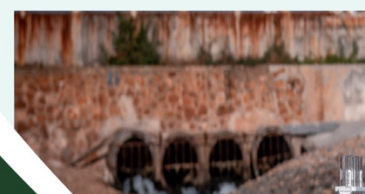
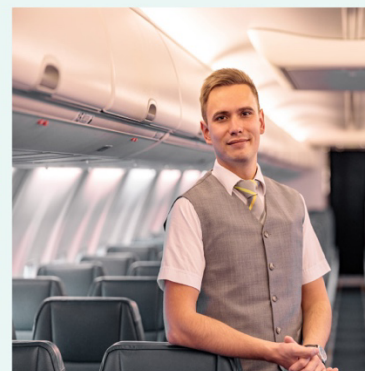
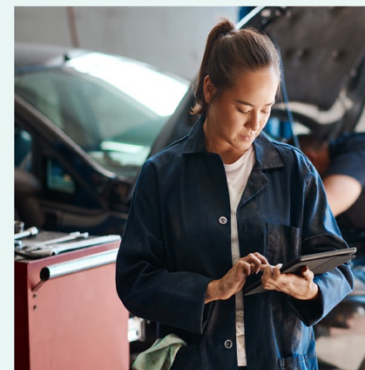


March 2025

# PRIORITY JOBS AND PROGRAMS

Addressing Equity Gaps  
for a Diverse Workforce

## IMPERIAL COUNTY



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## Executive Summary

Identifying high-demand, high-wage middle-skill jobs is vital for promoting career stability and economic mobility in Imperial County. In 2023, the county had 72,943 jobs, with 45 percent (32,611 jobs) classified as “middle-skill jobs.” These priority jobs are defined as middle-skill occupations that:

- Have at least 13 projected annual job openings between 2023 and 2028 in Imperial County;
- Pay at or above the living wage of \$15.14 per hour for a single adult in Imperial County;<sup>1</sup> and
- Typically require fewer than five years of work experience at entry.

The San Diego & Imperial Community Colleges Center of Excellence (COE) analyzed labor market and postsecondary education data to 1) identify priority jobs and training programs in Imperial County; 2) evaluate equity gaps related to age, gender, and race/ethnicity; and 3) assess where equity gaps have improved or persisted in priority jobs and programs. Across 52 priority jobs, the San Diego & Imperial COE found an underrepresentation of females in 26 occupations, males in 21 occupations, and Black, Indigenous, and People of Color (BIPOC) in 42 occupations, as well as an overrepresentation of workers nearing retirement age in 25 occupations. Of the 59 priority programs that train for at least one occupation on the priority jobs list, there was an underrepresentation of females in 11 programs, males in six programs, students aged 19 and younger in 11 programs, and Black/African American students in five programs. Based on these findings, the San Diego & Imperial COE encourages employers and community colleges to consider the following:

1

The region should promote the priority jobs identified in this study to help students understand which careers are in high demand and provide economic stability.

2

Employers should partner with community colleges to actively recruit underrepresented groups into priority jobs, which not only addresses equity gaps but also future workforce shortages.

3

Building on the equity gaps in enrollments identified in this study, the community colleges should evaluate other student outcomes and conduct further research with specific groups to create targeted workforce development strategies.

4

Employers and community colleges should review the improvements in equity gaps identified in this study and share successful strategies to close gaps in other priority jobs and programs.

As demand for priority jobs increases, community college are essential in ensuring employers have a diverse talent pipeline. Ultimately, the San Diego & Imperial COE encourages employers and community colleges to use this study to promote more equitable representation in the region's workforce.

<sup>1</sup> Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. [selfsufficiencystandard.org/California](https://selfsufficiencystandard.org/California)

## Introduction

In 2023, there were 72,943 jobs in Imperial County, with 45 percent (32,611 jobs) categorized as “middle-skill jobs.” Middle-skill jobs are traditionally defined as occupations that require education beyond a high school diploma, but less than a bachelor’s degree, such as some college, an associate degree, or apprenticeship training. In recent years, however, the definition has expanded to include occupations that historically required an associate degree but now often require a bachelor’s degree (e.g., registered nurses) as well as other jobs trainable by community colleges.<sup>2</sup> Given the wide range of middle-skill jobs, this report prioritizes high-demand and high-wage careers that provide students with stability and pathways for economic mobility. These “priority jobs” are defined as middle-skill occupations that:

- Have at least 13 projected annual job openings between 2023 and 2028 in Imperial County;
- Pay at or above the living wage of \$15.14 per hour for a single adult in Imperial County;<sup>3</sup> and
- Typically require fewer than five years of work experience at entry.

Based on these criteria, the San Diego & Imperial Center of Excellence (COE) found 52 priority jobs out of 798 occupations in the Standard Occupational Classification (SOC)<sup>4</sup> system for Imperial County. Correspondingly, “priority programs” are training programs that the community colleges offer for these priority jobs. To identify priority programs, the San Diego & Imperial COE identified 59 Taxonomy of Programs (TOP) codes<sup>5</sup> associated with one or more priority job. Within these codes, there were 19 active for-credit programs at Imperial Valley College as of April 2024. For more information, see the Appendix, Methodology.

By aligning educational programs with high-demand, high-wage employment, community colleges can support workforce needs while also providing students with meaningful opportunities for economic mobility. These are priorities stated in Vision 2030 for California Community Colleges,<sup>6</sup> which emphasizes equity by increasing the number of students who earn living wages, expanding access to education, and improving outcomes for all students. This report reflects these priorities by examining equity gaps within priority jobs and programs and comparing these gaps with those found in a previous report<sup>7</sup> published in July 2023. Specifically, the San Diego & Imperial COE analyzed labor market and postsecondary education data to:

- 1. Identify priority jobs and programs in Imperial County;**
- 2. Evaluate equity gaps related to age, gender, and race/ethnicity; and**
- 3. Assess where equity gaps have improved or persisted in priority jobs and programs.**

By understanding equity gaps in priority jobs and programs, employers and community colleges can leverage this information to develop workforce strategies with equity in mind.

<sup>2</sup> Definition also includes occupations that 1) have more than one-third of their existing labor force with an educational attainment of some college or associate degree and 2) 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

<sup>3</sup> Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. [selfsufficiencystandard.org/California](https://selfsufficiencystandard.org/California).

<sup>4</sup> The 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://bls.gov/soc)

<sup>5</sup> California Community Colleges assign Taxonomy of Programs (TOP) codes to academic programs in the community college system.

<sup>6</sup> “Vision 2030: A Roadmap for California Community Colleges,” California Community Colleges Chancellor's Office, September 2023, accessed January 1, 2025, [cocco.edu/About-Us/Vision-2030](https://cocco.edu/About-Us/Vision-2030).

<sup>7</sup> “Equity Gaps in Priority Jobs and Programs: Imperial County,” San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).



## Priority Jobs in Imperial County

The following table lists the 52 SOC occupations identified as priority jobs<sup>8</sup> in this study (Table 1). For labor market information for each job, see Appendix, Table 13 and Table 14. The San Diego & Imperial COE also published a report on priority jobs in July 2023;<sup>9</sup> however, the methodologies differed slightly. Out of the 52 priority jobs in this study, 22 also met the criteria in the previous report and are marked with an asterisk (\*) below. For a list of SOC codes included in the previous study but not this study, refer to the Appendix, Table 15.

Table 1. Priority Jobs in Imperial County

SOC Occupational Title (SOC Code)
Automotive Service Technicians and Mechanics (49-3023)
Bookkeeping, Accounting, and Auditing Clerks (43-3031)
Carpenters (47-2031)*
Computer User Support Specialists (15-1232)
Correctional Officers and Jailers (33-3012)*
Customer Service Representatives (43-4051)
Dental Assistants (31-9091)*
Detectives and Criminal Investigators (33-3021)*
Electricians (47-2111)
Firefighters (33-2011)
First-Line Supervisors of Correctional Officers (33-1011)
First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)
First-Line Supervisors of Housekeeping and Janitorial Workers (37-1011)
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)
First-Line Supervisors of Office and Administrative Support Workers (43-1011)*
First-Line Supervisors of Production and Operating Workers (51-1011)*
First-Line Supervisors of Retail Sales Workers (41-1011)*
First-Line Supervisors of Transportation and Material Moving Workers (53-1047)*
Food Service Managers (11-9051)
Gambling Surveillance Officers and Gambling Investigators (33-9031)

\*PRIORITY JOB IN 2023 REPORT

<sup>8</sup> Priority jobs: are middle-skill jobs; have at least 13 projected annual job openings between 2023 and 2028 in Imperial County; pay at or above the living wage of \$15.14 per hour for a single adult in Imperial County; and typically require fewer than five years of work experience at entry.

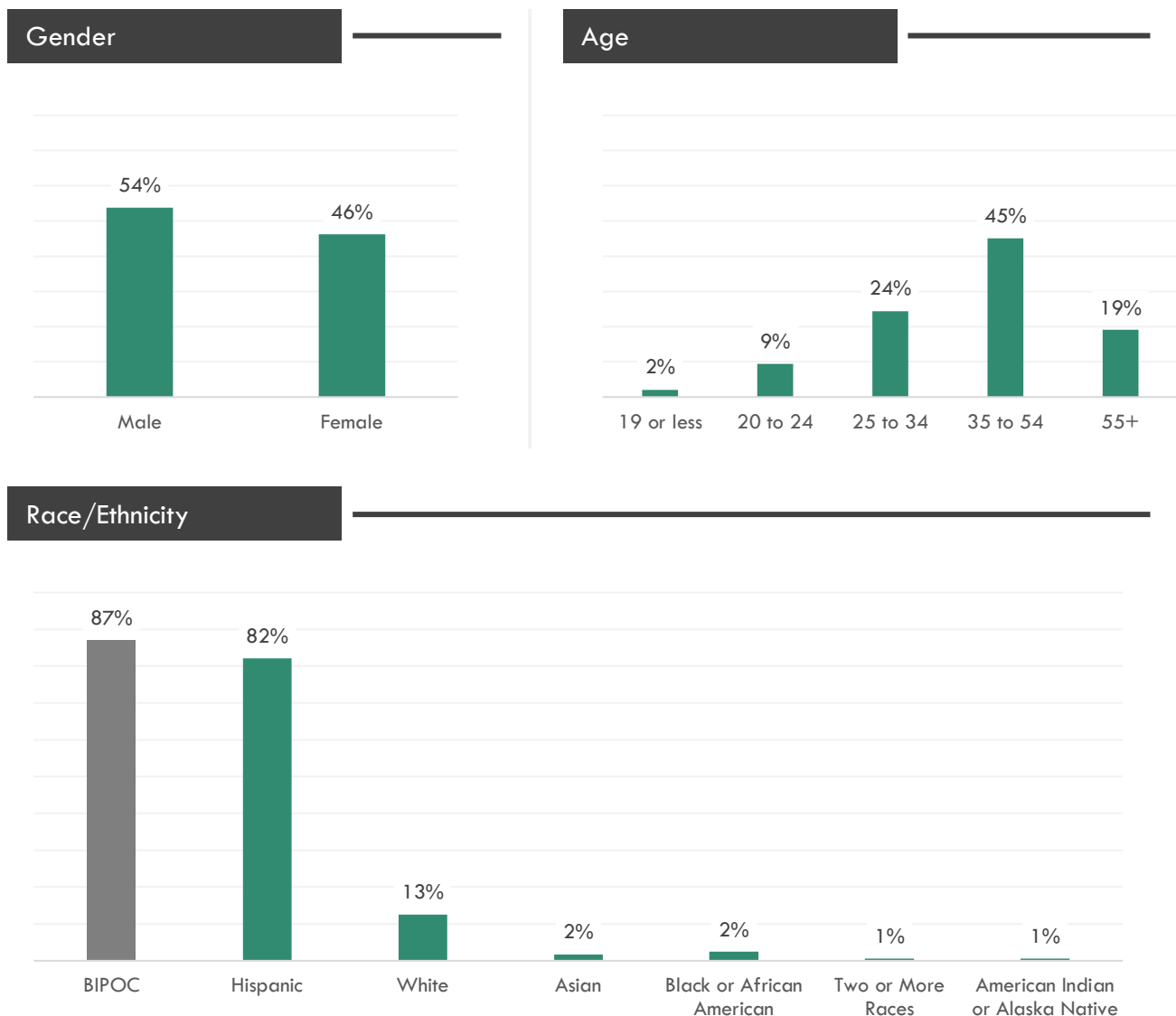
<sup>9</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

SOC Occupational Title (SOC Code)
Healthcare Support Workers, All Other (31-9099)
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)*
Heavy and Tractor-Trailer Truck Drivers (53-3032)*
Home Health and Personal Care Aides (31-1128)
Industrial Machinery Mechanics (49-9041)*
Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061)
Licensed Practical and Licensed Vocational Nurses (29-2061)*
Life, Physical, and Social Science Technicians, All Other (19-4099)
Medical Assistants (31-9092)
Medical Secretaries and Administrative Assistants (43-6013)
Nursing Assistants (31-1131)
Office Clerks, General (43-9061)
Operating Engineers and Other Construction Equipment Operators (47-2073)*
Pharmacy Technicians (29-2052)*
Phlebotomists (31-9097)*
Plumbers, Pipefitters, and Steamfitters (47-2152)
Police and Sheriff's Patrol Officers (33-3051)*
Power Plant Operators (51-8013)*
Preschool Teachers, Except Special Education (25-2011)
Production, Planning, and Expediting Clerks (43-5061)*
Receptionists and Information Clerks (43-4171)
Registered Nurses (29-1141)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)*
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)
Security Guards (33-9032)
Social and Human Service Assistants (21-1093)*
Solar Photovoltaic Installers (47-2231)*
Teaching Assistants, Except Postsecondary (25-9045)
Teaching Assistants, Postsecondary (25-9044)
Transportation Security Screeners (33-9093)*
Welders, Cutters, Solderers, and Brazers (51-4121)

## Examining Equity Gaps in Priority Jobs

This section outlines the demographic composition of labor force participants in Imperial County, including gender, age, and race/ethnicity. The percentages shown below serve as benchmarks for identifying equity gaps in priority jobs. This study utilized the American Community Survey (ACS) to estimate the labor force in 2021 (the most recent data available for all race and ethnic categories. For additional details, see Appendix, Methodology). Imperial County's labor force consisted of over 58,000 workers in 2021,<sup>10</sup> with 54 percent identifying as male and 46 percent as female (Exhibit 1). Over two-thirds (69 percent) were of "prime working-age" (25 to 54 years old),<sup>11</sup> while 19 percent were aged 55 and over. Additionally, Black, Indigenous, and People of Color (BIPOC) represented 87 percent of the labor force. Additional details about demographics are available in the Appendix, Table 16.

Exhibit 1. Labor Force Participants in Imperial County by Demographics, 2021

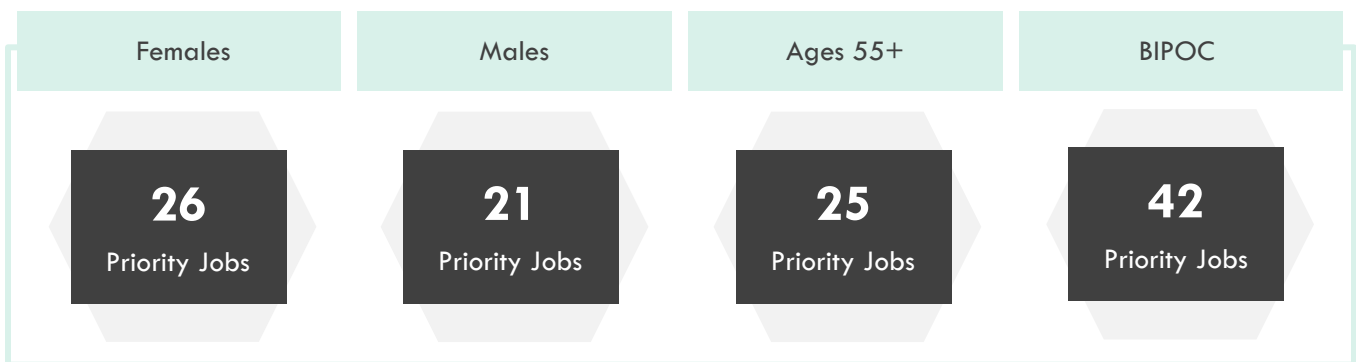


<sup>10</sup> 2021 was the most recent year with data available for all race and ethnic categories. U.S. Census Bureau. "Sex by Age by Employment Status for the Population 16 Years and Over, 2021." American Community Survey, ACS 5-Year Estimates Selected Population Detailed Tables. data.census.gov.

<sup>11</sup> U.S. Bureau of Labor Statistics, bls.gov/opub/btn/volume-8/male-nonworkers-nlsy.htm.

In this study, equitable representation suggests that the demographic composition of workers in priority jobs closely mirrors Imperial County's overall labor force. The San Diego & Imperial COE conducted z-tests to evaluate differences between proportions, with a threshold for statistical significance set at  $p < .05$ . For additional information about this analysis, see the Appendix, Equity Analysis. Exhibit 2 summarizes the number of jobs with statistically significant under- or overrepresentation of a demographic group. Across the 52 priority jobs, the analysis revealed equity gaps and underrepresentation of females in 26 occupations, males in 21 occupations, and BIPOC<sup>12</sup> in 42 occupations. To identify jobs with a retiring workforce, the analysis also examined the overrepresentation of workers aged 55 and over, revealing a significant overrepresentation of a workforce nearing retirement in 25 occupations. These findings highlight key equity gaps in the labor market, offering employers and community colleges valuable insights into where disparities exist in priority jobs.

Exhibit 2. Number of Priority Jobs with Equity Gaps by Demographic Group



### Priority Jobs Underrepresented by Females

In Imperial County, females represented 46 percent of workers in the labor force. Statistical comparisons showed that females were significantly underrepresented in 26 priority jobs, with all occupations being more than 10 percentage points below the overall labor force (Table 2). Programs with the lowest representation of female workers were occupations in Advanced Transportation & Logistics, specifically “Automotive Service Technicians and Mechanics,” and Energy, Construction and Utilities, including “Carpenters.” A summary of priority jobs by gender can be found in the Appendix, Table 18.

Table 2. Priority Jobs Significantly Underrepresented by Females<sup>13</sup>

SOC	Occupational Title	% Female
49-3023	Automotive Service Technicians and Mechanics	1%*
47-2031	Carpenters	1%*
49-9041	Industrial Machinery Mechanics	2%*
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%*
47-2152	Plumbers, Pipefitters, and Steamfitters	3%*

\*+10 percentage points below the labor force

<sup>12</sup> BIPOC was calculated using the following race/ethnicity categories: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, and two or more races.

<sup>13</sup> Demographics in Occupation, 2023. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.



SOC	Occupational Title	% Female
47-2073	Operating Engineers and Other Construction Equipment Operators	3%*
47-2111	Electricians	4%*
51-8013	Power Plant Operators	4%*
51-4121	Welders, Cutters, Solderers, and Brazers	4%*
53-3032	Heavy and Tractor-Trailer Truck Drivers	5%*
33-2011	Firefighters	5%*
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	6%*
47-2231	Solar Photovoltaic Installers	7%*
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	15%*
33-3051	Police and Sheriff's Patrol Officers	17%*
51-1011	First-Line Supervisors of Production and Operating Workers	19%*
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	19%*
41-4012	Sales Representatives, Wholesale and Manufacturing	22%*
33-9032	Security Guards	23%*
15-1232	Computer User Support Specialists	26%*
33-3021	Detectives and Criminal Investigators	28%*
33-9031	Gambling Surveillance Officers and Gambling Investigators	30%*
33-3012	Correctional Officers and Jailers	31%*
33-1011	First-Line Supervisors of Correctional Officers	31%*
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	35%*
33-9093	Transportation Security Screeners	35%*

\*+10 percentage points below the labor force

### Priority Jobs Underrepresented by Males

In Imperial County, males represented 54 percent of workers in the labor force. Statistical comparisons showed that males were significantly underrepresented in 21 priority jobs, with all 21 occupations being more than 10 percentage points below the overall labor force (Table 3). Priority jobs with the lowest representation were in Education & Human Development (“Preschool Teachers, Except Special Education”), and in Business & Entrepreneurship, such as “Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.” A summary of priority jobs by gender can be found in the Appendix, Table 18.

Table 3. Priority Jobs Significantly Underrepresented by Males

SOC	Occupational Title	% Male
25-2011	Preschool Teachers, Except Special Education	3%*
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4%*
43-6013	Medical Secretaries and Administrative Assistants	8%*
43-4171	Receptionists and Information Clerks	9%*
31-9091	Dental Assistants	10%*
25-9045	Teaching Assistants, Except Postsecondary	11%*
31-9092	Medical Assistants	11%*
43-3031	Bookkeeping, Accounting, and Auditing Clerks	11%*
29-1141	Registered Nurses	13%*
29-2061	Licensed Practical and Licensed Vocational Nurses	13%*
31-1128	Home Health and Personal Care Aides	15%*
31-1131	Nursing Assistants	15%*
43-9061	Office Clerks, General	16%*
29-2052	Pharmacy Technicians	22%*
31-9097	Phlebotomists	23%*
21-1093	Social and Human Service Assistants	24%*
25-9044	Teaching Assistants, Postsecondary	25%*
31-9099	Healthcare Support Workers, All Other	27%*
43-4051	Customer Service Representatives	33%*
43-1011	First-Line Supervisors of Office and Administrative Support Workers	34%*
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	40%*

\*+10 percentage points below the labor force

### Priority Jobs Overrepresented by Ages 55+ (Retiring Workforce)

In Imperial County, workers aged 55 and over comprised 19 percent of the labor force. This group was significantly overrepresented in 25 priority jobs, with 10 occupations exceeding the overall labor force by more than 10 percentage points (Table 4). Occupations with the greatest overrepresentation were in the Business & Entrepreneurship and Agriculture, Water and Environmental Technologies sectors, in roles such as “Bookkeeping, Accounting, and Auditing Clerks,” “First-Line Supervisors of Farming, Fishing, and Forestry Workers,” and “Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.” A summary of priority jobs by age can be found in the Appendix, Table 19.

Table 4. Priority Jobs Significantly Overrepresented by Age 55+<sup>14</sup>

SOC	Occupational Title	% Age 55+
43-3031	Bookkeeping, Accounting, and Auditing Clerks	40%*
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	38%*
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	36%*
31-1128	Home Health and Personal Care Aides	35%*
41-4012	Sales Representatives, Wholesale and Manufacturing	34%*
53-3032	Heavy and Tractor-Trailer Truck Drivers	32%*
43-9061	Office Clerks, General	32%*
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	31%*
47-2073	Operating Engineers and Other Construction Equipment Operators	30%*
49-9041	Industrial Machinery Mechanics	30%*
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	29%
51-1011	First-Line Supervisors of Production and Operating Workers	29%
51-8013	Power Plant Operators	28%
47-2031	Carpenters	28%
43-6013	Medical Secretaries and Administrative Assistants	28%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	28%
47-2111	Electricians	27%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	27%
29-1141	Registered Nurses	27%
47-2152	Plumbers, Pipefitters, and Steamfitters	26%
43-4171	Receptionists and Information Clerks	25%
21-1093	Social and Human Service Assistants	25%
29-2061	Licensed Practical and Licensed Vocational Nurses	25%
25-9045	Teaching Assistants, Except Postsecondary	24%
33-9032	Security Guards	22%

\*+10 percentage points below the labor force

<sup>14</sup> Demographics in Occupation, 2023. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

### Priority Jobs Underrepresented by Race/Ethnicity (BIPOC)

BIPOC workers made up 87 percent of the labor force in Imperial County, and they were significantly underrepresented in 42 priority jobs, with 33 occupations falling more than 10 percentage points below the overall labor force (Table 5). Occupations with the lowest representation of BIPOC were in Government/ or Public Safety, “Firefighters,” “Detectives and Criminal Investigators,” and “Police and Sheriff’s Patrol Officers,” and Business & Entrepreneurship, including “Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products.” A summary of priority jobs by BIPOC can be found in the Appendix, Table 20.

Table 5. Priority Jobs Significantly Underrepresented by BIPOC<sup>15</sup>

SOC	Occupational Title	% BIPOC
33-2011	Firefighters	49%*
41-4012	Sales Representatives, Wholesale and Manufacturing	58%*
33-3021	Detectives and Criminal Investigators	58%*
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	59%*
33-3051	Police and Sheriff's Patrol Officers	60%*
33-1011	First-Line Supervisors of Correctional Officers	62%*
51-8013	Power Plant Operators	62%*
47-2073	Operating Engineers and Other Construction Equipment Operators	62%*
43-3031	Bookkeeping, Accounting, and Auditing Clerks	63%*
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	64%*
25-9045	Teaching Assistants, Except Postsecondary	66%*
25-9044	Teaching Assistants, Postsecondary	67%*
33-3012	Correctional Officers and Jailers	68%*
15-1232	Computer User Support Specialists	68%*
19-4099	Life, Physical, and Social Science Technicians, All Other	68%*
41-1011	First-Line Supervisors of Retail Sales Workers	69%*
29-1141	Registered Nurses	69%*
43-5061	Production, Planning, and Expediting Clerks	69%*
43-1011	First-Line Supervisors of Office and Administrative Support Workers	70%*
47-2031	Carpenters	71%*
25-2011	Preschool Teachers, Except Special Education	72%*
11-9051	Food Service Managers	72%*
47-2111	Electricians	73%*
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	74%*

\*+10 percentage points below the labor force

<sup>15</sup> Demographics in Occupation, 2023. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.



SOC	Occupational Title	% BIPOC
47-2152	Plumbers, Pipefitters, and Steamfitters	75%*
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	75%*
29-2061	Licensed Practical and Licensed Vocational Nurses	75%*
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	75%*
43-9061	Office Clerks, General	76%*
51-1011	First-Line Supervisors of Production and Operating Workers	76%*
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	76%*
31-9099	Healthcare Support Workers, All Other	76%*
29-2052	Pharmacy Technicians	76%*
49-9041	Industrial Machinery Mechanics	77%
33-9031	Gambling Surveillance Officers and Gambling Investigators	78%
43-6013	Medical Secretaries and Administrative Assistants	78%
43-4051	Customer Service Representatives	79%
33-9093	Transportation Security Screeners	79%
33-9032	Security Guards	80%
21-1093	Social and Human Service Assistants	80%
43-4171	Receptionists and Information Clerks	81%
49-3023	Automotive Service Technicians and Mechanics	83%

\*+10 percentage points below the labor force



Table 6 lists the priority jobs with the lowest representation of each race/ethnic category. Table 21 in the Appendix summarizes the 15 priority jobs with the lowest representation by race/ethnicity.

Table 6. Top 5 Priority Jobs Most Underrepresented by Race/Ethnicity

Race/Ethnicity	%	Race/Ethnicity	%
<b>Black or African American</b>		<b>White</b>	
Carpenters	1%	Home Health and Personal Care Aides	8%
Welders, Cutters, Solderers, and Brazers	1%	Medical Assistants	9%
First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%	First-Line Supervisors of Farming, Fishing, and Forestry Workers	14%
Sales Representatives, Wholesale and Manufacturing	1%	Dental Assistants	14%
Automotive Service Technicians and Mechanics	2%	Solar Photovoltaic Installers	15%
<b>Native Hawaiian or Other Pacific Islander</b>		<b>Hispanic or Latino</b>	
Teaching Assistants, Postsecondary	0%	Registered Nurses	25%*
Carpenters	0%	Firefighters	31%*
Automotive Service Technicians and Mechanics	0%	Detectives and Criminal Investigators	36%*
Welders, Cutters, Solderers, and Brazers	0.1%	First-Line Supervisors of Correctional Officers	37%*
First-Line Supervisors of Farming, Fishing, and Forestry Workers	0.1%	Police and Sheriff's Patrol Officers	38%*
<b>American Indian or Alaska Native</b>		<b>Asian</b>	
Teaching Assistants, Postsecondary	0%	Operating Engineers and Other Construction Equipment Operators	1%
Solar Photovoltaic Installers	0%	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.1%	Welders, Cutters, Solderers, and Brazers	1%
Phlebotomists	0.1%	Solar Photovoltaic Installers	2%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.1%	Industrial Machinery Mechanics	2%

\*+10 percentage points below the labor force

## Priority Programs in Imperial County

Priority programs train for at least one SOC occupation on the priority jobs list (Table 1). Based on this definition, there were 59 TOP codes, or priority programs (Table 7). When comparing TOP codes analyzed in the report published in July 2023,<sup>16</sup> eight TOP codes met the criteria in both studies and are noted with an asterisk (\*) below. For a list of TOP codes that did not meet the criteria in the current study, refer to the Appendix, Table 22.

Table 7. Priority Programs in Imperial County

TOP Title (TOP Code)
Accounting (0502.00)
Administration of Justice (2105.00)*
Administrative Medical Assisting (1208.20)
Animal Science (0102.00)
Automotive Technology (0948.00)*
Biotechnology and Biomedical Technology (0430.00)
Carpentry (0952.10)
Certified Nurse Assistant (1230.30)
Child Development/Early Care and Education (1305.00)
Computer Information Systems (0702.00)
Computer Infrastructure and Support (0708.00)
Computer Networking (0708.10)
Computer Support (0708.20)
Corrections (2105.10)*
Custodial Services (3005.00)
Customer Service (0518.00)
Dental Assistant (1240.10)
Display (0509.60)
Educational Aide (Teacher Assistant) (0802.00)
Educational Aide (Teacher Assistant), Bilingual (0802.10)
Electrical (0952.20)
Electrical Systems and Power Transmission (0934.40)
Energy Systems Technology (0946.10)
Environmental Control Technology (0946.00)*
Fire Academy (2133.50)
Fire Technology (2133.00)

\*PRIORITY PROGRAM IN 2023 REPORT

<sup>16</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, [coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

TOP Title (TOP Code)
Forestry (0114.00)
Heavy Equipment Operation (0947.30)
Home Health Aide (1230.80)
Human Services (2104.00)
Industrial and Transportation Security (2105.30)
Industrial Quality Control (0956.80)
Industrial Systems Technology and Maintenance (0945.00)
Licensed Vocational Nursing (1230.20)*
Logistics and Materials Transportation (0510.00)
Management Development and Supervision (0506.30)*
Manufacturing and Industrial Technology (0956.00)
Medical Assisting (1208.00)
Medical Office Technology (0514.20)
Natural Resources (0115.00)
Ocean Technology (1920.00)
Office Management (0514.40)
Office Technology/Office Computer Applications (0514.00)*
Other Health Occupations (1299.00)
Other Public and Protective Services (2199.00)
Pharmacy Technology (1221.00)
Phlebotomy (1205.10)
Plumbing, Pipefitting and Steamfitting (0952.30)
Police Academy (2105.50)*
Preschool Age Child (1305.40)
Probation and Parole (2105.20)
Registered Nursing (1230.10)
Resort and Club Management (1307.30)
Restaurant and Food Services and Management (1307.10)
Retail Store Operations and Management (0506.50)
Sales and Salesmanship (0509.40)
Truck and Bus Driving (0947.50)
Welding Technology (0956.50)
Wildland Fire Technology (2133.10)

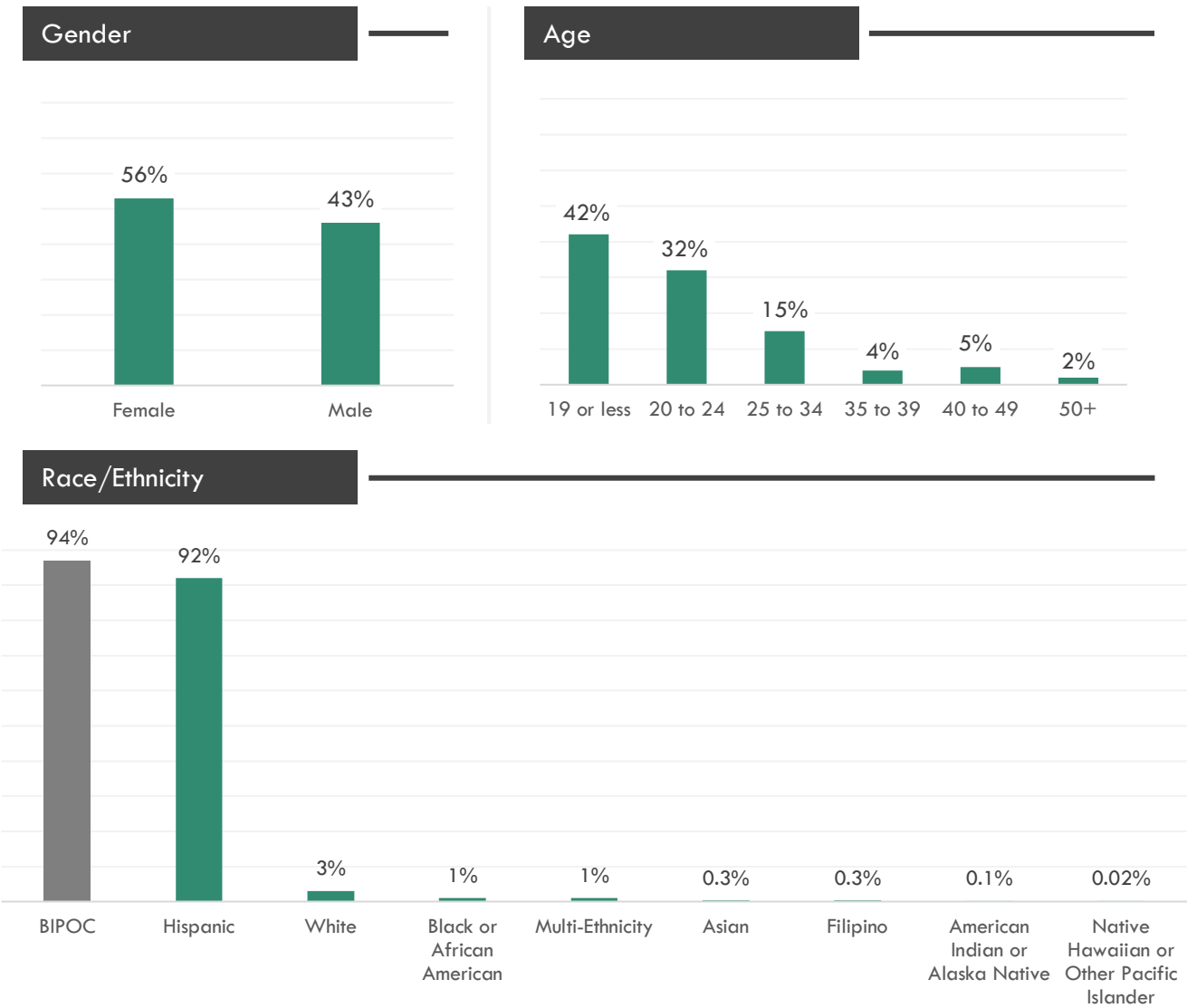


# Examining Equity Gaps in Priority Programs

This section outlines the demographic composition of full-time equivalent students (FTES)<sup>17</sup> in Imperial Valley College. The percentages shown below serve as benchmarks for identifying equity gaps in various programs across the community college.

In program year (PY) 2023-24, enrollments included 8,830 FTES in Imperial Valley College.<sup>18</sup> Of these students, 56 percent identified as female and 43 percent as male (Exhibit 3). More than half of students were under 24 years old (74 percent), with 42 percent aged 19 or younger. In terms of race/ethnic background, the majority (94 percent) identified as BIPOC,<sup>19</sup> including 92 percent as Hispanic or Latino. Additional details about demographics are available in the Appendix, Table 23.

Exhibit 3. Imperial Valley College FTES Enrollments by Demographics, PY 2023-24<sup>20</sup>



<sup>17</sup> Data Mart Glossary of Terms, Data Mart, [datamart.cccco.edu/App\\_Doc/Data\\_Definition\\_Glossary.doc](http://datamart.cccco.edu/App_Doc/Data_Definition_Glossary.doc).

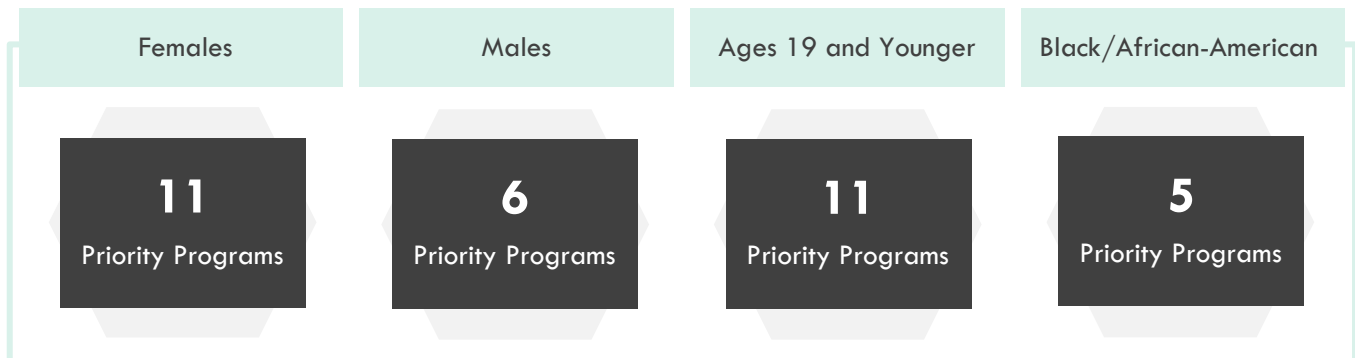
<sup>18</sup> FTES enrollments by demographics for Imperial Valley College for Program Year 2023-24, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, [datamart.cccco.edu](http://datamart.cccco.edu).

<sup>19</sup> Black, Indigenous, and People of Color (BIPOC) included: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native.

<sup>20</sup> "Unknown" was not included in the chart but totaled three percent of FTES. The total may not equal 100 percent due to rounding.

In this study, equitable representation suggests that the demographic composition of FTES in priority programs closely reflect FTES across all programs in Imperial Valley College. The San Diego & Imperial COE conducted z-tests to evaluate differences between proportions, using a significance threshold of  $p < .05$ . Exhibit 4 summarizes the number of programs with statistically significant underrepresentation of a demographic group. Females were underrepresented in 11 priority programs, males in six priority programs, students aged 19 and younger in 11 programs, and students who identified as Black/African American in five programs.

Exhibit 4. Number of Priority Programs with Equity Gaps by Demographic Group



Out of 59 priority programs, 25 programs had FTES enrolled in the program year 2023-24 (Table 24). Table 8 lists the 39 priority programs without active/approved programs at Imperial Valley College as of April 2024. Please note that the status of these programs may have changed since the publication of this report.

Table 8. Priority Programs Without Active Programs at Imperial Valley College

TOP	Program Title
1208.20	Administrative Medical Assisting
0102.00	Animal Science
0430.00	Biotechnology and Biomedical Technology
0952.10	Carpentry
1230.30	Certified Nurse Assistant
0702.00	Computer Information Systems
0708.00	Computer Infrastructure and Support
0708.10	Computer Networking
0708.20	Computer Support
3005.00	Custodial Services
0518.00	Customer Service
1240.10	Dental Assistant
0509.60	Display
0802.00	Educational Aide (Teacher Assistant)
0802.10	Educational Aide (Teacher Assistant), Bilingual
0946.10	Energy Systems Technology

TOP	Program Title
0946.00	Environmental Control Technology
0114.00	Forestry
0947.30	Heavy Equipment Operation
2104.00	Human Services
2105.30	Industrial and Transportation Security
0956.80	Industrial Quality Control
0510.00	Logistics and Materials Transportation
0956.00	Manufacturing and Industrial Technology
0514.20	Medical Office Technology
0115.00	Natural Resources
1920.00	Ocean Technology
1299.00	Other Health Occupations
2199.00	Other Public and Protective Services
1221.00	Pharmacy Technology
1205.10	Phlebotomy
0952.30	Plumbing, Pipefitting and Steamfitting
1305.40	Preschool Age Child
2105.20	Probation and Parole
1307.30	Resort and Club Management
1307.10	Restaurant and Food Services and Management
0509.40	Sales and Salesmanship
0947.50	Truck and Bus Driving
2133.10	Wildland Fire Technology

### Priority Programs Underrepresented by Females

Females accounted for 56 percent of FTES enrolled at Imperial Valley College. Statistical comparisons revealed that females were significantly underrepresented in 11 priority programs, and 10 programs were more than 10 percentage points below Imperial Valley College overall (Table 9). Programs with the lowest female representation were Electrical (TOP 0952.20), Environmental Control Technology (TOP 0946.00), and Carpentry (TOP 0952.10). A summary of FTES enrolled by gender can be found in the Appendix, Table 25.

Table 9. Priority Programs Underrepresented by Females

TOP	Program Title	Total FTES Enrolled	% Female
0952.20	Electrical	46	5%*
0946.00	Environmental Control Technology	42	5%*
0952.10	Carpentry	22	6%*
2133.50	Fire Academy	42	10%*
0945.00	Industrial Systems Technology and Maintenance	35	10%*
0956.50	Welding Technology	66	10%*
0948.00	Automotive Technology	106	13%*
2133.00	Fire Technology	15	17%*
0708.10	Computer Networking	10	23%
2105.50	Police Academy	76	32%*
2105.00	Administration of Justice	158	47%

\*+10 percentage points below Imperial Valley College overall

### Priority Programs Underrepresented by Males

Males accounted for 43 percent of FTES enrolled at Imperial Valley College. Statistical comparisons showed that males were significantly underrepresented in six priority programs (Table 10). Programs with the lowest representation of males were in Child Development/Early Care and Education (TOP 1305.00), Licensed Vocational Nursing (TOP 1230.20), and Office Technology/Office Computer Applications (TOP 0514.00). A summary of FTES enrolled by gender can be found in the Appendix, Table 25.

Table 10. Priority Programs Underrepresented by Males

TOP	Program Title	Total FTES Enrolled	% Male
1305.00	Child Development/Early Care and Education	131	3%*
1230.20	Licensed Vocational Nursing	44	13%*
0514.00	Office Technology/Office Computer Applications	61	16%*
1208.00	Medical Assisting	27	17%*
1230.10	Registered Nursing	172	20%*
1230.30	Certified Nurse Assistant	19	22%*

\*+10 percentage points below Imperial Valley College overall

### *Priority Programs Underrepresented by 19 and Younger*

Students aged 19 and younger accounted for 42 percent of FTES enrolled at Imperial Valley College. Statistical comparisons showed that students were significantly underrepresented in 11 priority programs, and all of these programs were more than 10 percentage points below Imperial Valley College overall (Table 11). Students in this age group were the least represented in Licensed Vocational Nursing (TOP 1230.20), Registered Nursing (TOP 1230.10), Police Academy (TOP 2105.50), and Certified Nurse Assistant (TOP 1230.30). A summary of FTES enrolled by age group can be found in the Appendix, Table 26.

Table 11. Priority Programs Underrepresented by 19 and Younger

TOP	Program Title	Total FTES Enrolled	% 19 and Younger
1230.20	Licensed Vocational Nursing	44	0%*
1230.10	Registered Nursing	172	3%*
2105.50	Police Academy	76	6%*
1230.30	Certified Nurse Assistant	19	12%*
0945.00	Industrial Systems Technology and Maintenance	35	12%*
0514.00	Office Technology/Office Computer Applications	61	12%*
2105.10	Corrections	44	15%*
1305.00	Child Development/Early Care and Education	131	18%*
1208.00	Medical Assisting	27	21%*
0946.00	Environmental Control Technology	42	23%*
0502.00	Accounting	111	28%*

\*+10 percentage points below Imperial Valley College overall

### Priority Programs Underrepresented by Black/African American

In terms of race/ethnicity, 94 percent of FTES enrolled identified as BIPOC in Imperial Valley College. Results showed that BIPOC students were not underrepresented in priority programs at Imperial Valley College; therefore, equity gap analyses focused on Black/African American students. In May 2023, the San Diego & Imperial COE published *Black Student Equity: Overcoming Barriers and Providing Support*,<sup>21</sup> a report examining the challenges Black/African American community college students face in completing their degrees. At Imperial Valley College, Black/African American students made up 1 percent of total FTES enrolled. Despite more than 25 FTES enrolled in five programs (Table 12), none identified as Black/African American in Police Academy (TOP 2105.50), Licensed Vocational Nursing (TOP 1230.20), and Environmental Control Technology (TOP 0946.00). Although not statistically significant (due to the small proportion for comparison), less than one percent of FTES enrolled identified as Black/African American in five priority programs, including Accounting (TOP 0502.00), Corrections (TOP 2105.10), and Automotive Technology (TOP 0948.00).

Table 12. Priority Programs Underrepresented by Black/African American

TOP	Program Title	Total FTES Enrolled	% Black/African American
2105.50	Police Academy	76	0%
1230.20	Licensed Vocational Nursing	44	0%
0946.00	Environmental Control Technology	42	0%
2133.50	Fire Academy	42	0%
1208.00	Medical Assisting	27	0%
0502.00	Accounting	111	0.1%
2105.10	Corrections	44	0.2%
0948.00	Automotive Technology	106	0.3%
0956.50	Welding Technology	66	0.3%
0115.00	Natural Resources	28	0.4%

<sup>21</sup> [coeccc.net/san-diego-imperial/2023/05/black-student-equity](https://coeccc.net/san-diego-imperial/2023/05/black-student-equity)

## Key Findings and Recommendations

The purpose of this report was to examine equity gaps in priority jobs and programs by analyzing demographic data from both the labor market and postsecondary education. This section highlights key findings from the analyses and offers recommendations to support the community colleges' diversity, equity, inclusion, and belonging<sup>22</sup> strategies, particularly their targeted recruitment and retention efforts.

**The region should promote the priority jobs identified in this study to help students understand which careers are in high demand and provide economic stability.**

The current study focuses on priority jobs among middle-skill occupations, defined as those with at least 13 projected annual job openings between 2023 and 2028 in Imperial County, high wages (at or above the living wage of \$15.14 per hour for a single adult in Imperial County), and typically requiring fewer than five years of work experience at entry. Based on these criteria, the San Diego & Imperial COE identified 52 priority jobs in Imperial County with a total of 3,361 projected annual job openings between 2023 and 2028.

In July 2023, the San Diego & Imperial COE published a similar report identifying 33 priority jobs in Imperial County.<sup>23</sup> A comparison of the findings revealed that 22 jobs (67 percent of the 33 priority jobs) met the criteria in both studies despite slight variations in methods (Table 1), highlighting the consistency and continued opportunity among these occupations in Imperial County. Additionally, the San Diego & Imperial COE compared these priority jobs to those that demonstrated resilience and growth during the Great Recession (2007-2010) and the COVID-19 pandemic (2020-2023) (Table 29). The analysis revealed that 25 priority jobs were recession-resilient and/or pandemic-resilient, which is nearly half of priority jobs. Notably, nine priority jobs, including—"Secretaries and Administrative Assistants, Except Legal, Medical, and Executive," "Medical Assistants," "First-Line Supervisors of Food Preparation and Serving Workers," and "Registered Nurses"—were among the jobs that were resilient and grew during both economic downturns. By leveraging these insights, community colleges can equip students with valuable information about stable, high-demand, and high-wage career opportunities, aligning workforce development efforts with regional economic needs.

**Employers should partner with community colleges to actively recruit underrepresented groups into priority jobs, which not only addresses equity gaps but also future workforce shortages.**

The equity analyses in this study revealed that all 52 priority jobs had significant under- or overrepresentation of at least one demographic group (Table 17). Among females, equity gaps were identified in 26 occupations across multiple sectors, with the most notable gaps in Advanced Transportation & Logistics ("Automotive Service Technicians and Mechanics"). Not only have women been historically underrepresented in this sector,<sup>24</sup> the pandemic exacerbated the challenges they experienced in returning to these roles.<sup>25</sup> Yet this sector is projected to grow across California, driven in part by state legislation aimed at achieving zero emissions goals,<sup>26</sup> which

<sup>22</sup> Also known as Equity, Diversity, Inclusion, and Belonging (EDIB). [developingchild.harvard.edu/equity-diversity-inclusion-and-belonging](https://developingchild.harvard.edu/equity-diversity-inclusion-and-belonging).

<sup>23</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

<sup>24</sup> [highways.dot.gov/public-roads/marchapril-2010/women-transportation](https://highways.dot.gov/public-roads/marchapril-2010/women-transportation).

<sup>25</sup> "Unemployment in Transportation Remains Above Pre-Pandemic Levels; Women Experiencing Higher Rates Than Men," Bureau of Transportation Statistics, October 10, 2023, accessed January 1, 2025, [bts.gov/data-spotlight/unemployment-transportation-remains-above-pre-pandemic-levels-women-experiencing](https://bts.gov/data-spotlight/unemployment-transportation-remains-above-pre-pandemic-levels-women-experiencing).

<sup>26</sup> "Governor Newsom's Zero-Emission by 2035 Executive Order (N-79-20)," California Air Resources Board, accessed January 1, 2025, [arb.ca.gov/resources/fact-sheets/governor-newsoms-zero-emission-2035-executive-order-n-79-20](https://arb.ca.gov/resources/fact-sheets/governor-newsoms-zero-emission-2035-executive-order-n-79-20).



would create a critical need for workers in this sector.<sup>27</sup> Numerous occupations were also in the Energy, Construction, and Utilities sector, including “Carpenters,” “Heating, Air Conditioning, and Refrigeration Mechanics and Installers,” and “Plumbers, Pipefitters, and Steamfitters” representing a strong opportunity to enhance recruitment efforts for females in these roles.

This study also highlighted disparities in male representation across priority jobs. Results showed that males were significantly underrepresented in 21 priority jobs, with the lowest representation in Education, “Preschool Teachers, Except Special Education” and “Teaching Assistants, Except Postsecondary,” as well as administrative roles such as “Secretaries and Administrative Assistants, Except Legal, Medical, and Executive,” “Medical Secretaries and Administrative Assistants,” and “Receptionists and Information Clerks.” Administrative roles offer numerous advantages including networking opportunities, the development of both technical and soft skills, and employment opportunities across various industries<sup>28</sup>—factors that can be leveraged to attract interest in these positions. These findings provide valuable insights for community colleges and employers to develop targeted strategies to attract and recruit males into these specific roles, promoting greater diversity in these priority jobs.

This report also summarized 25 priority jobs with a significant overrepresentation of workers nearing retirement age (i.e., 55+ years old). Understanding the workforce composition in these occupations is crucial for developing strategies to fill these positions in the near future, with community colleges playing a key role in training the workforce needed to replace these retiring workers. Several occupations in the Business & Entrepreneurship sector, including “Bookkeeping, Accounting, and Auditing Clerks” and “Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.” While workers are retiring later,<sup>29</sup> the growing number of individuals nearing retirement age can still lead to significant labor shortages, gaps in skills and experience, among other challenges.<sup>30</sup> This report offers employers and community colleges valuable insights into where these gaps are expected, helping to guide efforts in filling these critical roles and creating future opportunities for workers. Interestingly, “Secretaries and Administrative Assistants, Except Legal, Medical, and Executive” also had the lowest representation of male workers, which highlights the importance of understanding the intersection of equity gaps, featured in the Appendix, Table 17, as male workers can serve as a valuable talent pool that can address labor shortages as workers retire.

Overall, results showed that BIPOC were underrepresented in 42 occupations, numerous of which were in Government/or Public Safety. These occupations included “Firefighters,” “Detectives and Criminal Investigators,” “Police and Sheriff’s Patrol Officers,” and “First-Line Supervisors of Correctional Officers.” By leveraging these insights, community colleges can help bridge diversity gaps and foster inclusivity in public safety. These examples highlight ways in which this study can be used to understand where equity gaps exist and explore strategies to better support underrepresented students. By expanding access to resources and partnerships, community colleges and employers can collaboratively address these disparities in an effort to cultivate a more representative workforce.

<sup>27</sup> “Workforce Impacts of Achieving Carbon-Neutral Transportation in California,” UCLA Luskin Center for Innovation, September 2022, accessed January 1, 2025, [innovation.luskin.ucla.edu/wp-content/uploads/2022/09/Workforce-Impacts-of-Achieving-Carbon-Neutral-Transportation-in-California.pdf](https://innovation.luskin.ucla.edu/wp-content/uploads/2022/09/Workforce-Impacts-of-Achieving-Carbon-Neutral-Transportation-in-California.pdf).

<sup>28</sup> “The Rise of the Male Personal Assistant (PA),” Institute of Executive Assistants and Administrators, May 2017, accessed January 1, 2025, [executive-assistants.org/the-rise-of-the-male-pa](https://executive-assistants.org/the-rise-of-the-male-pa).

<sup>29</sup> “More in U.S. Retiring, or Planning to Retire, Later,” Gallup, July 2022, accessed January 1, 2025, [news.gallup.com/poll/394943/retiring-planning-retire-later.aspx](https://news.gallup.com/poll/394943/retiring-planning-retire-later.aspx).

<sup>30</sup> “What Will Happen To The Labor Market When Boomers Retire—Or Yet, Don’t Leave The Workforce?,” Forbes, February 2024, accessed January 1, 2025, [forbes.com/sites/jackkelly/2024/02/26/what-will-happen-to-the-labor-market-when-boomers-retire-or-yet-dont-leave-the-workforce](https://forbes.com/sites/jackkelly/2024/02/26/what-will-happen-to-the-labor-market-when-boomers-retire-or-yet-dont-leave-the-workforce).

## >> Reflection Questions for Employers

- Do you plan to hire for any of the priority jobs listed in Table 1?
- Does your organization demonstrate similar equity gaps among demographic groups? What strategies does your organization employ to recruit workers from underrepresented groups?
- What programs or initiatives can your organization develop to attract individuals from diverse backgrounds? Do you offer support or professional development opportunities to promote long-term success and retention?
- How could you partner with the community colleges to develop and diversify your talent pipeline, particularly in priority jobs with underrepresented groups?
- Which of your jobs have a retiring workforce? How is your organization preparing for potential labor shortages as workers near retirement age? Do you have a priority job that this study noted is at risk of a retiring workforce?



**Building on the equity gaps in enrollments identified in this study, the community colleges should evaluate other student outcomes and conduct further research with specific groups to create targeted workforce development strategies.**

The San Diego & Imperial COE identified 59 TOP codes (priority programs) that train for priority jobs. Out of 59 priority programs, 25 programs had FTES enrolled during the 2023-24 academic year, but 39 programs were not currently active programs (as of April 2024). Among programs with FTES enrolled, statistical analyses revealed that 19 had at least one underrepresented demographic based on age, gender, or race/ethnicity (Table 24). Specifically, females were underrepresented in 11 programs and males in six programs. For age, the analysis focused on students aged 19 and younger and revealed underrepresentation in 11 programs. Community colleges can use these insights to focus on creating career pathways, expanding dual enrollment opportunities, and enhancing the appeal of these programs to students entering postsecondary education. Additionally, given that priority jobs in this report have at least 13 annual job openings, these findings may suggest potential opportunities for program development among TOP codes without existing programs in a community college (Table 8). **Disclaimer:** Please note that these findings are focused on student enrollment data, not supply (i.e., degrees awarded). These findings should serve as a starting point, but should not be used as the sole basis for program development.

Many of the equity gaps observed in community college programs closely mirror those found in the labor market, also highlighting the critical link between training programs and eventual employment outcomes. For instance, only five percent of students enrolled in Electrical (TOP 0952.20) identified as female, aligning with the fact that females only comprise four percent of “Electricians” in the workforce. Similarly, males were underrepresented in numerous Health occupations, making up only 13 percent and 17 percent of students in Licensed Vocational Nursing (TOP 1230.20) and Medical Assisting (TOP 1208.00), respectively, and accounting for just 11 percent of “Medical Assistants” and 13 percent of “Licensed Practical and Licensed Vocational Nurses.” These findings illustrate how disparities can persist along the education-to-employment trajectory, reinforcing the importance of addressing these disparities early within educational programs.

In May 2023, the COE published *Black Student Equity: Overcoming Barriers and Providing Support*, a report examining the challenges Black/African American community college students face in completing degrees. At Imperial Valley College, Black/African American students made up 1 percent of FTES. Despite more than 25 FTES enrolled in five programs (Table 12), none identified as Black/African American in Police Academy (TOP 2105.50), Licensed Vocational Nursing (TOP 1230.20), and Environmental Control Technology (TOP 0946.00). This information can help Imperial Valley College identify programs with equity gaps for students that identify as Black/African American, to help guide them into careers with economic mobility and long-term stability.

Equity is a key component of the California Community Colleges Chancellor’s Office’s Vision 2030,<sup>31</sup> a framework aiming to enhance student success and outcomes for individuals from all backgrounds. This report provides vital data to help community colleges focus their efforts on increasing diverse representation in programs, but it is important to note that it only focuses on one student indicator of equity—student enrollment. Other student outcomes like course retention, degree completion, or transfer rate, for example, are also important as they illustrate whether students have the support they need to succeed once they are enrolled.

To support efforts in examining other student outcomes data, the San Diego & Imperial Counties Community Colleges Regional Consortium and COE kicked off the third cohort for the Strong Workforce Faculty Institute in Fall 2024.<sup>32</sup> This professional development program empowers faculty to examine their course data with equity in mind, reflect on practices that impact the student experience, and develop data-informed action plans for student retention and success. The Counselor Institute,<sup>33</sup> another professional development program for community college counselors in the region, encourages counselors to work collaboratively with researchers on campus to analyze data and integrate insights into practice. These initiatives are a few examples of how institutions can participate in efforts to advance and drive equity across the region.

While these data literacy efforts have proven to impact instructors’ teaching and learning practices,<sup>34</sup> the community colleges should also conduct focus groups and interviews with specific demographic groups to gather qualitative data, providing essential context for understanding the trends observed in the quantitative analysis. For example, the San Diego & Imperial COE published a report that examined the experiences and barriers faced by Black students to help the region develop strategies that address their unique challenges.<sup>35</sup> Continuous

<sup>31</sup> “Vision 2030: A Roadmap for California Community Colleges,” California Community Colleges Chancellor’s Office, September 2023, accessed October 1, 2024, [cccco.edu/About-Us/Vision-2030](https://www.cccco.edu/About-Us/Vision-2030).

<sup>32</sup> [sdiregionalconsortium.org/resource/faculty/faculty-institute](https://sdiregionalconsortium.org/resource/faculty/faculty-institute).

<sup>33</sup> [sdiregionalconsortium.org/resource/community-colleges/counselor-institute](https://sdiregionalconsortium.org/resource/community-colleges/counselor-institute).

<sup>34</sup> [proquest.com/openview/d597a037f1a5e413135ff0755b1bcd4d/1?pq-origsite=gscholar&cbl=18752&diss=y](https://proquest.com/openview/d597a037f1a5e413135ff0755b1bcd4d/1?pq-origsite=gscholar&cbl=18752&diss=y)

<sup>35</sup> “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>.

research like this is vital for identifying the specific ways that students are impacted and for developing strategies to close equity gaps. This study provides the community colleges with a starting point for meaningful discussions, but continued support, removing barriers, addressing students' diverse needs, are all important factors that must be addressed to strengthen and improve student outcomes that ultimately lead to workforce participation in priority jobs.

## >> Reflection Questions for Community Colleges

- What are some ways a marketing campaign could help community colleges increase enrollments of underrepresented groups in priority programs?
- Does your college offer a course or program in any of the TOP codes listed in Table 7? If so, does your college have similar underrepresented groups as shown in Table 24?
- Besides enrollments, do you observe any equity gaps in terms of retention and completion of courses or programs with the TOP codes listed in Table 7?
- What efforts has your college made to support underrepresented populations and promote completion and retention in priority programs?
- How could your college design programs to recruit and retain underrepresented groups?
- What successes has your college experienced with targeted marketing campaigns for specific demographic groups (e.g., women, BIPOC)? How could you apply those strategies to promote priority programs to underrepresented groups?
- Has your college worked with industry and local employers to promote hiring of underrepresented groups?

**Employers and community colleges should review the improvements in equity gaps identified in this study and share successful strategies to close gaps in other priority jobs and programs.**

In July 2023, the San Diego & Imperial COE published a report identifying 33 priority jobs.<sup>36</sup> In an effort to evaluate progress made to address equity gaps in these priority jobs, Table 30 compares equity gaps from the previous study (2020 demographic data) with findings from the current study (2023 demographic data).<sup>37</sup> Results revealed slight improvements for “First-Line Supervisors of Production and Operating Workers,” which increased in representation of females from 14 to 19 percent, but also increased in representation of workers ages 55 by seven percentage points (22 to 29 percent). For males, the most notable improvements were for “Dental Assistants,” which increased in representation from seven percent to 10 percent. For BIPOC, “Water and Wastewater Treatment Plant and System Operators” increased from 48 to 52 percent. These insights provide employers with opportunities to assess their progress towards equity within these occupations and evaluate effective strategies and solutions for recruiting underrepresented groups. These findings highlight the ongoing need to address equity gaps in priority jobs, as certain occupations continue to show persistent disparities, with some gaps even widening, especially among occupations with a large proportion of workers nearing retirement age.

In July 2023, the San Diego & Imperial COE identified 11 priority programs, and eight (73 percent) were priority programs in both studies.<sup>38</sup> In an effort to evaluate progress made to address equity gaps within these programs, Table 31 compares equity gaps identified in the previous study with FTES enrollment in this study.<sup>39</sup> Results revealed improvements for female students in Police Academy (TOP 2105.50), which rose in representation by six percentage points from 26 percent (PY 2016-17) to 32 percent (PY 2023-24). For male students, the only notable difference in representation was in Office Technology/Office Computer Applications (TOP 1225.00), which decreased in representation by six percentage points, but increased for students aged 19 and younger by six percentage points. When focusing on Black/African American students, none of the 11 priority programs showed improvements. These insights provide community colleges with opportunities to assess their progress in addressing underrepresentation, share any effective strategies and solutions with other programs for actively recruiting underrepresented groups, and evaluate the effectiveness of their current efforts to promote inclusivity. These findings also demonstrate the importance of continued efforts to address equity gaps in priority programs, as most of these programs only saw minimal changes or demonstrated persistent gaps.

<sup>36</sup> “Equity Gaps in Priority Jobs and Programs: Imperial County,” San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

<sup>37</sup> Please note that different metrics were used in both studies.

<sup>38</sup> “Equity Gaps in Priority Jobs and Programs: Imperial County,” San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

<sup>39</sup> Please note that different metrics were used in both studies.



### *Conclusion and Limitations*

As labor market demand for priority jobs rises, the community colleges are essential in ensuring employers have a diverse talent pipeline by eliminating equity gaps in priority programs. Knowing the demographics (gender, age, race/ethnicity) within priority jobs and programs can help the region build a more representative workforce. The San Diego & Imperial COE conducted this analysis with the expectation that more equitable enrollment in priority programs would result in more equitable representation in priority jobs. Due to data limitations, this study should be used to prioritize targeted recruitment and retention strategies that address equity gaps in programs. **The San Diego and Imperial Counties Community Colleges should not use this report as the sole basis for program development.**



## Appendix

Table 13. Labor Market Information for Priority Jobs in Imperial County, 2023-2028<sup>40</sup>

SOC	Description	Avg. Annual Openings	25 <sup>th</sup> Percentile Earnings	Median Earnings	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)
49-3023	Automotive Service Technicians and Mechanics	40	\$17.86	\$23.39	Postsecondary	None	Short OJT
43-3031	Bookkeeping, Accounting, and Auditing Clerks	75	\$18.27	\$22.03	Some college	None	Moderate OJT
47-2031	Carpenters	25	\$18.05	\$26.87	HS or equivalent	None	Apprenticeship
15-1232	Computer User Support Specialists	13	\$24.44	\$32.25	Some college	None	None
33-3012	Correctional Officers and Jailers	102	\$43.71	\$47.55	HS or equivalent	None	Moderate OJT
43-4051	Customer Service Representatives	64	\$17.37	\$20.08	HS or equivalent	None	Short OJT
31-9091	Dental Assistants	18	\$22.04	\$24.31	Postsecondary	None	None
33-3021	Detectives and Criminal Investigators	18	\$41.80	\$50.03	HS or equivalent	<5 years	Moderate OJT
47-2111	Electricians	25	\$26.02	\$34.61	HS or equivalent	None	Apprenticeship
33-2011	Firefighters	18	\$16.38	\$18.76	Postsecondary	None	Long OJT
33-1011	First-Line Supervisors of Correctional Officers	17	\$63.20	\$67.54	HS or equivalent	<5 years	None
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	38	\$16.48	\$23.88	HS or equivalent	<5 years	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	68	\$17.48	\$18.60	HS or equivalent	<5 years	None
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	15	\$18.99	\$24.64	HS or equivalent	<5 years	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	22	\$29.76	\$38.57	HS or equivalent	<5 years	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	48	\$23.81	\$30.29	HS or equivalent	<5 years	None

<sup>40</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.



SOC	Description	Avg. Annual Openings	25 <sup>th</sup> Percentile Earnings	Median Earnings	Typical Entry Level Education	Work Experience Required	Typical On- the-Job Training (OJT)
51-1011	First-Line Supervisors of Production and Operating Workers	21	\$28.00	\$37.36	HS or equivalent	<5 years	None
41-1011	First-Line Supervisors of Retail Sales Workers	71	\$17.68	\$21.27	HS or equivalent	<5 years	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	27	\$21.38	\$27.79	HS or equivalent	<5 years	None
11-9051	Food Service Managers	19	\$20.68	\$28.10	HS or equivalent	<5 years	None
33-9031	Gambling Surveillance Officers and Gambling Investigators	14	\$19.80	\$32.97	HS or equivalent	<5 years	Moderate OJT
31-9099	Healthcare Support Workers, All Other	17	\$19.98	\$22.80	HS or equivalent	None	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	16	\$21.61	\$27.04	Postsecondary	None	Long OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	135	\$18.79	\$23.38	Postsecondary	None	Short OJT
31-1128	Home Health and Personal Care Aides	1,339	\$15.59	\$15.66	HS or equivalent	None	Short OJT
49-9041	Industrial Machinery Mechanics	15	\$25.15	\$29.24	HS or equivalent	None	Long OJT
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15	\$17.41	\$22.33	HS or equivalent	None	Moderate OJT
29-2061	Licensed Practical and Licensed Vocational Nurses	28	\$30.38	\$34.23	Postsecondary	None	None
19-4099	Life, Physical, and Social Science Technicians, All Other	19	\$25.43	\$33.93	Associate	None	None
31-9092	Medical Assistants	70	\$17.70	\$18.31	Postsecondary	None	None
43-6013	Medical Secretaries and Administrative Assistants	37	\$17.60	\$18.22	HS or equivalent	None	Moderate OJT
31-1131	Nursing Assistants	51	\$17.72	\$21.44	Postsecondary	None	None
43-9061	Office Clerks, General	144	\$16.36	\$18.44	HS or equivalent	None	Short OJT
47-2073	Operating Engineers and Other Construction Equipment Operators	18	\$22.81	\$29.47	HS or equivalent	None	Moderate OJT
29-2052	Pharmacy Technicians	17	\$20.22	\$23.09	HS or equivalent	None	Moderate OJT
31-9097	Phlebotomists	14	\$19.21	\$21.99	Postsecondary	None	None

SOC	Description	Avg. Annual Openings	25 <sup>th</sup> Percentile Earnings	Median Earnings	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)
47-2152	Plumbers, Pipefitters, and Steamfitters	16	\$22.10	\$28.02	HS or equivalent	None	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	32	\$30.25	\$38.74	HS or equivalent	None	Moderate OJT
51-8013	Power Plant Operators	21	\$37.46	\$38.88	HS or equivalent	None	Long OJT
25-2011	Preschool Teachers, Except Special Education	18	\$16.93	\$20.53	Associate	None	None
43-5061	Production, Planning, and Expediting Clerks	13	\$23.45	\$34.79	HS or equivalent	None	Moderate OJT
43-4171	Receptionists and Information Clerks	28	\$16.71	\$17.50	HS or equivalent	None	Short OJT
29-1141	Registered Nurses	58	\$41.83	\$53.25	Bachelor's	None	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	34	\$22.70	\$30.51	HS or equivalent	None	Moderate OJT
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	74	\$19.04	\$23.00	HS or equivalent	None	Short OJT
33-9032	Security Guards	101	\$17.05	\$17.79	HS or equivalent	None	Short OJT
21-1093	Social and Human Service Assistants	47	\$18.37	\$20.46	HS or equivalent	None	Short OJT
47-2231	Solar Photovoltaic Installers	20	\$25.62	\$28.42	HS or equivalent	None	Moderate OJT
25-9045	Teaching Assistants, Except Postsecondary	144	\$18.10	\$20.99	Some college	None	None
25-9044	Teaching Assistants, Postsecondary	29	\$19.40	\$25.20	Bachelor's	None	None
33-9093	Transportation Security Screeners	14	\$24.15	\$39.76	HS or equivalent	None	Short OJT
51-4121	Welders, Cutters, Solderers, and Brazers	19	\$21.79	\$23.09	HS or equivalent	None	Moderate OJT

Table 14. Labor Market Information for Priority Jobs in Imperial County, 2023-2028<sup>41</sup>

SOC	Description	Priority Job in 2023 <sup>42</sup>	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Automation Index	Sector
49-3023	Automotive Service Technicians and Mechanics		374	405	8%	106	Advanced Transportation & Logistics
43-3031	Bookkeeping, Accounting, and Auditing Clerks		651	644	-1%	104	Business & Entrepreneurship
47-2031	Carpenters	•	266	278	4%	126	Energy, Construction and Utilities
15-1232	Computer User Support Specialists		144	160	11%	83	ICT and Digital Media
33-3012	Correctional Officers and Jailers	•	1,145	1,159	1%	91	Government/ or Public Safety
43-4051	Customer Service Representatives		424	451	6%	96	Business & Entrepreneurship
31-9091	Dental Assistants	•	129	128	-1%	98	Health Care
33-3021	Detectives and Criminal Investigators	•	209	223	6%	95	Government/ or Public Safety
47-2111	Electricians		206	234	14%	110	Energy, Construction and Utilities
33-2011	Firefighters		178	199	12%	101	Government/ or Public Safety
33-1011	First-Line Supervisors of Correctional Officers		201	208	3%	90	Government/ or Public Safety
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		303	270	-11%	96	Agriculture, Water and Environmental Technologies
35-1012	First-Line Supervisors of Food Preparation and Serving Workers		402	435	8%	108	Retail, Hospitality and Tourism
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers		106	116	10%	101	Other
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers		214	233	9%	94	Advanced Transportation & Logistics
43-1011	First-Line Supervisors of Office and Administrative Support Workers	•	490	494	1%	92	Business & Entrepreneurship
51-1011	First-Line Supervisors of Production and Operating Workers	•	184	200	9%	89	Advanced Manufacturing

<sup>41</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.<sup>42</sup> Priority jobs in 2023 report published by the San Diego & Imperial COE. "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

SOC	Description	Priority Job in 2023 <sup>42</sup>	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Automation Index	Sector
41-1011	First-Line Supervisors of Retail Sales Workers	•	681	675	-1%	88	Retail, Hospitality and Tourism
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	•	243	255	5%	94	Advanced Transportation & Logistics
11-9051	Food Service Managers		157	163	4%	104	Retail, Hospitality and Tourism
33-9031	Gambling Surveillance Officers and Gambling Investigators		94	101	7%	100	Government/ or Public Safety
31-9099	Healthcare Support Workers, All Other		113	119	6%	98	Health Care
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	•	146	162	11%	113	Energy, Construction and Utilities
53-3032	Heavy and Tractor-Trailer Truck Drivers	•	1,303	1,277	-2%	110	Advanced Transportation & Logistics
31-1128	Home Health and Personal Care Aides		6,719	8,018	19%	94	Health Care
49-9041	Industrial Machinery Mechanics	•	140	157	12%	110	Advanced Manufacturing
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers		110	121	10%	106	Life Sciences
29-2061	Licensed Practical and Licensed Vocational Nurses	•	284	311	9%	85	Health Care
19-4099	Life, Physical, and Social Science Technicians, All Other		141	147	5%	87	Life Sciences
31-9092	Medical Assistants		451	498	10%	97	Health Care
43-6013	Medical Secretaries and Administrative Assistants		314	332	6%	93	Health Care
31-1131	Nursing Assistants		276	320	16%	97	Health Care
43-9061	Office Clerks, General		1,176	1,186	1%	102	Health Care
47-2073	Operating Engineers and Other Construction Equipment Operators	•	197	201	2%	120	Energy, Construction and Utilities
29-2052	Pharmacy Technicians	•	147	163	11%	110	Health Care
31-9097	Phlebotomists	•	97	103	6%	104	Health Care
47-2152	Plumbers, Pipefitters, and Steamfitters		152	164	8%	116	Energy, Construction and Utilities
33-3051	Police and Sheriff's Patrol Officers	•	297	335	13%	95	Government/ or Public Safety

SOC	Description	Priority Job in 2023 <sup>42</sup>	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Automation Index	Sector
51-8013	Power Plant Operators	•	120	169	40%	109	Energy, Construction and Utilities
25-2011	Preschool Teachers, Except Special Education		165	168	2%	82	Education & Human Development
43-5061	Production, Planning, and Expediting Clerks	•	109	117	7%	94	Advanced Transportation & Logistics
43-4171	Receptionists and Information Clerks		181	197	9%	94	Health Care
29-1141	Registered Nurses		808	873	8%	85	Health Care
41-4012	Sales Representatives, Wholesale and Manufacturing	•	381	377	-1%	92	Business & Entrepreneurship
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive		643	649	1%	91	Business & Entrepreneurship
33-9032	Security Guards		710	735	4%	110	Government/ or Public Safety
21-1093	Social and Human Service Assistants	•	345	392	14%	89	Health Care
47-2231	Solar Photovoltaic Installers	•	158	182	16%	120	Energy, Construction and Utilities
25-9045	Teaching Assistants, Except Postsecondary		987	1,103	12%	90	Education & Human Development
25-9044	Teaching Assistants, Postsecondary		225	236	5%	87	Education & Human Development
33-9093	Transportation Security Screeners	•	127	134	6%	97	Government/ or Public Safety
51-4121	Welders, Cutters, Solderers, and Brazers		159	171	7%	121	Advanced Manufacturing

Table 15. 11 Priority Jobs in 2023 Report<sup>43</sup> That Did Not Meet the Criteria in the Current Study

SOC Occupational Title (SOC Code)
Construction Laborers (47-2061)
Continuous Mining Machine Operators (47-5041)
Cooks, Institution and Cafeteria (35-2012)
Eligibility Interviewers, Government Programs (43-4061)
First-Line Supervisors of Mechanics, Installers, Repairers (49-1011)
Gambling Change Persons and Booth Cashiers (41-2012)
Information and Record Clerks, All Other (43-4199)
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
Private Detectives and Investigators (33-9021)
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, Travel (41-3091)
Water and Wastewater Treatment Plant and System Operators (51-8031)

<sup>43</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

Table 16. Labor Force Participants in Imperial County, 2021<sup>44</sup>

	Labor Force, Imperial County	
	Labor Force, 2021	% of Labor Force
Total	58,014	100%%
Gender		
Male	31,221	54%
Female	26,793	46%
Race/Ethnicity <sup>45</sup>		
White	7,272	13%
Hispanic	47,603	82%
Asian	994	2%
Black / African American	1,400	2%
Two or More Races	368	1%
Native Hawaiian or Other Pacific Islander	N/A	N/A
American Indian or Alaska Native	377	1%
BIPOC <sup>46</sup>	50,742	87%
Age		
19 or less	1,207	2%
20 to 24	5,457	9%
25 to 34	14,172	24%
35 to 54	26,116	45%
55+	11,062	19%

"N/A" indicates data was not available

<sup>44</sup> U.S. Census Bureau. "Sex by Age by Employment Status for the Population 16 Years and Over, 2021." American Community Survey, ACS 5-Year Estimates Selected Population Detailed Tables. data.census.gov.

<sup>45</sup> May not total 100 percent due to rounding. "Some other race" is not included.

<sup>46</sup> Black, Indigenous, and People of Color (BIPOC) included: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native.



Table 17. Equity Gaps in Priority Jobs by Demographics

SOC	Description	Underrepresented		Overrepresented	
		Female	Male	BIPOC	Ages 55+
49-3023	Automotive Service Technicians and Mechanics	•		•	
43-3031	Bookkeeping, Accounting, and Auditing Clerks		•	•	•
47-2031	Carpenters	•		•	•
15-1232	Computer User Support Specialists	•		•	
33-3012	Correctional Officers and Jailers	•		•	
43-4051	Customer Service Representatives		•	•	
31-9091	Dental Assistants		•		
33-3021	Detectives and Criminal Investigators	•		•	
47-2111	Electricians	•		•	•
33-2011	Firefighters	•		•	
33-1011	First-Line Supervisors of Correctional Officers	•		•	
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	•			•
35-1012	First-Line Supervisors of Food Preparation and Serving Workers		•	•	
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	•		•	•
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	•		•	•
43-1011	First-Line Supervisors of Office and Administrative Support Workers		•	•	•
51-1011	First-Line Supervisors of Production and Operating Workers	•		•	•
41-1011	First-Line Supervisors of Retail Sales Workers			•	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	•			
11-9051	Food Service Managers			•	
33-9031	Gambling Surveillance Officers and Gambling Investigators	•		•	
31-9099	Healthcare Support Workers, All Other		•	•	
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	•		•	
53-3032	Heavy and Tractor-Trailer Truck Drivers	•			•
31-1128	Home Health and Personal Care Aides		•		•
49-9041	Industrial Machinery Mechanics	•		•	•
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers				
29-2061	Licensed Practical and Licensed Vocational Nurses		•	•	•

SOC	Description	Underrepresented		Overrepresented	
		Female	Male	BIPOC	Ages 55+
19-4099	Life, Physical, and Social Science Technicians, All Other			•	
31-9092	Medical Assistants		•		
43-6013	Medical Secretaries and Administrative Assistants		•	•	•
31-1131	Nursing Assistants		•		
43-9061	Office Clerks, General		•	•	•
47-2073	Operating Engineers and Other Construction Equipment Operators	•		•	•
29-2052	Pharmacy Technicians		•	•	
31-9097	Phlebotomists		•		
47-2152	Plumbers, Pipefitters, and Steamfitters	•		•	•
33-3051	Police and Sheriff's Patrol Officers	•		•	
51-8013	Power Plant Operators	•		•	•
25-2011	Preschool Teachers, Except Special Education		•	•	
43-5061	Production, Planning, and Expediting Clerks			•	
43-4171	Receptionists and Information Clerks		•	•	•
29-1141	Registered Nurses		•	•	•
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•			
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive		•	•	•
33-9032	Security Guards	•		•	•
21-1093	Social and Human Service Assistants		•	•	•
47-2231	Solar Photovoltaic Installers	•			
25-9045	Teaching Assistants, Except Postsecondary		•	•	•
25-9044	Teaching Assistants, Postsecondary		•	•	
33-9093	Transportation Security Screeners	•		•	
51-4121	Welders, Cutters, Solderers, and Brazers	•			

Table 18. Priority Jobs by Gender<sup>47</sup>

SOC	Occupational Title	% Female	% Male
49-3023	Automotive Service Technicians and Mechanics	1%	99%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	89%	11%
47-2031	Carpenters	1%	99%
15-1232	Computer User Support Specialists	26%	74%
33-3012	Correctional Officers and Jailers	31%	69%
43-4051	Customer Service Representatives	67%	33%
31-9091	Dental Assistants	90%	10%
33-3021	Detectives and Criminal Investigators	28%	72%
47-2111	Electricians	4%	96%
33-2011	Firefighters	5%	95%
33-1011	First-Line Supervisors of Correctional Officers	31%	69%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	15%	85%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	60%	40%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	35%	65%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	6%	94%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	66%	34%
51-1011	First-Line Supervisors of Production and Operating Workers	19%	81%
41-1011	First-Line Supervisors of Retail Sales Workers	47%	53%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling	19%	81%
11-9051	Food Service Managers	46%	54%
33-9031	Gambling Surveillance Officers and Gambling Investigators	30%	70%
31-9099	Healthcare Support Workers, All Other	73%	27%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%	98%
53-3032	Heavy and Tractor-Trailer Truck Drivers	5%	95%
31-1128	Home Health and Personal Care Aides	85%	15%
49-9041	Industrial Machinery Mechanics	2%	98%

<sup>47</sup> Cells highlighted in yellow are significantly underrepresented compared to the overall labor market,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Female	% Male
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	38%	62%
29-2061	Licensed Practical and Licensed Vocational Nurses	87%	13%
19-4099	Life, Physical, and Social Science Technicians, All Other	44%	56%
31-9092	Medical Assistants	89%	11%
43-6013	Medical Secretaries and Administrative Assistants	92%	8%
31-1131	Nursing Assistants	85%	15%
43-9061	Office Clerks, General	84%	16%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%	97%
29-2052	Pharmacy Technicians	78%	22%
31-9097	Phlebotomists	77%	23%
47-2152	Plumbers, Pipefitters, and Steamfitters	3%	97%
33-3051	Police and Sheriff's Patrol Officers	17%	83%
51-8013	Power Plant Operators	4%	96%
25-2011	Preschool Teachers, Except Special Education	97%	3%
43-5061	Production, Planning, and Expediting Clerks	53%	47%
43-4171	Receptionists and Information Clerks	91%	9%
29-1141	Registered Nurses	87%	13%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	22%	78%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	96%	4%
33-9032	Security Guards	23%	77%
21-1093	Social and Human Service Assistants	76%	24%
47-2231	Solar Photovoltaic Installers	7%	93%
25-9045	Teaching Assistants, Except Postsecondary	89%	11%
25-9044	Teaching Assistants, Postsecondary	75%	25%
33-9093	Transportation Security Screeners	35%	65%
51-4121	Welders, Cutters, Solderers, and Brazers	4%	96%

Table 19. Priority Jobs by Age<sup>48</sup>

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
49-3023	Automotive Service Technicians and Mechanics	4%	5%	73%	19%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1%	2%	56%	40%
47-2031	Carpenters	2%	3%	67%	28%
15-1232	Computer User Support Specialists	2%	3%	76%	19%
33-3012	Correctional Officers and Jailers	3%	5%	78%	14%
43-4051	Customer Service Representatives	6%	7%	66%	21%
31-9091	Dental Assistants	7%	9%	70%	14%
33-3021	Detectives and Criminal Investigators	0%	1%	84%	14%
47-2111	Electricians	2%	3%	68%	27%
33-2011	Firefighters	2%	4%	88%	6%
33-1011	First-Line Supervisors of Correctional Officers	0%	2%	78%	20%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%	3%	58%	38%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	7%	8%	67%	18%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1%	1%	69%	29%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0%	1%	67%	31%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1%	2%	70%	28%
51-1011	First-Line Supervisors of Production and Operating Workers	0%	2%	69%	29%
41-1011	First-Line Supervisors of Retail Sales Workers	2%	5%	72%	21%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1%	2%	70%	27%
11-9051	Food Service Managers	3%	4%	69%	24%
33-9031	Gambling Surveillance Officers and Gambling Investigators	4%	6%	67%	23%

<sup>48</sup> Cells highlighted in yellow are significantly underrepresented compared to the overall labor market,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
31-9099	Healthcare Support Workers, All Other	7%	6%	64%	23%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3%	3%	70%	24%
53-3032	Heavy and Tractor-Trailer Truck Drivers	1%	2%	65%	32%
31-1128	Home Health and Personal Care Aides	2%	3%	60%	35%
49-9041	Industrial Machinery Mechanics	1%	3%	66%	30%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2%	5%	67%	26%
29-2061	Licensed Practical and Licensed Vocational Nurses	2%	4%	69%	25%
19-4099	Life, Physical, and Social Science Technicians, All Other	12%	12%	59%	17%
31-9092	Medical Assistants	6%	9%	77%	9%
43-6013	Medical Secretaries and Administrative Assistants	2%	4%	67%	28%
31-1131	Nursing Assistants	6%	7%	66%	21%
43-9061	Office Clerks, General	5%	4%	59%	32%
47-2073	Operating Engineers and Other Construction Equipment Operators	2%	3%	65%	30%
29-2052	Pharmacy Technicians	7%	12%	70%	12%
31-9097	Phlebotomists	2%	5%	78%	15%
47-2152	Plumbers, Pipefitters, and Steamfitters	3%	3%	69%	26%
33-3051	Police and Sheriff's Patrol Officers	1%	4%	86%	9%
51-8013	Power Plant Operators	0%	1%	70%	28%
25-2011	Preschool Teachers, Except Special Education	2%	4%	73%	21%
43-5061	Production, Planning, and Expediting Clerks	2%	4%	70%	25%
43-4171	Receptionists and Information Clerks	9%	9%	58%	25%
29-1141	Registered Nurses	0%	2%	71%	27%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1%	2%	63%	34%

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2%	2%	59%	36%
33-9032	Security Guards	5%	11%	61%	22%
21-1093	Social and Human Service Assistants	2%	3%	70%	25%
47-2231	Solar Photovoltaic Installers	6%	7%	71%	15%
25-9045	Teaching Assistants, Except Postsecondary	3%	5%	68%	24%
25-9044	Teaching Assistants, Postsecondary	13%	6%	57%	24%
33-9093	Transportation Security Screeners	3%	9%	66%	23%
51-4121	Welders, Cutters, Solderers, and Brazers	4%	5%	70%	21%

\*May not total 100 percent due to rounding



Table 20. Priority Jobs by BIPOC<sup>49</sup>

SOC	Occupational Title	% BIPOC
49-3023	Automotive Service Technicians and Mechanics	83%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	63%
47-2031	Carpenters	71%
15-1232	Computer User Support Specialists	68%
33-3012	Correctional Officers and Jailers	68%
43-4051	Customer Service Representatives	79%
31-9091	Dental Assistants	86%
33-3021	Detectives and Criminal Investigators	58%
47-2111	Electricians	73%
33-2011	Firefighters	49%
33-1011	First-Line Supervisors of Correctional Officers	62%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	86%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	75%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	75%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	64%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	70%
51-1011	First-Line Supervisors of Production and Operating Workers	76%
41-1011	First-Line Supervisors of Retail Sales Workers	69%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	76%
11-9051	Food Service Managers	72%
33-9031	Gambling Surveillance Officers and Gambling Investigators	78%
31-9099	Healthcare Support Workers, All Other	76%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	74%
53-3032	Heavy and Tractor-Trailer Truck Drivers	83%
31-1128	Home Health and Personal Care Aides	92%
49-9041	Industrial Machinery Mechanics	77%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	82%
29-2061	Licensed Practical and Licensed Vocational Nurses	75%

<sup>49</sup> Cells highlighted in yellow are significantly underrepresented compared to the overall labor market,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% BIPOC
19-4099	Life, Physical, and Social Science Technicians, All Other	68%
31-9092	Medical Assistants	91%
43-6013	Medical Secretaries and Administrative Assistants	78%
31-1131	Nursing Assistants	85%
43-9061	Office Clerks, General	76%
47-2073	Operating Engineers and Other Construction Equipment Operators	62%
29-2052	Pharmacy Technicians	76%
31-9097	Phlebotomists	81%
47-2152	Plumbers, Pipefitters, and Steamfitters	75%
33-3051	Police and Sheriff's Patrol Officers	60%
51-8013	Power Plant Operators	62%
25-2011	Preschool Teachers, Except Special Education	72%
43-5061	Production, Planning, and Expediting Clerks	69%
43-4171	Receptionists and Information Clerks	81%
29-1141	Registered Nurses	69%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	58%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	59%
33-9032	Security Guards	80%
21-1093	Social and Human Service Assistants	80%
47-2231	Solar Photovoltaic Installers	85%
25-9045	Teaching Assistants, Except Postsecondary	66%
25-9044	Teaching Assistants, Postsecondary	67%
33-9093	Transportation Security Screeners	79%
51-4121	Welders, Cutters, Solderers, and Brazers	82%

Table 21. Top 15 Priority Jobs with Underrepresentation by Race/Ethnicity<sup>50</sup>

SOC	Occupational Title	%
<b>White</b>		
31-1128	Home Health and Personal Care Aides	8%
31-9092	Medical Assistants	9%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	14%
31-9091	Dental Assistants	14%
47-2231	Solar Photovoltaic Installers	15%
31-1131	Nursing Assistants	15%
53-3032	Heavy and Tractor-Trailer Truck Drivers	17%
49-3023	Automotive Service Technicians and Mechanics	17%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	18%
51-4121	Welders, Cutters, Solderers, and Brazers	18%
31-9097	Phlebotomists	19%
43-4171	Receptionists and Information Clerks	19%
21-1093	Social and Human Service Assistants	20%
33-9032	Security Guards	20%
33-9093	Transportation Security Screeners	21%
<b>Hispanic or Latino</b>		
29-1141	Registered Nurses	25%
33-2011	Firefighters	31%
33-3021	Detectives and Criminal Investigators	36%
33-1011	First-Line Supervisors of Correctional Officers	37%
33-3051	Police and Sheriff's Patrol Officers	38%
19-4099	Life, Physical, and Social Science Technicians, All Other	40%
15-1232	Computer User Support Specialists	40%
25-9044	Teaching Assistants, Postsecondary	43%
33-3012	Correctional Officers and Jailers	44%
33-9093	Transportation Security Screeners	46%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	46%
31-9099	Healthcare Support Workers, All Other	47%
25-9045	Teaching Assistants, Except Postsecondary	48%
29-2061	Licensed Practical and Licensed Vocational Nurses	49%

<sup>50</sup> These lists represent the top 15 jobs with the lowest representation of each race or ethnicity within each priority job. Please note that statistical comparisons were only conducted for BIPOC. Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	50%
Asian		
47-2073	Operating Engineers and Other Construction Equipment Operators	1%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%
51-4121	Welders, Cutters, Solderers, and Brazers	1%
47-2231	Solar Photovoltaic Installers	2%
49-9041	Industrial Machinery Mechanics	2%
47-2152	Plumbers, Pipefitters, and Steamfitters	2%
47-2031	Carpenters	2%
31-1128	Home Health and Personal Care Aides	3%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	3%
51-8013	Power Plant Operators	3%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3%
33-9032	Security Guards	3%
47-2111	Electricians	3%
Black or African American		
47-2031	Carpenters	1%
51-4121	Welders, Cutters, Solderers, and Brazers	1%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1%
49-3023	Automotive Service Technicians and Mechanics	2%
51-8013	Power Plant Operators	2%
47-2152	Plumbers, Pipefitters, and Steamfitters	2%
49-9041	Industrial Machinery Mechanics	2%
47-2111	Electricians	2%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%
47-2231	Solar Photovoltaic Installers	2%
31-9091	Dental Assistants	2%
31-9092	Medical Assistants	3%
31-1128	Home Health and Personal Care Aides	3%

SOC	Occupational Title	%
51-1011	First-Line Supervisors of Production and Operating Workers	3%
Native Hawaiian Other Pacific or Islander		
25-9044	Teaching Assistants, Postsecondary	0.0%
47-2031	Carpenters	0.0%
49-3023	Automotive Service Technicians and Mechanics	0.0%
51-4121	Welders, Cutters, Solderers, and Brazers	0.1%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	0.1%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.1%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.1%
47-2111	Electricians	0.1%
31-9091	Dental Assistants	0.1%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.1%
49-9041	Industrial Machinery Mechanics	0.1%
51-1011	First-Line Supervisors of Production and Operating Workers	0.1%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	0.1%
47-2152	Plumbers, Pipefitters, and Steamfitters	0.1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.1%
American Indian or Alaska Native		
25-9044	Teaching Assistants, Postsecondary	0.0%
47-2231	Solar Photovoltaic Installers	0.0%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.1%
31-9097	Phlebotomists	0.1%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.1%
53-3032	Heavy and Tractor-Trailer Truck Drivers	0.1%
47-2152	Plumbers, Pipefitters, and Steamfitters	0.1%
47-2031	Carpenters	0.1%
31-9092	Medical Assistants	0.1%
25-2011	Preschool Teachers, Except Special Education	0.1%
47-2111	Electricians	0.1%
43-4171	Receptionists and Information Clerks	0.1%
43-6013	Medical Secretaries and Administrative Assistants	0.1%
43-4051	Customer Service Representatives	0.1%
49-3023	Automotive Service Technicians and Mechanics	0.1%

Table 22. Three Priority Programs in 2023 Report<sup>51</sup> That Did Not Meet Criteria in the Current Study

TOP Title (TOP Code)
Agriculture Business, Sales and Service (0112.00)
Electronics and Electric Technology (0934.00)
Water and Wastewater Technology (0958.00)

<sup>51</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, accessed January 1, 2025, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

Table 23. FTES Enrollments for Imperial Valley College, PY 2023-24<sup>52</sup>

	FTES Total Enrollments, Imperial Valley College	
	FTES Enrollments, PY 2023-24	% of FTES Enrollments
Total	8,830	100%
Gender		
Female	4,902	56%
Male	3,766	43%
Non-Binary	38	0.4%
Race/Ethnicity		
Hispanic	8,103	92%
White	303	3%
Black/African-American	69	0.8%
Multi-Ethnicity	55	0.6%
Asian	29	0.3%
Filipino	26	0.3%
American Indian or Alaskan Native	12	0.1%
Native Hawaiian or Pacific Islander	2	0.02%
Unknown	231	3%
BIPOC <sup>53</sup>	8,297	94%
Age		
19 or less	3,681	42%
20 to 24	2,799	32%
25 to 34	1,365	15%
35 to 49	775	9%
50+	210	2%

<sup>52</sup> FTES student enrollments by demographics for the San Diego & Imperial Counties Community Colleges for Program Year 2023-24, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, [datamart.cccco.edu](http://datamart.cccco.edu).

<sup>53</sup> Black, Indigenous, and People of Color (BIPOC) included: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native.

Table 24. Equity Gaps in Priority Programs by Demographics, PY 2023-24

TOP Code	TOP Title <sup>54</sup>	Total FTES Enrolled	Underrepresented			
			Female	Male	Age <19	Black/African American
0502.00	Accounting*	111			•	
2105.00	Administration of Justice*	158	•			
1208.20	Administrative Medical Assisting	No FTES Enrolled				
0102.00	Animal Science	No FTES Enrolled				
0948.00	Automotive Technology*	106	•			
0430.00	Biotechnology and Biomedical Technology	2				
0952.10	Carpentry	22	•			
1230.30	Certified Nurse Assistant	19		•	•	
1305.00	Child Development/Early Care and Education*	131		•	•	
0702.00	Computer Information Systems	4				
0708.00	Computer Infrastructure and Support	No FTES Enrolled				
0708.10	Computer Networking	10	•			
0708.20	Computer Support	No FTES Enrolled				
2105.10	Corrections*	44			•	
3005.00	Custodial Services	No FTES Enrolled				
0518.00	Customer Service	No FTES Enrolled				
1240.10	Dental Assistant	No FTES Enrolled				
0509.60	Display	No FTES Enrolled				
0802.00	Educational Aide (Teacher Assistant)	No FTES Enrolled				
0802.10	Educational Aide (Teacher Assistant), Bilingual	No FTES Enrolled				
0952.20	Electrical*	46	•			

\*Active/approved for-credit program at Imperial Valley College

<sup>54</sup> San Diego and Imperial Counties Community Colleges Catalog, April 2024. Data was pulled from Chancellor's Office Curriculum Inventory (COCI) 2.0. Please note that the status of programs may have changed since the data was pulled, or that an existing program may be related but listed under a different TOP code. For example, many nursing programs in the region are listed under TOP 1230.10 Registered Nursing, but no existing programs are under TOP 1230.00 Nursing. [coci2.ccctechcenter.org/programs](http://coci2.ccctechcenter.org/programs).



TOP Code	TOP Title <sup>54</sup>	Total FTES Enrolled	Underrepresented			
			Female	Male	Age <19	Black/African American
0934.40	Electrical Systems and Power Transmission*	No FTES Enrolled				
0946.10	Energy Systems Technology	No FTES Enrolled				
0946.00	Environmental Control Technology	42	•		•	•
2133.50	Fire Academy*	42	•			•
2133.00	Fire Technology*	15	•			
0114.00	Forestry	No FTES Enrolled				
0947.30	Heavy Equipment Operation	No FTES Enrolled				
1230.80	Home Health Aide*	3				
2104.00	Human Services	29				
2105.30	Industrial and Transportation Security	No FTES Enrolled				
0956.80	Industrial Quality Control	No FTES Enrolled				
0945.00	Industrial Systems Technology and Maintenance*	35	•		•	
1230.20	Licensed Vocational Nursing*	44		•	•	•
0510.00	Logistics and Materials Transportation	No FTES Enrolled				
0506.30	Management Development and Supervision*	2				
0956.00	Manufacturing and Industrial Technology	No FTES Enrolled				
1208.00	Medical Assisting*	27		•	•	•
0514.20	Medical Office Technology	No FTES Enrolled				
0115.00	Natural Resources	28				
1920.00	Ocean Technology	No FTES Enrolled				
0514.40	Office Management*	No FTES Enrolled				
0514.00	Office Technology/Office Computer Applications*	61		•	•	
1299.00	Other Health Occupations	No FTES Enrolled				
2199.00	Other Public and Protective Services	No FTES Enrolled				

\*Active/approved for-credit program at Imperial Valley College

TOP Code	TOP Title <sup>54</sup>	Total FTES Enrolled	Underrepresented			
			Female	Male	Age <19	Black/African American
1221.00	Pharmacy Technology	No FTES Enrolled				
1205.10	Phlebotomy	No FTES Enrolled				
0952.30	Plumbing, Pipefitting and Steamfitting	No FTES Enrolled				
2105.50	Police Academy*	76	•		•	•
1305.40	Preschool Age Child	No FTES Enrolled				
2105.20	Probation and Parole	No FTES Enrolled				
1230.10	Registered Nursing*	172		•	•	
1307.30	Resort and Club Management	No FTES Enrolled				
1307.10	Restaurant and Food Services and Management	No FTES Enrolled				
0506.50	Retail Store Operations and Management*	No FTES Enrolled				
0509.40	Sales and Salesmanship	No FTES Enrolled				
0947.50	Truck and Bus Driving	No FTES Enrolled				
0956.50	Welding Technology*	66	•			
2133.10	Wildland Fire Technology	No FTES Enrolled				

\*Active/approved for-credit program at Imperial Valley College

Table 25. Priority Programs by Gender, PY 2023-24<sup>55</sup>

TOP	Program Title	Total FTES Enrolled	% Female	% Male
0502.00	Accounting	111	58%	39%
2105.00	Administration of Justice	158	47%	51%
0948.00	Automotive Technology	106	13%	87%
0430.00	Biotechnology and Biomedical Technology	2	50%	50%
0952.10	Carpentry	22	6%	94%
1230.30	Certified Nurse Assistant	19	78%	22%
1305.00	Child Development/Early Care and Education	131	96%	3%
0702.00	Computer Information Systems	4	65%	34%
0708.10	Computer Networking	10	23%	73%
2105.10	Corrections	44	52%	48%
0952.20	Electrical	46	5%	94%
0946.00	Environmental Control Technology	42	5%	95%
2133.50	Fire Academy	42	10%	90%
2133.00	Fire Technology	15	17%	84%
1230.80	Home Health Aide	3	94%	6%
2104.00	Human Services	29	59%	38%
0945.00	Industrial Systems Technology and Maintenance	35	10%	90%
1230.20	Licensed Vocational Nursing	44	85%	13%
0506.30	Management Development and Supervision	2	77%	23%
1208.00	Medical Assisting	27	83%	17%
0115.00	Natural Resources	28	51%	47%
0514.00	Office Technology/Office Computer Applications	61	84%	16%
2105.50	Police Academy	76	32%	66%
1230.10	Registered Nursing	172	79%	20%
0956.50	Welding Technology	66	10%	87%

May not total 100 percent due to rounding

<sup>55</sup> Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes or small sample sizes. "Non-Binary" and "Unknown" were not included in analyses due to small numbers, and the total may not equal to 100 percent due to rounding. California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, [datamart.cccco.edu](http://datamart.cccco.edu).

Table 26. Priority Programs by Age, PY 2023-24<sup>56</sup>

TOP	Program Title	Total FTES Enrolled	19 or Younger	20 to 24	25 to 29	30 to 34	35 to 39	40+
0502.00	Accounting	111	28%	39%	11%	3%	7%	11%
2105.00	Administration of Justice	158	46%	41%	7%	2%	2%	3%
0948.00	Automotive Technology	106	60%	24%	5%	4%	4%	3%
0430.00	Biotechnology and Biomedical Technology	2	17%	83%	0%	0%	0%	0%
0952.10	Carpentry	22	50%	16%	4%	10%	7%	13%
1230.30	Certified Nurse Assistant	19	12%	36%	16%	12%	9%	14%
1305.00	Child Development/Early Care and Education	131	18%	33%	18%	11%	6%	13%
0702.00	Computer Information Systems	4	23%	31%	4%	11%	11%	19%
0708.10	Computer Networking	10	12%	41%	28%	7%	7%	5%
2105.10	Corrections	44	15%	47%	20%	9%	8%	1%
0952.20	Electrical	46	28%	37%	15%	6%	3%	10%
0946.00	Environmental Control Technology	42	23%	30%	11%	11%	5%	20%
2133.50	Fire Academy	42	35%	41%	6%	18%	1%	0%
2133.00	Fire Technology	15	28%	28%	18%	10%	12%	3%
1230.80	Home Health Aide	3	21%	17%	8%	23%	5%	27%
2104.00	Human Services	29	52%	28%	4%	5%	3%	7%
0945.00	Industrial Systems Technology and Maintenance	35	12%	25%	23%	22%	8%	11%
1230.20	Licensed Vocational Nursing	44	0%	35%	17%	24%	16%	9%
0506.30	Management Development and Supervision	2	23%	30%	6%	00%	12%	29%
1208.00	Medical Assisting	27	21%	40%	24%	4%	6%	5%
0115.00	Natural Resources	28	50%	33%	5%	3%	2%	6%
0514.00	Office Technology/Office Computer Applications	61	12%	18%	16%	19%	10%	24%
2105.50	Police Academy	76	6%	54%	30%	4%	6%	0%
1230.10	Registered Nursing	172	3%	45%	25%	16%	7%	4%
0956.50	Welding Technology	66	57%	30%	6%	1%	1%	4%

May not total 100 percent due to rounding

<sup>56</sup> Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes or small sample sizes. The total may not equal 100 percent due to rounding. California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, [datamart.cccco.edu](http://datamart.cccco.edu).

Table 27. Priority Programs by BIPOC, PY 2023-24<sup>57</sup>

TOP	Program Title	Total FTES Enrolled	% BIPOC
0502.00	Accounting	111	96%
2105.00	Administration of Justice	158	98%
0948.00	Automotive Technology	106	96%
0430.00	Biotechnology and Biomedical Technology	2	100%
0952.10	Carpentry	22	97%
1230.30	Certified Nurse Assistant	19	99%
1305.00	Child Development/Early Care and Education	131	98%
0702.00	Computer Information Systems	4	100%
0708.10	Computer Networking	10	98%
2105.10	Corrections	44	94%
0952.20	Electrical	46	97%
0946.00	Environmental Control Technology	42	97%
2133.50	Fire Academy	42	94%
2133.00	Fire Technology	15	95%
1230.80	Home Health Aide	3	100%
2104.00	Human Services	29	97%
0945.00	Industrial Systems Technology and Maintenance	35	93%
1230.20	Licensed Vocational Nursing	44	98%
0506.30	Management Development and Supervision	2	100%
1208.00	Medical Assisting	27	92%
0115.00	Natural Resources	28	97%
0514.00	Office Technology/Office Computer Applications	61	97%
2105.50	Police Academy	76	100%
1230.10	Registered Nursing	172	98%
0956.50	Welding Technology	66	96%

<sup>57</sup> Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall,  $p < .05$ . Please note that equivalent percentages may not be significant due to differences in sample sizes. California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, [datamart.cccco.edu](http://datamart.cccco.edu).

Table 28. Priority Programs by Black/African American, PY 2023-24

TOP	Program Title	Total FTES Enrolled	% Black/African American
0502.00	Accounting	111	0.1%
2105.00	Administration of Justice	158	1%
0948.00	Automotive Technology	106	0.3%
0430.00	Biotechnology and Biomedical Technology	2	0%
0952.10	Carpentry	22	0%
1230.30	Certified Nurse Assistant	19	0%
1305.00	Child Development/Early Care and Education	131	1%
0702.00	Computer Information Systems	4	0%
0708.10	Computer Networking	10	0%
2105.10	Corrections	44	0.2%
0952.20	Electrical	46	1%
0946.00	Environmental Control Technology	42	0%
2133.50	Fire Academy	42	0%
2133.00	Fire Technology	15	0%
1230.80	Home Health Aide	3	0%
2104.00	Human Services	29	1%
0945.00	Industrial Systems Technology and Maintenance	35	2%
1230.20	Licensed Vocational Nursing	44	0%
0506.30	Management Development and Supervision	2	0%
1208.00	Medical Assisting	27	0%
0115.00	Natural Resources	28	0.4%
0514.00	Office Technology/Office Computer Applications	61	2%
2105.50	Police Academy	76	0%
1230.10	Registered Nursing	172	1%
0956.50	Welding Technology	66	0.3%

Table 29. Priority Jobs that are Recession-Resilient, Pandemic-Resilient, or Recession- and Pandemic-Resilient Jobs<sup>58</sup> in Imperial County<sup>59</sup>

SOC	Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession and Pandemic Resilient	Avg. Annual Openings 2023-2028	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings
31-1128	Home Health and Personal Care Aides		•		1,339	\$15.50	\$15.59
25-9045	Teaching Assistants, Except Postsecondary	•			144	\$16.84	\$18.10
43-9061	Office Clerks, General		•		144	\$15.62	\$16.36
53-3032	Heavy and Tractor-Trailer Truck Drivers		•		135	\$16.59	\$18.79
33-9032	Security Guards		•		101	\$16.47	\$17.05
43-3031	Bookkeeping, Accounting, and Auditing Clerks		•		75	\$16.24	\$18.27
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	•	•	•	74	\$17.10	\$19.04
41-1011	First-Line Supervisors of Retail Sales Workers		•		71	\$16.76	\$17.68
31-9092	Medical Assistants	•	•	•	70	\$17.31	\$17.70
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	•	•	•	68	\$16.99	\$17.48
43-4051	Customer Service Representatives		•		64	\$16.28	\$17.37
29-1141	Registered Nurses	•	•	•	58	\$41.83	\$41.83
43-1011	First-Line Supervisors of Office and Administrative Support Workers	•	•	•	48	\$19.48	\$23.81

<sup>58</sup> "Resilient Jobs: Top Jobs During the Great Recession and COVID-19 Pandemic," San Diego & Imperial COE, August 2020, [sdiregionalconsortium.org/wp-content/uploads/2023/06/Resilient-Jobs\\_2020-08-27v4.pdf](https://sdiregionalconsortium.org/wp-content/uploads/2023/06/Resilient-Jobs_2020-08-27v4.pdf).

<sup>59</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession and Pandemic Resilient	Avg. Annual Openings 2023-2028	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings
21-1093	Social and Human Service Assistants	•			47	\$17.16	\$18.37
43-6013	Medical Secretaries and Administrative Assistants	•	•	•	37	\$16.39	\$17.60
41-4012	Sales Representatives, Wholesale and Manufacturing		•		34	\$18.08	\$22.70
33-3051	Police and Sheriff's Patrol Officers	•			32	\$25.06	\$30.25
25-9044	Teaching Assistants, Postsecondary	•			29	\$18.43	\$19.40
43-4171	Receptionists and Information Clerks		•		28	\$15.50	\$16.71
29-2061	Licensed Practical and Licensed Vocational Nurses	•	•	•	28	\$25.62	\$30.38
11-9051	Food Service Managers		•		19	\$12.10	\$20.68
31-9091	Dental Assistants	•			18	\$17.96	\$22.04
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	•	•	•	15	\$16.59	\$17.41
15-1232	Computer User Support Specialists	•	•	•	13	\$20.10	\$24.44
43-5061	Production, Planning, and Expediting Clerks	•			13	\$19.29	\$23.45



Table 30. Comparing Equity Gaps<sup>60</sup> in Priority Jobs Between 2020<sup>61</sup> and 2023

SOC	Occupational Title			
Females		% 2020	% 2023	Difference
51-1011	First-Line Supervisors of Production and Operating Workers	14%	19%	+5%
33-9093	Transportation Security Screeners	33%	35%	+2%
47-2231	Solar Photovoltaic Installers	6%	7%	+1%
51-8013	Power Plant Operators	3%	4%	+1%
53-3032	Heavy and Tractor-Trailer Truck Drivers	4%	5%	+1%
47-2073	Operating Engineers and Other Construction Equipment Operators	2%	3%	+1%
49-9041	Industrial Machinery Mechanics	2%	2%	0%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%	2%	0%
47-2031	Carpenters	2%	1%	-1%
33-3021	Detectives and Criminal Investigators	30%	28%	-2%
33-3012	Correctional Officers and Jailers	33%	31%	-2%
Males		% 2020	% 2023	Difference
31-9091	Dental Assistants	7%	10%	+3%
21-1093	Social and Human Service Assistants	22%	24%	+2%
29-2061	Licensed Practical and Licensed Vocational Nurses	12%	13%	+1%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	34%	34%	0%
31-9097	Phlebotomists	25%	23%	-2%
29-2052	Pharmacy Technicians	25%	22%	-3%
Age 55+		% 2020	% 2023	Difference
21-1093	Social and Human Service Assistants	20%	25%	+5%
29-2061	Licensed Practical and Licensed Vocational Nurses	19%	25%	+6%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	22%	28%	+6%
51-1011	First-Line Supervisors of Production and Operating Workers	22%	29%	+7%
51-8013	Power Plant Operators	21%	28%	+7%

<sup>60</sup> Please note that this table does not include all priority jobs. This table only includes priority jobs that had equity gaps in 2020 and showed a change between 2020 and 2023.

<sup>61</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, [coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

SOC	Occupational Title			
47-2073	Operating Engineers and Other Construction Equipment Operators	22%	30%	+8%
49-9041	Industrial Machinery Mechanics	22%	30%	+8%
53-3032	Heavy and Tractor-Trailer Truck Drivers	24%	32%	+8%
BIPOC		2020 %	2023 %	Difference
51-8031	Water and Wastewater Treatment Plant and System Operators	48%	52%	+4%
33-3021	Detectives and Criminal Investigators	56%	58%	+2%
33-3012	Correctional Officers and Jailers	67%	67%	0%
47-2073	Operating Engineers and Other Construction Equipment Operators	62%	51%	-11%
29-2061	Licensed Practical and Licensed Vocational Nurses	78%	65%	-13%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	72%	53%	-19%
51-1011	First-Line Supervisors of Production and Operating Workers	77%	56%	-21%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	69%	48%	-21%

Table 31. Comparing Equity Gaps<sup>62</sup> in Priority Programs Between 2016-17<sup>63</sup> and 2023-24

TOP	Program Title			
Females		% 2016-17	% 2023-24	Difference
2105.50	Police Academy	26%	32%	+6%
0948.00	Automotive Technology	8%	13%	+5%
2105.00	Administration of Justice	43%	47%	+4%
Males		% 2016-17	% 2023-24	Difference
0514.00	Office Technology/Office Computer Applications	22%	16%	-6%
Age 19 and Younger		% 2016-17	% 2023-24	Difference
0514.00	Office Technology/Office Computer Applications	6%	12%	6%
2105.10	Corrections	18%	15%	-3%
Black / African American		% 2016-17	% 2023-24	Difference
2105.00	Administration of Justice	2%	1%	-1%
2105.10	Corrections	8%	1%	-7%

<sup>62</sup> Please note that this table does not include all priority programs. This table only includes priority programs that had equity gaps in 2020 and showed a change between program years 2016-17 and 2023-24.

<sup>63</sup> "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, [coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2](https://coecc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2).

# Methodology

## Key Definitions

The following are key definitions used throughout the report.

**SOC code:** The 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 used these titles to match those defined by this system.<sup>64</sup>

**TOP code:** The Taxonomy of Programs (TOP) is a system of codes used by the State of California to compare differently named academic programs with similar outcomes across community colleges.<sup>65</sup> Each course offered by California Community Colleges is assigned a TOP code.

**Living wage:** The 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. This living wage takes into account family composition, ages of children, and geographic differences in costs. The living wage in Imperial County is \$15.14 per hour for a single adult.<sup>66</sup>

**Priority job:** A middle-skill job that has at least 13 projected annual job openings in Imperial County between 2023 and 2028; pays entry-level earnings at or above the living wage of \$15.14 for a single adult in the Imperial County; and requires fewer than five years of work experience at entry.

**Priority program:** A community college program based on TOP codes that trains for a priority job identified in this report.

**Full-time equivalent student (FTES):**<sup>67</sup> 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. A very common term with several different meanings but even though the methodologies might be different, the purpose of the calculation is always the same; count how many students there would be if they only attended on a full-time basis.

FTES is determined by hours of attendance and 525 hours of attendance is considered one FTES. The 525-hour value is based on the assumptions that a full-time student attends 15 hours of classes in a week, there are 17.5 weeks in a semester, and there are 2 semesters in an academic year so  $15 \times 17.5 \times 2 = 525$  hours = 1 FTES.

<sup>64</sup> [bls.gov/soc](https://bls.gov/soc).

<sup>65</sup> TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](https://datamart.cccco.edu)) and CIP data comes from the Integrated Postsecondary Education Data System, [nces.ed.gov/ipeds/use-the-data](https://nces.ed.gov/ipeds/use-the-data).

<sup>66</sup> Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. [selfsufficiencystandard.org/California](https://selfsufficiencystandard.org/California).

<sup>67</sup> Data Mart Glossary of Terms, Data Mart, [datamart.cccco.edu/App\\_Doc/Data\\_Definition\\_Glossary.doc](https://datamart.cccco.edu/App_Doc/Data_Definition_Glossary.doc).

## Data Sources

The San Diego & Imperial COE used various sources for this project. First, traditional labor market information was obtained from Lightcast, formerly (EMSI), a data company that compiles labor market information from, among other sources, government organizations such as the Bureau of Labor Statistics and the US Census Bureau, and online job postings.<sup>68</sup> This data included information about projected annual job openings between 2023 and 2028, entry-level and median earnings, typical entry-level education, and the demographic characteristics of people employed in priority jobs in 2023 (the most recently available data). Second, we obtained labor force participation information and employment information for Imperial County residents aged 16 and over from the United States Census Bureau's American Community Survey (ACS).<sup>69</sup> We used the ACS five-year estimates for Imperial County (2021) as it provides data for all areas and was the most recent data available that included all race and ethnic categories to be used for analysis. We also selected labor force participation for comparison, instead of solely focusing on the demographics of those currently in the workforce, as this includes individuals who may not be currently employed but are seeking employment. Third, we obtained full-time equivalent student (FTES) enrollment data from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart.<sup>70</sup> Data from the 2023-24 academic year was the most recent year available. Finally, using the San Diego and Imperial Counties Community Colleges Catalog we identified active or approved for-credit programs as of April 2024 listed in the catalog.<sup>71</sup> Please note that the status of programs may have changed since the publication of this report.

## Procedures

First, we identified Imperial County's priority jobs using the following criteria: a middle-skill job, as defined by the COE; had at least 13 projected annual job openings in Imperial County between 2023 and 2028; pays entry-level earnings at or above the living wage for a single adult in Imperial County; and typically requires fewer than five years of work experience at entry. We used these criteria to select the 52 priority jobs. We then obtained data regarding the demographic characteristics of people employed in these priority jobs in 2023. We used the demographic characteristics of labor force participants overall in Imperial County as benchmarks with which to compare the representation of demographics within each priority job.

To identify priority programs, we used TOP codes and SOC codes and referred to a crosswalk created by the Centers of Excellence to determine alignment between priority jobs and TOP codes that train for those occupations. From that list, we identified 59 TOP codes, or priority programs. Please note that in an effort to concentrate on programs that were specifically focused on training for priority jobs and that were less general, not all possible TOP codes associated with an occupation were included.

To analyze program data, we first downloaded FTES enrollment demographic data across all San Diego & Imperial Counties Community Colleges,<sup>72</sup> which served as benchmarks for student enrollments. Then, we

<sup>68</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

<sup>69</sup> U.S. Census Bureau. "Sex By Age by Employment Status for The Population 16 Years and Over." American Community Survey, ACS 5-Year Estimates Selected Population Detailed Tables, Table B23001, 2021, data.census.gov.

<sup>70</sup> California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, datamart.cccco.edu.

<sup>71</sup> San Diego and Imperial Counties Community Colleges Catalog, 2024. Data was pulled from Chancellor's Office Curriculum Inventory (COCI) 2.0. Only active programs listed were included as part of this report, and note that the status of these programs may have changed since the data was pulled. coci2.ccctechcenter.org/programs.

<sup>72</sup> California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, datamart.cccco.edu.

downloaded FTES enrollment demographic data specific to community colleges in Imperial County and filtered to focus on data for the 59 TOP codes only. Please note that data was not available for all TOP codes, as there were numerous programs that did not have FTES in any community colleges in Imperial County. We then combined categories that would be used for analysis. For example, BIPOC included the race/ethnic categories: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native. Age categories were also combined for ease of analysis.

### *Equity Analysis*

We evaluated equity by conducting z-tests to analyze differences in proportions, determining whether demographic groups represented within jobs and programs were statistically under- or overrepresented compared to the overall population (i.e., labor force participants or community college FTES enrollments). The significance level was set at a threshold of  $p < .05$ . Note that statistical significance may vary for equivalent percentages due to differences in sample sizes. Data tables in the report also highlight proportions that deviate by more than 10 percentage points from the overall population, emphasizing priority jobs and programs with notable disparities.

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## **San Diego & Imperial Center of Excellence (COE)**

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## **Important Disclaimers and Limitations**

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to represent data that is available and to qualify and validate the accuracy of the data; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this report or its recommendations.