Gaps in Priority Jobs by Males**

SOC	Occupation	% Male	TOP	Program Name	FTES Total	% Male
43-6011	Executive Secretaries and Executive Administrative Assistants	5%	0514.00	Office Technology/Office Computer Applications	1,497	31%
29-1141	Registered Nurses	15%	1230.10	Registered Nursing	2,050	25%
23-2011	Paralegals and Legal Assistants	16%	1402.00	Paralegal	760	29%

Table 47. **Priority Programs Actively Addressing Equity Gaps in Priority Jobs by BIPOC**

SOC	Occupation	% BIPOC	TOP	Program Name	FTES Total	% BIPOC
53-2012	Commercial Pilots	32%	3020.20	Piloting	137	78%
27-2012	Producers and Directors	35%	0604.20	Television (including combined TV/Film/Video)	267	81%
27-4032	Film and Video Editors	36%	0612.20	Film Production	767	77%
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	36%	2133.50	Fire Academy	283	77%
27-1014	Special Effects Artists and Animators	37%	0614.40	Animation	578	84%
27-4012	Broadcast Technicians	41%	0604.00	Radio and Television	354	81%
13-1051	Cost Estimators	46%	0501.00	Business and Commerce, General	1,213	73%
27-3011	Broadcast Announcers and Radio Disc Jockeys	47%	0604.30	Broadcast Journalism	56	69%
33-2011	Firefighters	49%	2133.00	Fire Technology	2,562	71%
51-8031	Water and Wastewater Treatment Plant and System Operators	51%	0958.00	Water and Wastewater Technology	72	90%
43-6011	Executive Secretaries and Executive Administrative Assistants	54%	0514.00	Office Technology/Office Computer Applications	1,497	79%
53-2021	Air Traffic Controllers	54%	3020.30	Air Traffic Control	40	87%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	56%	0947.20	Heavy Equipment Maintenance	18	95%
29-1292	Dental Hygienists	57%	1240.20	Dental Hygienist	284	81%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	57%	0946.10	Energy Systems Technology	26	94%

SOC	Occupation	% BIPOC	TOP	Program Name	FTES Total	% BIPOC
15-1244	Network and Computer Systems Administrators	58%	0708.10	Computer Networking	206	86%
13-1028	Buyers and Purchasing Agents	59%	1303.20	Fashion Merchandising	48	92%
43-4011	Brokerage Clerks	59%	0502.00	Accounting	4,403	82%
23-2011	Paralegals and Legal Assistants	60%	1402.00	Paralegal	760	85%
13-1141	Compensation, Benefits, and Job Analysis Specialists	61%	0505.00	Business Administration	1,539	84%
15-1232	Computer User Support Specialists	61%	0708.20	Computer Support	78	88%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	62%	0924.00	Engineering Technology, General (requires Trigonometry)	321	85%
15-1299	Computer Occupations, All Other	64%	0701.00	Information Technology, General	1,597	84%



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FOR LABOR MARKET RESEARCH

LOS ANGELES

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