DISTRICT PROFILE

SEPTEMBER 2025

IMPERIAL
COMMUNITY COLLEGE DISTRICT

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INTRODUCTION

The California Community College (CCC) system consists of 73 districts, including six in the San Diego & Imperial region: Grossmont-Cuyamaca, Imperial, Palomar, MiraCosta, San Diego, and Southwestern.[1] The San Diego & Imperial Center of Excellence (COE) developed district profiles that provide an overview of demographics, household characteristics, leading industries, top occupations, and community college data within each district's service area. These reports are designed to help partners with grant writing, program development, and strategic planning by highlighting key community and workforce data for each district. The San Diego & Imperial COE also developed an interactive Imperial Community College District Dashboard[2] to complement the data presented in this report.

Located in the heart of Imperial County, Imperial Community College District (CCD) is a single-college district that serves the communities of Bard, Brawley, Calexico, Calipatria, El Centro, Heber, Holtville, Imperial, Niland, Ocotillo, Palo Verde, Seeley, Salton City, Westmorland, and Winterhaven. For the purpose of this report, Imperial CCD is defined by the 17 ZIP codes in Imperial County listed in Exhibit 1. Although these ZIP codes are representative of the district, the data summarized in this brief align with publicly available data sources and some data was unavailable (more details are provided in the Methodology). It is important to note that these ZIP codes represent the district's service area and may not necessarily reflect where students reside. Exhibit 2 features facts about Imperial County related to demographics, jobs, industries, and community college students.

Exhibit 1: Imperial CCD Service Area ZIP Codes

ZIP Code	Area	ZIP Code	Area
92222*	Bard	92251	Imperial
92227	Brawley	92257	Niland
92231	Calexico	92259*	Ocotillo
92232*	Calexico	92266	Palo Verde
92233	Calipatria	92273	Seeley
92243	El Centro	92275	Salton City
92244*	El Centro	92281	Westmorland
92249	Heber	92283	Winterhaven
92250	Holtville		

*PO Box Postal Code

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[1] "Community Colleges Districts," California Community Colleges Chancellor's Office, accessed September 1, 2025, cccco.edu/Students/Find-a-College/Community-College-Districts.
[2] "Dashboard: Imperial Community College District Profile," San Diego & Imperial COE, August 2025, public.tableau.com/views/ImperialCommunityCollegeDistrict/ICCDMap?:language=en-US&:sid=&:redirect=auth&:display_count=n&:origin=viz_share_link

FAST FACTS

Exhibit 2: Fast Facts About Imperial County and Imperial CCD

	Imperial County
TOTAL POPULATION 2023	179,057
NEARING RETIREMENT (AGES 55+) 2023	24%
TOTAL JOBS 2023	73,189
PROJECTED JOB GROWTH 2023-2028	7%
ANNUAL JOB OPENINGS 2023-2028	10,831

	San Diego & Imperial	Imperial CCD
COMMUNITY COLLEGES STUDENTS ENROLLED, 2023-24	175,055	11,052
DEGREES & CERTIFICATES AWARDED, 2021-22 to 2023-24	24,520	2,794

DEMOGRAPHICS

In 2023, over 179,000 residents lived in Imperial County, with ZIP codes 92243 and 92231 having the highest number of residents (Exhibit 3). Over the next five years, the population in the county is projected to decline by less than 1%, or 850 residents. The ZIP codes expected to experience growth during this five-year period are 92283 and 92273. The ZIP code-level data summarized in this brief align with publicly available data sources, and data regarding some ZIP codes was unavailable (more details are provided in the Methodology).

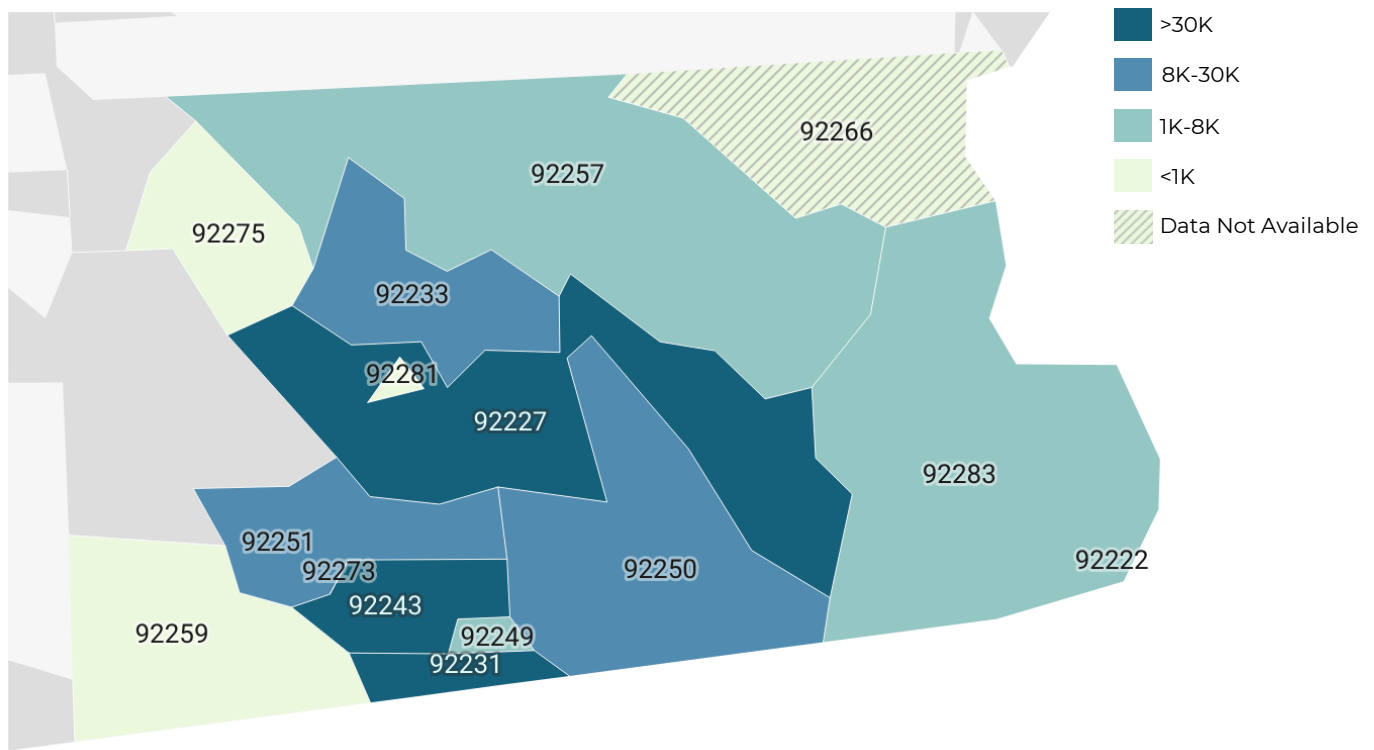**Exhibit 3: Total Population by ZIP Codes, 2023-2028[3]**

ZIP Code	Population, 2023	Population, 2028	Projected % Change
92243	50,644	50,442	0%
92231	37,073	37,184	0%
92227	31,534	31,382	0%
92251	23,945	23,809	-1%
92233	9,134	8,827	-3%
92250	8,203	8,037	-2%
92249	7,964	7,924	-1%
92283	3,279	3,507	7%
92244	3,143	3,160	1%
92232	2,787	2,741	-2%
92257	1,066	914	-14%
92281	223	220	-1%
92273	38	39	2%
92275	12	12	-4%
92259	10	9	-10%
Imperial County	179,057	178,207	0%

[3] No data was available for ZIP codes 92222 and 92266. Lightcast 2025.02; "Demographics by Location." 2023-2028.
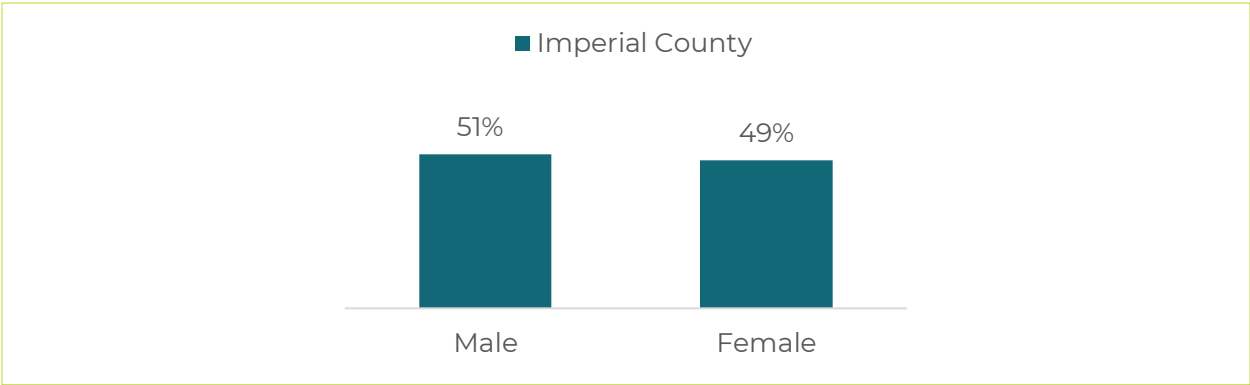
TOTAL POPULATION 2023

179,057
Imperial County

Exhibit 4: Map of Population in Imperial County, 2023

Legend:
- >30K
- 8K-30K
- 1K-8K
- <1K
- Data Not Available

Gender

In 2023, approximately 51% (91,745 residents) of Imperial County's population identified as male, and 49% as female, or 87,312 residents (Exhibit 5).
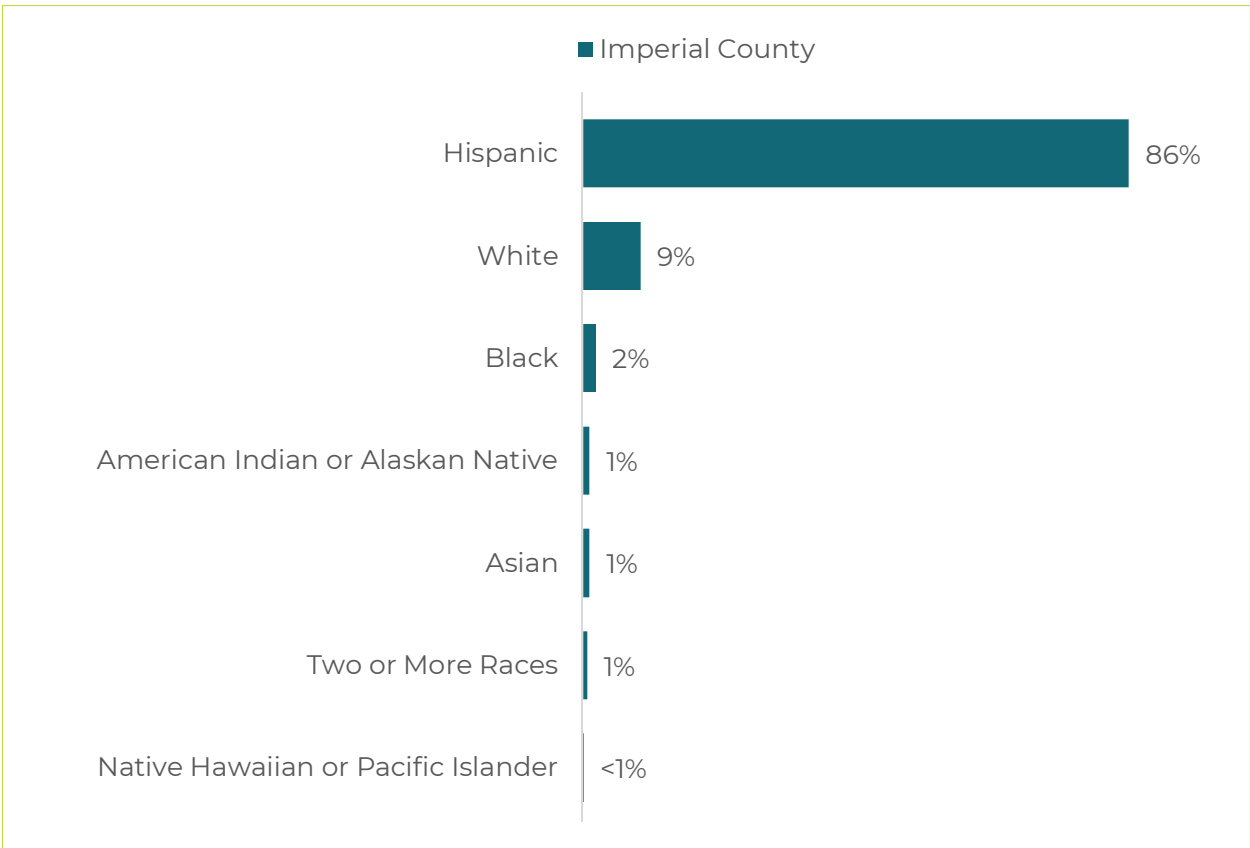
Exhibit 5: Gender in Imperial County, 2023[4]

Race/Ethnicity

In terms of race/ethnicity, Imperial County had a higher proportion of residents that identified as Hispanic (86%, or 154,532 residents; Exhibit 6).

Exhibit 6: Race/Ethnicity in Imperial County, 2023[5]
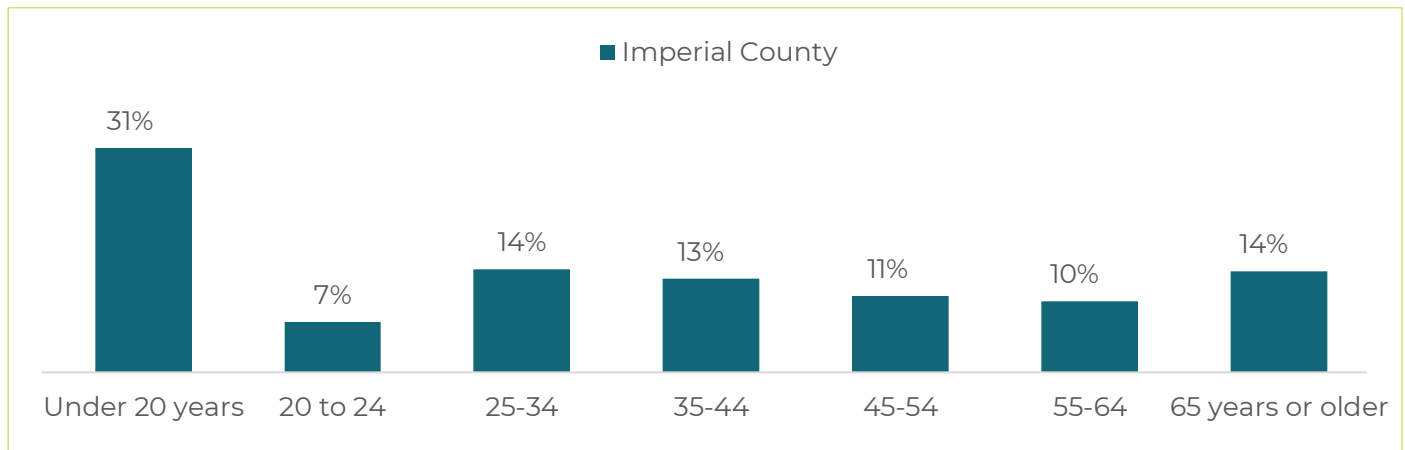

*May not total 100% due to rounding

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[4] Lightcast 2025.02; "Demographic Overview." 2023.
[5] Individuals who identified as Hispanic or Latino were grouped into a single "Hispanic" category, regardless of race. All other racial categories represent individuals of non-Hispanic origin. For additional information about race/ethnicity, see the Appendix, Methodology. Lightcast 2025.02. "Demographic Overview." 2023.

Age

According to the U.S. Bureau of Labor Statistics, the "prime-working-age" is between 25 and 54 years old,[6] which was 38% of Imperial County's population—67,969 residents. Regarding Imperial County's population nearing retirement age, approximately 24% were over 55 years old in 2023 (Exhibit 7). Please note that these figures focus on age and do not represent labor force participation.

Exhibit 7: Age Breakdown in Imperial County, 2023[7]

■ Imperial County

Under 20 years	20 to 24	25-34	35-44	45-54	55-64	65 years or older
31%	7%	14%	13%	11%	10%	14%

*May not total 100% due to rounding

THE IMPLICATIONS OF AN AGING POPULATION

According to a report by Lightcast, the labor force participation rate (LFPR) among individuals over age 55 has steadily declined since 2020, presenting unique challenges for the labor market.[8] The growing difficulty of ensuring enough workers fill the gaps left by those retiring is intensifying. This age group represents a significant share of the population—accounting for 24% of Imperial County's residents. Understanding where these shortages exist in the county can help community colleges develop targeted, local strategies. This was a key focus of a report published by the San Diego & Imperial COE, which identified occupations with a high concentration of workers nearing retirement age.[9] In addition, an aging population increases the need for services, such as senior care, long-term care, and caregiving support.[10] As these needs continue to grow, community college districts must consider how to play a proactive role in preparing the workforce and supporting industries and employers that serve older adults.

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[6] Donna Rothstein, "Men who do not work during their prime years: What do the National Longitudinal Surveys of Youth data reveal?" Beyond the Numbers: Employment & Unemployment, U.S. Bureau of Labor Statistics, August 2019, accessed August 1, 2025, bls.gov/opub/btn/volume-8/male-nonworkers-nlsy.htm.

[7] Lightcast 2025.02; "Demographic Overview." 2023.

[8] "Demographic Drought: The Rising Storm," Lightcast, accessed July 1, 2025, datocms-assets.com/62658/1726526804-the_rising_storm_lightcast_final.pdf.

[9] "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce," San Diego & Imperial COE, January 2025, accessed August 1, 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

[10] "Senior Care Workforce Needs Study," San Diego & Imperial COE, June 2024, accessed July 1, 2025, coeccc.net/san-diego-imperial/2024/06/senior-care-workforce-needs-study.

Educational Attainment

The following sections feature data from the American Community Survey (ACS), which provides data by ZIP code tabulation areas (ZCTAs) and county-level data. Please note that the sum of ZCTAs may not equal the county total, as these represent different geographic boundaries. For additional details, please refer to the Methodology in the Appendix.

Across the ZIP codes that comprise the Imperial CCD, the percentage of residents aged 25 and older with a high school education or less ranged from 36% to 74% (Exhibit 8). The ZIP codes with the highest representation of individuals at this education level were 92275 (74%) and 92233 (70%). For comparison, 54% of more than 110,500 residents aged 25 and over in Imperial County overall had attained the same level of education.

Exhibit 8: Educational Attainment in Imperial CCD and Imperial County, 2023[11]

	Population 25 years and over	High school graduate or less	Some college or associate degree	Bachelor's degree or higher
92227	16,728	52%	35%	14%
92231	24,002	55%	24%	21%
92233	5,130	70%	26%	4%
92243	29,289	53%	31%	16%
92249	4,551	48%	29%	23%
92250	4,790	55%	30%	15%
92251	16,831	49%	34%	17%
92257	1,414	61%	35%	4%
92259	207	57%	33%	9%
92266	152	37%	48%	15%
92273	924	36%	57%	7%
92275	880	74%	10%	17%
92281	979	61%	29%	10%
92283	1,045	53%	34%	13%
Imperial County	110,582	54%	30%	16%

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[11] U.S. Census Bureau. "Educational Attainment." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSST5Y2023.S1501?q=S1501:+Educational+Attainment.

OPPORTUNITIES FOR ADULT LEARNERS

Several ZIP codes in the district have a notably high percentage of adults aged 25 and older whose highest level of education is a high school diploma or less. These areas stand out when compared to the county overall and may represent key targets for outreach efforts focused on high school equivalency and adult education programs. Understanding where these individuals are concentrated within Imperial CCD could also provide an opportunity to engage adult learners who may benefit from accessible, flexible pathways into higher education. Programs designed with adult learners in mind—such as evening classes, accelerated formats, and support services—can help meet both educational and community needs. To explore this, community colleges can consider the following reflection questions: What are the biggest barriers preventing adults from pursuing higher education, and how can community colleges help? How can community colleges better partner with local employers to create pathways that lead to sustainable employment? Do community colleges work with partners to ensure that support services (e.g., childcare, transportation assistance) reach adult learners?
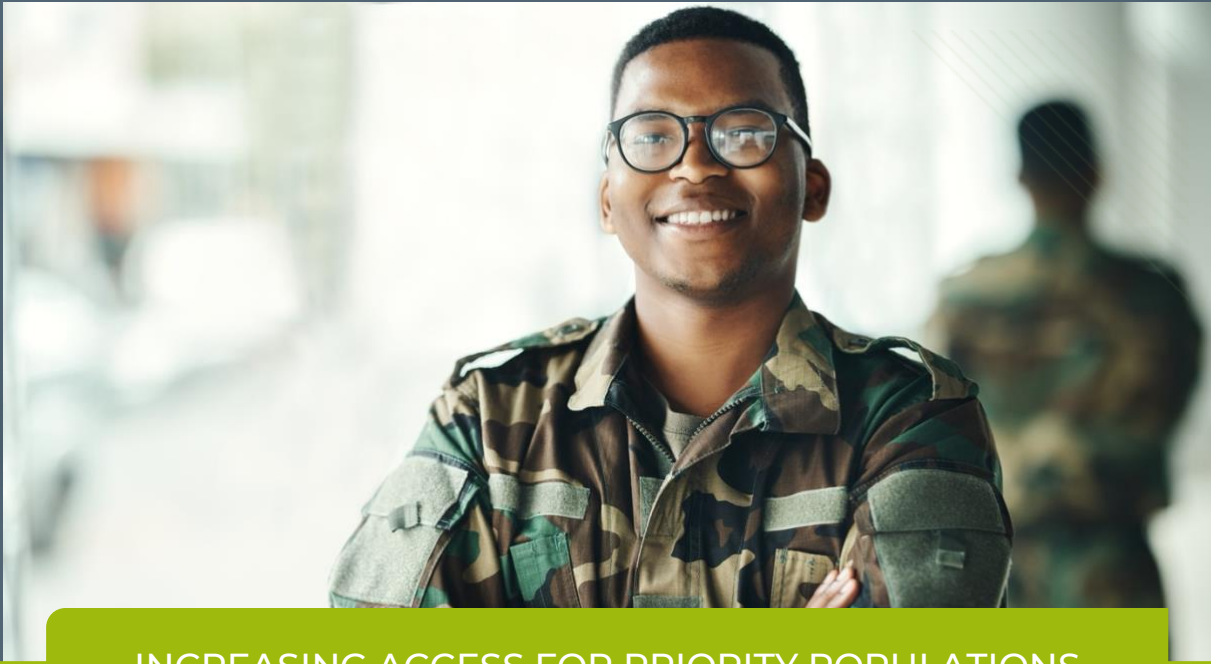
Veterans

Veterans represented 4% of Imperial County's adult population in 2023 (Exhibit 9). The ZIP codes with the highest concentration of veterans within the county were 92259, 92266, and 92275.

Exhibit 9: Veterans, 2023[12]

	Civilian 18 Years and Over	Veterans
92227	19,759	3%
92231	27,622	1%
92233	5,744	2%
92243	33,912	5%
92249	5,302	4%
92250	5,701	3%
92251	19,160	5%
92257	1,497	11%
92259	237	28%
92266	152	24%
92273	1,088	2%
92275	1,056	13%
92281	1,218	2%
92283	1,259	8%
Imperial County	127,826	4%

[12] U.S. Census Bureau. "Sex by Age by Veteran Status for the Civilian Population 18 Years and Over." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B21001.

INCREASING ACCESS FOR PRIORITY POPULATIONS

Priority populations identified in the California Community Colleges Chancellor's Office Vision 2023 include economically disadvantaged adults and veterans.[13] Increasing access for these groups and other priority populations would significantly expand enrollment across the community college system, a key objective of Vision 2030. Achieving this vision requires a strong focus on equitable access and developing educational pathways tailored to the needs of these populations.

To support this effort, a recent report by the San Diego & Imperial COE identified pathways for transitioning military service members to civilian employment.[14] The San Diego & Imperial COE conducted this study to help community colleges, workforce organizations, and veteran-serving agencies better leverage labor market data to guide veterans and transitioning service members into meaningful civilian careers.

The following questions are intended to help community colleges reflect on how to better support these populations:

1) In what ways can community colleges improve access and reduce barriers for priority populations?

2) How can colleges use the data in this profile to identify service gaps and enhance support systems for priority populations?

[13] "Vision 2030: A Roadmap for California Community Colleges," California Community Colleges Chancellor's Office, September 2023, accessed July 1, 2025, cccco.edu/-/media/CCCCO-Website/docs/report/Vision-2030-A-Roadmap-for-California-Community-Colleges.pdf.

[14] "Military to Civilian Employment," San Diego & Imperial COE, May 2025, accessed July 1, 2025, coeccc.net/san-diego-imperial/2025/05/military-to-civilian-employment.

Disability Status

In Imperial County, 17% of the population had a disability (Exhibit 10). The ZIP codes with the highest concentration of individuals with disabilities in the district were 92266, 92275, and 92257.

Exhibit 10. Disability Status, 2023[15]

	Total Civilian Noninstitutionalized Population	With A Disability
92227	28,015	17%
92231	38,475	13%
92233	3,784	10%
92243	47,585	15%
92249	7,308	10%
92250	7,854	14%
92251	23,947	15%
92257	2,174	27%
92259	237	3%
92266	152	36%
92273	1,551	15%
92275	1,410	27%
92281	1,904	15%
92283	1,795	19%
Imperial County	171,830	17%

SUPPORT FOR SPECIAL POPULATIONS

To apply for Perkins V funds, institutions must assess and examine the needs of special populations, including economically disadvantaged individuals, those with disabilities, and those facing barriers to educational success, such as English language learners.[16] Understanding where these populations are concentrated in each community college district can help community colleges better target resources and inform strategies to support these populations effectively. As part of their comprehensive local needs assessments, community colleges may consider the following reflection questions:

1) How are community colleges gathering and incorporating feedback from special populations?

2) How can colleges design programs and services that are responsive to special populations?

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[15] U.S. Census Bureau. "Sex by Age by Disability Status." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed May 1, 2025, data.census.gov/table/ACSDT5Y2023.B18101.
[16] "Legislation and Regulations: Perkins V," U.S. Department of Education, accessed May 1, 2025, cte.ed.gov/legislation/perkins-v.

English Language

According to the ACS, a "limited English-speaking household" is one in which individuals over the age of 14 speak a language other than English and no one in the household speaks English "very well." In Imperial County, 24% of households in 2023 were classified as limited English-speaking (Exhibit 11). The ZIP codes in the county with the largest share of these households include 92231, 92233, and 92250.

Exhibit 11: Limited English-Speaking Households, 2023[17]

	Total Households	Limited English-Speaking
92227	8,109	19%
92231	9,933	46%
92233	1,178	31%
92243	13,981	19%
92249	1,667	26%
92250	2,141	27%
92251	6,797	12%
92257	698	7%
92259	157	0%
92266	102	12%
92273	428	25%
92275	536	1%
92281	498	10%
92283	589	2%
Imperial County	48,844	24%

[17] U.S. Census Bureau. "Detailed Household Language by Household Limited English-Speaking Status." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B16002.

Household Characteristics

According to the U.S. Census Bureau, 20% of Imperial County's over 171,500 residents (33,705) reported income below the poverty level in the past 12 months, as captured in the ACS. Exhibit 12 summarizes the median household income, which was $56,393. By ZIP codes, the ZIP codes with the highest concentration of individuals living below the poverty level were 92281, 92283, and 92259. The ZIP code with the lowest median household income was 92257, at $17,663.

Exhibit 12: Poverty Status and Median Household Income, 2023[18,19]

	Total Population	Poverty Status in the Last 12 Months	Median Household Income
92227	27,973	21%	$60,593
92231	38,357	21%	$50,114
92233	3,784	23%	$53,282
92243	47,632	20%	$55,890
92249	7,293	18%	$75,664
92250	7,831	14%	$70,250
92251	23,931	13%	$83,709
92257	2,185	30%	$17,663
92259	237	32%	N/A
92266	152	12%	$20,870
92273	1,551	25%	$55,167
92275	1,410	23%	$35,658
92281	1,849	45%	$35,882
92283	1,777	38%	$38,359
Imperial County	171,599	20%	$56,393

"N/A" indicates this data was not available

[18] U.S. Census Bureau. "Poverty Status in the Past 12 Months by Sex by Age." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B17001?q=B17001.
[19] U.S. Census Bureau. "Median Household Income in the Past 12 Months (in 2023 Inflation-Adjusted Dollars)." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B19013?q=B19013.

The ACS captures household data that can help colleges identify areas with the greatest need for support services, including vehicle availability, internet access, and access to computers. For example, while 6% of households in Imperial County reported a lack of vehicle availability, the ZIP codes with a highest concentration of households without vehicles available were 92666, 92257, and 92283 (Exhibit 13). In terms of internet and computer access, the ZIP codes with the highest concentration of households without access were 92266, 92233, and 92257.

Exhibit 13: Vehicle Availability, Internet Access, and Computer Access, 2023[20,21,22]

	Total Households	No Vehicle Available	No Internet Access in Household	No Computer in Household
92227	8,109	8%	9%	6%
92231	9,933	8%	10%	8%
92233	1,178	4%	20%	12%
92243	13,981	6%	6%	5%
92249	1,667	2%	7%	5%
92250	2,141	4%	16%	7%
92251	6,797	1%	6%	3%
92257	698	18%	16%	15%
92259	157	0%	0%	0%
92266	102	20%	31%	8%
92273	428	0%	0%	0%
92275	536	0%	6%	12%
92281	498	8%	9%	4%
92283	589	13%	11%	5%
Imperial County	48,844	6%	9%	3%

[20] U.S. Census Bureau. "Household Size by Vehicles Available." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B08201.

[21] U.S. Census Bureau. " Presence and Types of Internet Subscriptions in Household." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B28002.

[22] U.S. Census Bureau. " Computers in Household." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B28010.

Labor Force Participation

In 2023, over half of the population in Imperial County participated in the labor force (Exhibit 14). In the Imperial CCD, the ZIP codes with the highest labor force participation rates were 92273 (63%) and 92243 (59%). When focusing on unemployment, the ZIP codes with the highest rates of unemployment were 92259 (45%), 92283 (28%), and 92275 (21%). Please note that individuals may not participate in the labor force due to a variety of reasons, including personal choice, ability status, employment opportunities, retirement, or other situational circumstances.

Exhibit 14: Labor Force Participation and Unemployment, 2023[23]

	Population 16 Years and Over	In Labor Force	Unemployed[24]	Not In Labor Force	
				Male	Female
92227	20,928	55%	15%	38%	53%
92231	28,833	54%	18%	42%	50%
92233	5,854	27%	11%	81%	50%
92243	35,667	59%	10%	34%	47%
92249	5,427	55%	7%	42%	48%
92250	5,945	54%	7%	35%	55%
92251	19,903	46%	8%	55%	53%
92257	1,583	50%	1%	53%	47%
92259	237	23%	45%	64%	100%
92266	152	30%	0%	60%	82%
92273	1,088	63%	18%	29%	46%
92275	1,232	24%	21%	76%	76%
92281	1,244	53%	16%	27%	62%
92283	1,316	50%	28%	44%	55%
Imperial County	133,703	53%	13%	44%	51%

[23] U.S. Census Bureau. "Employment Status for the Population 16 Years and Over." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed July 1, 2025, data.census.gov/table/ACSDT5Y2023.B23025.
[24] The percentage of unemployed workers is calculated based on those that are in the civilian labor force, and does not include those in the armed forces. Unemployed workers are actively looking for work during the last 4 weeks or are available to work, including individuals who lost a job or are re-entering the workforce.

WOMEN IN THE LABOR FORCE

According to a report by Lightcast, the labor force participation of US-born "prime-working-age women" (ages 25 to 54) has been slow to recover from the pandemic, with participation levels below 2019 figures.[25] In Imperial County, there were notable gender differences. In 2023, 51% of women did not participate in the labor force, compared to 44% of men. By ZIP codes, the highest rates of females not participating in the labor force were 92259 (100%), 92266 (82%), and 92275 (76%). The report suggests that the rise of hybrid work and greater flexibility in hours has likely helped women return; however, continuing to find ways to support women's participation in the labor force remains crucial for building a strong and resilient labor market, particularly in roles where they are underrepresented. To help identify occupations with gender equity gaps, the San Diego & Imperial COE published a report that explored gender equity gaps in priority occupations.[26]

The following questions are intended to help community colleges reflect on how to better support equitable representation of women in the workforce:

1) How could a marketing campaign be used to increase enrollment of women in priority programs at community colleges? What successes have colleges in the district had with these efforts?

2) What strategies has your college implemented to support the retention and completion of women in community college programs, particularly in fields in which they are underrepresented?

[25] "Demographic Drought: The Rising Storm," Lightcast, accessed July 1, 2025, datocms-assets.com/62658/1726526804-the_rising_storm_lightcast_final.pdf.

[26] "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce," San Diego & Imperial COE, January 2025, accessed August 1, 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

ECONOMIC LANDSCAPE

The following sections provide a detailed overview of the county's economic landscape, highlighting key industries, in-demand occupations, and online job postings. This analysis also identifies a sample of major employers that drive local job opportunities and regional economic growth in Imperial County.

Top Industries

In Imperial County, there were over 73,000 jobs in 2023. The top industry based on the share of jobs in the county was Public Safety and Government.[27]

IMPERIAL COUNTY

73,295

TOTAL JOBS, 2023

PUBLIC SAFETY AND GOVERNMENT

TOP INDUSTRY, 2023

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[27] Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

In Imperial County, the largest industries by number of jobs were Public Safety and Government (28% of all jobs) and Agriculture, Water, and Environmental Technologies (15%; Exhibit 15). The highest paying industries in the county were Public Safety and Government, with average earnings of $105,653 per job, and Energy, Construction, and Utilities with average earnings of $89,583.

Exhibit 15: Percentage of Jobs in Industry in Imperial County and Avg. Earnings, 2023[28]

Industry	% of Jobs	Avg. Earnings Per Job
Public Safety and Government	28%	$105,653
Agriculture, Water, and Environmental Technologies	15%	$64,537
Education and Human Development	11%	$27,384
Retail and Consumer Goods	11%	$43,335
Business and Entrepreneurship	8%	$56,880
Hospitality and Tourism	7%	$31,799
Advanced Transportation and Logistics	6%	$65,893
Energy, Construction, and Utilities	5%	$89,583
Health	4%	$81,416
Advanced Manufacturing	4%	$73,347
Other Services	1%	$24,858
Life Sciences and Biotechnology	1%	$69,611
ICT-Digital Media	<1%	$70,310

[28] "Lightcast 2025.02. "Industry Overview." 2023.

Top Jobs

Between 2023 and 2028, the number of jobs in Imperial County is expected to increase from 73,295 to 78,192, or by 7%, adding 4,896 jobs (Exhibit 16). Comparatively, jobs in California are projected to grow by 980,784 jobs (or 5%).

Exhibit 16: Number of Jobs and Projected Percentage Change by Region, 2023-2028[29]

Region	Jobs, 2023	Jobs, 2028	Job Change, 2023-2028	Projected % Change
California	20,465,006	21,445,790	980,784	5%
Imperial County	73,295	78,192	4,896	7%

ANNUAL JOB OPENINGS, 2023-2028

2,662,071
CALIFORNIA

10,831
IMPERIAL COUNTY

PRIORITY JOBS IN THE DISTRICT

Between 2023 and 2028, employers in Imperial County are projected to hire 10,831 workers annually, on average. In March 2025, the San Diego & Imperial COE published a report that identified "priority jobs" based on wage and demand thresholds.[30] To explore priority jobs in Imperial County, the San Diego & Imperial COE defined priority jobs as middle-skill occupations[31] with at least 13 projected annual job openings in Imperial County between 2023 and 2028, that pay at or above the living wage of $15.14 per hour for a single adult in Imperial County, and require fewer than five years of experience.[32] Exhibit 17 features updated data for the priority jobs identified in the report, and highlights the top 20 based on annual job openings. Imperial Valley College can use this list to plan equity strategies and reflect on the following questions: 1) What outreach or recruitment strategies could help connect prospective students to training programs for priority jobs? 2) Has your college worked with local employers to promote the hiring of underrepresented groups in priority jobs?

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[29] Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.
[30] 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, some occupations also require a bachelor's degree, although approximately one-third of workers in those occupations have training consistent with community college offerings.
[31] "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce," San Diego & Imperial COE, January 2025, accessed August 1, 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.
[32] Center for Women's Welfare, University of Washington. (2023). The self-sufficiency standard for California, 2023. selfsufficiencystandard.org/California.

TOP MIDDLE SKILL JOBS IN IMPERIAL COUNTY

Exhibit 17. Top 20 Middle-Skill Priority Jobs in Imperial County, 2023-2028[33]

SOC	Occupational Title	Annual Job Openings	Entry-Level Earnings	Median Earnings	Typical Education	Sector
31-1128	Home Health and Personal Care Aides	1,508	$16.04	$16.04	HS or equivalent	Health Care
43-9061	Office Clerks, General	151	$16.98	$19.40	HS or equivalent	Health Care
53-3032	Heavy and Tractor-Trailer Truck Drivers	139	$20.36	$24.48	Postsecondary	Advanced Transportation and Logistics
25-9045	Teaching Assistants, Except Postsecondary	126	$17.65	$21.14	Some college	Education and Human Development
33-3012	Correctional Officers and Jailers	120	$43.89	$50.04	HS or equivalent	Public Safety or Government
33-9032	Security Guards	100	$16.95	$17.36	HS or equivalent	Public Safety or Government
41-1011	First-Line Supervisors of Retail Sales Workers	83	$18.24	$22.02	HS or equivalent	Retail, Hospitality and Tourism
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	74	$19.65	$23.32	HS or equivalent	Business and Entrepreneurship

[33] "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce," San Diego & Imperial COE, January 2025, accessed August 1, 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

SOC	Occupational Title	Annual Job Openings	Entry-Level Earnings	Median Earnings	Typical Education	Sector
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	73	$20.56	$21.95	HS or equivalent	Retail, Hospitality and Tourism
43-3031	Bookkeeping, Accounting, and Auditing Clerks	73	$19.20	$22.49	Some college	Business and Entrepreneurship
33-3021	Detectives and Criminal Investigators	68	$50.23	$58.33	HS or equivalent	Public Safety or Government
43-4051	Customer Service Representatives	60	$18.16	$21.04	HS or equivalent	Business and Entrepreneurship
31-9092	Medical Assistants	57	$18.61	$19.02	Postsecondary	Health Care
21-1093	Social and Human Service Assistants	48	$19.84	$22.78	HS or equivalent	Health Care
43-1011	First-Line Supervisors of Office and Administrative Support Workers	47	$25.69	$31.31	HS or equivalent	Business and Entrepreneurship
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	43	$17.41	$24.15	HS or equivalent	Agriculture, Water and Environmental Technologies
29-1141	Registered Nurses	42	$48.26	$56.86	Bachelor's	Health Care
49-3023	Automotive Service Technicians and Mechanics	41	$18.57	$22.63	Postsecondary	Advanced Transportation and Logistics
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	38	$24.00	$33.74	HS or equivalent	Business and Entrepreneurship
25-9044	Teaching Assistants, Postsecondary	34	$16.04	$16.84	Bachelor's	Education and Human Development

Top Employers

In Imperial County, nearly 5,000 businesses span across a variety of sectors, including Business and Entrepreneurship; Advanced Transportation and Logistics; and Retail and Consumer Goods. Exhibit 18 summarizes the number of businesses in Imperial County that are registered as women-owned, minority-owned, and veteran-owned.[34]

NUMBER OF BUSINESSES IN THE DISTRICT

4,792

Exhibit 18: Total Businesses Registered as Women-, Minority-, and Veteran-Owned

Women-Owned	Minority-Owned	Veteran-Owned
312	132	20

Based on employment data for Imperial County and the district's service area, a sample of top employers are featured in Exhibit 19 and include County of Imperial, Calexico Unified School District, and Imperial Community College District.

Exhibit 19. Business Location in Imperial County

SAMPLE BUSINESSES WITH

150+

EMPLOYED AT LOCATION

Company Name
County of Imperial
Calexico Unified School District
Imperial Irrigation District
Central Union High School District
El Centro Regional Medical Center Foundation
Imperial Community College District
Quechan Indian Tribe
Imperial Unified School District
City of El Centro
California Department of Transportation

[34] EconoVue. "Economic and Workforce Data Dashboard." 2025. Accessed August 1, 2025. econovue.com.

Company Name
Accentcare Home Health of El Centro, Inc.
Walmart, Inc.
Imperial Valley Foods, Inc.
Imperial Valley Housing Authority
Cardenas Markets, LLC
RoGar Manufacturing, Inc.
Braga Fresh Family Farms, Inc.
American Red Cross, Imperial Valley Service Center
U.S. Citizenship and Immigration Services
Sun Community Federal Credit Union

SAMPLE BUSINESSES WITH

<150

EMPLOYED AT LOCATION

Online Job Postings

Businesses in Imperial County posted a total of 6,540 unique job postings between January 2024 and December 2024. The most commonly posted occupation was "Registered Nurses" (Exhibit 20). The most requested specialized skills were merchandising, language education, and nursing. The top certification was Security Clearance.

ONLINE JOB POSTINGS, 2024

6,540

IMPERIAL COUNTY

Exhibit 20: Top 10 Occupations, Skills, and Certifications in Job Postings, 2024[35]

Top Occupations	Top Specialized Skills	Top Certifications
Registered Nurses	Merchandising	Security Clearance
Retail Salespersons	Language Education	Registered Nurse
First-Line Supervisors of Retail Sales Workers	Nursing	Basic Life Support Certification
Physical Therapists	Medication Administration	Cardiopulmonary Resuscitation Certification
Heavy and Tractor-Trailer Truck Drivers	Marketing	Advanced Cardiovascular Life Support Certification
Cashiers	Selling Techniques	Licensed Vocational Nurse
Community and Social Service Specialists, All Other	Retail Operations	Nurse Practitioner
Merchandise Displayers and Window Trimmers	Inventory Management	First Aid Certification
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Product Knowledge	Licensed Practical Nurse
Family Medicine Physicians	Loss Prevention	Commercial Driver's License

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[35] Lightcast 2025.02. "Job Posting Analytics." January 2024-December 2024.

STUDENT OUTCOMES

Imperial CCD includes one community college in the San Diego & Imperial region: Imperial Valley College. In program year 2023-24, the Imperial CCD served a total of 11,052 students, accounting for 6% of all students across San Diego & Imperial Community Colleges (Exhibit 21). This figure includes all general admit students enrolled in at least one term during the selected year.
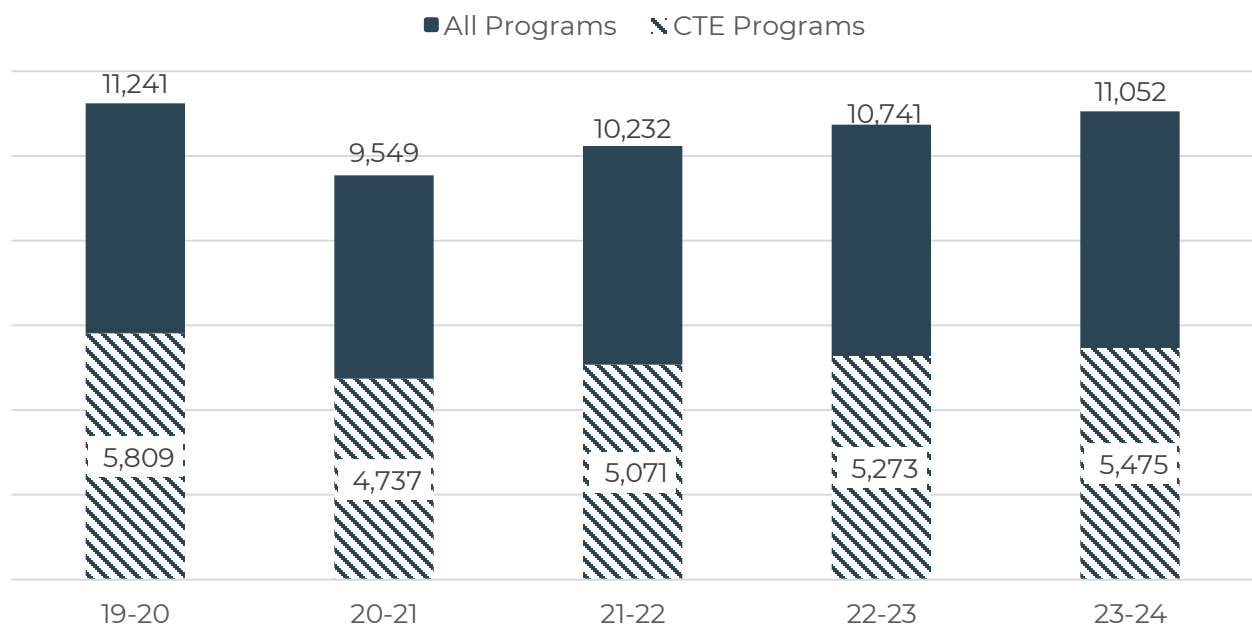
Exhibit 21: General Admit Students Enrolled in All Programs, 2023-24[36]

STUDENTS ENROLLED, 2023-24

San Diego & Imperial Community Colleges	Imperial CCD
175,055	11,052

Exhibit 22 displays student enrollment trends in Imperial CCD from 2019–20 to 2023–24. Enrollment declined between 2019–20 and 2020–21, and although it gradually increased in subsequent years, it remained below pre-pandemic levels by 2023–24. Students enrolled in Career Technical Education (CTE) programs accounted for 50% of all students enrolled in 2023-24, with CTE enrollment showing a net increase of 16% since 2020-21.

Exhibit 22: General Admit Students Enrolled in All Programs and CTE Programs at Imperial CCD, 2019-20 to 2023-24

All Programs / CTE Programs

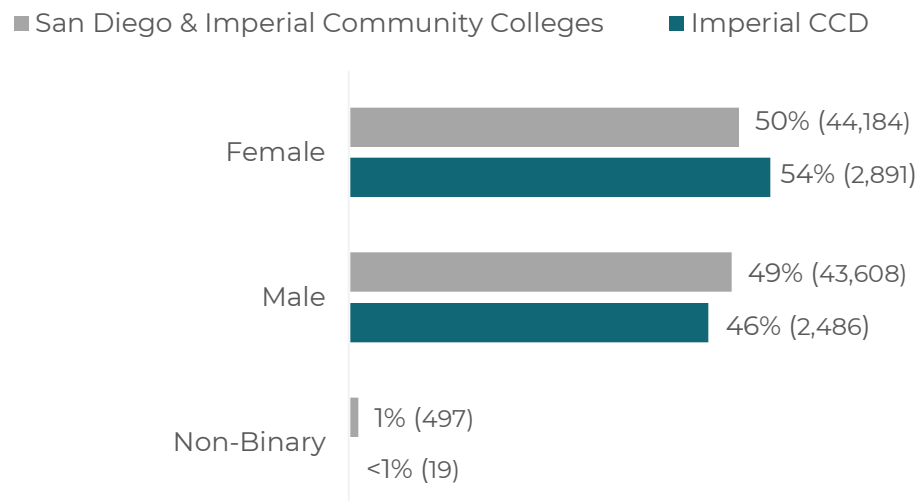|	19-20	20-21	21-22	22-23	23-24
All Programs	11,241	9,549	10,232	10,741	11,052
CTE Programs	5,809	4,737	5,071	5,273	5,475

[36] "General Admit Students," DataVista, Program Years 2019-20 to 2023-24, accessed September 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

Student Demographics

Focusing on the demographics of CTE students in the 2023-24 academic year, 50% identified as female, 49% as male, and 1% as non-binary across San Diego & Imperial Community Colleges (Exhibit 23). In Imperial CCD, more than half of CTE students identified as female (54%), compared to 46% as males and less than 1% as non-binary.
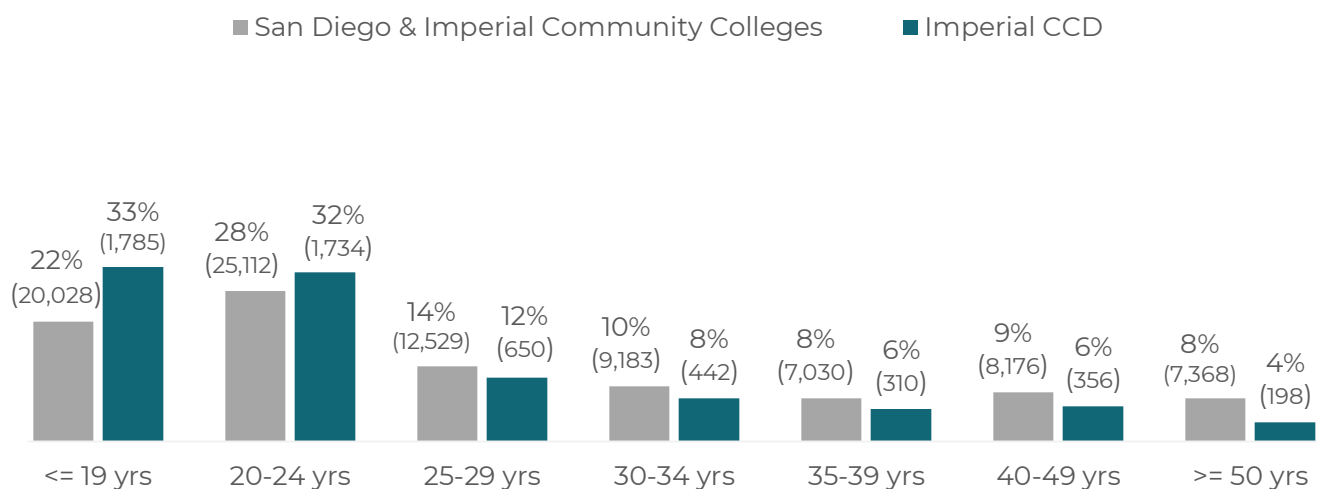
Exhibit 23: CTE Students in San Diego & Imperial Community Colleges and Imperial CCD by Gender, 2023-24[37]

■ San Diego & Imperial Community Colleges   ■ Imperial CCD

Female
50% (44,184)
54% (2,891)

Male
49% (43,608)
46% (2,486)

Non-Binary
1% (497)
<1% (19)

*Unknown/non-respondents were excluded.

More than half of CTE students in Imperial CCD were under 24 years of age (65%), compared to 50% across community colleges in the region (Exhibit 24).

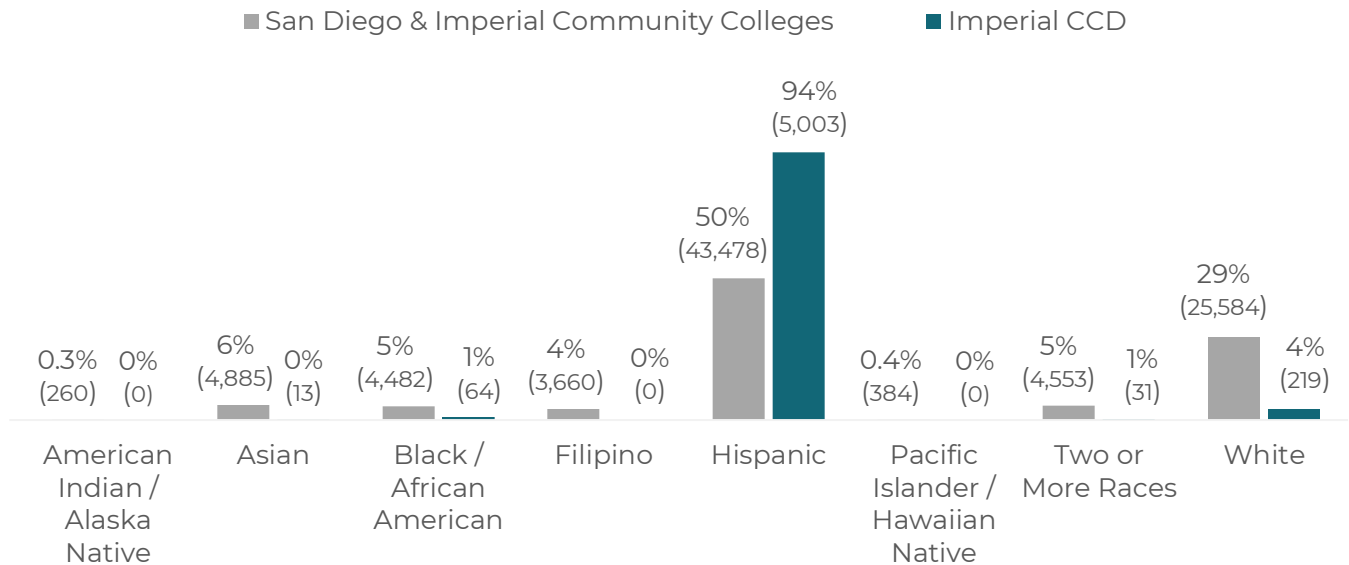**Exhibit 24: CTE Students in San Diego & Imperial Community Colleges and Imperial CCD by Age, 2023-24[38]**

■ San Diego & Imperial Community Colleges   ■ Imperial CCD

Age	San Diego & Imperial Community Colleges	Imperial CCD
<= 19 yrs	22% (20,028)	33% (1,785)
20-24 yrs	28% (25,112)	32% (1,734)
25-29 yrs	14% (12,529)	12% (650)
30-34 yrs	10% (9,183)	8% (442)
35-39 yrs	8% (7,030)	6% (310)
40-49 yrs	9% (8,176)	6% (356)
>= 50 yrs	8% (7,368)	4% (198)

*May not total 100% due to rounding.

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[37] "General Admit Students Disaggregated by Gender," DataVista, Program Years 2023-24, accessed September 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.
[38] "General Admit Students Disaggregated by Age," DataVista, Program Years 2023-24, accessed September 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

In terms of race/ethnicity, 94% identified as Hispanic in Imperial CCD compared to half of all students across community colleges in the region, while 4% of students in the district identified as white compared to 29% across the San Diego & Imperial Community Colleges overall (Exhibit 25).
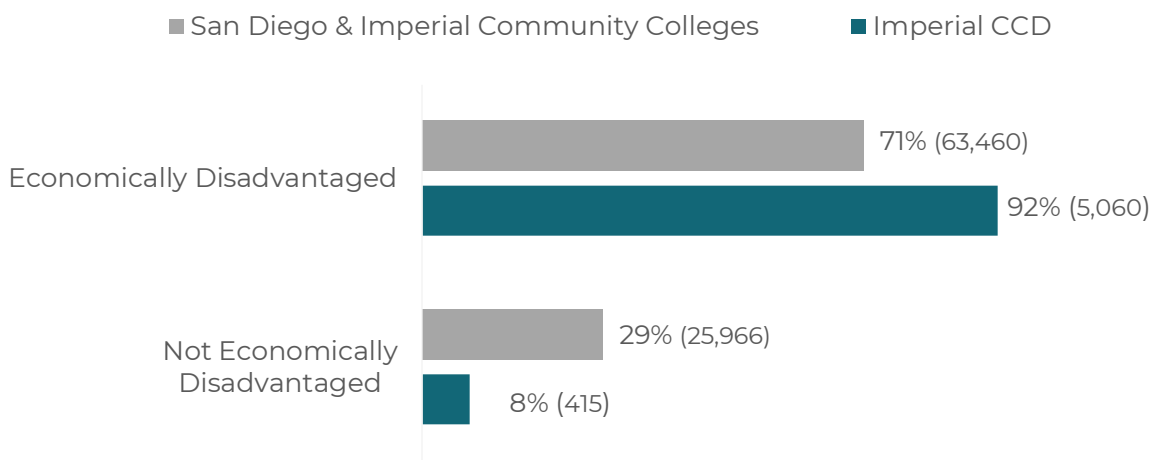
Exhibit 25: CTE Students in San Diego & Imperial Community Colleges and Imperial CCD by Race/Ethnicity, 2023-24[39]

*Unknown/non-respondents were excluded. May not total 100% due to rounding.

A higher proportion of students in Imperial CCD qualified as economically disadvantaged, 92%, compared to 71% across the San Diego & Imperial Community Colleges (Exhibit 26).

Exhibit 26: CTE Students in San Diego & Imperial Community Colleges and Imperial CCD by Economic Disadvantage, 2023-24[40]

[39] "General Admit Students Disaggregated by Race/Ethnicity," DataVista, Program Years 2023-24, accessed September 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.
[40] "General Admit Students Disaggregated by Economically Disadvantaged," DataVista, Program Years 2023-24, accessed September 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

Community College Programs

Based on data from the California Community Colleges Chancellor's Office Curriculum Inventory (COCI), Imperial Valley College offers over 140 degrees and certificates.[41] The number of awards conferred by community colleges can be estimated by analyzing the number of awards across Taxonomy of Programs (TOP) codes. Using a three-year average of degrees and certificates conferred (program year 2021-22 to 2023-24), the San Diego & Imperial Community Colleges conferred over 24,500 for-credit awards in the region (Exhibit 27). In Imperial CCD, an average of over 2,700 degrees and certificates were awarded annually, representing 11% of for-credit awards conferred across all community colleges in the region.

Exhibit 27: 3-Year Average of Degrees and Certificates Awarded, 2021-22 to 2023-24[42]

DEGREES/CERTIFICATES AWARDED, 2021-22 to 2023-24

San Diego & Imperial Community Colleges	Imperial CCD
24,520*	2,794

*Non-credit awards were excluded.

When evaluating CTE programs with the highest average number of degrees and certificates conferred by Imperial Valley College in the last three academic years, Exhibit 28 shows the top programs included Administration of Justice (TOP 2105.00), Health Professions, Transfer Core Curriculum (TOP 1260.00), and Information Technology, General (TOP 0701.00).

Exhibit 28: 3-Year Average of Awards for Top CTE Programs, 2021-22 to 2023-24[43]

TOP Code	TOP6 Title	3-Year Average Degrees/Certificates Awarded
2105.00	Administration of Justice	189
1260.00	Health Professions, Transfer Core Curriculum	68
0701.00	Information Technology, General	67
1305.00	Child Development/Early Care and Education	62
0505.00	Business Administration	55

[41] Based on active or approved for-credit programs as of April 2025. "California Community Colleges Curriculum Inventory (COCI)," California Community Colleges Chancellor's Office, accessed April 1, 2025, coci2.ccctechcenter.org/programs.
[42] California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.
[43] California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.

Imperial Valley College offers a wide range of academic and CTE programs, and Exhibit 29 shows that Imperial Valley College trains for 14 of the top 20 middle-skill jobs identified in this report.

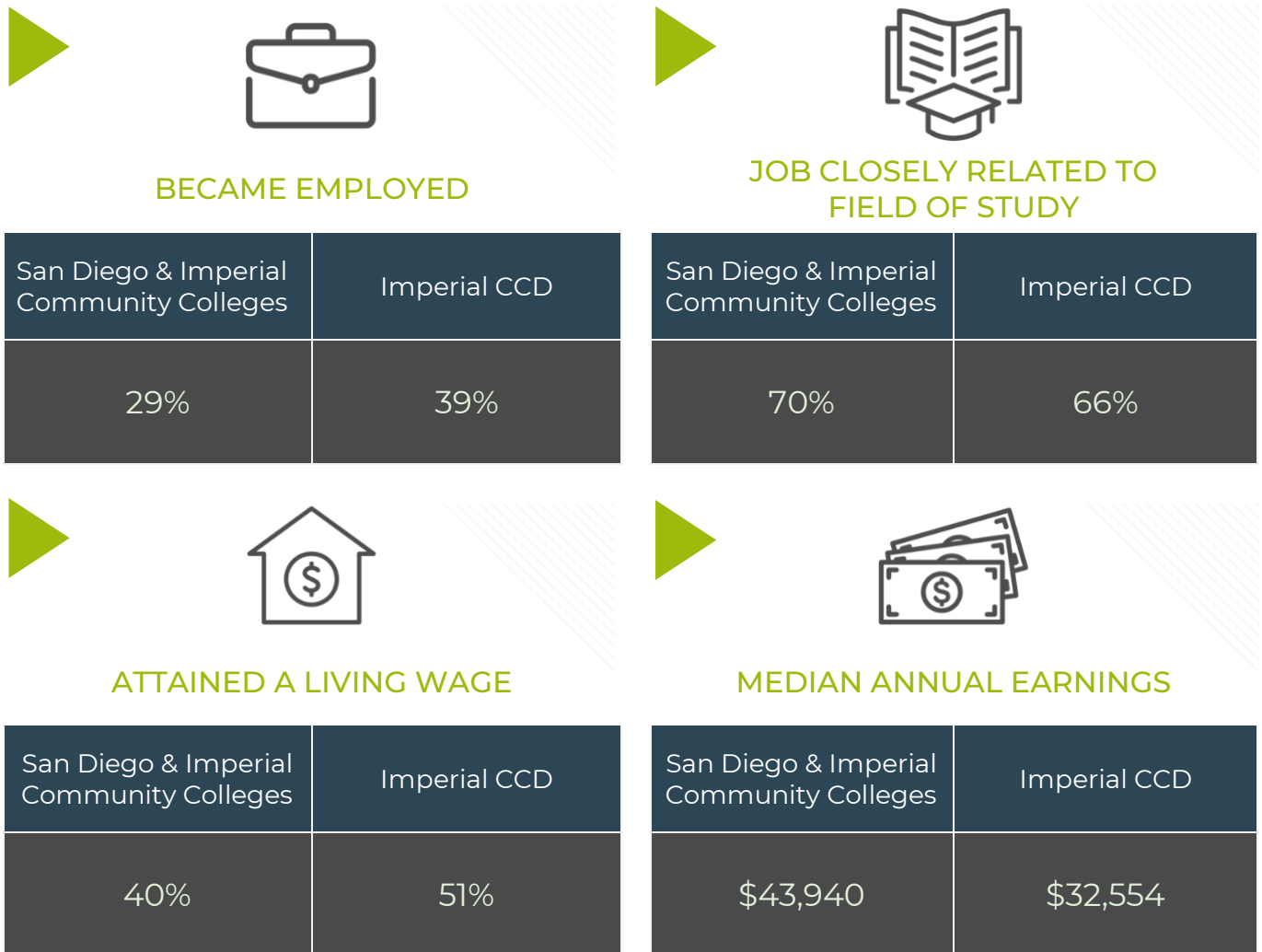**Exhibit 29: Existing Programs that Train for Top Jobs in Imperial CCD[44]**

SOC	Occupational Title	Imperial Valley College
49-3023	Automotive Service Technicians and Mechanics	•
43-3031	Bookkeeping, Accounting, and Auditing Clerks	•
33-3012	Correctional Officers and Jailers	•
43-4051	Customer Service Representatives	
33-3021	Detectives and Criminal Investigators	•
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	•
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	•
41-1011	First-Line Supervisors of Retail Sales Workers	•
53-3032	Heavy and Tractor-Trailer Truck Drivers	
31-1128	Home Health and Personal Care Aides	•
31-9092	Medical Assistants	•
43-9061	Office Clerks, General	•
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	
25-9045	Teaching Assistants, Except Postsecondary	•
25-9044	Teaching Assistants, Postsecondary	

[44] Please note that existing programs are based on the TOP codes that train for these occupations, and programs may exist under a different TOP code. This list includes active or approved programs, and some programs may have become inactive since the publication of this report. "California Community Colleges Curriculum Inventory (COCI)," California Community Colleges Chancellor's Office, accessed April, 2025, coci2.ccctechcenter.org/programs.

Success Outcomes

According to the California Community Colleges DataVista, 29% of students in CTE programs across San Diego & Imperial Community Colleges and 39% in the Imperial CCD found employment after exiting the system (Exhibit 30).[45] Of those employed, approximately two out of three students worked in a job closely related to their field of study. In terms of wages, 51% of CTE students in the Imperial CCD earned a living wage, which was above the regional average of 40%. The median annual earnings for CTE students were nearly $43,950 across all community colleges in the region, compared to $32,554 for CTE students in the Imperial CCD.

Exhibit 30: Strong Workforce Program Student Outcomes, 2021-22 to 2022-23[46]

BECAME EMPLOYED

San Diego & Imperial Community Colleges	Imperial CCD
29%	39%

JOB CLOSELY RELATED TO FIELD OF STUDY

San Diego & Imperial Community Colleges	Imperial CCD
70%	66%

ATTAINED A LIVING WAGE

San Diego & Imperial Community Colleges	Imperial CCD
40%	51%

MEDIAN ANNUAL EARNINGS

San Diego & Imperial Community Colleges	Imperial CCD
$43,940	$32,554

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[45] "Strong Workforce Program Report," DataVista, California Community Colleges, datavista.cccco.edu.
[46] The most recent data available for all metrics was the academic year 2022-23, except for "Job Closely Related to Field of Study" which was the academic year 2021-22.

METHODOLOGY

The San Diego & Imperial COE developed district profiles that provide an overview of demographics, household characteristics, leading industries and occupations, and community college data within the district service area. For this report, the San Diego & Imperial COE defined the Imperial CCD by the ZIP codes featured in Exhibit 1. These ZIP codes were selected with input from the district, and only ZIP codes that are within Imperial County were included in this analysis. Although these ZIP codes are representative of the district, the population data summarized in this brief are based on publicly available sources, and data for all ZIP codes were not available. In addition, the sum of the ZIP codes presented may not match the total figures for Imperial County, since ZIP codes and counties represent distinct geographical boundaries. When data are presented at the county level, Imperial County was used as the region of analysis. Please note that while these ZIP codes represent the district's service area, they do not necessarily reflect where students reside, as students may attend an institution from any ZIP code.

To analyze household and population characteristics, the San Diego & Imperial COE used data from the U.S. Census Bureau's American Community Survey (ACS), which is a nationwide survey that provides detailed population and housing information. When referencing ZIP code-level data, the ACS does not use U.S. Postal Service (USPS) ZIP codes, but instead uses ZIP code tabulation areas (ZCTAs).[47] These ZCTAs enable mapping and demographic analysis and are geographic representations developed by the Census Bureau to approximate USPS ZIP codes.[48] However, please note that although these estimates closely resemble ZIP codes, they may not be an exact match and should be interpreted as generalized geographic areas. To produce reliable statistics for geographic areas, the ACS also publishes five-year estimates which combine data collected over a five-year period. These estimates are more statistically stable than one-year estimates, particularly for smaller populations.[49] Thus, five-year estimates were used in this analysis.

The demographic and labor market information (i.e., industry data, occupational data, and online job postings) featured in this report was sourced from Lightcast (2025.2). The backbone of ZIP-level employment data is Lightcast's county-level data, which is built using the U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) dataset, which is the most complete source of employment data available in the United States.[50] Note that the labor market data in this brief focuses on employment data within the district, unless noted. For example, Exhibit 15 summarizes the percentage of jobs for each industry and average earning based on jobs within the district only, and may reflect different prominent industries compared to other areas of Imperial County.

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[47] U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html.
[48] U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html.
[49] "ZIP-Level Employment Data," Lightcast, accessed September 1, 2025, kb.lightcast.io/en/articles/6957501-zip-level-employment-data.
[50] U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html.

When reporting on race and ethnicity for demographics, the San Diego & Imperial COE acknowledges that federal data classifications do not fully capture the population's growing diversity. The categories used in this report follow federal reporting guidelines, which separate race (e.g., White, Black or African American, Asian) from ethnicity and is limited to two options: Hispanic and Non-Hispanic. Individuals who identify as Hispanic may belong to any racial group.[51] To avoid double-counting, this report groups all individuals of Hispanic origin into a single category, regardless of race, and all remaining racial categories represent individuals who identified as non-Hispanic.[52]

The San Diego & Imperial COE also selected priority jobs by identifying middle skills jobs that met the criteria outlined in this report. 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, some occupations also require a bachelor's degree, although approximately one-third of workers in those occupations have training consistent with community college offerings. The criteria for top jobs required that occupations have at least 13 projected annual job openings between 2023 and 2028 within the district service area, and pay entry-level wages at or above the living wage of $15.14 per hour for a single adult in Imperial County.[53]

Community college program data was obtained from the California Community Colleges Chancellor's Office Curriculum Inventory (COCI) to identify active or approved programs as of April 2025.[54] To identify active programs, each Standard Occupational Classification (SOC) code for top jobs was cross-referenced with the Taxonomy of Programs (TOP) to Classification of Instructional Programs (CIP) crosswalk to determine the most relevant instructional program areas. Keyword searches within COCI were also conducted to capture additional programs that may not have been directly evident from crosswalk matches. Broader keyword searches using Google were performed to identify any additional programs connected to the target occupations. Separately, previously developed labor market briefs and reports from the district's colleges were reviewed to identify any additional program-to-occupation linkages. Confirmed programs were then mapped to each college based on curriculum availability. Please note that the status of programs may have changed since the publication of this report.

To report student outcomes for the district, the San Diego & Imperial COE used data from California Community Colleges DataVista.[55] This source provided information on student enrollment, student demographics, and strong workforce program student outcomes. The most recent data available for all metrics was the 2022–23 academic year, except for "Job Closely Related to Field of Study," which reflects data from 2021–22. Please note that unknown/non-respondent and masked categories were not included in the calculation of percentages. DataVista includes data for general admit students, which are defined as those

[51] U.S. Census Bureau, "About Race and Ethnicity," 2023, accessed September 1, 2025. census.gov/topics/population/race/about.html.
[52] U.S. Census Bureau, "About Race and Ethnicity," 2023, accessed September 1, 2025. census.gov/topics/population/race/about.html.
[53] Center for Women's Welfare, University of Washington. (2023). The self-sufficiency standard for California, 2023. selfsufficiencystandard.org/California.
[54] "California Community Colleges Chancellor's Office Curriculum Inventory (COCI)," California Community Colleges Chancellor's Office, accessed September 1, 2025, coci2.ccctechcenter.org/programs.
[55] "General Admit Students:" DataVista, Program Years 2023-2024, datavista.cccco.edu/data_views/metric_themes_nsa.

who were enrolled in at least one term during the selected year in either credit, non-credit, or both, and did not meet the criteria for special admit status—typically reserved for K–12 students enrolled in college courses.

The San Diego & Imperial COE also reported the three-year average of the number of awards conferred across TOP codes.[56] This brief only includes awards that are reported to Data Mart, which may not capture all non-credit awards. For additional information on non-credit programs and the occupations they train for, refer to the San Diego & Imperial COE's report, *Opportunities for Adult Education to Close Entry-Level Job Gaps*.[57]

[56] California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.
[57] "Opportunities for Adult Education to Close Entry-Level Jobs Gap," San Diego & Imperial COE, October 2024, accessed August 1, 2025, coeccc.net/san-diego-imperial/2024/10/opportunities-for-adult-education-to-close-entry-level-job-gaps.

ACKNOWLEDGMENTS

IMPORTANT DISCLAIMERS

All representations included in this report have been produced from primary research and a 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 qualify and validate the accuracy of the data and the report findings; however, neither the San Diego & Imperial Center of Excellence (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 study or its recommendations.