



FOR LABOR MARKET RESEARCH  
SOUTH CENTRAL COAST

FALL 2025

# South Central Coast Labor Market Landscape

Assessing Job Quality in the SCC Region



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# • Executive Summary

The *South Central Coast Labor Market Landscape* provides a comprehensive analysis of the region's labor market, emphasizing not only the number of jobs, projected growth, and demand, but also the quality of employment opportunities across occupational sectors. This report supports regional community colleges and workforce partners in aligning educational programs with the California Community Colleges Chancellor's Office Vision 2030 goals and the economic realities of the South Central Coast (SCC) Region. Overall, this report illustrates that while the SCC Region offers meaningful opportunities for workers in specific sectors, significant challenges remain. The rising cost of living, an aging population, and the high concentration of lower-wage jobs create barriers to economic mobility.

To address these challenges, this analysis classifies 791 Bureau of Labor Statistics (BLS) occupations into High-, Medium-, and Low-Quality categories using nine criteria, blending traditional labor market indicators with measures of job quality such as wages, benefits, and automation risk. Of the 791 occupations: 155 (20%) are High Quality, 410 (52%) are Medium Quality, and 226 (29%) are Low Quality. The following points highlight key findings related to the 155 High-Quality occupations in the SCC Region.

- High-Quality occupations are concentrated in the **Health** (42 occupations), **Business and Entrepreneurship** (32), and **Education and Human Development** (16) sectors.
- High-Quality occupations accounted for 27% of total regional employment in 2024 (273,291 jobs).
  - These occupations are projected to grow 3.7% between 2024 and 2029, slightly outpacing overall employment growth in the region.
  - Notably, employment for **Health** occupations is expected to increase 8%, underscoring the demand for skilled workers in healthcare. In contrast, sectors such as **Retail, Hospitality, and Tourism** continue to present limited opportunities for High-Quality employment, accounting for only 1.3% of High-Quality jobs.
- Entry-level wages in nearly all High-Quality occupations exceed both the Self-Sufficiency Standard (\$25.12 per hour) and MIT Living Wage (\$28.94 per hour) thresholds, with **ICT/Digital Media** (\$46.24), **Public Safety** (\$44.07), and **Health** (\$44.01) leading the way.
- Sectors with high rates of employer-sponsored health insurance coverage include **Public Safety** (90%), **Other/Unassigned** (87%), **ICT/Digital Media** (86%), and **Education and Human Development** (86%).
- Automation risk varies by sector, with **ICT/Digital Media** and **Education and Human Development** having the lowest levels of risk and **Energy, Construction, and Utilities** having the highest.

The findings highlight the importance of targeted investments in education, training, and workforce development that expand access to High-Quality occupations, ensure equitable participation in the labor force, and strengthen the region's long-term economic resilience.

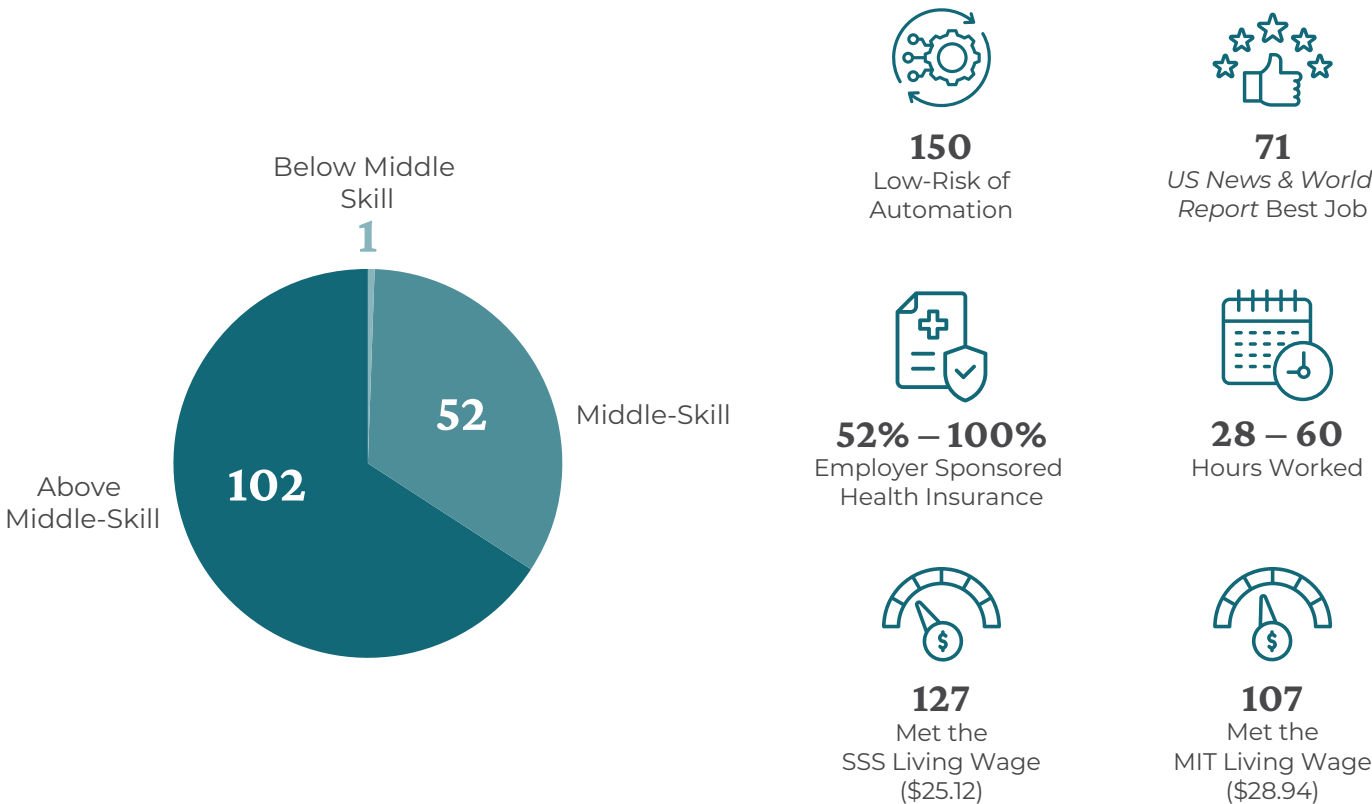
• High-Quality Occupations in the SCC Region



791 Total Occupations



155 High-Quality Occupations



High-Quality Occupations Key Figures

273,921  
Jobs in 2024

22,715  
Annual Openings

4%  
5-Year % Change

\$20.98 – \$115.70  
Entry-Level Wages

# • Introduction

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) produced this analysis of the labor market landscape of the SCC Region to support regional community colleges with workforce development planning — including career education program development, Strong Workforce Program (SWP) and Perkins V applications, as well as other initiatives that support the California Community College Chancellor's Office (CCCCO) Vision 2030 goals.

This report is designed to understand job quality for occupations across the SCC Region. This occupational analysis provides insights not only on traditional labor market information, such as the number of jobs, projected growth, and annual job openings, but also on job quality indicators such as the availability of employer-sponsored health insurance, the number of hours worked per week, and automation risk.

Regional community colleges and other workforce development stakeholders can use the information in this report to better understand the labor market landscape of the region and identify opportunities for career education and workforce development. This research aligns with other regional efforts to identify High-Quality job opportunities, such as those led by Uplift Central Coast and the Los Angeles County Economic Development Corporation.<sup>1,2</sup>

The remainder of this report includes a brief regional profile of the SCC Region, including population demographics and economic challenges the region faces, a brief literature review of Job Quality Indicators, an overview of how the SCC COE defined High-, Medium-, and Low-Quality Jobs, and an analysis of High-Quality Jobs for each CCCCCO occupational sector.

Though this report focuses on the SCC Region as a whole, the SCC COE also published regional profiles for the four counties in the region: [Northern Los Angeles](#), [San Luis Obispo](#), [Santa Barbara](#), and [Ventura](#). Data Exploration Addendums for each county are also available. Additionally, the SCC COE will publish an accompanying SCC Region Job Quality Dashboard for those that would like to further explore the data. [All resources related to the SCC COE's job quality analysis are available on the COE website.](#)





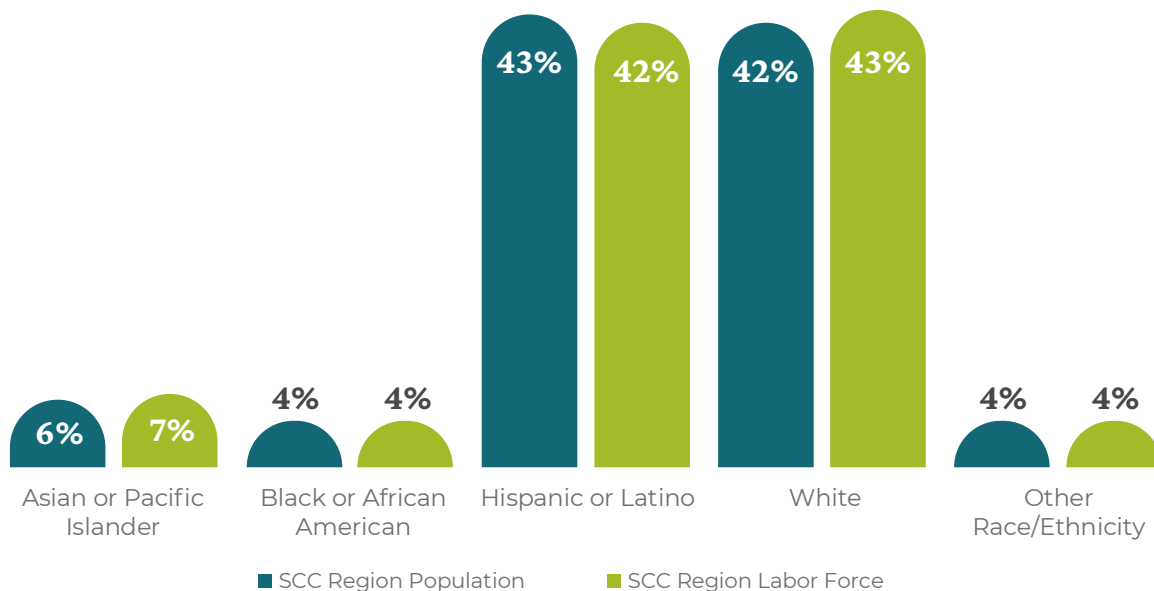
## • SCC Region Profile

### Population and Labor Force

The South Central Coast Region comprises Northern Los Angeles, Santa Barbara, San Luis Obispo and Ventura counties. Combined, the SCC Region has a total population of 2,259,766 individuals and a labor force of 992,105 workers. This section compares the demographics of the SCC population to the demographics of the SCC labor force for the purpose of identifying potential equity gaps related to labor force participation.

Exhibit 1 shows the race and ethnicity distribution for the overall SCC population compared to the SCC labor force, which largely mirror each other. The share of white (42%) and Hispanic or Latino individuals (43%) in the population are nearly identical to their shares of the SCC labor force (42% and 42%, respectively). The percentage of Black or African American (4%), Other Race/Ethnicity (4%), and Asian or Pacific Islander (6%) individuals in population are comparable to the SCC labor force (4%, 4%, and 7% respectively).

**Exhibit 1: South Central Coast Population and Labor Force Race and Ethnicity Distribution**



“The South Central Coast Region comprises Northern Los Angeles, Santa Barbara, San Luis Obispo and Ventura counties. Combined, the SCC Region has a total population of 2,259,766 individuals and a labor force of 992,105 workers.”

## SCC Region Profile, Continued

Exhibit 2 shows the age distribution for the SCC population and labor force. This report considers age groupings based on typical stages of progression through education, career, and retirement. Pre-Career/College Age (24 or younger) individuals make up 34% of the SCC population, but only account for 15% of the labor force. Conversely, Early Career (25–34) individuals make up only 13% of the population but account for 21% of the SCC labor force. Similarly, Mid-Career (35–49) individuals make up 19% of the population but account for 31% of the labor force. The percentages for Later Career/Retirement (50 and Older) individuals are similar to each other, accounting for 35% of the population and 33% of the labor force.

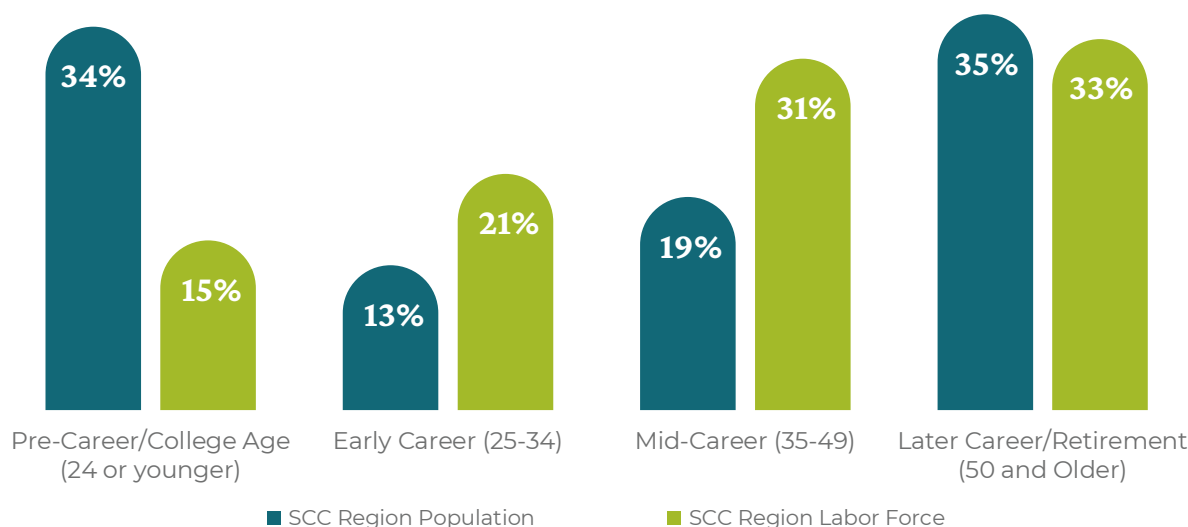
**Exhibit 2: South Central Coast Population and Labor Force Age Distribution**

Exhibit 3 presents the sex and gender distribution for the SCC population and labor force. Though the SCC population is split evenly between women (50%) and men (50%), women account for 46% of the labor force while men account for 54% of the labor force.

**Exhibit 3: South Central Coast Population and Labor Force Sex and Gender Distribution**



## SCC Region Profile, Continued

## Economy

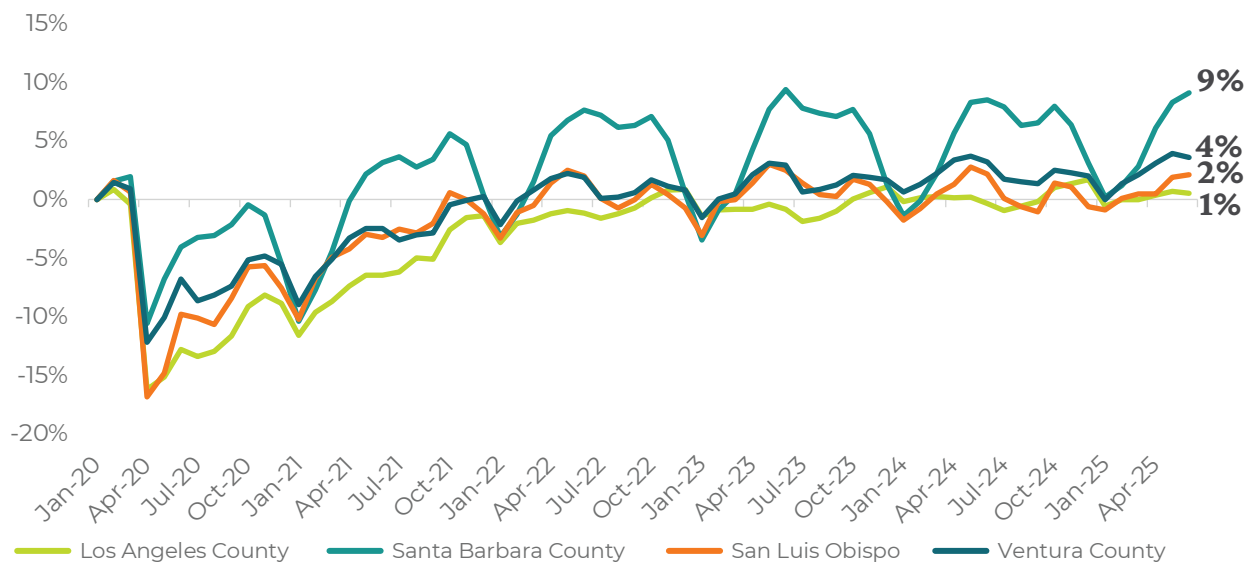
To better understand the regional economy, this section examines employment and unemployment data from the Employment Development Department (EDD) and discusses economic issues impacting the SCC regional economy.

### Employment and Unemployment

Exhibit 4 examines industry employment data for each county in the SCC Region from January 2020 to June 2025.<sup>3</sup> There was a drastic decline in employment in all SCC counties in April 2020 due to the COVID-19 pandemic. Following this steep decline, employment began to recover, with periodic increases in employment during the summer seasons, and declines occurring in January of each year due to seasonal changes in employment.

These seasonal employment swings are most notable in Santa Barbara County, with significant increases in employment leading up to the summer months, then steep declines at the beginning of each year in January, largely driven by the Leisure and Hospitality sector. This trend reflects overall regional concerns that many jobs and job openings are concentrated in low-wage positions, such as those in Leisure and Hospitality, making it difficult for workers to earn a living wage and contributing to overall low job quality throughout the region.<sup>4,5</sup>

**Exhibit 4: Industry Employment in SCC Counties, January 2020 to June 2025**

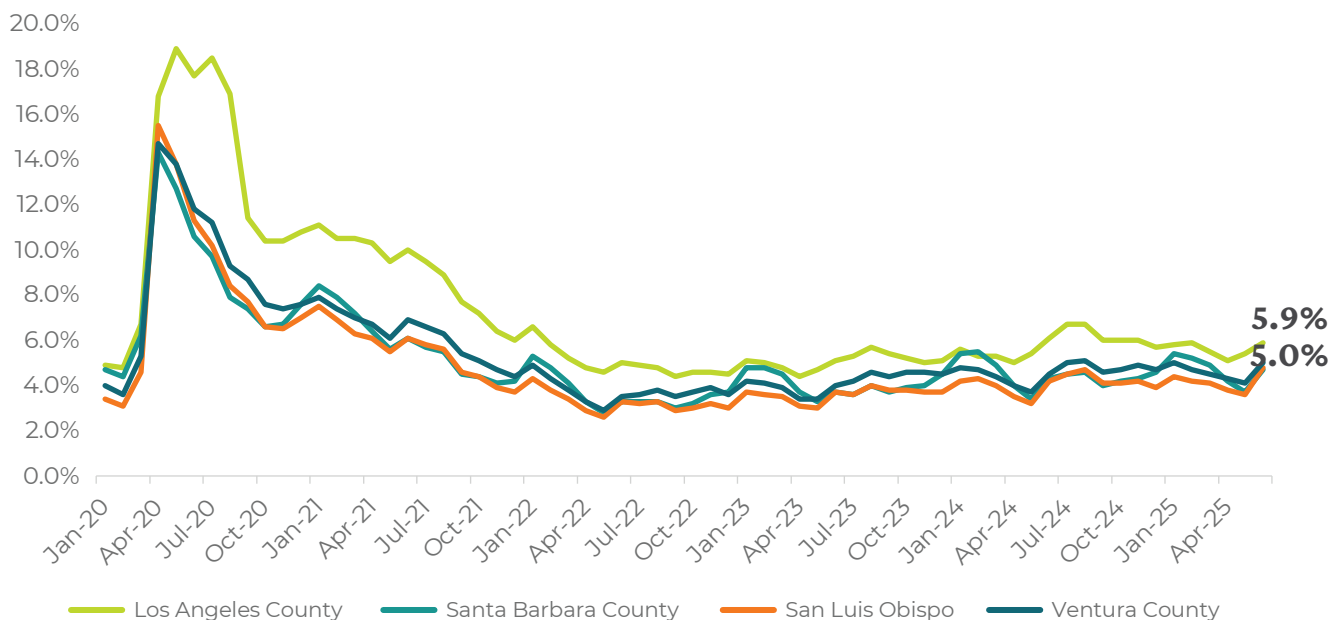


## SCC Region Profile, Continued

“...seasonal employment swings are most notable in Santa Barbara County, with significant increases in employment leading up to the summer months, then steep declines at the beginning of each year in January, largely driven by the Leisure and Hospitality sector. This trend reflects overall regional concerns that many jobs and job openings are concentrated in low-wage positions...”

Exhibit 5 examines civilian unemployment rates in the SCC Region from January 2020 to June 2025. There was a significant rise in unemployment rates starting in March 2020 due to the COVID-19 pandemic. In April 2020, the unemployment rate in Santa Barbara, San Luis Obispo and Ventura counties hit an all-time high, while the unemployment rate in Los Angeles County was highest in May 2020. Following this dramatic increase, unemployment rates began to decline throughout each county, with small increases each January due to seasonal employment trends. Most recently in June 2025, the unemployment rate throughout all SCC Counties increased.

**Exhibit 5: Unemployment Rates in SCC Counties, January 2020 to June 2025**





## SCC Region Profile, Continued



### Cost of Living

Across the SCC Region, rising living costs remain a widespread challenge. All counties in the SCC Region have experienced significant increases in mortgage rates and the price of goods, while wages have remained stagnant. As a result, households are struggling to keep up with the cost of living, particularly as prices continue to rise due to inflation, outpacing wage growth.<sup>6,7,8,9</sup> Median home prices are at an all-time high, making it less affordable to buy a home across the SCC Region. Additionally, though employment is steadily increasing, many job openings are clustered around low paying jobs that have wages significantly below the living wage. This trend is most pronounced in Santa Barbara County, where the median home price is approximately \$1.5 million, while the median annual earnings for workers are only \$48,000 (or \$23.21 per hour), significantly below the Self-Sufficiency Standard living wage for the county (\$29.80).<sup>10</sup> In Los Angeles County, only 11% of households can afford a median priced single family home, which is estimated to be just over \$1 million in 2024.<sup>11</sup>

### Aging Population

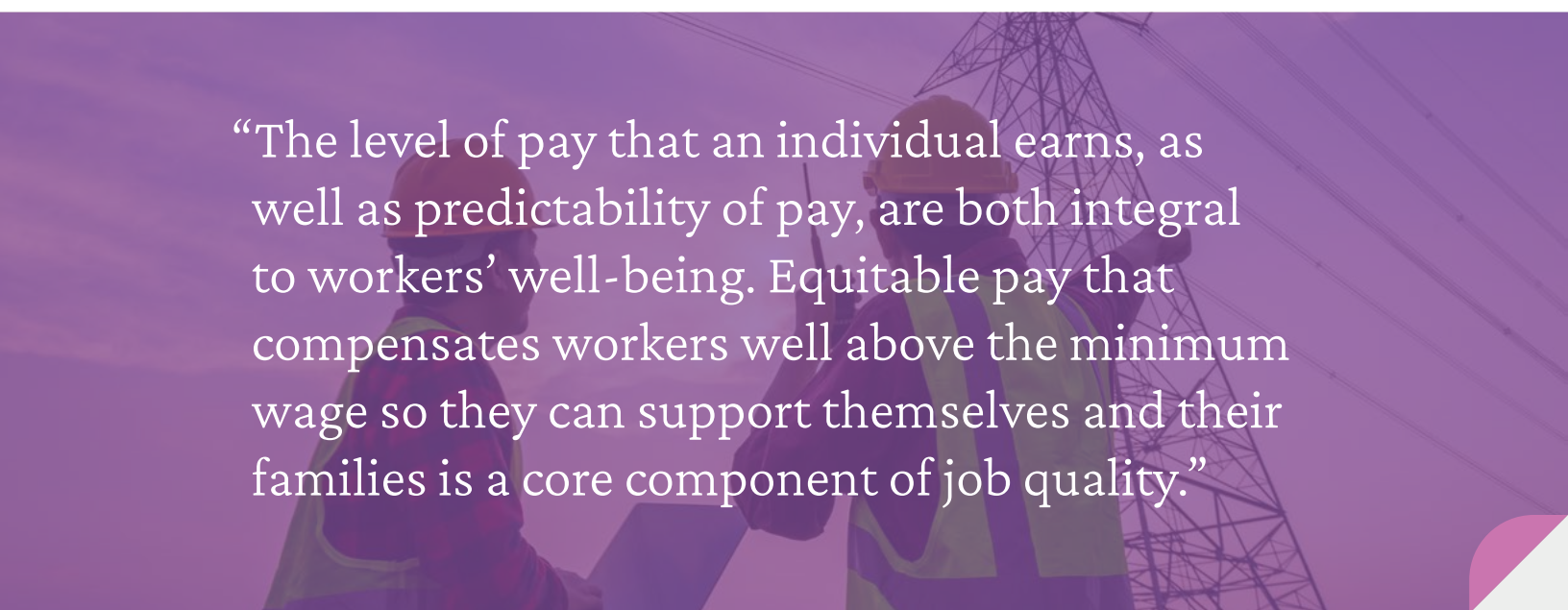
The aging population is another challenge that creates a barrier to economic growth within the SCC Region. As the population ages, the size of the labor force will tend to decrease, which hinders expanding economic capacity.<sup>12</sup> Ventura County employers have cited the high number of retired, or soon to retire, individuals as a difficulty for finding qualified employees.<sup>13</sup> In Los Angeles County, it is estimated that approximately 2 million individuals will be older adults by 2030, accounting for over 18% of the county's total population.<sup>14</sup> Similarly, people 60 years old and over are projected to account for 25% of Santa Barbara County's population by 2030.<sup>15</sup> Furthermore, the percentage of people 60 years old and over in San Luis Obispo County is projected to increase to 29%, a 61% increase from 2010.<sup>16</sup>

As the population ages, it is integral to attract younger individuals into training programs for jobs that are expected to have shortages due to retirement. The elevated cost of living and prevalence of Low-Quality jobs may also impact the region's ability to attract and retain younger workers.

### Lack of Quality Jobs

Underpinning these economic challenges is a lack of quality jobs. According to Uplift Central Coast, less than one-third of jobs in the California Jobs First Central Coast Region are considered "quality jobs." Additionally, the high concentration of lower-paying jobs creates barriers to living in the region, as noted above in the Cost of Living section. The SCC Region also has a relatively high concentration of seasonal jobs, most notably in the agricultural and leisure/hospitality sectors, which offer low wages and often do not provide adequate benefits. Across the California Jobs First Central Coast Region, nearly half of residents are in a family "whose income does not cover the basic costs of living."<sup>17</sup>





“The level of pay that an individual earns, as well as predictability of pay, are both integral to workers’ well-being. Equitable pay that compensates workers well above the minimum wage so they can support themselves and their families is a core component of job quality.”

## • Job Quality Literature Review

Considering the economic challenges across the SCC Region, it is important to consider employment opportunities for High-Quality jobs. Research from other organizations including the Center for Economic and Policy Research<sup>18</sup>, Georgetown Center on Education and the Workforce<sup>19</sup>, and the Urban Institute<sup>20</sup>, have all considered characteristics of “good jobs” over the last several years.

While there is no single definition for what makes a job “good” or High Quality, there are various key indicators for what constitutes a High-Quality job, including those related to earnings and pay, benefits, job stability, and working conditions.



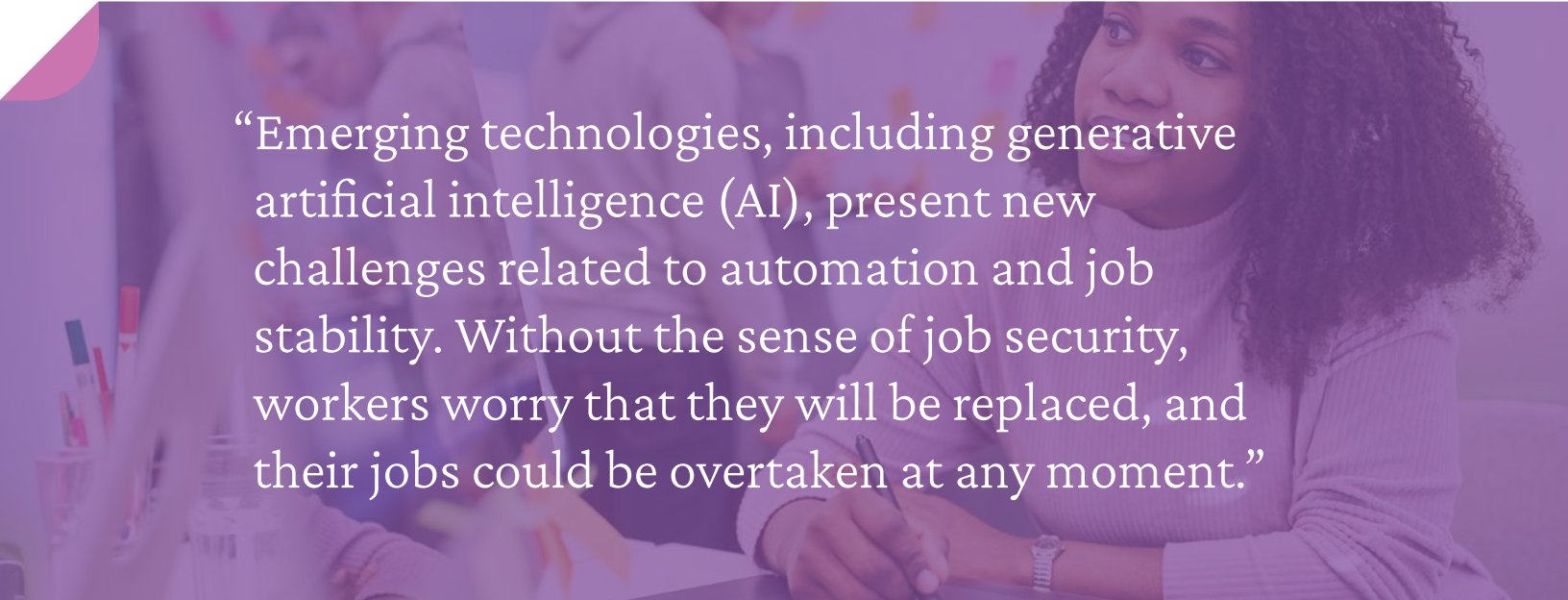
### Earnings and Pay

The most significant key indicator for job quality is wages and earnings. The level of pay that an individual earns, as well as predictability of pay, are both integral to workers’ well-being. Equitable pay that compensates workers well above the minimum wage so they can support themselves and their families is a core component of job quality. It is also important to consider equitable pay regardless of race/ethnicity, sex/gender and actively working to close the gender pay gap. Moreover, a High-Quality job should provide work-life balance by ensuring predictable hours and pay in the workplace. Ensuring consistent scheduling and pay enhances worker well-being and supports worker retention.<sup>21,22</sup>



### Benefits

The second key indicator of a high-quality job is benefits such as employer-sponsored health insurance, retirement plans, and paid time off. Employer-sponsored benefits such as health care and retirement plans boost employees’ well-being and employees are less likely to switch jobs when they have these benefits. Additionally, paid or unpaid leave also promotes workforce attachment for current employees, and they are more likely to stay with a company if those resources are offered.<sup>23</sup>



“Emerging technologies, including generative artificial intelligence (AI), present new challenges related to automation and job stability. Without the sense of job security, workers worry that they will be replaced, and their jobs could be overtaken at any moment.”



### Job Stability

Job stability includes not only the ability to retain a job, but also having a predictable schedule including consistent, reliable hours. Workers desire job stability and studies show that workers will accept a job with lower pay in exchange for job stability.<sup>24</sup> Workers want to feel they belong in their workplace and are not easily replaceable. Emerging technologies, including generative artificial intelligence (AI), present new challenges related to automation and job stability. Without the sense of job security, workers worry that they will be replaced, and their jobs could be overtaken at any moment.<sup>25</sup>

Moreover, another aspect of job stability is predictability in schedules. When workers have predictable schedules, they have lower levels of anxiety and stress, which increases worker satisfaction and assists in reducing burnout while enhancing productivity. On a broader scale, workers who have a predictable schedule can plan more effectively, find resources that are needed, and create stronger team collaborations on projects. Not only does predictability in schedules promote an inclusive environment, but it also leads to higher employee retention.<sup>26</sup>



### Working Conditions

An additional key indicator of a High-Quality job is the type of conditions in which work is conducted. High-Quality jobs are expected to have working conditions that are safe both physically and psychologically.<sup>27</sup> Unsafe working conditions can have detrimental impacts on worker safety, such as on-the-job injuries and even fatalities.<sup>28</sup> In addition to having a physically safe environment, it also is imperative to have a positive working environment where workers are encouraged to engage with professional development to build their skills and feel that their ideas are heard and considered in decision-making. When workers feel a sense of belonging and inclusion, it allows them to have more autonomy in their decisions and foster better relationships with coworkers. As workers experience a positive work environment, it increases their tolerance to face hardships in the workplace. When workers do face hardships in the workplace, it is important that workers feel safe and that companies provide resources for them to be successful.<sup>29</sup>

# • SCC Region Job Quality Analysis

## Methodology and Criteria

Taking into consideration the economic challenges and importance of creating High-Quality jobs in the SCC Region, the SCC COE analyzed traditional labor market information and Job Quality Indicators to classify 796 occupations within the Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) as High-, Medium-, and Low-Quality occupations. This analysis compliments previous research conducted by Uplift Central Coast, which analyzed industry-level (rather than occupational) data to identify quality job opportunities.

To classify each occupation as High, Medium, or Low Quality, the SCC COE identified nine criteria, five of which are considered traditional labor market information indicators (Traditional LMI Indicators) and four of which are considered Job Quality Indicators. These criteria were used to determine occupations that have significant employment and demand, pay at or above the living wage, typically provide employer-sponsored health insurance and full-time hours, have a lower risk of automation, and are considered a “Best Job” by U.S. News & World Report.

Exhibit 6 shows the indicators, definition of each indicator, and criteria used to assess job quality for each occupation. Occupations earned one point per criteria met or exceeded. High-Quality occupations are those that earned 7–9 points, Medium-Quality occupations earned 4–6 points, and Low-Quality occupations earned 0–3 Points.

Exhibit 6: Criteria Used to Assess Occupations

Indicator Type	Indicator	Definition	Criterion
Traditional LMI	2024 Jobs	The number of jobs in 2024	316
	2024–2029 % Change	The projected change in employment expressed as a percentage.	0%
	Demand (Avg. Annual Openings)	The projected number of annual job openings from 2024 to 2029.	34
	Living Wage (Self-Sufficiency Standard)	This figure “measures the floor income necessary for an individual or family to afford basic expenses.”	\$25.12
	Living Wage (MIT)	This figure measures “what one full-time worker must earn on an hourly basis to help cover the cost of their family’s minimum basic needs where they live while still being self-sufficient.”	\$28.94
Job Quality	Employer-Sponsored Health Insurance	Data is sourced from the American Community Survey via IPUMS.	65%
	# of Hours Worked Per Week	Data on the usual hours worked per week is sourced from the American Community Survey via IPUMS.	30
	Lightcast Automation Index	The “automation index measures the risk of an occupation for automation.” A score > 100 indicates a greater-than-average automation risk, and a score < 100 indicates a lower-than-average automation risk.	100
	U.S. News & World Report 2025 Best Job	U.S. News considers several factors in its Best Jobs rankings, including projected growth, salary, stress level, and work-life balance.	Yes



## SCC Region Job Quality Analysis, Continued



## Sector Overview and Job Quality Distribution

Of the 796 occupations classified by BLS, 791 qualified to earn points via the criteria identified for this report; five occupations were removed due to a lack of data on Job Quality Indicators. Exhibit 7 shows the total number and percentage of occupations within each CCCCCO Sector.

**Exhibit 7: Number and Percentage of BLS Occupations, Analyzed in this Report by Sector**

Sector	# of BLS Occupations in this Report	% of Total BLS Occupations
Advanced Manufacturing	101	13%
Advanced Transportation and Logistics	62	8%
Agriculture, Water and Environmental Technologies	42	5%
Business and Entrepreneurship	101	13%
Education and Human Development	35	4%
Energy, Construction and Utilities	112	14%
Health	101	13%
ICT/Digital Media	49	6%
Life Sciences and Biotechnology	8	1%
Other/Unassigned	102	13%
Public Safety	28	4%
Retail, Hospitality and Tourism	50	6%
<b>Grand Total</b>	<b>791</b>	<b>100%</b>

## SCC Region Job Quality Analysis, Continued

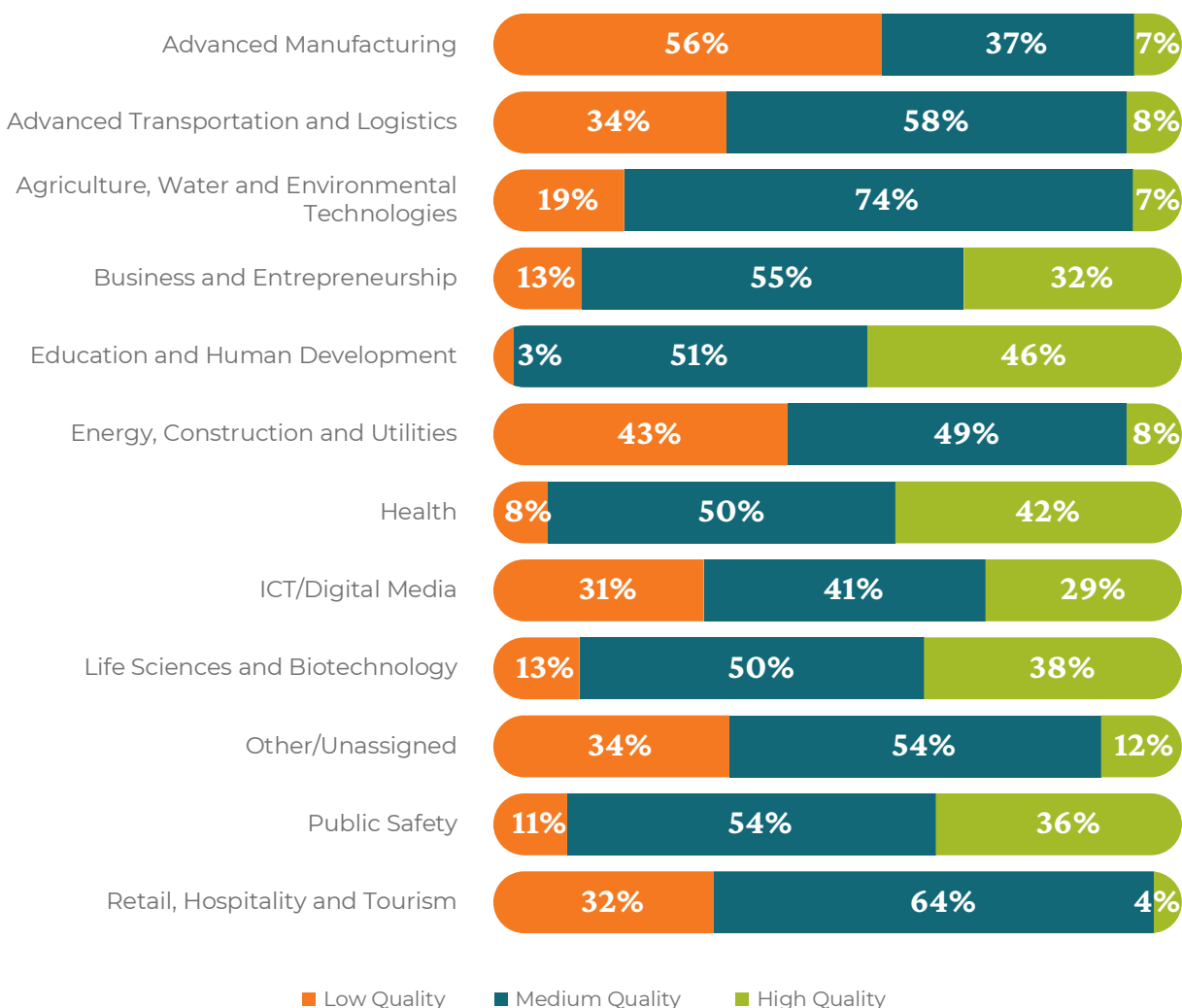
## Job Quality by Sector

Examining the job quality level distribution by sector reveals several findings:

- The sectors with the highest percentage of High-Quality occupations are **Education and Human Development** (46%); **Health** (42%); and **Life Sciences and Biotechnology** (38%).
  - **Retail, Hospitality and Tourism** has the fewest High-Quality occupations (4%).
- The sectors with the highest percentage of Medium-Quality occupations are **Agriculture, Water, and Environmental Technologies** (74%); **Retail, Hospitality and Tourism** (64%); and **Advanced Transportation and Logistics** (58%).
- The sectors with the highest percentage of Low-Quality occupations are **Advanced Manufacturing** (56%); **Energy, Construction and Utilities** (43%); **Other/Unassigned** (34%), and **Advanced Transportation and Logistics** (34%).

Exhibit 8 shows the job quality level distribution for each sector.

### Exhibit 8: Job Quality Distribution by Sector



## SCC Region Job Quality Analysis, Continued

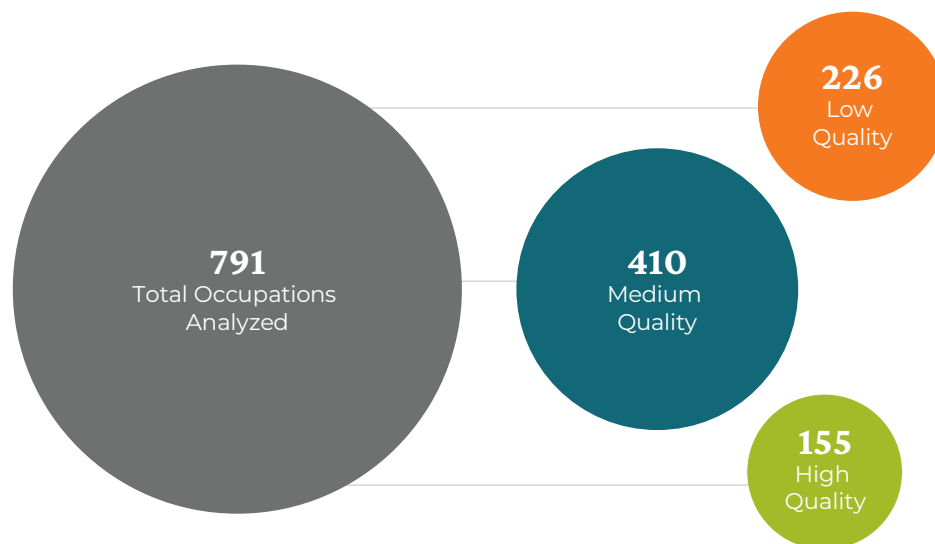
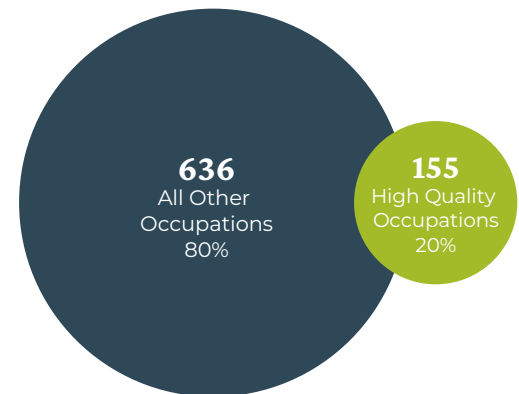
## Narrowing the Field: Identifying 155 High Quality Occupations

Out of the 791 occupations classified by the BLS, **155 occupations (20%)** are **High-Quality** occupations—those that meet most of the criteria (7–9 points) considered in this report. These jobs are concentrated in sectors such as **Health** and **Business and Entrepreneurship**, where demand for specialized skills supports both earnings potential and job security.

The largest share of occupations, **410 in total (52%)**, fall into the **Medium-Quality category**. These jobs often provide steady employment but with mixed outcomes in terms of wages and demand. While they may not offer the same level of compensation or upward economic mobility as High-Quality occupations, many of these jobs serve as important entry points into the labor market or as stable employment options for workers with a variety of education and experience.

Finally, **226 occupations (29%)** are categorized as **Low Quality** within the SCC COE Job Quality framework. These jobs tend to have lower wages and fewer formal opportunities for career advancement. However, they are often essential to society and the economy, providing vital services in areas such as **Retail, Hospitality and Tourism** (e.g., food service and personal care). While these occupations may not offer the same long-term financial security as higher-quality occupations, they play an important role as entry points into the labor market and as accessible employment opportunities for many workers.

Taken together, this distribution underscores the landscape of opportunity across the labor market. Understanding this balance is crucial for shaping programs and workforce strategies that expand access to high-quality employment. The SCC COE plans to conduct further research on Low-Quality and Medium-Quality occupations in the future. For the purposes of this analysis, the remainder of this report focuses on data for **High-Quality** occupations.





## SCC Region Job Quality Analysis, Continued

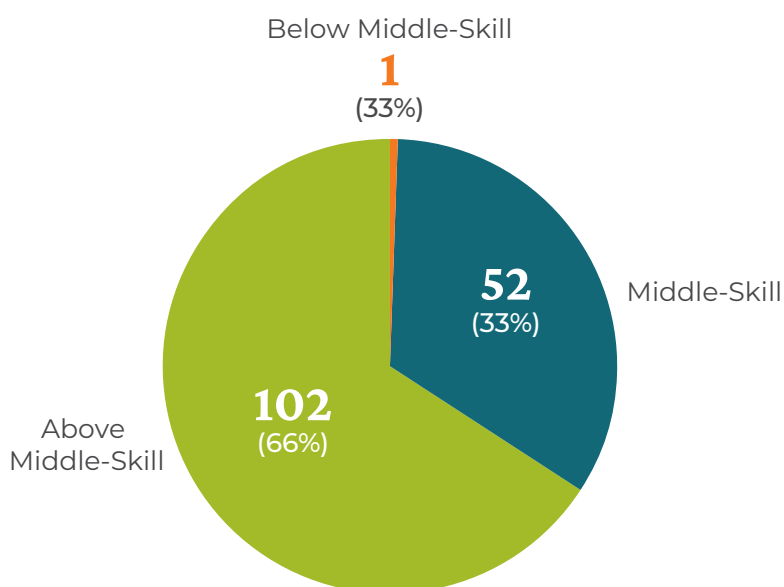
## Occupational Skill-Level for High-Quality Occupations

In addition to the criteria examined in this report, it is important to understand the occupational skill-level distribution of these 155 High-Quality occupations. Generally, below middle-skill jobs require less than a community college education, middle-skill jobs require a community college education, and above middle-skill jobs require a bachelor's degree or more.

Notably, 66% (102) of these occupations are categorized as above middle-skill, the largest of all three groups. In contrast, 33% (52) of the analyzed occupations are classified as middle-skill and 1% (1) are classified as below middle-skill.

Exhibit 9 shows the occupational skill level of the 155 occupations analyzed in this report.

### Exhibit 9: Number and Percentage of High-Quality Occupations by Occupational Skill Level



## SCC Region Job Quality Analysis, Continued

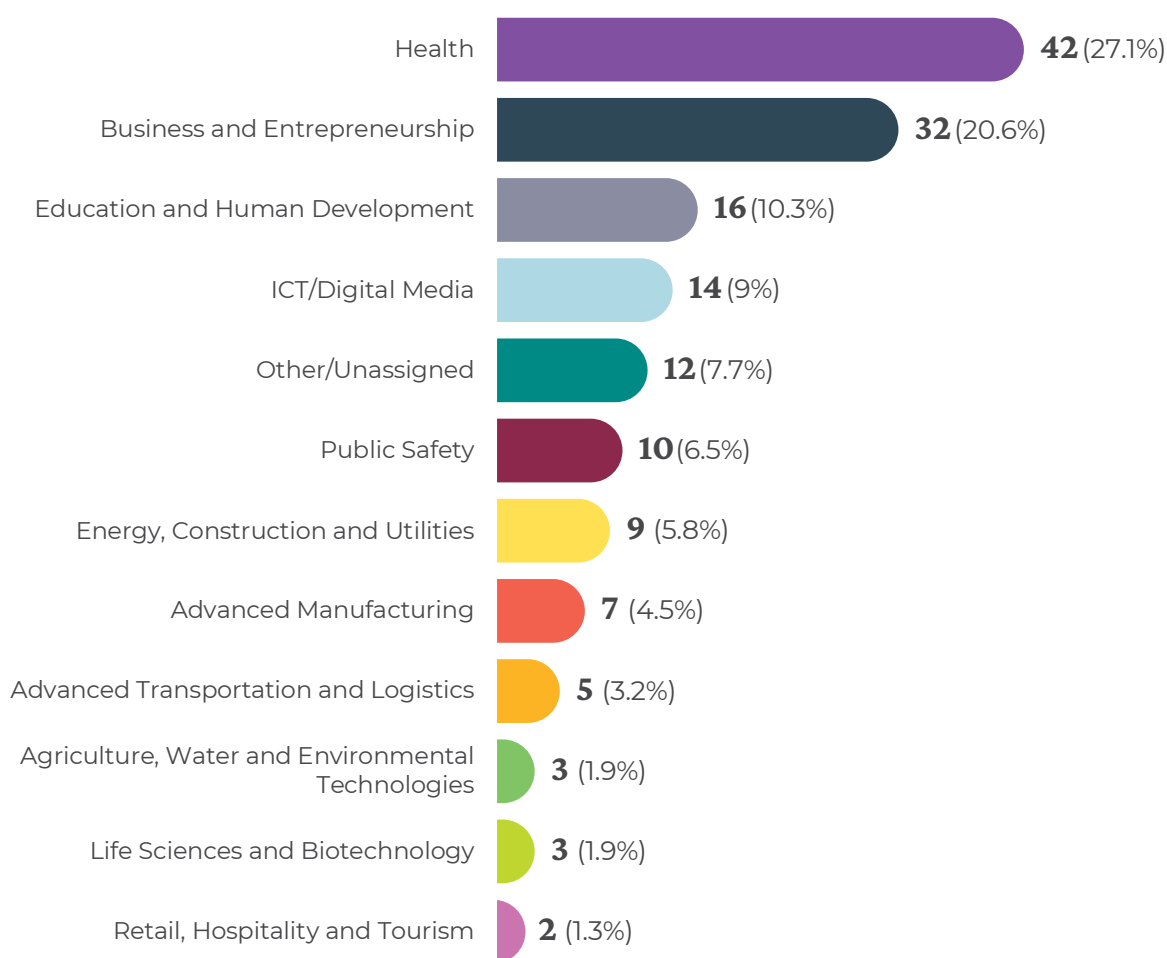
## High-Quality Occupations Sector Analysis

Before examining data for individual sectors, it is important to understand how the sectors compare to one another in the SCC Region when considering the nine criteria utilized throughout this report. The following are notable observations on the number of High-Quality occupations in each sector.

- **Health** has the largest number of High-Quality occupations (42), comprising more than a quarter of all High-Quality occupations analyzed in this report.
- Nearly half of all High-Quality occupations in this report are within two sectors: **Health** (27.1%) and **Business and Entrepreneurship** (20.6%).
- **Retail, Hospitality and Tourism** (1.3%) has the fewest High-Quality occupations.

Exhibit 10 shows the distribution, by sector, of the 155 High-Quality occupations analyzed in this report.

### Exhibit 10: Number of High-Quality Occupations by Sector



SCC Region Job Quality Analysis, Continued

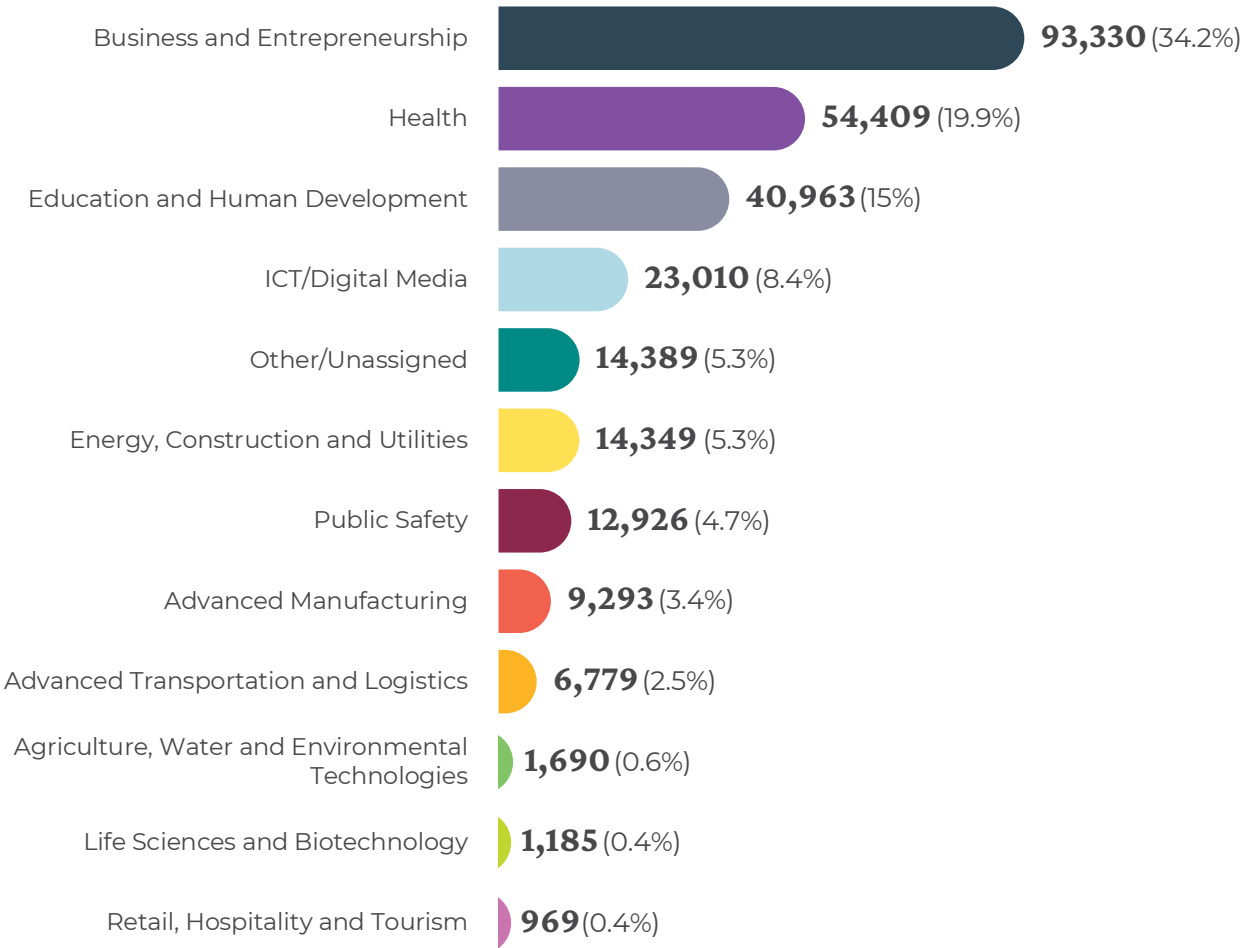
Number of Jobs by Sector

These 155 High-Quality occupations accounted for 273,291 jobs in 2024, which represents 27% of all jobs in the SCC Region. The following are notable observations of the number of jobs in 2024 by sector.

- The sectors with the most jobs in 2024 were **Business and Entrepreneurship** (93,330); **Health** (54,409); and **Education and Human Development** (40,963).
  - **Business and Entrepreneurship** accounted for 34.2% of all jobs for High-Quality occupations in 2024.
- **Life Sciences and Biotechnology** (0.4%) and **Retail, Hospitality and Tourism** (0.4%) are the smallest sectors, accounting for a total of less than 1% of all jobs for High-Quality occupations in 2024.

Exhibit 11 shows the total number of jobs in 2024, by sector, for the 155 High-Quality occupations analyzed in this report.

Exhibit 11: Number of Jobs by Sector



SCC Region Job Quality Analysis, Continued

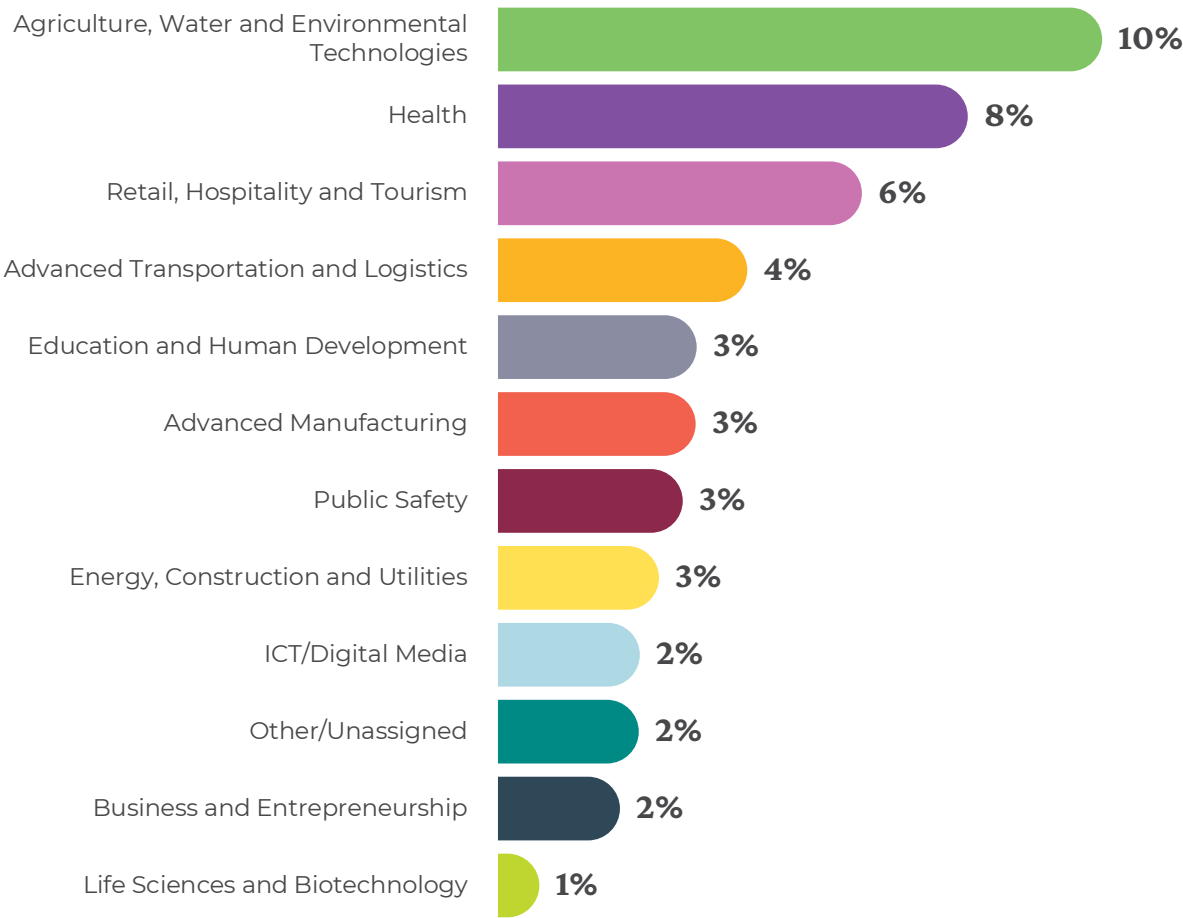
Projected 5-Year Percent Change by Sector

Employment for these 155 High-Quality occupations in the SCC Region is projected to increase 3.7% from 2024 to 2029, which is slightly higher than the projected 3.4% across all occupations in the region. The following are notable observations of the percentage change in jobs through 2029 by sector.

- The sector that is projected to have the largest percentage increase in employment is **Agriculture, Water and Environmental Technologies** (10%).
  - However, this sector accounts for only 0.6% of the SCC Region’s High-Quality jobs in 2024, **which means the actual number of jobs represented by this sector’s growth is relatively small.**
- **Health** employment is projected to increase 8% through 2029.
  - As shown above in Exhibit 11, this sector has the second highest number of 2024 jobs (54,409), **indicating that this projected increase represents a significant number of new jobs in the region.**
- **Life Sciences and Biotechnology** is projected to have the smallest percentage increase in employment (1%).

Exhibit 12 shows the projected five-year percent change, by sector, for the 155 High-Quality occupations analyzed in this report.

Exhibit 12: Projected Five-Year Percent Change by Sector





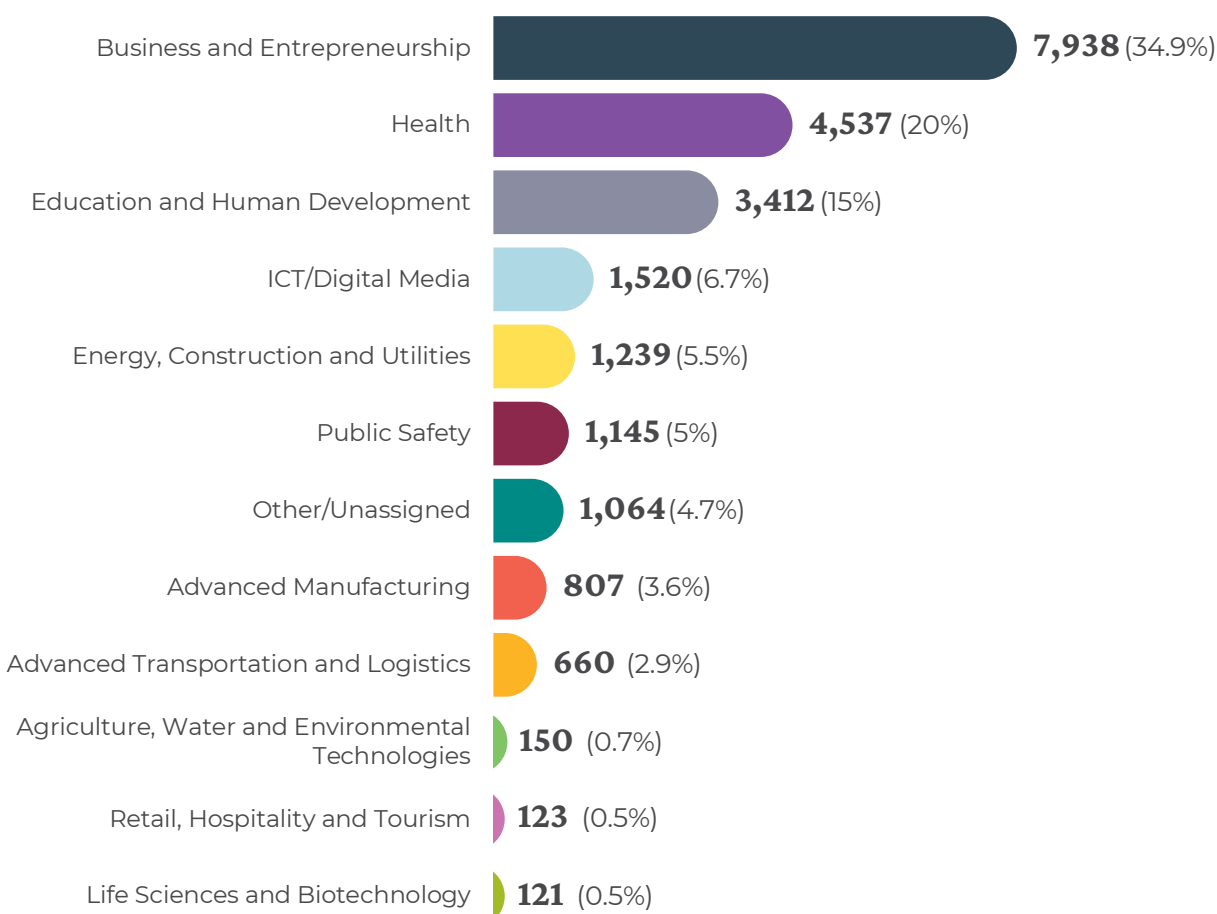
## SCC Region Job Quality Analysis, Continued

**Annual Openings by Sector**

Annual openings, also known as “demand,” represents the projected number of jobs expected to be available each year through 2029. This figure accounts for both job creation and the need to replace workers due to retirements or workers leaving the field. The following are notable observations of occupational demand for High-Quality occupations in the SCC Region through 2029 by sector.

- The sector with the highest number of annual openings is **Business and Entrepreneurship** (7,938).
- Two sectors are projected to account for 55% of annual job openings: **Business and Entrepreneurship** (34.9%) and **Health** (20%).
- In contrast, **Retail, Hospitality and Tourism** (0.5%) and **Life Sciences and Biotechnology** (0.5%) combined account for just 1% of all annual openings.

Exhibit 13 shows the projected annual openings by sector for the 155 High-Quality occupations analyzed in this report.

**Exhibit 13: Annual Openings (Demand) by Sector**

## SCC Region Job Quality Analysis, Continued

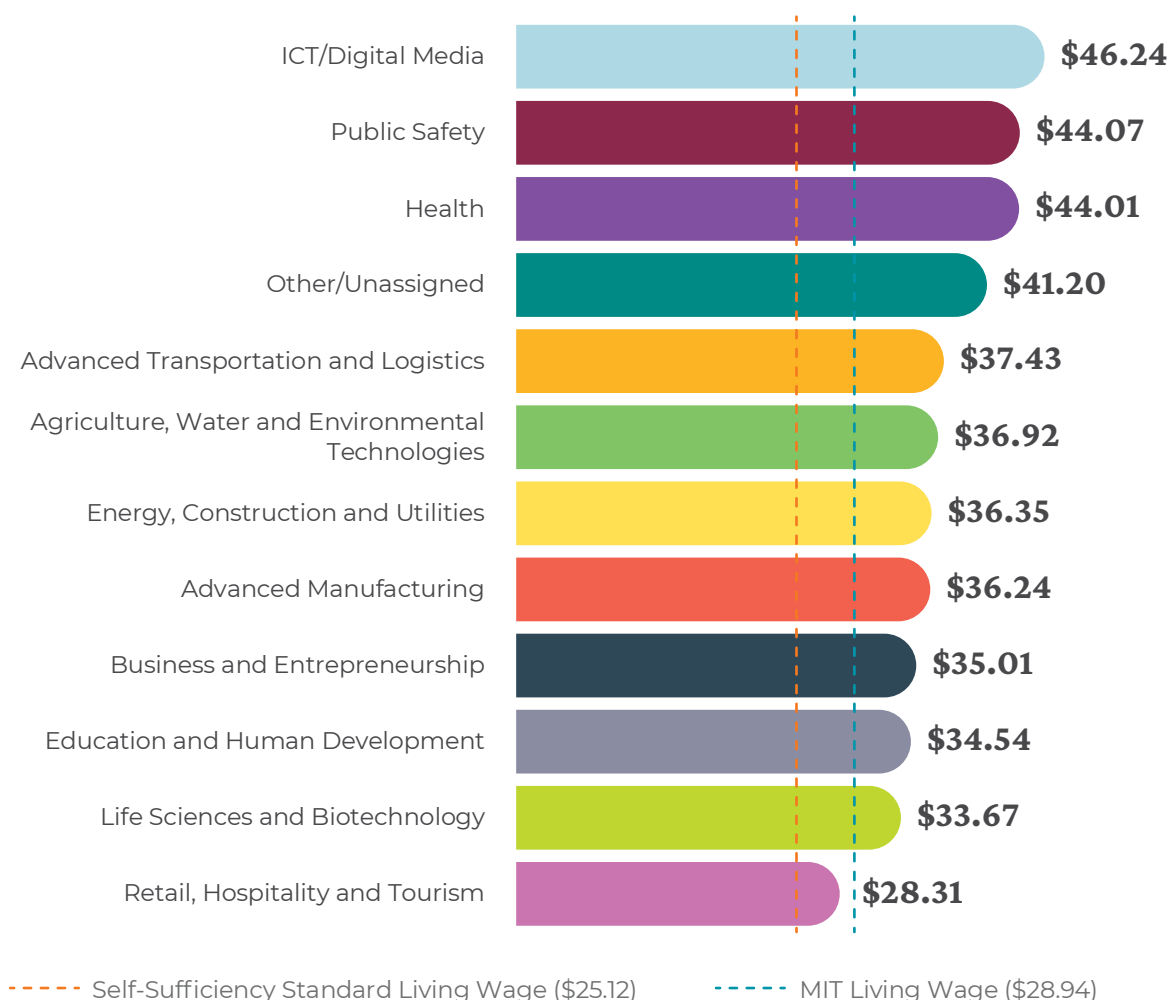
**Entry-Level Wages by Sector**

Of the 155 High-Quality occupations, 150 have entry-level wages above the Self-Sufficiency Standard living wage and 130 have entry-level wages above the MIT Living Wage.<sup>30</sup> Impressively, typical entry-level wages for all 12 sectors exceed the Self-Sufficiency Standard living wage and entry-level wages for 11 of the 12 sectors exceed the MIT Living Wage, which is nearly \$4 higher (\$28.94).

The following are notable sector observations of entry-level wages for the 155 High-Quality occupations analyzed in this report.

- **ICT/Digital Media** leads the way with entry-level hourly wages of \$46.24, followed by **Public Safety** (\$44.07) and **Health** (\$44.01).
  - Notably, the **ICT/Digital Media** sector has the fourth highest number (14) of High-Quality occupations analyzed in this report but the highest entry-level wages.
- **Retail, Hospitality, and Tourism** (\$28.31) is the only sector with entry-level wages that meet the Self-Sufficiency Standard but do not meet the MIT Living Wage.

Exhibit 14 shows the typical average entry-level wages, weighted by number of 2024 jobs, by sector for the 155 High-Quality occupations analyzed in this report.

**Exhibit 14: Entry-Level Wages by Sector, Weighted by 2024 Jobs**

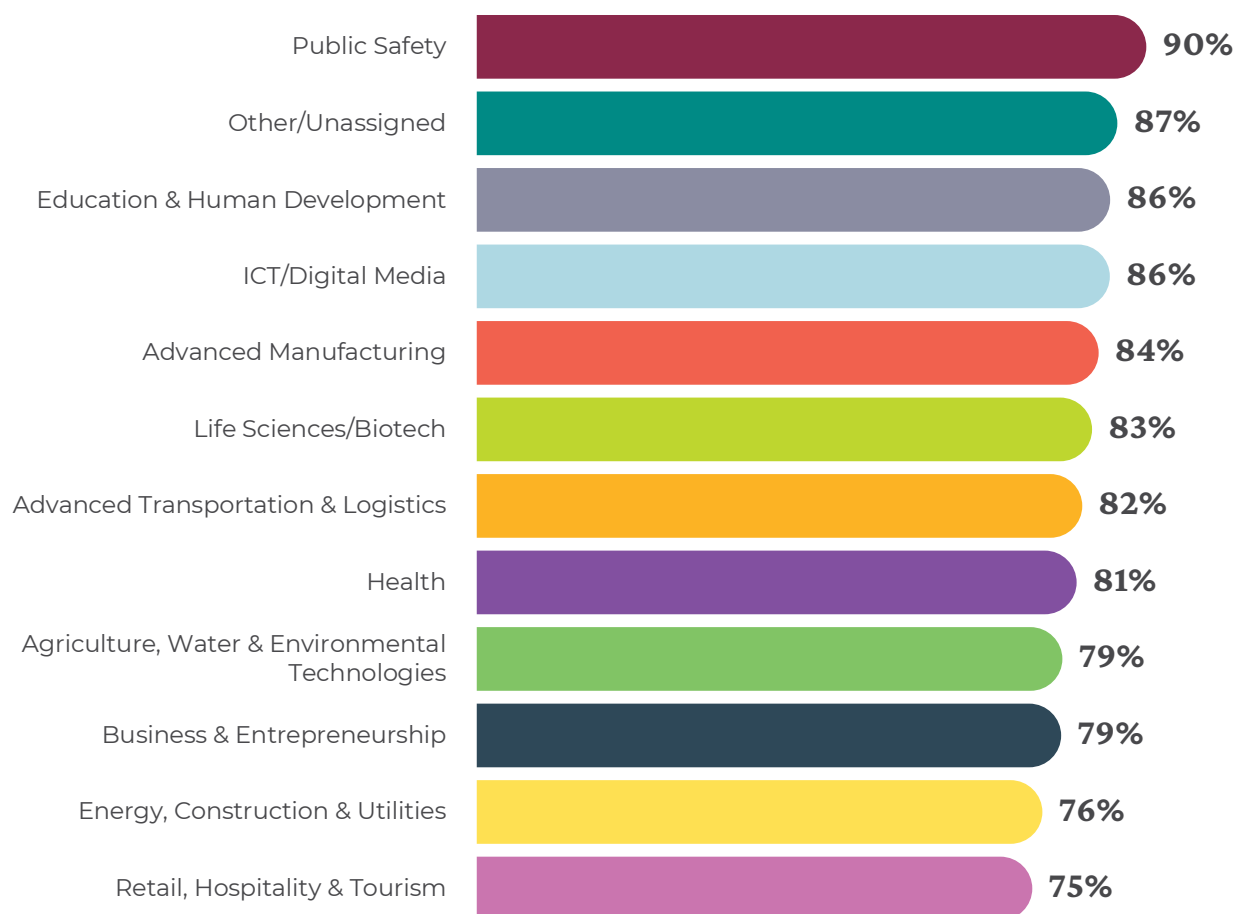
## SCC Region Job Quality Analysis, Continued

**Employer Sponsored Health Insurance by Sector**

Employer-sponsored health insurance rates provide a useful lens into job quality and benefits offered across the SCC Region. Employer-sponsored health insurance varies notably across the sectors. While some sectors consistently provide high levels of coverage, others show low coverage, which may reflect part-time, seasonal, or contract-heavy employment structures. Notable observations include:

- **Public Safety** has the highest rate of employer-sponsored coverage (90%), highlighting the stable benefits packages typically found in public sector careers.
- **Other/Unassigned** (87%), **Education and Human Development**, and **ICT/Digital Media** (86% each) also report high coverage, suggesting that these industries provide workers with above-average access to health benefits.
- **Advanced Manufacturing** (84%) and **Life Sciences and Biotechnology** (83%) rank just below the top tier, underscoring the strong support offered in technical and innovative fields.
- Sectors with the lowest coverage include **Retail, Hospitality and Tourism** (75%), **Energy, Construction and Utilities** (76%), **Business and Entrepreneurship** (79%), along with **Agriculture, Water and Environmental Technologies** (79%). These industries may rely more heavily on part-time, contract, or self-employed labor, resulting in reduced benefit availability.

Exhibit 15 shows the percentage of workers in these 155 High-Quality occupations, by sector, that have employer sponsored health insurance.

**Exhibit 15: Percentage of Workers with Employer-Sponsored Health Insurance by Sector**

SCC Region Job Quality Analysis, Continued

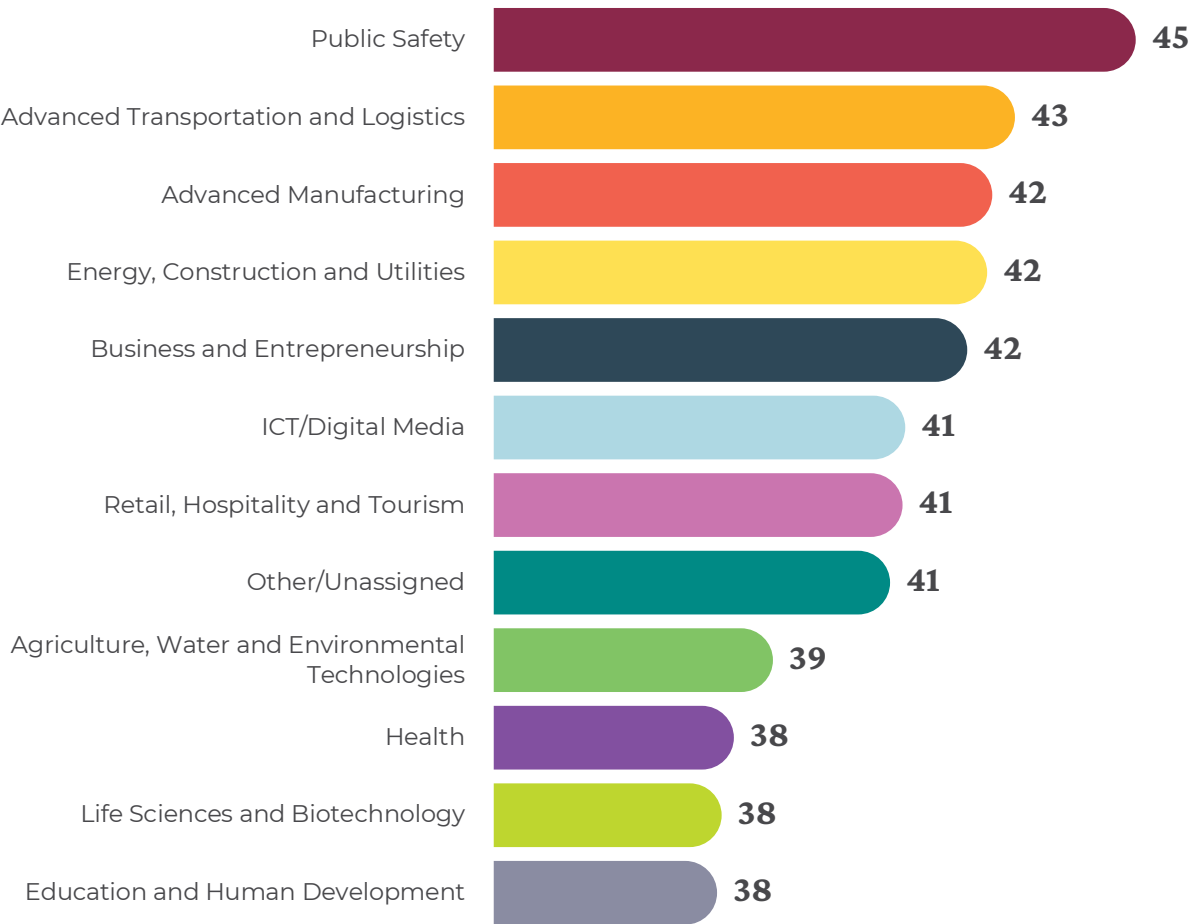
Hours Worked by Sector

Hours worked per week vary by sector and provide insight into workload intensity and career sustainability. Sectors associated with public safety and production typically demand longer schedules, while others allow for shorter or more flexible hours. Key findings include:

- **Public Safety** has the longest average workweek at 45 hours, reflecting the demanding schedules of firefighting and law enforcement personnel.
- **Advanced Transportation and Logistics** (43 hours), **Advanced Manufacturing, Business and Entrepreneurship**, and **Energy, Construction and Utilities** (42 hours each) also report longer hours, often tied to shift-based or production-driven demands.
- **ICT/Digital Media, Retail, Hospitality and Tourism**, and **Other/Unassigned** (41 hours each) fall in the middle, reflecting workloads close to a traditional full-time standard.
- **Agriculture, Water and Environmental Technologies** (39 hours) trends slightly below the full-time average, while **Health, Life Sciences and Biotechnology**, and **Education and Human Development** (all 38 hours) report the fewest hours worked, suggesting greater flexibility or prevalence of part-time employment.

Exhibit 16 shows the usual hours worked per week for these 155 High-Quality occupations by sector and weighted by the number of 2024 jobs.

Exhibit 16: Usual Hours Worked Per Week by Sector, Weighted by 2024 Jobs





## SCC Region Job Quality Analysis, Continued



### Lightcast Automation Index by Sector

The Lightcast Automation Index captures an occupation's risk of being affected by automation using four measures:

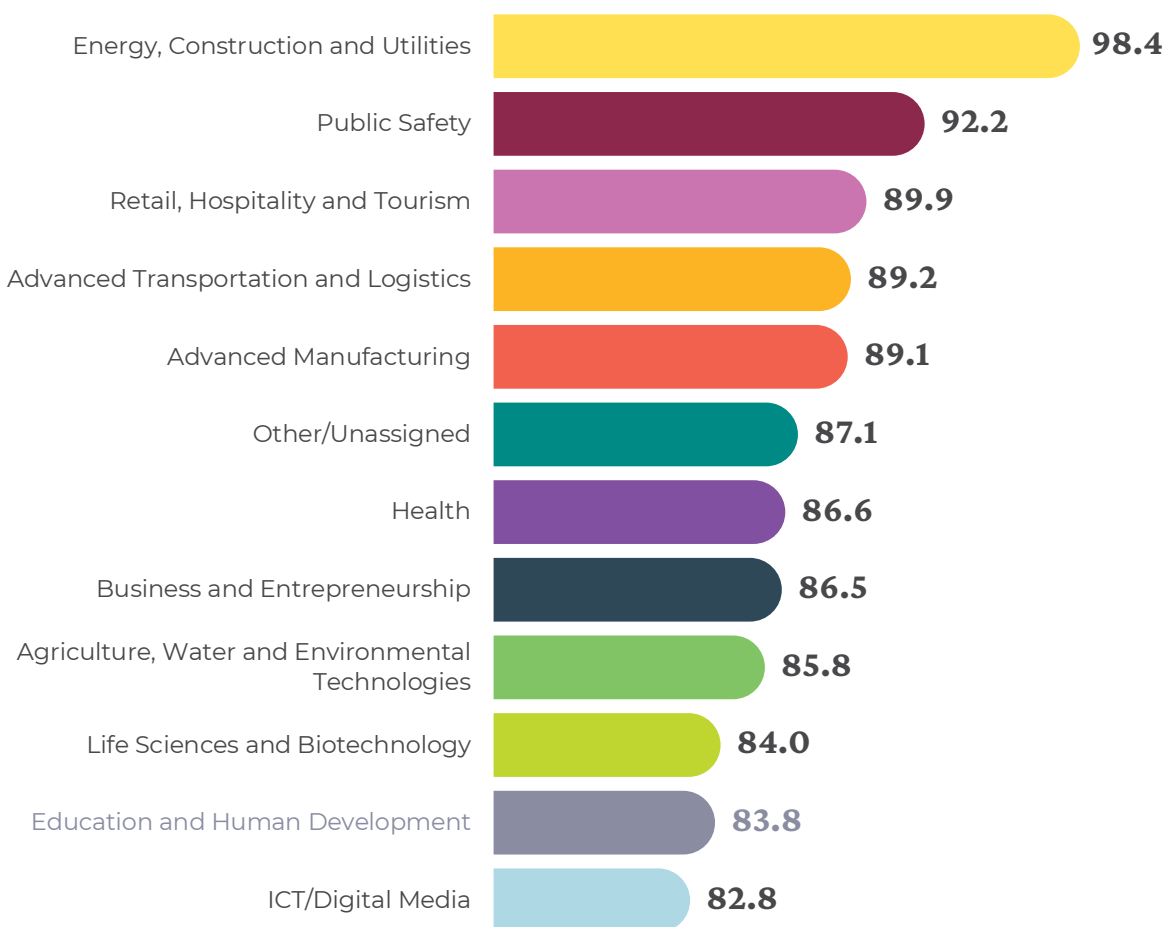
- % of time spent on high-risk work
- % of time spent on low-risk work
- Number of high-risk jobs in compatible occupations
- Overall industry automation risk

The Lightcast Automation Index is presented as a scale with a base of 100. An automation index greater than 100 indicates a higher-than-average risk of automation; conversely, an automation index less than 100 indicates a lower-than-average risk of automation. The following are notable sector Automation Index observations of the 155 High-Quality occupations analyzed in this report.

- **Energy, Construction, and Utilities** (98.4) has the highest risk for automation. However, it is still under the 100 baseline, indicating a lower-than-average risk of automation.
  - 3 of the 9 high quality occupations within this sector have an Automation Index over 100: *Operating Engineers and Other Construction Equipment Operators (47-2073)*, *Electrical Power-Line Installers and Repairers (49-9051)*, and *Electricians (47-2111)*.
  - Of all 155 high quality occupations, *Operating Engineers and Other Construction Equipment Operators (47-2073)*, has the highest risk of automation (120.3).
- Conversely, **ICT/Digital Media** (82.8) and **Education and Human Development** (83.8) have the lowest automation risk.

## SCC Region Job Quality Analysis, Continued

Exhibit 17 shows each sector's automation risk according to the Lightcast Automation Index.

**Exhibit 17: Lightcast Automation Index by Sector**

## SCC Region Job Quality Analysis, Continued

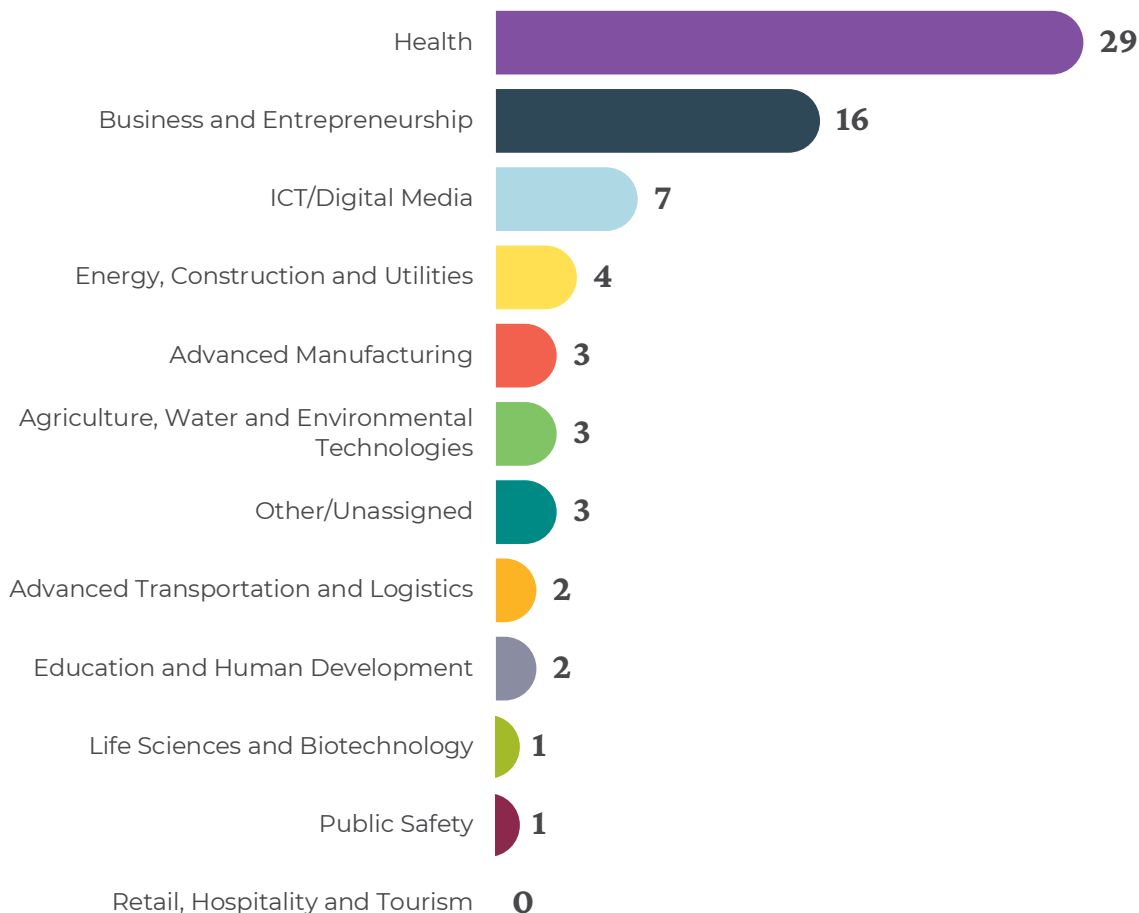
**U.S. News & World Report 2025 Best Jobs by Sector**

U.S. News considers several factors in its Best Jobs rankings, including projected growth, salary, stress level, and work-life balance. Each occupation analyzed in this report received one point if they were on the U.S. News and World Report 100 Best Jobs 2025 list. Notably, nearly half (46%) of the 155 High-Quality occupations are on U.S. News 100 Best Jobs of 2025 list.

The following are notable sector observations of High-Quality occupations that are on U.S. News & World Report 100 Best Jobs of 2025 list.

- The **Health** sector boasts the greatest number of occupations in the U.S. News & World Report 2025 Best Job list (29), followed by **Business and Entrepreneurship** (16).
- The **Life Sciences and Biotechnology** (1) and **Public Safety** (1) sectors have the fewest number of occupations that meet the U.S. News & World Report 2025 Best Job criteria.
- **Retail, Hospitality and Tourism** is the only sector without at least one occupation meeting this criterion.

Exhibit 18 shows the number of occupations, by sector, that are included in the U.S. News & World Report 2025 Best Job list.

**Exhibit 18: Number of U.S. News & World Report 2025 Best Jobs by Sector**

## SCC Region Job Quality Analysis, Continued

## Leading the Way: The Nine-for-Nine Occupations

Of the 155 total High-Quality occupations, only 28% (43) met all criteria. Above middle-skill occupations accounted for 76% (33) of these occupations and middle-skill occupations accounted for 24% (10). These 43 occupations represent 111,975 jobs, are projected to grow 5% through 2024, and are projected to have 8,638 annual job openings. The following are key data points for these occupations that are leading the way in the SCC Region.

### Middle-Skill

These **10 middle-skill occupations** leading the way represent five sectors: Health (5), Advanced Transportation and Logistics (2), Business and Entrepreneurship (1), ICT/Digital Media (1), and Public Safety (1). Occupations in this group include:

- General and Operations Managers (11-1021)
- Logisticians (13-1081)
- Computer Network Architects (15-1241)
- Forensic Science Technicians (19-4092)
- Respiratory Therapists (29-1126)
- Registered Nurses (29-1141)



**41,582**  
Jobs in 2024



**6%**  
5-Year % Change



**3,381**  
Annual Openings (Demand)



**\$32.46 – \$52.95**  
Entry-Level Wages



**85%**  
Employer-Sponsored Health Insurance



**33 – 45**  
Hours Worked



**82.1 – 96.8**  
Automation Index Range



**10**  
USN&WR Best Jobs

### Above Middle-Skill

These **33 above middle-skill occupations** leading the way represent seven sectors: Business and Entrepreneurship (11), Health (14), ICT/Digital Media (5), Advanced Manufacturing (3), Energy, Construction and Utilities (3), Education and Human Development (1), and Other/Unassigned (1). Occupations in this group include:

- Project Management Specialists (13-1082)
- Software Developers (15-1252)
- Civil Engineers (17-2051)
- Electrical Engineers (17-2071)
- Lawyers (23-1011)
- Librarians and Media Collections Specialists (25-4022)
- Occupational Therapists (29-1122)



**70,393**  
Jobs in 2024



**5%**  
5-Year % Change



**5,257**  
Annual Openings (Demand)



**\$29.06 – \$70.89**  
Entry-Level Wages



**82%**  
Employer-Sponsored Health Insurance



**33 – 45**  
Hours Worked



**75.2 – 96.4**  
Automation Index Range



**33**  
USN&WR Best Jobs



• Advanced Manufacturing



101 Total Occupations



7 High-Quality Occupations



7  
Low-Risk of  
Automation



3  
*US News & World  
Report Best Job*



78% – 95%  
Employer Sponsored  
Health Insurance



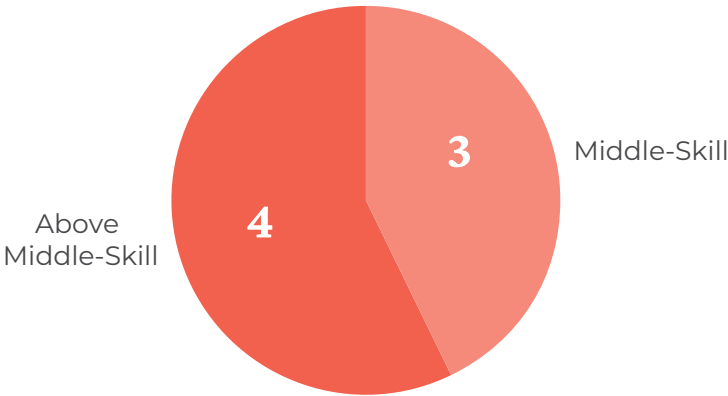
40 – 46  
Hours Worked



7  
Met the  
SSS Living Wage  
(\$25.12)



6  
Met the  
MIT Living Wage  
(\$28.94)



High-Quality Occupations Key Figures

9,293  
Jobs in 2024

807  
Annual Openings

3%  
5-Year % Change

\$27.21 – \$46.95  
Entry-Level Wages

## Advanced Manufacturing, Continued

Exhibit 19 shows the seven High-Quality occupations analyzed in the **Advanced Manufacturing** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 19: Advanced Manufacturing High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
17-2071	Electrical Engineers	Above Middle-Skill	1,259	1,290	31	2%	78	\$46.95	84.8	87%	41	Yes	<b>9</b>
17-2112	Industrial Engineers	Above Middle-Skill	1,185	1,296	111	9%	96	\$42.11	92	88%	42	Yes	<b>9</b>
17-2141	Mechanical Engineers	Above Middle-Skill	1,686	1,766	80	5%	111	\$43.69	83.4	95%	42	Yes	<b>9</b>
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Middle-Skill	583	593	9	2%	53	\$32.63	92.1	80%	40	No	<b>8</b>
19-5011	Occupational Health and Safety Specialists	Above Middle-Skill	730	781	52	7%	84	\$35.85	92.5	88%	46	No	<b>8</b>
17-3023	Electrical and Electronic Engineering Technologists and Technicians	Middle-Skill	943	908	(35)	(4%)	86	\$31.58	98.6	79%	41	No	<b>7</b>
51-1011	First-Line Supervisors of Production and Operating Workers	Middle-Skill	2,906	2,969	63	2%	299	\$27.21	88.6	78%	44	No	<b>7</b>

Numbers may not add due to rounding.



• Advanced Transportation and Logistics

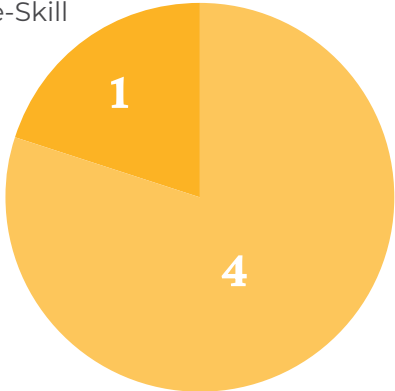


62 Total Occupations



5 High-Quality Occupations

Above  
Middle-Skill



Middle-Skill



5  
Low-Risk of  
Automation



2  
*US News & World  
Report Best Job*



69% – 95%  
Employer Sponsored  
Health Insurance



38 – 45  
Hours Worked



5  
Met the  
SSS Living Wage  
(\$25.12)



5  
Met the  
MIT Living Wage  
(\$28.94)

High-Quality Occupations Key Figures

6,779  
Jobs in 2024

660  
Annual Openings

4%  
5-Year % Change

\$32.05 – \$90.72  
Entry-Level Wages

## Advanced Transportation and Logistics, Continued

Exhibit 20 shows the five High-Quality occupations analyzed in the **Advanced Transportation and Logistics** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 20: Advanced Transportation and Logistics High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	US-N&WR 2025 Best Job	Total Points
13-1081	Logisticians	Middle-Skill	1,839	1,952	114	6%	182	\$35.77	82.1	72%	43	Yes	<b>9</b>
53-2012	Commercial Pilots	Middle-Skill	574	626	52	9%	82	\$37.71	89.6	95%	38	Yes	<b>9</b>
11-3071	Transportation, Storage, and Distribution Managers	Middle-Skill	1,200	1,233	33	3%	106	\$36.94	88.2	69%	41	No	<b>8</b>
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	Middle-Skill	2,817	2,904	88	3%	247	\$32.05	94	82%	45	No	<b>8</b>
53-2011	Airline Pilots, Copilots, and Flight Engineers	Above Middle-Skill	350	349	0	0%	42	\$90.72	91.5	95%	38	No	<b>7</b>

Numbers may not add due to rounding.





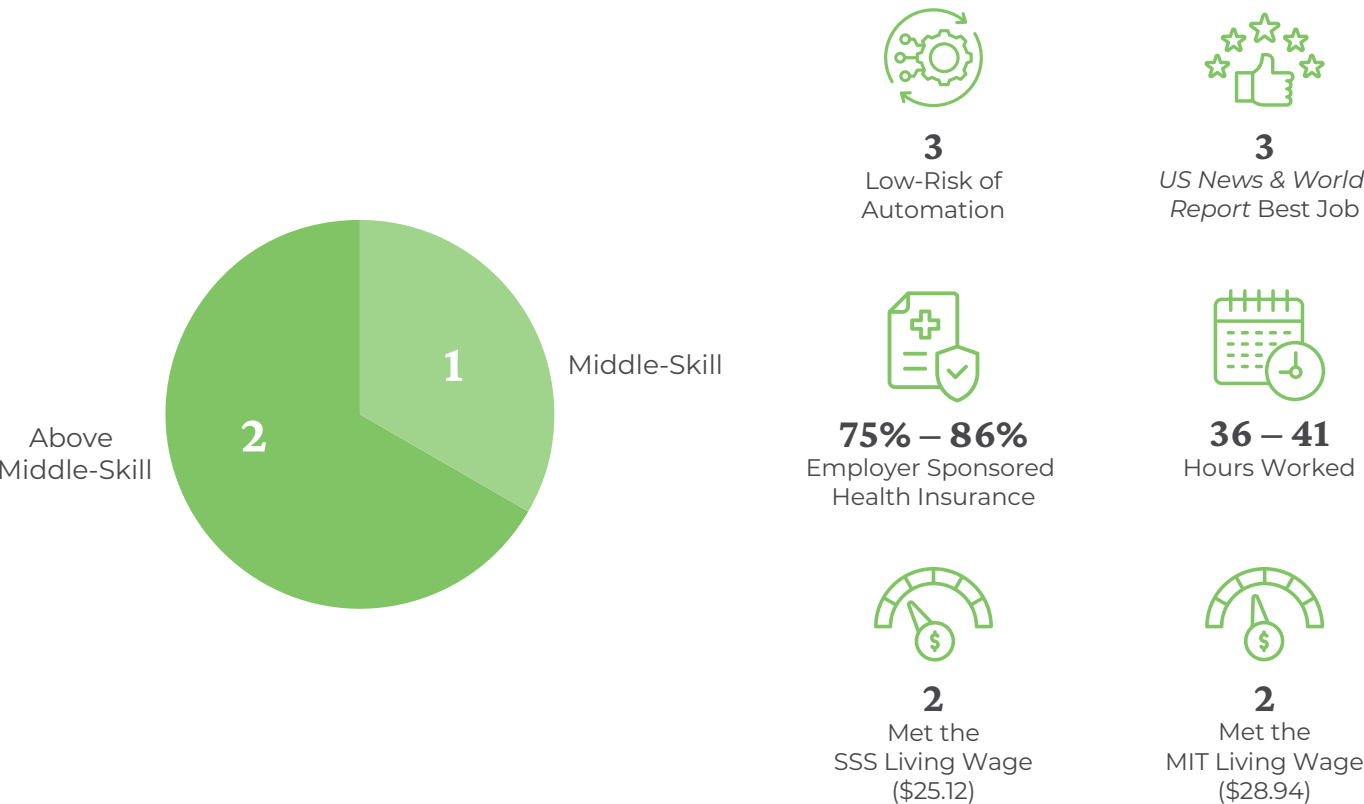
• Agriculture, Water and Environmental Technologies



42 Total Occupations



3 High-Quality Occupations



High-Quality Occupations Key Figures

1,690  
Jobs in 2024

150  
Annual Openings

10%  
5-Year % Change

\$22.51 – \$51.58  
Entry-Level Wages

Agriculture, Water and Environmental Technologies, Continued

Exhibit 21 shows the three High-Quality occupations analyzed in the **Agriculture, Water and Environmental Technologies** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 21: Agriculture, Water and Environmental Technologies High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
29-1131	Veterinarians	Above Middle-Skill	649	714	65	10%	32	\$51.58	83.1	82%	41	Yes	8
17-2081	Environmental Engineers	Above Middle-Skill	236	243	7	3%	17	\$45.81	76.6	86%	40	Yes	7
29-2056	Veterinary Technologists and Technicians	Middle-Skill	805	906	101	13%	101	\$22.51	90.7	75%	36	Yes	7

Numbers may not add due to rounding.



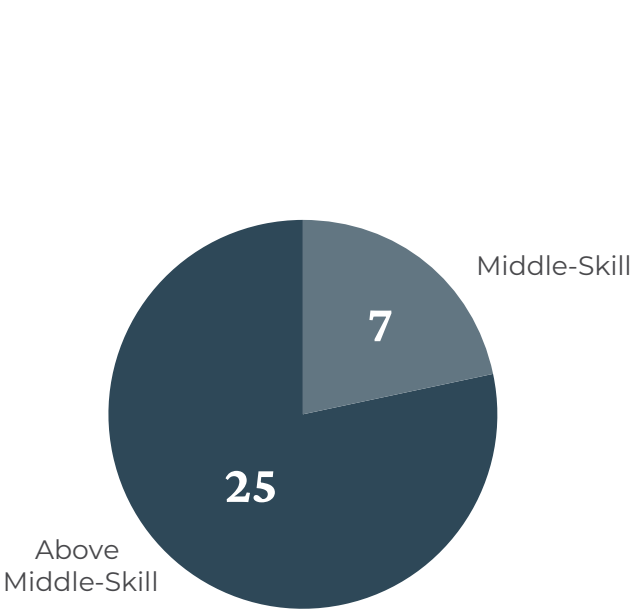
• Business and Entrepreneurship



101 Total Occupations



32 High-Quality Occupations



32  
Low-Risk of  
Automation



16  
*US News & World  
Report Best Job*



65% – 100%  
Employer Sponsored  
Health Insurance



33 – 48  
Hours Worked



32  
Met the  
SSS Living Wage  
(\$25.12)



25  
Met the  
MIT Living Wage  
(\$28.94)

High-Quality Occupations Key Figures

93,330  
Jobs in 2024

7,938  
Annual Openings

2%  
5-Year % Change

\$27.06 – \$56.20  
Entry-Level Wages

## Business and Entrepreneurship, Continued

Exhibit 22 shows the 32 High-Quality occupations analyzed in the ***Business and Entrepreneurship*** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 22: Business and Entrepreneurship High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-2021	Marketing Managers	Above Middle-Skill	1,840	1,862	22	1%	154	\$50.89	76.7	86%	44	Yes	9
11-3031	Financial Managers	Above Middle-Skill	3,810	3,967	157	4%	301	\$56.20	85.8	86%	42	Yes	9
11-3121	Human Resources Managers	Above Middle-Skill	1,112	1,122	10	1%	89	\$56.08	84	91%	44	Yes	9
11-9151	Social and Community Service Managers	Above Middle-Skill	2,178	2,365	187	9%	216	\$31.53	85.7	84%	40	Yes	9
11-1011	Chief Executives	Above Middle-Skill	2,331	2,374	44	2%	168	\$47.59	82	73%	45	Yes	9
11-1021	General and Operations Managers	Middle-Skill	15,173	15,772	599	4%	1,366	\$35.81	82.2	78%	45	Yes	9
13-1082	Project Management Specialists	Above Middle-Skill	4,666	4,791	125	3%	356	\$37.50	86.8	83%	41	Yes	9
13-1111	Management Analysts	Above Middle-Skill	5,263	5,428	165	3%	463	\$36.15	91.1	73%	38	Yes	9
13-2011	Accountants and Auditors	Above Middle-Skill	7,481	7,533	52	1%	599	\$33.39	93.1	84%	41	Yes	9
13-2051	Financial and Investment Analysts	Above Middle-Skill	1,439	1,459	21	1%	97	\$38.79	89	82%	42	Yes	9
13-2052	Personal Financial Advisors	Above Middle-Skill	1,385	1,418	33	2%	99	\$36.05	89.4	76%	41	Yes	9
15-2031	Operations Research Analysts	Above Middle-Skill	446	483	37	8%	37	\$35.32	91.2	96%	39	Yes	9
11-2022	Sales Managers	Above Middle-Skill	4,466	4,364	(102)	(2%)	338	\$36.22	85.7	90%	45	Yes	8
11-3012	Administrative Services Managers	Middle-Skill	1,797	1,831	34	2%	155	\$40.79	81	88%	41	No	8
11-3013	Facilities Managers	Middle-Skill	951	993	42	4%	89	\$38.01	81	96%	41	No	8
11-3051	Industrial Production Managers	Above Middle-Skill	1,576	1,593	18	1%	120	\$46.21	80.9	77%	45	No	8
13-1071	Human Resources Specialists	Above Middle-Skill	4,652	4,733	80	2%	407	\$30.50	83.8	82%	42	No	8
13-1141	Compensation, Benefits, and Job Analysis Specialists	Above Middle-Skill	698	698	0	0%	51	\$30.47	86.4	93%	39	No	8
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	4,239	4,323	84	2%	392	\$27.06	88.6	69%	38	Yes	8



## Business and Entrepreneurship, Continued

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-3061	Purchasing Managers	Above Middle-Skill	345	361	16	5%	30	\$48.84	88.7	87%	40	No	<b>7</b>
11-9199	Managers, All Other	Above Middle-Skill	8,162	8,239	77	1%	648	\$28.05	84.5	74%	43	No	<b>7</b>
13-1028	Buyers and Purchasing Agents	Middle-Skill	2,528	2,614	87	3%	263	\$28.68	93.4	82%	40	No	<b>7</b>
13-1031	Claims Adjusters, Examiners, and Investigators	Middle-Skill	814	768	(45)	(6%)	55	\$35.29	89.4	87%	42	No	<b>7</b>
13-1051	Cost Estimators	Middle-Skill	1,437	1,440	4	0%	127	\$27.99	96.5	75%	42	No	<b>7</b>
13-1131	Fundraisers	Above Middle-Skill	714	738	24	3%	61	\$28.69	85.8	90%	38	No	<b>7</b>
13-1199	Business Operations Specialists, All Other	Above Middle-Skill	8,239	8,406	168	2%	739	\$28.31	86.8	78%	41	No	<b>7</b>
13-2099	Financial Specialists, All Other	Above Middle-Skill	823	821	(3)	0%	61	\$30.84	89	91%	41	No	<b>7</b>
15-2011	Actuaries	Above Middle-Skill	105	106	1	1%	6	\$43.98	75	100%	48	Yes	<b>7</b>
19-3032	Industrial-Organizational Psychologists	Above Middle-Skill	14	15	1	4%	1	\$43.93	87	65%	33	Yes	<b>7</b>
27-3031	Public Relations Specialists	Above Middle-Skill	1,361	1,398	37	3%	119	\$28.34	90	86%	42	No	<b>7</b>
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Above Middle-Skill	794	748	(46)	(6%)	70	\$30.82	93.5	75%	42	No	<b>7</b>
43-6011	Executive Secretaries and Executive Administrative Assistants	Middle-Skill	2,495	2,493	(1)	0%	262	\$32.63	92.4	84%	38	No	<b>7</b>

Numbers may not add due to rounding.



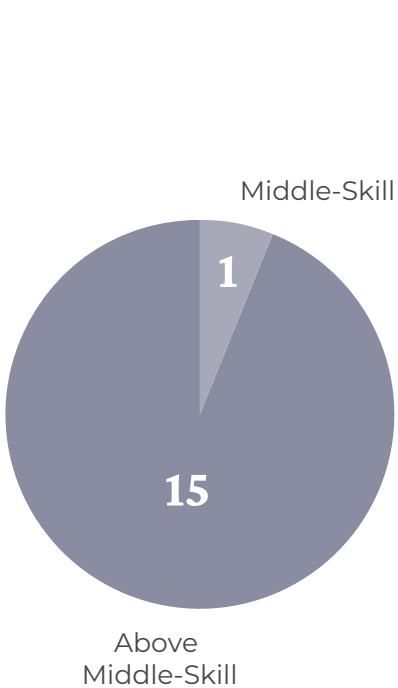
• Education and Human Development



35 Total Occupations



16 High-Quality Occupations



16  
Low-Risk of  
Automation



2  
*US News & World  
Report Best Job*



75% – 94%  
Employer Sponsored  
Health Insurance



31 – 43  
Hours Worked



15  
Met the  
SSS Living Wage  
(\$25.12)



14  
Met the  
MIT Living Wage  
(\$28.94)

High-Quality Occupations Key Figures

40,963  
Jobs in 2024

3,412  
Annual Openings

3%  
5-Year % Change

\$21.78 – \$59.98  
Entry-Level Wages

## Education and Human Development, Continued

Exhibit 23 shows the 16 High-Quality occupations analyzed in the **Education and Human Development** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 23: Education and Human Development High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
25-4022	Librarians and Media Collections Specialists	Above Middle-Skill	638	666	28	4%	65	\$31.52	96.4	89%	36	Yes	<b>9</b>
11-9032	Education Administrators, Kindergarten through Secondary	Above Middle-Skill	1,819	1,861	42	2%	139	\$59.98	79.2	88%	43	No	<b>8</b>
11-9033	Education Administrators, Postsecondary	Above Middle-Skill	953	967	14	1%	73	\$43.49	79.6	88%	43	No	<b>8</b>
11-9039	Education Administrators, All Other	Above Middle-Skill	615	645	31	5%	49	\$31.03	82.7	88%	43	No	<b>8</b>
21-1012	Educational, Guidance, and Career Counselors and Advisors	Above Middle-Skill	2,728	2,808	80	3%	232	\$33.34	80	91%	36	No	<b>8</b>
25-1099	Postsecondary Teachers	Above Middle-Skill	10,218	10,533	315	3%	903	\$32.92	86.6	85%	37	No	<b>8</b>
25-2012	Kindergarten Teachers, Except Special Education	Middle-Skill	533	555	22	4%	66	\$34.98	82.5	76%	35	No	<b>8</b>
25-2021	Elementary School Teachers, Except Special Education	Above Middle-Skill	7,657	7,884	227	3%	590	\$35.29	82.3	85%	38	No	<b>8</b>
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Above Middle-Skill	2,578	2,669	91	4%	201	\$34.49	84.5	85%	38	No	<b>8</b>
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Above Middle-Skill	5,371	5,525	154	3%	386	\$36.76	84.9	91%	40	No	<b>8</b>
25-2052	Special Education Teachers, Kindergarten and Elementary School	Above Middle-Skill	1,053	1,092	39	4%	84	\$35.58	83.7	84%	38	No	<b>8</b>
25-2058	Special Education Teachers, Secondary School	Above Middle-Skill	407	429	22	5%	34	\$36.81	81.8	84%	38	No	<b>8</b>
25-2059	Special Education Teachers, All Other	Above Middle-Skill	454	467	13	3%	36	\$32.47	77.1	84%	38	No	<b>8</b>
25-9031	Instructional Coordinators	Above Middle-Skill	1,158	1,202	44	4%	115	\$33.39	88.5	77%	31	No	<b>8</b>



Education and Human Development, Continued

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
21-1013	Marriage and Family Therapists	Above Middle-Skill	1,881	1,990	109	6%	171	\$21.78	79.1	75%	34	Yes	7
21-1021	Child, Family, and School Social Workers	Above Middle-Skill	2,900	3,047	147	5%	268	\$26.13	83.7	94%	38	No	7

Numbers may not add due to rounding.





• Energy, Construction and Utilities



112 Total Occupations



9 High-Quality Occupations



6  
Low-Risk of  
Automation



4  
*US News & World  
Report Best Job*



64% – 100%  
Employer Sponsored  
Health Insurance



40 – 52  
Hours Worked



9  
Met the  
SSS Living Wage  
(\$25.12)



8  
Met the  
MIT Living Wage  
(\$28.94)

Above  
Middle-Skill



Middle-Skill

High-Quality Occupations Key Figures

14,349  
Jobs in 2024

1,239  
Annual Openings

3%  
5-Year % Change

\$25.97 – \$70.89  
Entry-Level Wages

## Energy, Construction and Utilities, Continued

Exhibit 24 shows the nine High-Quality occupations analyzed in the **Energy, Construction and Utilities** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 24: Energy, Construction and Utilities High-Quality Occupations  
(sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-9041	Architectural and Engineering Managers	Above Middle-Skill	1,423	1,451	28	2%	100	\$70.89	80.7	92%	45	Yes	<b>9</b>
17-1011	Architects, Except Landscape and Naval	Above Middle-Skill	792	806	14	2%	54	\$30.39	76.6	74%	41	Yes	<b>9</b>
17-2051	Civil Engineers	Above Middle-Skill	2,870	2,934	64	2%	190	\$41.90	81.7	82%	40	Yes	<b>9</b>
17-3022	Civil Engineering Technologists and Technicians	Middle-Skill	428	428	1	0%	38	\$30.98	92.4	80%	40	No	<b>8</b>
19-2041	Environmental Scientists and Specialists, Including Health	Above Middle-Skill	627	648	20	3%	62	\$34.85	74.6	100%	47	No	<b>8</b>
47-2073	Operating Engineers and Other Construction Equipment Operators	Middle-Skill	2,453	2,542	89	4%	228	\$30.36	120.3	74%	43	No	<b>7</b>
47-2111	Electricians	Middle-Skill	3,971	4,106	135	3%	385	\$25.97	110.3	66%	42	Yes	<b>7</b>
47-4011	Construction and Building Inspectors	Middle-Skill	1,003	1,007	4	0%	111	\$32.26	92.7	64%	40	No	<b>7</b>
49-9051	Electrical Power-Line Installers and Repairers	Middle-Skill	783	819	36	5%	70	\$40.08	114	92%	52	No	<b>7</b>

Numbers may not add due to rounding.



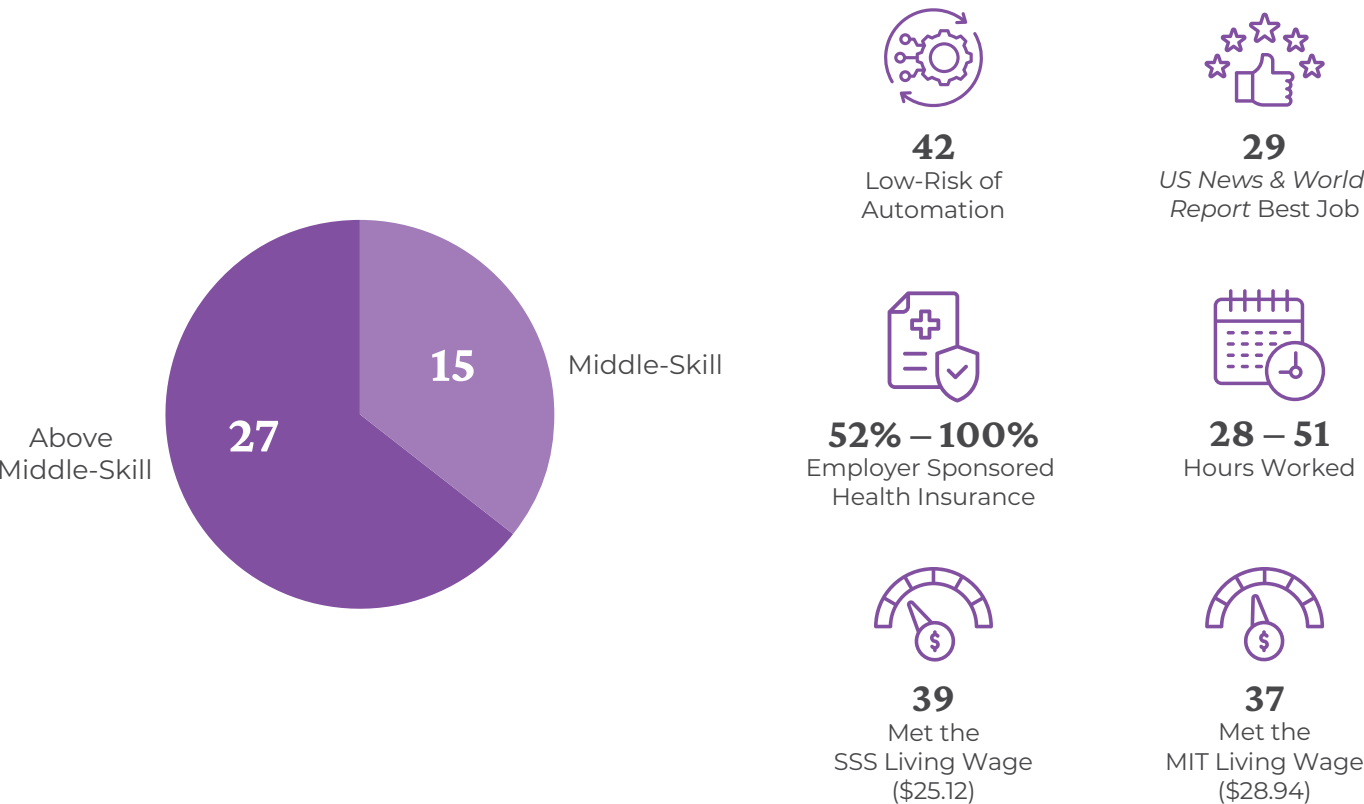
• Health



101 Total Occupations



42 High-Quality Occupations



High-Quality Occupations Key Figures

54,409  
Jobs in 2024

4,537  
Annual Openings

8%  
5-Year % Change

\$20.98 – \$115.70  
Entry-Level Wages

## Health, Continued

Exhibit 25 shows the 42 High-Quality occupations analyzed in the **Health** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 25: Health High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-9111	Medical and Health Services Managers	Above Middle-Skill	3,473	4,052	578	17%	381	\$38.25	75.2	82%	41	Yes	<b>9</b>
19-3039	Psychologists, All Other	Above Middle-Skill	699	763	64	9%	57	\$29.06	80.2	65%	33	Yes	<b>9</b>
29-1031	Dietitians and Nutritionists	Above Middle-Skill	562	608	46	8%	47	\$35.40	84.7	82%	33	Yes	<b>9</b>
29-1051	Pharmacists	Above Middle-Skill	1,790	1,831	42	2%	77	\$66.68	89.1	78%	36	Yes	<b>9</b>
29-1071	Physician Assistants	Above Middle-Skill	641	748	107	17%	56	\$63.37	87.8	88%	41	Yes	<b>9</b>
29-1122	Occupational Therapists	Above Middle-Skill	692	762	70	10%	51	\$46.70	87.3	74%	34	Yes	<b>9</b>
29-1123	Physical Therapists	Above Middle-Skill	1,430	1,563	133	9%	82	\$46.11	85.5	75%	39	Yes	<b>9</b>
29-1126	Respiratory Therapists	Middle-Skill	741	811	70	9%	49	\$42.68	93.2	91%	38	Yes	<b>9</b>
29-1127	Speech-Language Pathologists	Above Middle-Skill	960	1,079	119	12%	77	\$44.10	87.5	82%	34	Yes	<b>9</b>
29-1141	Registered Nurses	Middle-Skill	15,982	16,999	1,017	6%	1,060	\$51.89	85.3	91%	37	Yes	<b>9</b>
29-1171	Nurse Practitioners	Above Middle-Skill	994	1,264	270	27%	102	\$64.73	83.2	84%	36	Yes	<b>9</b>
29-1292	Dental Hygienists	Middle-Skill	1,402	1,487	85	6%	115	\$52.95	96.8	66%	33	Yes	<b>9</b>
29-2034	Radiologic Technologists and Technicians	Middle-Skill	1,085	1,154	68	6%	73	\$39.47	94.1	81%	39	Yes	<b>9</b>
29-2061	Licensed Practical and Licensed Vocational Nurses	Middle-Skill	3,814	4,069	255	7%	367	\$32.46	84.8	82%	38	Yes	<b>9</b>
19-1042	Medical Scientists, Except Epidemiologists	Above Middle-Skill	736	775	39	5%	46	\$50.02	78.6	88%	42	No	<b>8</b>
19-3033	Clinical and Counseling Psychologists	Above Middle-Skill	721	776	55	8%	48	\$36.78	85.4	68%	37	No	<b>8</b>
19-3034	School Psychologists	Above Middle-Skill	549	558	9	2%	35	\$49.10	85.4	100%	42	No	<b>8</b>
21-1022	Healthcare Social Workers	Above Middle-Skill	1,142	1,267	125	11%	125	\$32.37	83.5	70%	36	No	<b>8</b>
29-1021	Dentists, General	Above Middle-Skill	1,187	1,224	37	3%	45	\$58.20	87.9	52%	37	Yes	<b>8</b>
29-1229	Physicians, All Other	Above Middle-Skill	1,110	1,165	55	5%	41	\$40.37	88.9	76%	46	No	<b>8</b>



## Health, Continued

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
29-2031	Cardiovascular Technologists and Technicians	Middle-Skill	552	560	8	1%	36	\$30.73	91.7	90%	39	No	<b>8</b>
29-2032	Diagnostic Medical Sonographers	Middle-Skill	439	475	36	8%	30	\$41.21	93.3	90%	38	Yes	<b>8</b>
29-2043	Paramedics	Middle-Skill	750	846	96	13%	57	\$31.36	83.7	83%	51	No	<b>8</b>
29-2053	Psychiatric Technicians	Middle-Skill	864	957	93	11%	96	\$35.55	79.4	71%	36	No	<b>8</b>
29-2055	Surgical Technologists	Middle-Skill	514	556	41	8%	39	\$31.91	89	75%	36	No	<b>8</b>
31-2021	Physical Therapist Assistants	Middle-Skill	425	502	77	18%	83	\$35.61	88.1	78%	28	Yes	<b>8</b>
19-1041	Epidemiologists	Above Middle-Skill	50	57	8	15%	4	\$42.60	75	88%	42	Yes	<b>7</b>
21-1023	Mental Health and Substance Abuse Social Workers	Above Middle-Skill	954	1,059	105	11%	96	\$25.57	81.7	91%	34	No	<b>7</b>
21-1029	Social Workers, All Other	Above Middle-Skill	531	565	34	6%	52	\$25.44	81.9	85%	41	No	<b>7</b>
21-1094	Community Health Workers	Middle-Skill	522	569	47	9%	63	\$22.89	80.6	74%	34	Yes	<b>7</b>
29-1161	Nurse Midwives	Above Middle-Skill	38	41	3	9%	2	\$69.50	86.3	84%	36	Yes	<b>7</b>
29-1214	Emergency Medicine Physicians	Above Middle-Skill	224	230	5	2%	8	\$67.93	88.9	76%	46	Yes	<b>7</b>
29-1215	Family Medicine Physicians	Above Middle-Skill	975	980	6	1%	31	\$77.15	85.2	76%	46	No	<b>7</b>
29-1216	General Internal Medicine Physicians	Above Middle-Skill	438	442	4	1%	14	\$115.00	83.3	76%	46	No	<b>7</b>
29-1218	Obstetricians and Gynecologists	Above Middle-Skill	81	82	0	0%	3	\$115.70	83	76%	46	Yes	<b>7</b>
29-1221	Pediatricians, General	Above Middle-Skill	161	165	4	2%	6	\$111.79	82.7	76%	46	Yes	<b>7</b>
29-1223	Psychiatrists	Above Middle-Skill	235	239	3	1%	7	\$85.57	85.8	76%	46	Yes	<b>7</b>
29-2072	Medical Records Specialists	Middle-Skill	941	994	53	6%	77	\$21.91	92.1	85%	38	Yes	<b>7</b>
29-2091	Orthotists and Prosthetists	Above Middle-Skill	51	54	3	6%	5	\$33.02	91.1	83%	38	Yes	<b>7</b>
29-9092	Genetic Counselors	Above Middle-Skill	10	12	2	17%	1	\$51.04	85.6	88%	40	Yes	<b>7</b>
31-2011	Occupational Therapy Assistants	Middle-Skill	168	198	31	18%	27	\$33.72	87.3	91%	34	Yes	<b>7</b>
31-9092	Medical Assistants	Middle-Skill	5,771	6,193	422	7%	865	\$20.98	97.3	79%	38	Yes	<b>7</b>

Numbers may not add due to rounding.

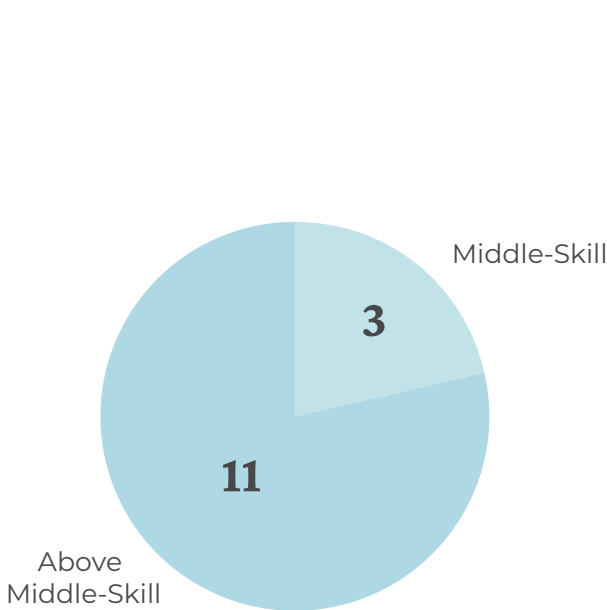
• ICT/Digital Media



49 Total Occupations



14 High-Quality Occupations



14  
Low-Risk of  
Automation



7  
*US News & World  
Report Best Job*



59% – 93%  
Employer Sponsored  
Health Insurance



38 – 45  
Hours Worked



14  
Met the  
SSS Living Wage  
(\$25.12)



12  
Met the  
MIT Living Wage  
(\$28.94)

High-Quality Occupations Key Figures

23,010  
Jobs in 2024

1,520  
Annual Openings

2%  
5-Year % Change

\$25.39 – \$67.01  
Entry-Level Wages

## ICT/Digital Media, Continued

Exhibit 26 shows the 14 High-Quality occupations analyzed in the **ICT/Digital Media** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 26: ICT/Digital Media High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	US-N&WR 2025 Best Job	Total Points
11-3021	Computer and Information Systems Managers	Above Middle-Skill	2,780	2,894	115	4%	213	\$67.01	79.9	93%	43	Yes	<b>9</b>
15-1211	Computer Systems Analysts	Above Middle-Skill	2,095	2,126	31	1%	133	\$45.75	81.7	87%	40	Yes	<b>9</b>
15-1212	Information Security Analysts	Above Middle-Skill	583	640	57	10%	45	\$47.61	86.4	80%	41	Yes	<b>9</b>
15-1241	Computer Network Architects	Middle-Skill	621	626	5	1%	36	\$47.36	87.1	91%	45	Yes	<b>9</b>
15-1252	Software Developers	Above Middle-Skill	6,566	6,780	214	3%	396	\$55.46	80.2	89%	41	Yes	<b>9</b>
15-2051	Data Scientists	Above Middle-Skill	1,022	1,146	124	12%	85	\$40.99	83.4	88%	40	Yes	<b>9</b>
27-2012	Producers and Directors	Above Middle-Skill	1,000	1,068	68	7%	90	\$25.39	89.1	66%	45	Yes	<b>8</b>
15-1221	Computer and Information Research Scientists	Above Middle-Skill	486	517	32	7%	37	\$42.82	78.5	59%	43	No	<b>7</b>
15-1231	Computer Network Support Specialists	Middle-Skill	543	534	(9)	(2%)	36	\$29.66	86.9	83%	39	No	<b>7</b>
15-1244	Network and Computer Systems Administrators	Middle-Skill	1,230	1,189	(41)	(3%)	65	\$35.88	87.2	89%	42	No	<b>7</b>
15-1251	Computer Programmers	Above Middle-Skill	657	599	(58)	(9%)	37	\$31.60	83.3	81%	38	No	<b>7</b>
15-1253	Software Quality Assurance Analysts and Testers	Above Middle-Skill	727	724	(3)	0%	45	\$38.32	80.2	90%	43	No	<b>7</b>
15-1299	Computer Occupations, All Other	Above Middle-Skill	3,501	3,555	54	2%	234	\$27.81	85.5	85%	38	No	<b>7</b>
17-2072	Electronics Engineers, Except Computer	Above Middle-Skill	1,199	1,164	(34)	(3%)	67	\$55.13	85.4	87%	41	No	<b>7</b>

Numbers may not add due to rounding.

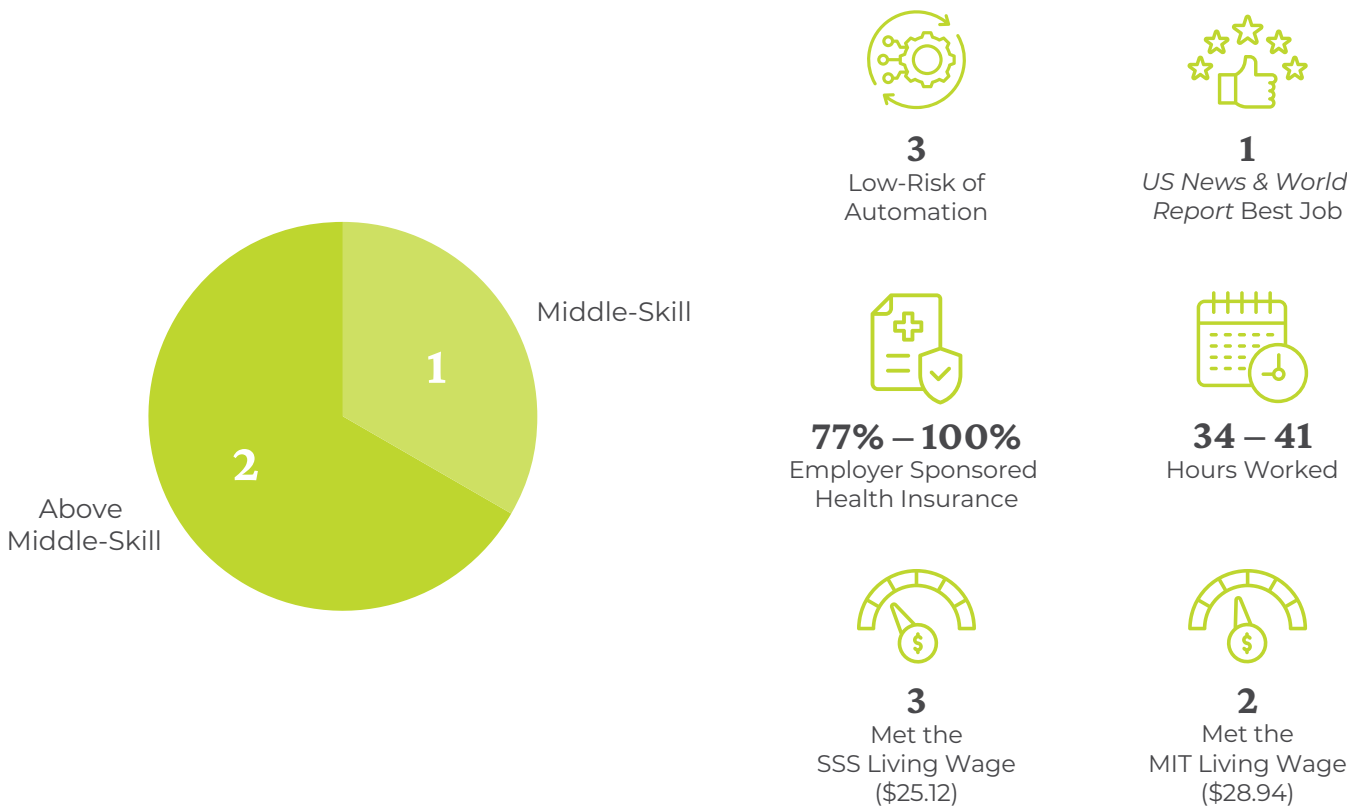
• Life Sciences and Biotechnology



8 Total Occupations



3 High-Quality Occupations



High-Quality Occupations Key Figures

1,185 Jobs in 2024	121 Annual Openings	1% 5-Year % Change	\$26.40 – \$45.40 Entry-Level Wages
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Life Sciences and Biotechnology, Continued

Exhibit 27 shows the three High-Quality occupations analyzed in the **Life Sciences and Biotechnology** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 27: Life Sciences and Biotechnology High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
19-1029	Biological Scientists, All Other	Above Middle-Skill	594	598	4	1%	48	\$37.65	82.2	85%	41	No	8
17-2031	Bioengineers and Biomedical Engineers	Above Middle-Skill	101	102	0	0%	8	\$45.40	81.6	100%	34	Yes	7
19-4099	Life, Physical, and Social Science Technicians, All Other	Middle-Skill	489	494	4	1%	65	\$26.40	86.8	77%	34	No	7

Numbers may not add due to rounding.



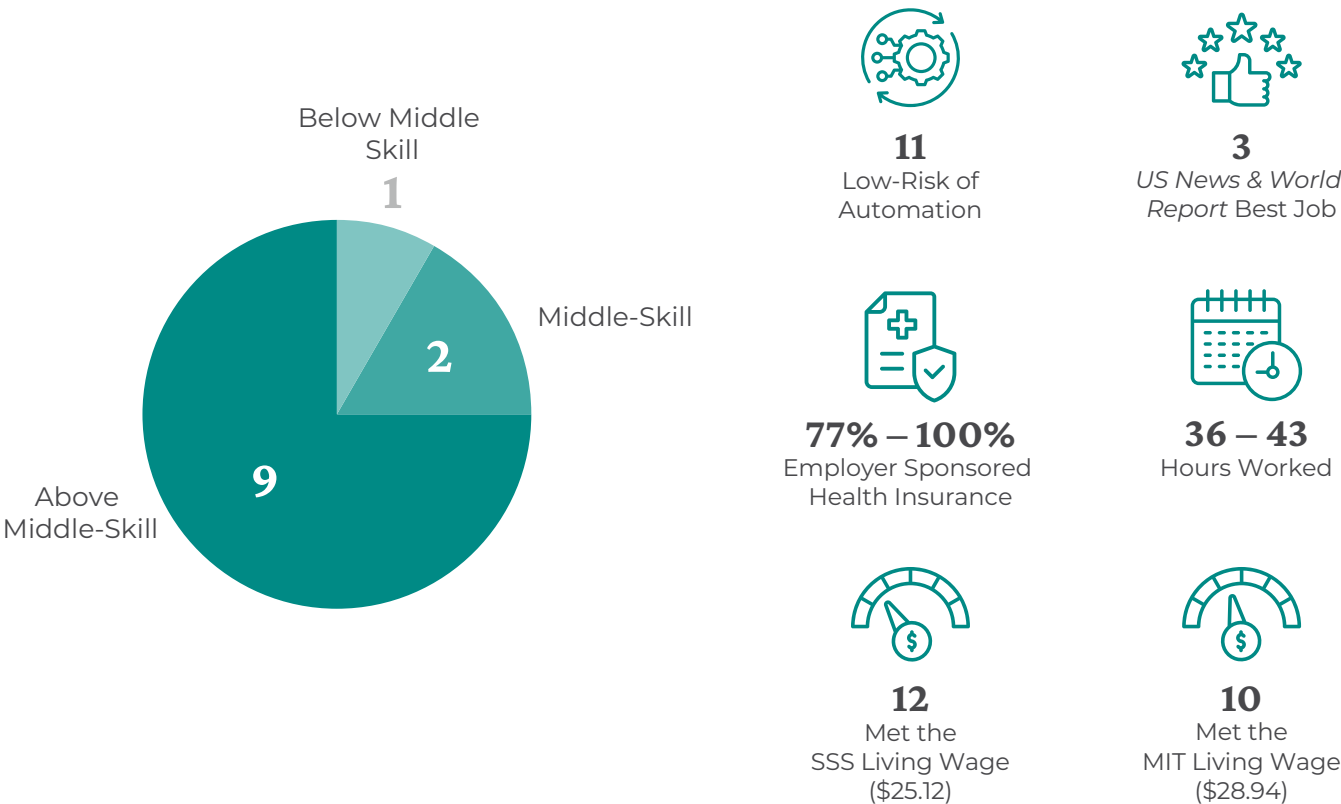
• Other/Unassigned



102 Total Occupations



12 High-Quality Occupations



High-Quality Occupations Key Figures

14,389  
Jobs in 2024

1,064  
Annual Openings

2%  
5-Year % Change

\$26.23 – \$68.20  
Entry-Level Wages

## Other/Unassigned, Continued

Exhibit 28 shows the 12 High-Quality occupations analyzed in the **Other/Unassigned** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 28: Other/Unassigned High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
23-1011	Lawyers	Above Middle-Skill	4,303	4,377	74	2%	181	\$51.62	81.1	77%	43	Yes	<b>9</b>
11-9121	Natural Sciences Managers	Above Middle-Skill	511	528	16	3%	43	\$68.20	76.8	100%	41	No	<b>8</b>
13-1041	Compliance Officers	Above Middle-Skill	2,016	2,062	45	2%	173	\$31.92	86.1	84%	40	No	<b>8</b>
17-2011	Aerospace Engineers	Above Middle-Skill	724	783	59	8%	54	\$57.63	77.2	96%	42	No	<b>8</b>
17-2199	Engineers, All Other	Above Middle-Skill	1,610	1,611	1	0%	97	\$44.52	88.2	91%	42	No	<b>8</b>
43-4061	Eligibility Interviewers, Government Programs	Below Middle-Skill	1,826	1,864	37	2%	168	\$29.46	99.4	93%	40	No	<b>8</b>
15-2041	Statisticians	Above Middle-Skill	94	100	5	6%	7	\$44.95	90.1	88%	40	Yes	<b>7</b>
19-1021	Biochemists and Biophysicists	Above Middle-Skill	112	115	3	3%	10	\$39.99	74.6	85%	41	Yes	<b>7</b>
19-2031	Chemists	Above Middle-Skill	392	397	5	1%	33	\$31.47	87.3	93%	41	No	<b>7</b>
19-3051	Urban and Regional Planners	Above Middle-Skill	505	520	15	3%	42	\$42.95	104.9	92%	38	No	<b>7</b>
23-2011	Paralegals and Legal Assistants	Middle-Skill	1,669	1,716	47	3%	183	\$27.02	89.4	80%	36	No	<b>7</b>
43-4031	Court, Municipal, and License Clerks	Middle-Skill	625	659	34	5%	71	\$26.23	94.6	94%	39	No	<b>7</b>

Numbers may not add due to rounding.



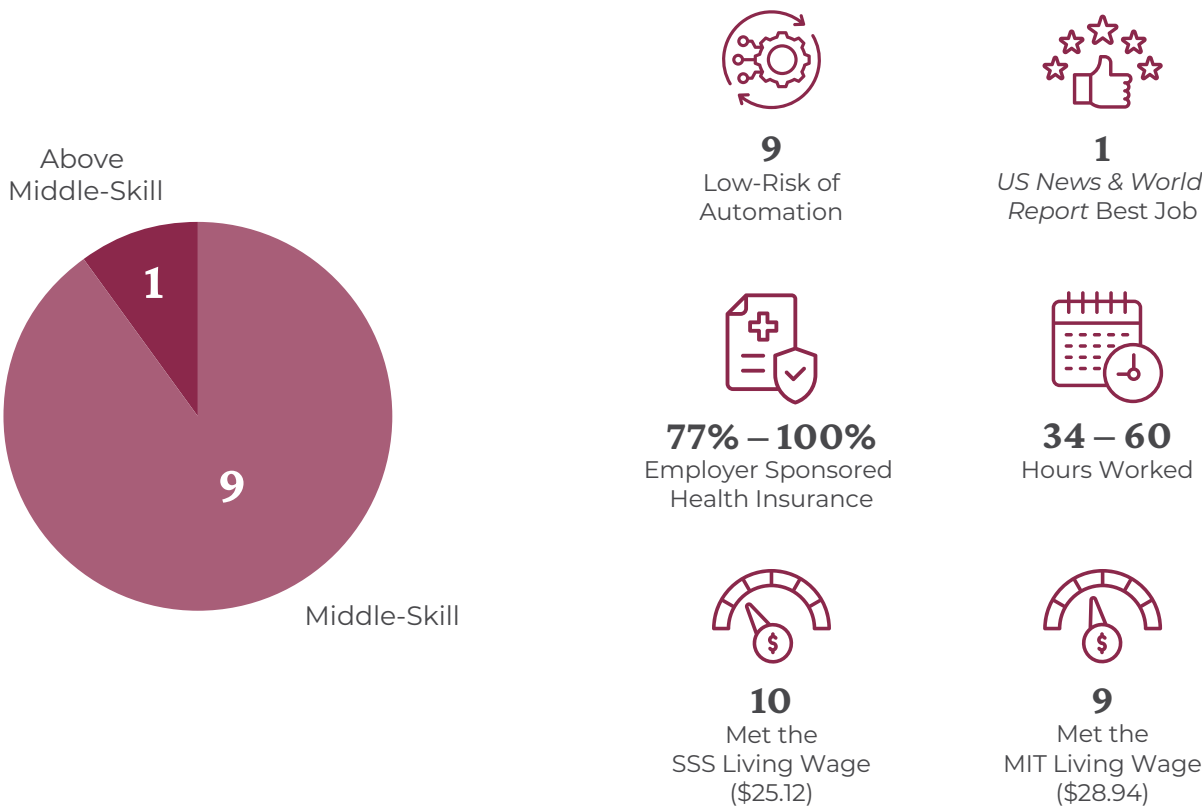
• Public Safety



28 Total Occupations



10 High-Quality Occupations



High-Quality Occupations Key Figures

12,926 Jobs in 2024	1,145 Annual Openings	3% 5-Year % Change	\$27.62 – \$72.30 Entry-Level Wages
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## Public Safety, Continued

Exhibit 29 shows the 10 High-Quality occupations analyzed in the **Public Safety** sector, the occupational skill level and the data associated with each criterion.

**Exhibit 29: Public Safety High-Quality Occupations (sorted by Total Points)**

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
19-4092	Forensic Science Technicians	Middle-Skill	350	373	23	6%	50	\$35.66	94.2	77%	34	Yes	<b>9</b>
21-1092	Probation Officers and Correctional Treatment Specialists	Above Middle-Skill	803	816	12	2%	68	\$46.66	78.2	100%	41	No	<b>8</b>
33-1012	First-Line Supervisors of Police and Detectives	Middle-Skill	973	1,008	35	4%	73	\$72.30	84.5	97%	43	No	<b>8</b>
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	Middle-Skill	662	693	31	5%	49	\$47.50	79.6	100%	60	No	<b>8</b>
33-3021	Detectives and Criminal Investigators	Middle-Skill	452	468	16	4%	38	\$47.88	94.7	96%	42	No	<b>8</b>
33-3051	Police and Sheriff's Patrol Officers	Middle-Skill	4,940	5,115	174	4%	421	\$47.08	94.5	87%	43	No	<b>8</b>
43-5031	Public Safety Telecommunicators	Middle-Skill	518	550	32	6%	64	\$31.72	90.6	96%	47	No	<b>8</b>
33-2011	Firefighters	Middle-Skill	1,932	2,030	99	5%	168	\$32.17	100.6	95%	54	No	<b>7</b>
33-3012	Correctional Officers and Jailers	Middle-Skill	1,949	1,926	(23)	(1%)	179	\$38.75	90.5	92%	42	No	<b>7</b>
33-9093	Transportation Security Screeners	Middle-Skill	347	352	5	1%	37	\$27.62	96.7	83%	38	No	<b>7</b>

Numbers may not add due to rounding.





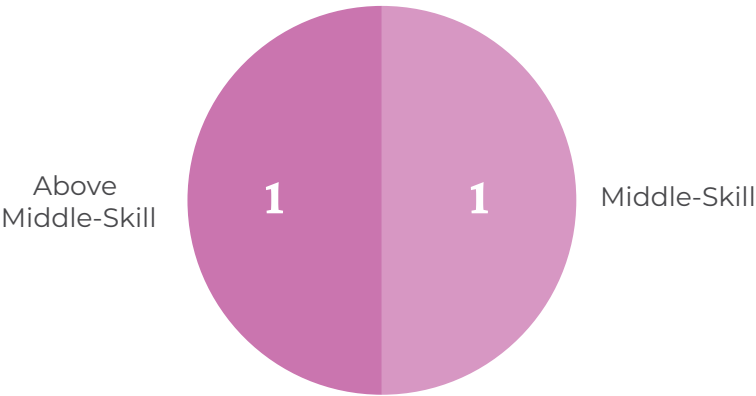
• Retail, Hospitality and Tourism



50 Total Occupations



2 High-Quality Occupations



2  
Low-Risk of  
Automation



0  
*US News & World  
Report Best Job*



72% – 83%  
Employer Sponsored  
Health Insurance



39 – 43  
Hours Worked



2  
Met the  
SSS Living Wage  
(\$25.12)



0  
Met the  
MIT Living Wage  
(\$28.94)

High-Quality Occupations Key Figures

969  
Jobs in 2024

123  
Annual Openings

6%  
5-Year % Change

\$27.67 – \$28.78  
Entry-Level Wages

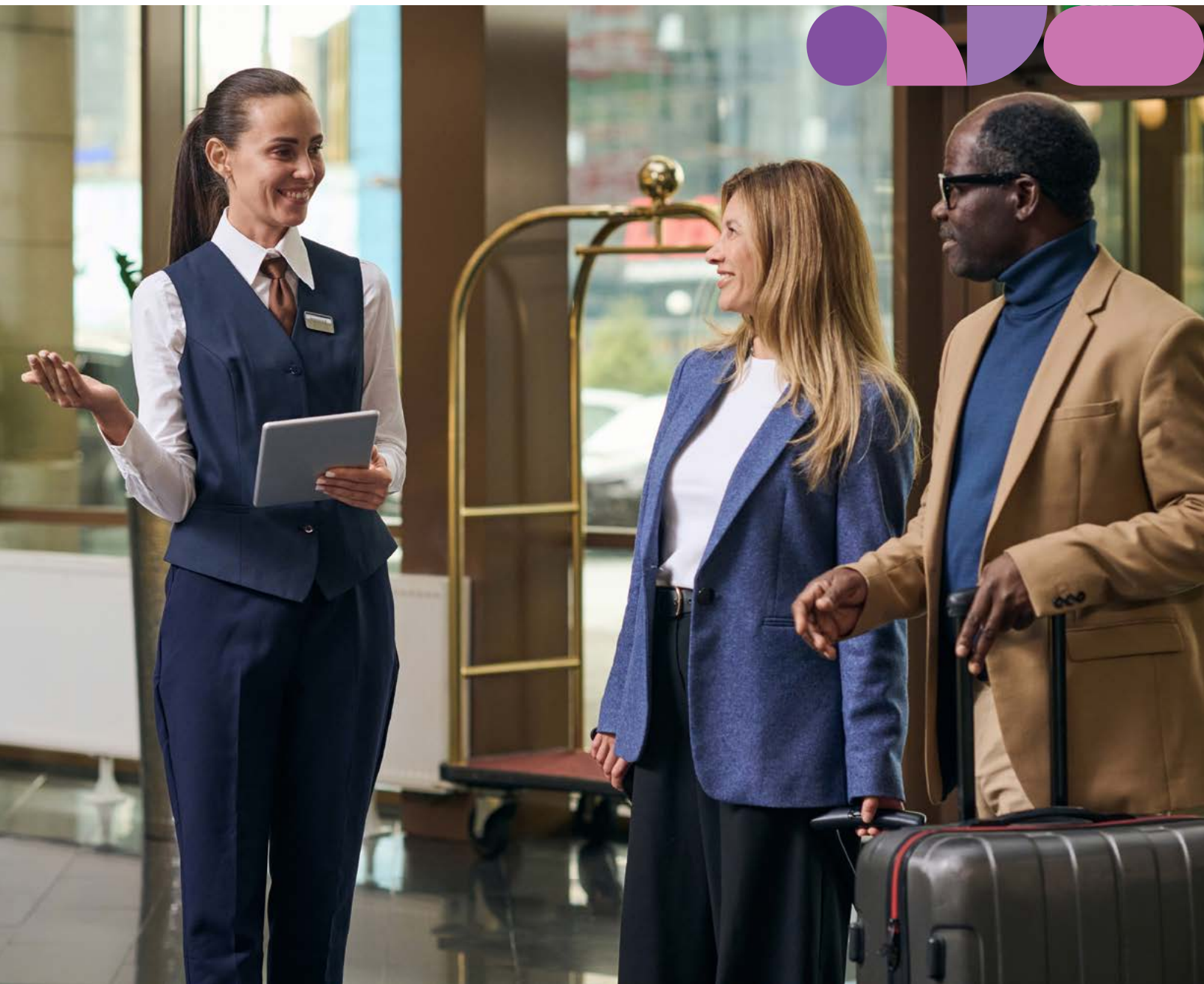
Retail, Hospitality and Tourism, Continued

Exhibit 30 shows the two High-Quality occupations analyzed in the **Retail, Hospitality and Tourism** sector, the occupational skill level and the data associated with each criterion.

Exhibit 30: Retail, Hospitality and Tourism High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-9072	Entertainment and Recreation Managers, Except Gambling	Above Middle-Skill	563	590	27	5%	73	\$28.78	84.5	83%	39	No	7
11-9081	Lodging Managers	Middle-Skill	406	439	33	8%	50	\$27.67	97.3	72%	43	No	7

Numbers may not add due to rounding.



# • Appendix A: Methodology and Data Sources

## Criteria and Points

The SCC COE examined 796 occupational codes within the Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) system. After removing five occupations for which data was unavailable, the SCC COE analyzed 791 occupations in the SCC Region

To classify each occupation as High, Medium, or Low Quality, the SCC COE identified nine criteria, five of which are considered traditional labor market information indicators (Traditional LMI Indicators) and four of which are considered Job Quality Indicators. These criteria were used to determine occupations that have significant employment and demand, pay at or above the living wage, typically provide employer-sponsored health insurance and full-time hours, have a lower risk of automation, and are considered a “Best Job” by U.S. News & World Report.

The full list of criteria is listed in Exhibit 31 and the number of points earned by each occupation is listed in the [South Central Coast Labor Market Landscape: Data Exploration Addendum](#).

Exhibit 31: Criteria Used to Evaluate Occupations

2024 Jobs (Median)	2024-2029 % Change	Avg. Annual Openings (Demand)	Living Wage (SSS)	Living Wage (MIT)	Employer-Sponsored Health Insurance	# of Hours Worked Per Week	Lightcast Automation Index	U.S. News & World Report 2025 Best Job
316	0%	34	\$25.12	\$28.94	65%	30	100	Yes

The definitions for each criterion are as follows:

- **2024 Jobs** — the number of jobs in 2024.
- **2024-2029 % Change** — the projected change in employment, expressed as a percentage. A positive percentage indicates employment is projected to increase, while a negative percentage indicates employment is projected to decrease.
- **Avg. Annual Openings (Demand)** — the projected number of annual job openings from 2024-2029. This figure takes into account new job creation, as well as turnover due to retirements or workers leaving the field.
- **Living Wage (Self-Sufficiency Standard)** — this figure “measures the floor income necessary for an individual or family to afford basic expenses.” The California Self-Sufficiency Standard Living Wage was last updated in 2024 and is currently \$25.12 for the SCC Region.
- **Living Wage (MIT)** — this figure “measures what one full-time worker must earn on an hourly basis to help cover the cost of their family’s minimum basic needs where they live while still being self-sufficient.” The MIT Living Wage is updated annually and is currently \$28.94 for the SCC Region.
- **Lightcast Automation Index** — according to Lightcast, the “automation index measures the risk of an occupation for automation. It is presented on an index with a base of 100 -occupations with a score above 100 have a greater-than-average risk of automation, and occupations with a score below 100 have a lower-than-average risk of automation.
- **U.S. News & World Report 2025 Best Job** — U.S. News considers several factors in its Best Jobs rankings, including projected growth, salary, stress level, and work-life balance.

## Appendix A: Methodology and Data Sources, Continued

## Occupational Data

### Occupational Skill Level

The SCC COE categorized each of the 796 occupations within the BLS's SOC system into three occupational skill levels for the purpose of capturing occupations that align with different education and experience levels. Middle-skill occupations include:

- All occupations that require an educational requirement of some college, associate degree or an on-the-job training requirement of apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- Occupations with a typical entry-level education of high school diploma or equivalent AND typically require long-term on-the-job training
- Exceptions were made for select occupations with a typical entry-level education of high school diploma or equivalent or no formal education plus short or moderate on-the-job training based on a review by the Centers of Excellence.

Below middle-skill occupations include those that have a typical entry-level education of a high school diploma or no formal educational credential and are not included in the middle-skill exceptions above while above middle-skill includes occupations include those that have a typical-entry level education of a bachelor's degree or higher (with exceptions as noted above in middle skill definition).

### Occupational Sectors

The SCC COE categorized each of the 796 occupations within the BLS's SOC system using a SOC-Sector crosswalk that matches BLS SOC codes to CCCCCO Sectors. Occupations were assigned to sectors based on this crosswalk. It is important to note that this crosswalk is a 1:1 crosswalk, meaning that each individual SOC code is assigned to one sector.





## • Appendix B: End Notes

- 1 "California Jobs First Regional Plan Part I Executive Summary," Uplift Central Coast, accessed August 7, 2025, [https://upliftcentralcoast.org/wp-content/uploads/2024/01/UPLIFT\\_ExecutiveSummaryReport\\_8.5x11\\_012424\\_WEB.pdf](https://upliftcentralcoast.org/wp-content/uploads/2024/01/UPLIFT_ExecutiveSummaryReport_8.5x11_012424_WEB.pdf).
- 2 "Los Angeles County California Jobs First Regional Report — Part 2," Los Angeles Economic Development Corporation (LAEDC), accessed August 7, 2025, <https://laedc.org/los-angeles-jobs-first-collaborative-releases-regional-report-part-2/>.
- 3 EDD data is published at the county level and EDD does not produce data for parts of counties. For this reason, Northern Los Angeles County data is unavailable and the data in this section reflects all of Los Angeles County. To examine changes over time, the SCC COE indexed industry employment to January 2020, just before the onset of the COVID-19 Pandemic. In addition, EDD data is not seasonally adjusted and reflects seasonal changes in employment.
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- 11 "2025 Economic Forecast."
- 12 Amelia Sandhovel, "An Aging U.S. Population Isn't Going to Help U.S. Workers," Economic Innovation Group, last modified January 7, 2024, <https://eig.org/aging-population-impact/>.
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- 14 "Making Los Angeles the World's Leading Region for Supporting an Aging Population," FUSE, accessed August 5, 2025, <https://fuse.org/projects/making-los-angeles-the-worlds-leading-region-for-supporting-an-aging-population/>.
- 15 Nick Welsh, "Boomers Go Bust: Santa Barbara Supervisors Receive Bombshell Report on Aging," The Santa Barbara Independent, last modified January 15, 2025, <https://www.independent.com/2025/01/14/boomers-go-bust-santa-barbara-supervisors-receive-bombshell-report-on-aging/>.
- 16 "Introducing the San Luis Obispo County Community Reports & Data Center," The Community Foundation San Luis Obispo County — The Community Foundation Makes a Difference Through Philanthropic Leadership in San Luis Obispo County, accessed August 25, 2025, [https://www.cfsloco.org/news\\_and\\_events/introducing-the-san-luis-obispo-county-community-reports-data-center/](https://www.cfsloco.org/news_and_events/introducing-the-san-luis-obispo-county-community-reports-data-center/).
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- 25 "What Do People Really Want in Their Work? Meaning and Stability,"
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- 28 "Understanding Good Jobs".
- 29 "Job Quality Toolkit".
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Scan this code to access the digital report and other resources related to the SCC COE's Job Quality analysis, including County Profiles, Data Exploration Addendums, and a SCC Region Job Quality Dashboard.

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### Important Disclaimers

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 qualify and validate the accuracy of the data and the report findings; 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 study or its recommendations.



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