



DISTRICT PROFILE

SEPTEMBER 2025

PALOMAR COMMUNITY COLLEGE DISTRICT



POWERED BY



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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 [Palomar Community College District Dashboard](#)² to complement the data presented in this report.

Located in the northern part of San Diego County, Palomar Community College District (CCD) is a single-college district that serves the communities of Bonsall, Borrego Springs, Camp Pendleton, Escondido, Fallbrook, Julian, Oceanside, Pala, Palomar Mountain, Pauma Valley, Poway, Ramona, Ranchita, San Diego, San Marcos, Santa Ysabel, Valley Center, Vista, and Warner Springs. For the purpose of this report, Palomar CCD is defined by the 29 ZIP codes in San Diego County listed in Exhibit 1. Details about how these ZIP codes were selected are provided in the Appendix, Methodology. Exhibit 2 features facts about the district related to demographics, jobs, industries, and community college students.

Exhibit 1: Palomar CCD Service Area ZIP Codes

ZIP Code	Area	ZIP Code	Area	ZIP Code	Area
92003	Bonsall	92057	Oceanside	92081	Vista
92004	Borrego Springs	92059	Pala	92082	Valley Center
92025	Escondido	92060	Palomar Mountain	92083	Vista
92026	Escondido	92061	Pauma Valley	92084	Vista
92027	Escondido	92064	Poway	92086	Warner Springs
92028	Fallbrook	92065	Ramona	92096	San Marcos
92029	Escondido	92066	Ranchita	92127	San Diego
92036	Julian	92069	San Marcos	92128	San Diego
92055	Camp Pendleton	92070	Santa Ysabel	92129	San Diego
92056	Oceanside	92078	San Marcos		

¹ "Community Colleges Districts," California Community Colleges Chancellor's Office, accessed September 1, 2025, cocco.edu/Students/Find-a-College/Community-College-Districts.

² "Dashboard: Palomar Community College District Profile," San Diego & Imperial COE, September 2025, public.tableau.com/views/PalomarCommunityCollegeDistrict-Profile/PalomarCCDMap?:language=en-US&sid=&redirect=auth&display_count=n&origin=viz_share_link.

FAST FACTS

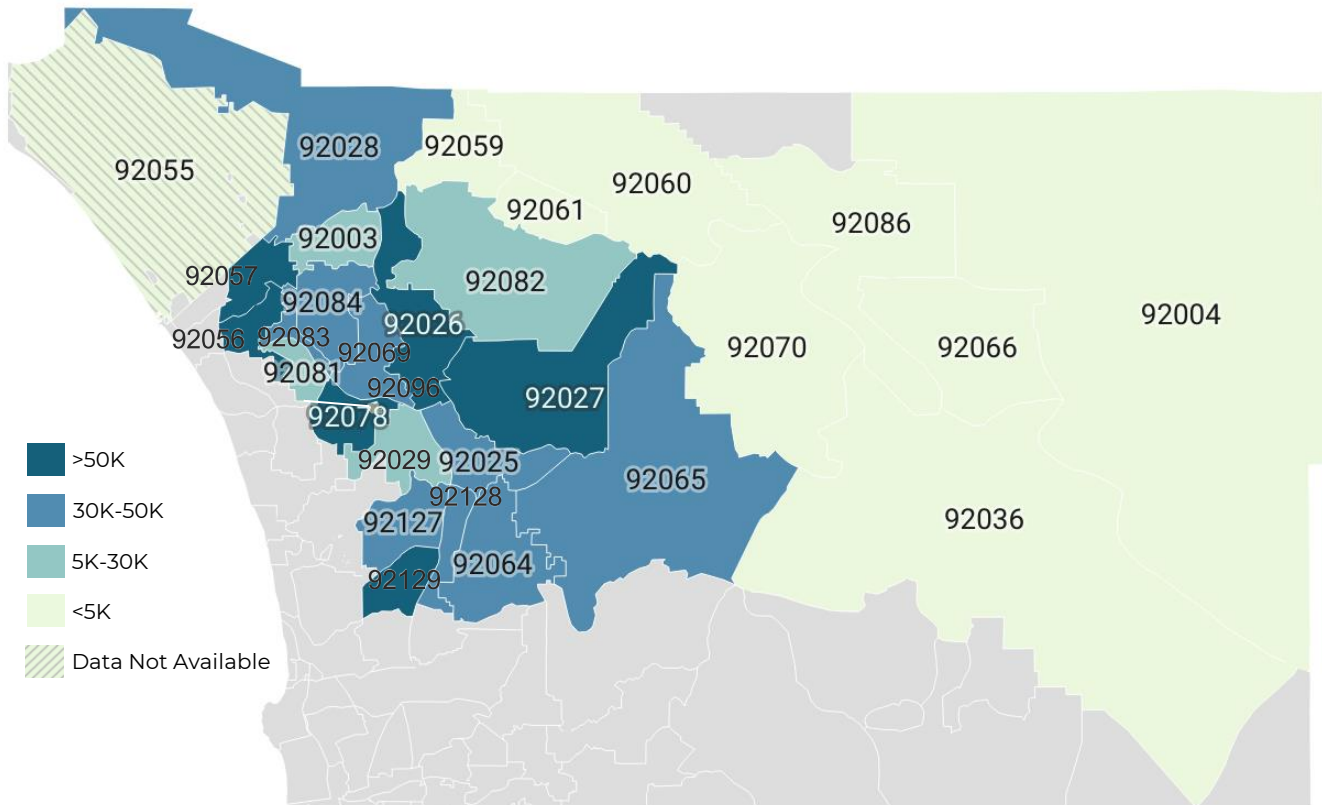
Exhibit 2: Fast Facts About San Diego County and Palomar CCD

	San Diego County	Palomar CCD
TOTAL POPULATION 2023	3,269,973	802,830
NEARING RETIREMENT (AGES 55+) 2023	28%	29%
TOTAL JOBS 2023	1,805,278	369,065
PROJECTED JOB GROWTH 2023-2028	4%	4%
ANNUAL JOB OPENINGS 2023-2028	221,885	47,148
	San Diego & Imperial	Palomar CCD
COMMUNITY COLLEGES STUDENTS ENROLLED, 2023-24	175,055	26,451
TOTAL AWARDS AWARDED, 2021-22 to 2023-24	40,269	4,832

DEMOGRAPHICS

The population within the Palomar CCD service area accounts for 25% of San Diego County's total population of approximately 3.2 million. In 2023, over 800,000 residents lived within the district's service area, with ZIP codes 92057, 92027, and 92026 having the highest number of residents (Exhibit 4). Over the next five years, the population within this area is projected to decrease by 3%, or 26,198 residents (Exhibit 4). The ZIP code expected to experience the most decline during this five-year period is 92004.

Exhibit 3: Map of Population in Palomar CCD, 2023³



TOTAL POPULATION 2023	
San Diego County	Palomar CCD
3,269,973	802,830

³ Population data does not include ZIP codes 92055 and 92096.

Exhibit 4: Total Population by ZIP Codes, 2023-2028⁴

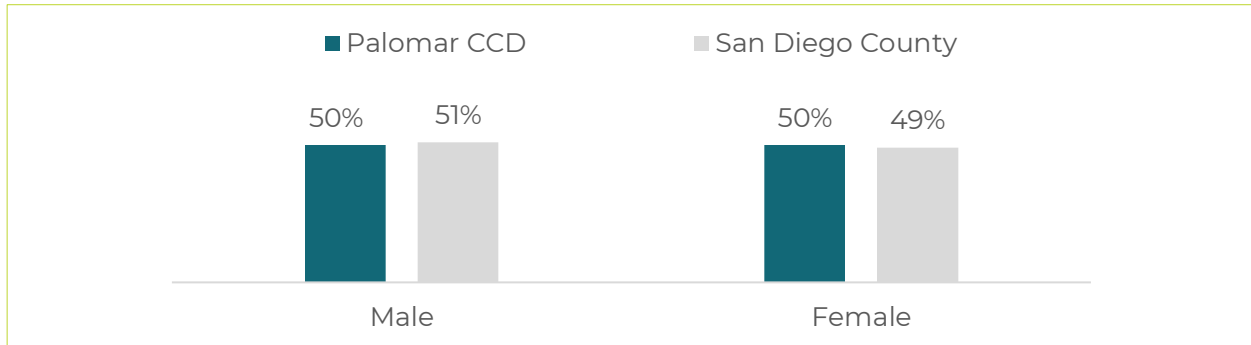
ZIP Code	Population, 2023	Population, 2028	Projected % Change
92057	55,183	53,811	-2%
92027	53,711	52,566	-2%
92026	51,688	49,485	-4%
92078	51,606	49,952	-3%
92056	51,462	48,810	-5%
92129	50,491	49,644	-2%
92127	48,782	48,020	-2%
92025	47,672	46,630	-2%
92084	47,568	46,925	-1%
92028	46,954	45,259	-4%
92064	45,174	42,903	-5%
92128	45,108	42,904	-5%
92069	44,559	43,683	-2%
92083	37,168	36,753	-1%
92065	36,866	35,206	-5%
92081	29,194	28,246	-3%
92082	21,383	20,306	-5%
92029	18,567	17,550	-5%
92003	6,070	5,531	-9%
92036	3,224	2,890	-10%
92061	3,213	3,064	-5%
92004	2,688	2,378	-12%
92086	1,838	1,662	-10%
92070	1,032	938	-9%
92059	882	841	-5%
92066	515	465	-10%
92060	232	210	-10%
	802,830	776,632	-3%

⁴ Population data does not include ZIP codes 92055 and 92096 (see Appendix, Methodology). Lightcast 2025.02; "Demographics by Location." 2023-2028.

Gender

In 2023, approximately 50% (402,599 residents) of Palomar CCD’s population identified as male, and 50% as female, or 400,232 residents (Exhibit 5). These percentages were similar to San Diego County overall, where 51% identified as male and 49% as female (1,652,157 and 1,617,816, respectively).

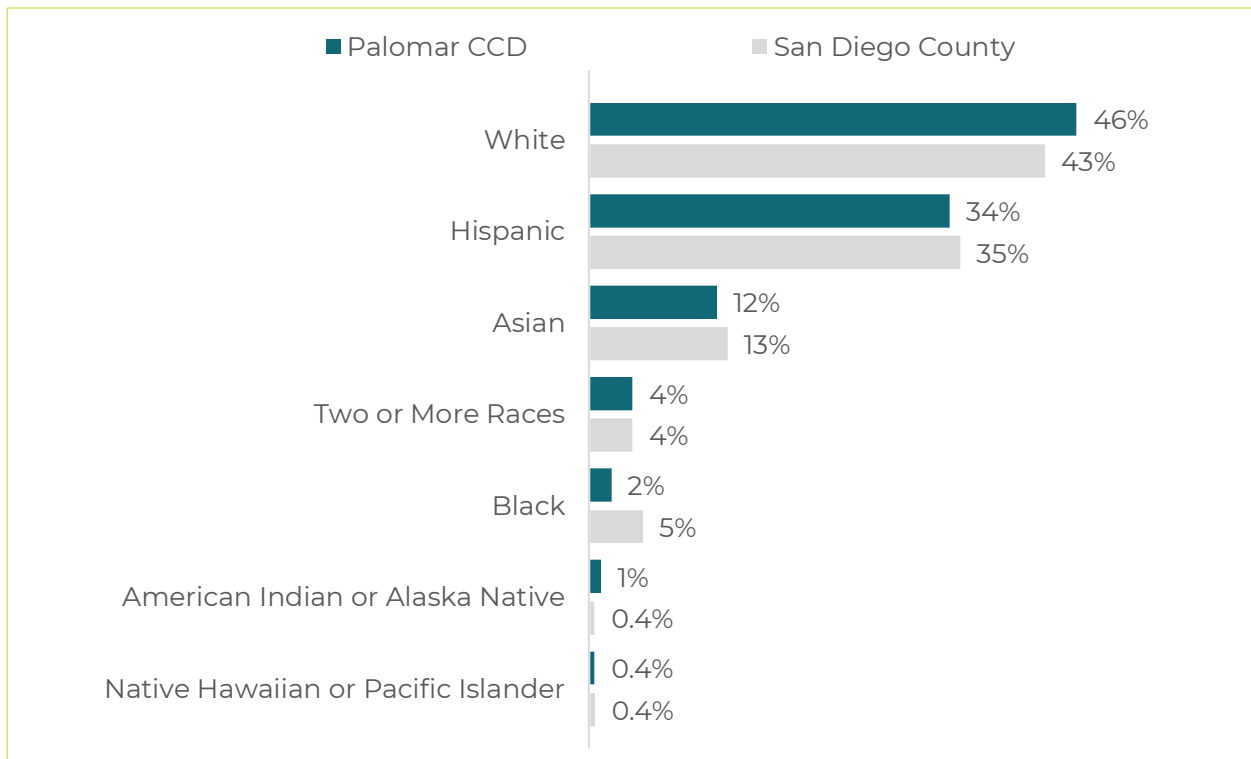
Exhibit 5: Gender in Palomar CCD and San Diego County, 2023⁵



Race/Ethnicity

In terms of race/ethnicity, Palomar CCD had a slightly higher proportion of residents that identified as white (46%, or 370,725 residents) compared to the county overall (43%, or 1,410,817; Exhibit 6).

Exhibit 6: Race/Ethnicity in Palomar CCD and San Diego County, 2023⁶



*May not total 100% due to rounding

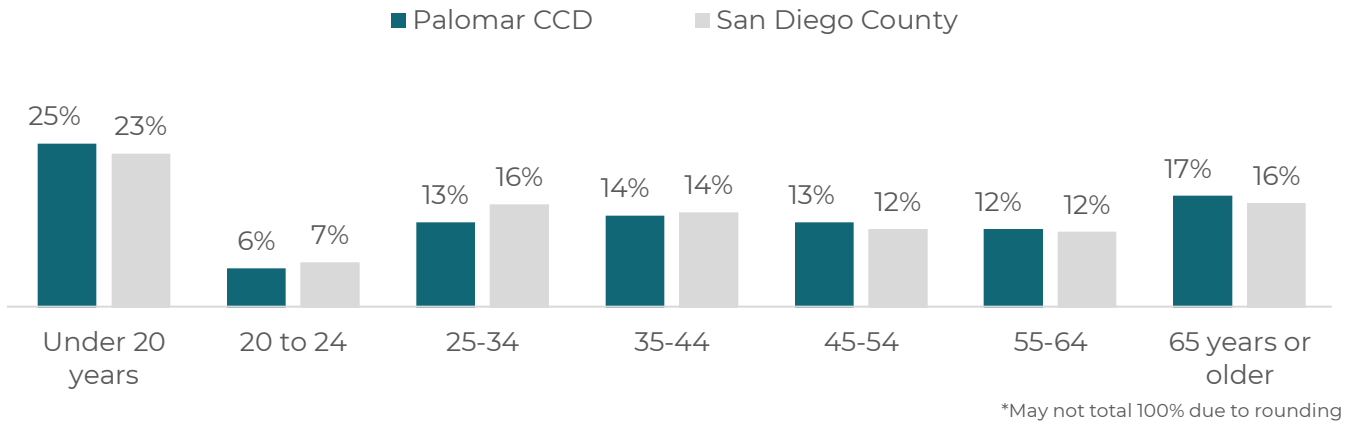
⁵ Lightcast 2025.02; “Demographic Overview.” 2023.

⁶ 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 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,⁷ which was 40% of Palomar CCD’s population—320,056 residents. This proportion is slightly below San Diego County overall, where 42% of the population, or over 1.3 million residents, falls within this age range. Regarding Palomar CCD’s population nearing retirement age, approximately 29% 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 Palomar CCD and San Diego County, 2023⁸



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.⁹ 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 29% of Palomar CCD residents. Understanding where these shortages exist in the region 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.¹⁰ In addition, an aging population increases the need for services, such as senior care, long-term care, and caregiving support.¹¹ 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.

⁷ 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.

⁸ Lightcast 2025.02; “Demographic Overview,” 2023.

⁹ “Demographic Drought: The Rising Storm,” Lightcast, accessed August 1, 2025, datocms-assets.com/62658/1726526804-the_rising_storm_lightcast_final.pdf.

¹⁰ “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/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

¹¹ “Senior Care Workforce Needs Study,” San Diego & Imperial COE, June 2024, accessed August 1, 2025, coeccc.net/san-diego-imperial/2024/06/senior-care-workforce-needs-study.

Educational Attainment

Across the ZIP codes that comprise the Palomar CCD, the percentage of residents aged 25 and older with a high school education or less ranged from 10% to 49% (Exhibit 8). For comparison, 29% of more than 2.2 million residents aged 25 and over in San Diego County had attained the same level of education. The ZIP codes with the highest proportions of individuals at this education level were 92083, 92027, 92059, and 92060.

Exhibit 8: Educational Attainment in Palomar CCD and San Diego County, 2023¹²

	Population 25 years and over	High school graduate or less	Some college or associate degree	Bachelor's degree or higher
92003	3,370	24%	31%	45%
92004	2,695	41%	30%	29%
92025	33,765	45%	26%	28%
92026	38,215	33%	33%	33%
92027	36,722	47%	29%	24%
92028	34,595	34%	31%	35%
92029	15,299	23%	30%	47%
92036	2,647	32%	31%	37%
92056	38,006	27%	35%	39%
92057	39,342	34%	34%	32%
92059	842	46%	40%	14%
92060	563	46%	39%	15%
92061	1,335	24%	33%	43%
92064	34,367	19%	27%	54%
92065	25,907	37%	33%	29%
92066	263	45%	33%	22%
92069	30,713	39%	27%	35%
92070	593	35%	29%	36%
92078	35,275	20%	31%	48%
92081	20,665	27%	35%	39%
92082	14,289	29%	40%	32%
92083	24,441	49%	31%	20%
92084	32,208	41%	32%	27%
92086	1,220	30%	33%	37%
92127	32,881	10%	18%	72%
92128	37,167	11%	25%	64%
92129	37,313	13%	23%	64%
San Diego County	2,269,135	29%	29%	42%

¹² ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Educational Attainment." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 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 the Palomar 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 8% of San Diego County's adult population in 2023 (Exhibit 9). The ZIP codes with the highest concentration of veterans within the district were 92060, 92070, and 92004.

Exhibit 9: Veterans, 2023¹³

	Civilian 18 Years and Over	Veterans
92003	3,664	8%
92004	2,868	17%
92025	37,952	6%
92026	41,993	9%
92027	42,073	7%
92028	37,346	10%
92029	16,166	9%
92036	2,759	9%
92056	40,417	10%
92057	43,714	11%
92059	973	8%
92060	563	29%
92061	1,465	15%
92064	37,216	10%
92065	28,498	10%
92066	270	10%
92069	35,184	7%
92070	626	24%
92078	39,966	6%
92081	22,462	8%
92082	15,567	9%
92083	28,349	6%
92084	36,509	7%
92086	1,247	12%
92127	36,142	7%
92128	39,243	7%
92129	40,544	7%
San Diego County	2,500,626	8%

¹³ ZIP codes 92055 and 92096 were not included. 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 August 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. 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 developed this report 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?

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

Disability Status

In San Diego County, 11% of the population had a disability (Exhibit 10). The ZIP codes with the highest concentration of individuals with disabilities in the district were 92086, 92026, and 92056.

Exhibit 10. Disability Status, 2023¹⁵

	Total Civilian Noninstitutionalized Population	With A Disability
92003	4,911	7%
92004	3,028	12%
92025	49,372	12%
92026	52,567	14%
92027	54,975	12%
92028	49,785	10%
92029	20,068	11%
92036	3,052	12%
92056	51,684	13%
92057	56,970	12%
92059	1,449	2%
92060	591	4%
92061	1,693	8%
92064	47,968	10%
92065	36,989	12%
92066	314	9%
92069	46,604	12%
92070	749	8%
92078	53,180	10%
92081	28,815	7%
92082	20,511	8%
92083	37,269	9%
92084	48,802	9%
92086	1,340	20%
92127	50,207	6%
92128	47,879	11%
92129	52,691	8%
San Diego County	3,171,172	11%

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?

¹⁵ ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Sex by Age by Disability Status." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 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 American Community Survey (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 San Diego County, 6% of households in 2023 were classified as limited English-speaking (Exhibit 11). The ZIP codes with the highest concentration of these households include 92025, 92027, and 92069.

Exhibit 11: Limited English-Speaking Households, 2023¹⁷

	Total Households	Limited English-Speaking
92003	1,704	1%
92004	1,649	4%
92025	16,612	12%
92026	19,153	6%
92027	17,038	12%
92028	16,836	3%
92029	7,704	4%
92036	1,472	2%
92056	19,512	5%
92057	18,762	4%
92059	426	2%
92060	157	0%
92061	742	0%
92064	16,421	4%
92065	12,371	3%
92066	157	0%
92069	15,042	8%
92070	296	0%
92078	18,327	3%
92081	10,645	3%
92082	6,388	2%
92083	11,486	6%
92084	15,025	5%
92086	593	3%
92127	16,026	4%
92128	20,306	5%
92129	18,425	6%
San Diego County	1,159,822	6%

¹⁷ ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Detailed Household Language by Household Limited English-Speaking Status." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 1, 2025, data.census.gov/table/ACSDT5Y2023.B16002.

Household Characteristics

According to the U.S. Census Bureau, 10% of San Diego County's nearly 3.2 million residents (330,602) reported income below the poverty level in the past 12 months, as captured in the ACS. Within Palomar CCD, the ZIP codes with the highest concentration of individuals living below the poverty level were 92066, 92086, 92025, and 92003. The ZIP code with the lowest median household income was 92066, at \$43,542.

Exhibit 12: Poverty Status and Median Household Income, 2023^{18,19}

	Total Population	Poverty Status in the Last 12 Months	Median Household Income
92003	4,941	17%	\$110,577
92004	3,028	2%	\$71,582
92025	49,213	17%	\$71,716
92026	52,839	11%	\$97,301
92027	54,545	12%	\$86,106
92028	50,730	11%	\$102,346
92029	19,933	5%	\$120,038
92036	3,047	10%	\$71,875
92056	52,904	5%	\$102,570
92057	57,825	7%	\$106,421
92059	1,443	14%	\$96,399
92060	591	11%	\$150,758
92061	1,690	9%	\$92,500
92064	48,082	5%	\$144,201
92065	37,283	6%	\$120,550
92066	314	21%	\$43,542
92069	46,676	12%	\$93,065
92070	749	13%	\$83,750
92078	51,933	8%	\$114,905
92081	28,901	9%	\$102,663
92082	20,250	9%	\$118,602
92083	37,564	11%	\$82,614
92084	48,906	9%	\$97,410
92086	1,347	18%	\$68,224
92127	50,327	3%	\$179,220
92128	48,198	5%	\$128,150
92129	52,999	5%	\$152,626
San Diego County	3,193,390	10%	\$102,285

¹⁸ ZIP codes 92055 and 92096 were not included. 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 August 1, 2025, data.census.gov/table/ACSDT5Y2023.B17001?q=B17001.

¹⁹ ZIP codes 92055 and 92096 were not included. 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 August 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 5% of households in San Diego County reported a lack of vehicle availability, 17% of households in ZIP code 92066 reported the same (Exhibit 13). In terms of internet and computer access, the ZIP codes with the highest concentration of households without access were 92066, 92036, and 92059.

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
92003	1,704	1%	1%	2%
92004	1,649	3%	1%	1%
92025	16,612	7%	4%	3%
92026	19,153	5%	3%	3%
92027	17,038	6%	4%	3%
92028	16,836	4%	5%	3%
92029	7,704	2%	3%	2%
92036	1,472	1%	7%	4%
92056	19,512	4%	3%	2%
92057	18,762	4%	3%	3%
92059	426	2%	11%	2%
92060	157	0%	1%	0%
92061	742	3%	2%	1%
92064	16,421	3%	3%	2%
92065	12,371	2%	4%	2%
92066	157	17%	18%	14%
92069	15,042	4%	4%	2%
92070	296	3%	8%	2%
92078	18,327	4%	3%	2%
92081	10,645	3%	3%	1%
92082	6,388	1%	7%	1%
92083	11,486	6%	6%	4%
92084	15,025	4%	4%	2%
92086	593	1%	6%	2%
92127	16,026	2%	2%	1%
92128	20,306	4%	3%	2%
92129	18,425	2%	1%	1%
San Diego County	1,159,822	5%	4%	3%

²⁰ ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Household Size by Vehicles Available." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 1, 2025, data.census.gov/table/ACSDT5Y2023.B08201.

²¹ ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Presence and Types of Internet Subscriptions in Household." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 1, 2025, data.census.gov/table/ACSDT5Y2023.B28002.

²² ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Computers in Household." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 1, 2025, data.census.gov/table/ACSDT5Y2023.B28010.

Labor Force Participation

In 2023, the ZIP codes in Palomar CCD with the highest labor force participation rates were 92083 (70%), 92127 (69%), and 92069 (68%; Exhibit 14). 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, 2023²³

	Population 16 Years and Over	In Labor Force	Unemployed ²⁴	Not In Labor Force	
				Male	Female
92003	3,816	58%	4%	33%	51%
92004	2,940	52%	7%	45%	50%
92025	39,657	63%	4%	31%	43%
92026	43,437	63%	5%	29%	45%
92027	43,495	65%	5%	29%	41%
92028	39,359	60%	6%	32%	48%
92029	16,765	63%	3%	31%	43%
92036	2,765	50%	6%	43%	57%
92056	42,874	64%	6%	27%	45%
92057	46,589	67%	5%	25%	41%
92059	994	48%	4%	39%	61%
92060	563	35%	0%	79%	55%
92061	1,512	41%	4%	52%	66%
92064	38,517	63%	5%	30%	44%
92065	29,863	64%	4%	28%	44%
92066	285	44%	14%	46%	64%
92069	36,768	68%	5%	25%	40%
92070	648	61%	3%	30%	56%
92078	41,489	61%	4%	31%	46%
92081	23,591	67%	6%	32%	35%
92082	16,278	62%	4%	30%	47%
92083	29,928	70%	7%	24%	35%
92084	38,417	66%	6%	29%	39%
92086	1,254	37%	7%	56%	70%
92127	37,499	69%	5%	25%	36%
92128	40,550	62%	5%	31%	45%
92129	42,341	67%	5%	28%	38%
San Diego County	2,666,773	66%	6%	28%	40%

²³ ZIP codes 92055 and 92096 were not included. U.S. Census Bureau. "Employment Status for the Population 16 Years and Over." American Community Survey, ACS 5-Year Estimates Subject Tables, 2023, accessed August 1, 2025, data.census.gov/table/ACSDT5Y2023.B23025.

²⁴ ZIP codes 92055 and 92096 were not included. 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. bls.gov/lau/laufaqs.htm.



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 San Diego County, there were notable gender differences. In 2023, two in five women did not participate in the labor force, compared to about one in four men. Within the district, the ZIP codes with the highest rates of females not participating in the labor force were 92086 (70%), 92061 (66%), and 92066 (64%). 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 August 1, 2025, datocms-assets.com/62658/1726526804-the_rising_storm_lightcast_final.pdf.

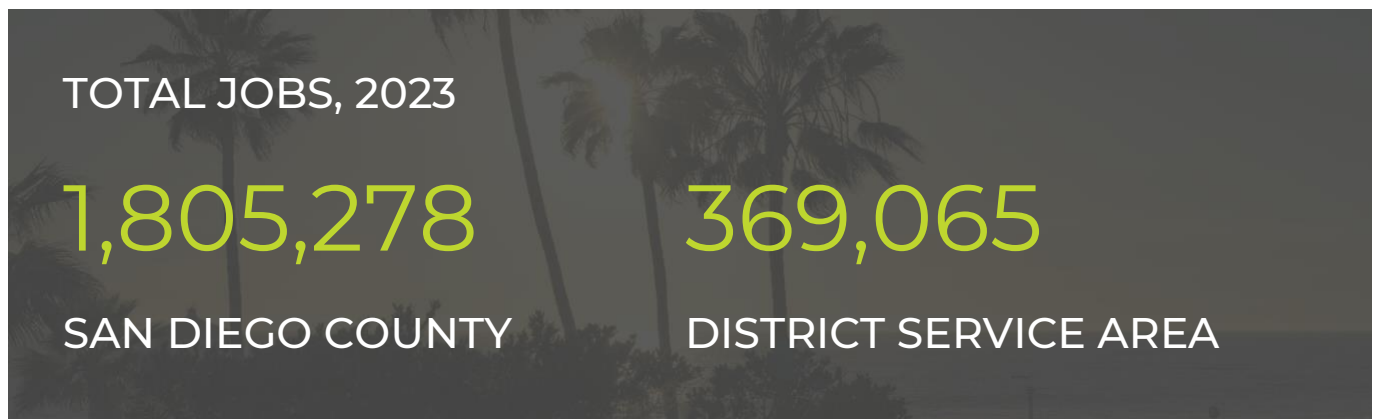
²⁶ “Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce”, San Diego & Imperial COE, January 2025, accessed August 1, 2025, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

ECONOMIC LANDSCAPE

Palomar CCD plays a significant role in the economic activity of San Diego County. The following sections provide a detailed overview of the district’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 within the Palomar CCD.

Top Industries

In San Diego County, there were 1.8 million jobs in 2023, and 20% of these jobs, or 369,065, were located within Palomar CCD service area.²⁷



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

The largest industries in the Palomar CCD by number of jobs were Public Safety and Government (19% of all jobs), Business and Entrepreneurship (14%), and Energy, Construction, and Utilities (11%; Exhibit 15). The highest paying industries in the district were Life Sciences and Biotechnology, with average earnings of \$194,210 earnings per job, and Information Communication Technologies and Digital Media (ICT-DM), with average earnings of \$173,612.

Exhibit 15: Percentage of Jobs in Industry in Palomar CCD and Avg. Earnings, 2023²⁸

		Avg. Earnings Per Job
Public Safety and Government	19%	\$107,585
Business and Entrepreneurship	14%	\$88,244
Energy, Construction, and Utilities	11%	\$96,830
Retail and Consumer Goods	9%	\$63,097
Advanced Manufacturing	9%	\$119,631
Hospitality and Tourism	9%	\$43,331
Health	7%	\$95,768
Education and Human Development	5%	\$46,125
Agriculture, Water, and Environmental Technologies	4%	\$72,184
Advanced Transportation and Logistics	3%	\$76,553
Other Services	3%	\$30,042
ICT-Digital Media	3%	\$173,612
Life Sciences and Biotechnology	3%	\$194,210

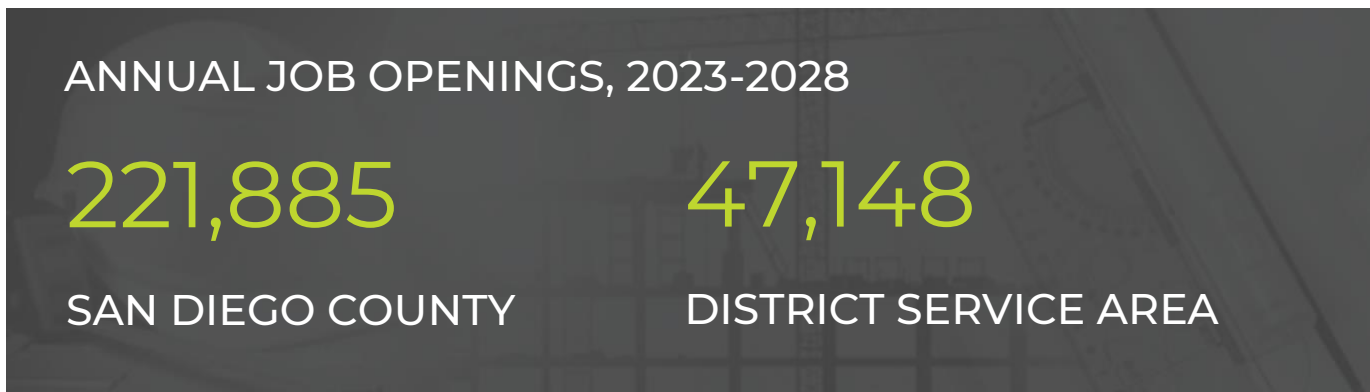
²⁸ "Lightcast 2025.02. "Industry Overview." 2023-2028.

Top Jobs

Between 2023 and 2028, the number of jobs in the Palomar CCD is expected to increase from 369,065 to 385,267, or by 4%, adding 16,202 jobs (Exhibit 16). Comparatively, California and San Diego County are projected to grow by 980,784 jobs (or 5%), and 80,535 jobs (or 4%), respectively.

Exhibit 16: Number of Jobs and Projected Percentage Change by Region, 2023-2028²⁹

Region	Jobs, 2023	Jobs, 2028	Job Change, 2023-2028	Projected % Change
California	20,465,006	21,445,790	980,784	5%
San Diego County	1,805,278	1,885,813	80,535	4%
Palomar CCD	369,065	385,267	16,202	4%



PRIORITY JOBS IN THE DISTRICT

Between 2023 and 2028, employers in the district are projected to hire 47,148 workers annually, on average. In January 2025, the San Diego & Imperial COE published a report that identified “priority jobs” based on wage and demand thresholds. To explore priority jobs within the district, the San Diego & Imperial COE defined priority jobs as middle-skill occupations³⁰ with at least 50 projected annual job openings in the district service area between 2023 and 2028, and that pay at or above the living wage of \$26.01 per hour for a single adult in San Diego County.³¹ Exhibit 17 highlights the top 20 middle-skill priority jobs in the district—16 of which also overlap with priority jobs in the county overall. The community colleges can use these lists 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?

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 Center for Women’s Welfare, University of Washington. (2023). The self-sufficiency standard for California, 2023. selfsufficiencystandard.org/California.

Exhibit 17: Top 20 Middle-Skill Priority Jobs in Palomar CCD, 2023-2028

SOC	Occupational Title	Annual Job Openings	Entry-Level Earnings	Median Earnings	Typical Education	Sector
11-1021	General and Operations Managers*	522	\$62.53	\$75.49	Bachelor's	Retail, Hospitality and Tourism
29-1141	Registered Nurses	353	\$58.20	\$63.80	Bachelor's	Health Care
47-2111	Electricians*	330	\$27.72	\$35.74	HS or equivalent	Energy, Construction and Utilities
43-1011	First-Line Supervisors of Office and Administrative Support Workers	264	\$28.63	\$34.69	HS or equivalent	Business and Entrepreneurship
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers*	247	\$34.13	\$43.64	HS or equivalent	Energy, Construction and Utilities
33-3051	Police and Sheriff's Patrol Officers	141	\$42.17	\$52.46	HS or equivalent	Public Safety and Gov.
51-1011	First-Line Supervisors of Production and Operating Workers	131	\$28.16	\$36.37	HS or equivalent	Advanced Manufacturing
29-2061	Licensed Practical and Licensed Vocational Nurses	125	\$32.70	\$37.13	Postsecondary	Health Care
43-6011	Executive Secretaries and Executive Administrative Assistants	117	\$31.92	\$39.68	HS or equivalent	Business and Entrepreneurship
13-1028	Buyers and Purchasing Agents	106	\$30.89	\$38.92	Bachelor's	Business and Entrepreneurship
13-1081	Logisticians	97	\$35.95	\$45.83	Bachelor's	Advanced Transportation and Logistics
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	95	\$31.88	\$39.51	HS or equivalent	Advanced Transportation and Logistics
49-3011	Aircraft Mechanics and Service Technicians	94	\$36.44	\$40.89	Postsecondary	Advanced Manufacturing
47-2073	Operating Engineers and Other Construction Equipment Operators	86	\$31.16	\$39.17	HS or equivalent	Energy, Construction and Utilities
15-1232	Computer User Support Specialists*	84	\$27.61	\$33.37	Some college	ICT and Digital Media
13-1051	Cost Estimators	69	\$31.27	\$40.63	Bachelor's	Business and Entrepreneurship
17-3023	Electrical and Electronic Engineering Technologists and Technicians	61	\$32.28	\$39.74	Associate	Advanced Manufacturing
33-2011	Firefighters	61	\$27.58	\$33.71	Postsecondary	Public Safety and Gov.
33-3021	Detectives and Criminal Investigators	60	\$49.20	\$57.13	HS or equivalent	Public Safety and Gov.
33-3012	Correctional Officers and Jailers	60	\$33.99	\$41.90	HS or equivalent	Public Safety and Gov.

All jobs featured in Exhibit 17 are priority jobs in San Diego County and those noted with an asterisk () are priority jobs in Palomar CCD only. Please note that annual job openings and wages reflect data for the ZIP codes that make up the district only.

Top Employers

In Palomar CCD, over 47,000 businesses span across a variety of sectors, including Business and Entrepreneurship; Energy, Construction, and Utilities; and Health. Exhibit 18 summarizes the number of businesses in Palomar CCD that are registered as women-owned, minority-owned, and veteran-owned.³²




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

Women-Owned	Minority-Owned	Veteran-Owned
3,017	840	442

Based on employment data for the Palomar CCD service area, a sample of top employers are featured in Exhibit 19 and include the Tri-City Medical Center, County of San Diego, and Pala Casino Spa & Resort. Palomar Community College District also ranks as a key employer among businesses in the district area.

Exhibit 19: Sample Employers with Location in Palomar CCD



250+

SAMPLE
BUSINESSES WITH
EMPLOYED AT
LOCATION

Company Name
Tri-City Medical Center
County of San Diego
Pala Casino Spa & Resort
Palomar Community College District
Excel Modular Scaffold and Leasing Corporation
Teradata Corporation
United States Postal Service
Northrop Grumman Systems Corporation
Smart Stores Operations, LLC
Control Air Enterprises, LLC

³² EconoVue. "Economic and Workforce Data Dashboard." 2025. Accessed June 4, 2025. econovue.com.

Company Name

California Center for the Arts, Escondido

Rancho Physical Therapy, Inc.

Monster Tool, LLC

Care Choice Health Systems, Inc.

Verbal Behavior Associates

C & H Machine, Inc.

Monterey Financial Services, Inc.

Liberty Residential Services, Inc.

Hawthorne Rent-It Service

Escondido Motors, LLC



SAMPLE
BUSINESSES WITH

<250

EMPLOYED AT
LOCATION



Online Job Postings

Businesses in cities within the Palomar CCD posted a total of 244,753 unique job postings between January 2024 and December 2024. For comparison, there were 375,286 unique online job postings across San Diego County during the same period. The most commonly posted occupation was “Registered Nurses” (Exhibit 20). The most requested specialized skills were project management, marketing, and auditing. The top certification was Basic Life Support Certification. Please note that online job posting data was only available at the city and county level, not by ZIP code. To estimate postings within the district, the San Diego & Imperial COE used city-level data, which may include ZIP codes beyond those listed in Exhibit 1. As a result, these figures may overestimate the number of postings specific to the district’s service area.

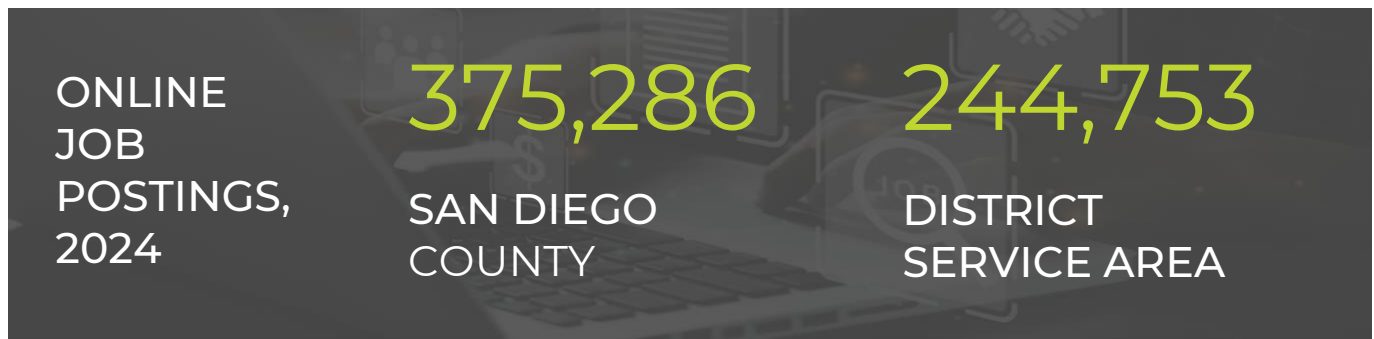


Exhibit 20: Top 10 Occupations, Skills, and Certifications in Job Postings, 2024³³

Top Occupations	Top Specialized Skills	Top Certifications
Registered Nurses	Project Management	Basic Life Support Certification
Retail Salespersons	Marketing	Cardiopulmonary Resuscitation Certification
Software Developers	Auditing	Registered Nurse
Customer Service Representatives	Accounting	Security Clearance
First-Line Supervisors of Retail Sales Workers	Merchandising	Secret Clearance
Home Health and Personal Care Aides	Nursing	Advanced Cardiovascular Life Support Certification
Computer Occupations, All Other	Selling Techniques	First Aid Certification
Medical and Health Services Managers	Finance	Neonatal Resuscitation Program Certification
Sales Representatives, Wholesale and Manufacturing	Restaurant Operation	Food Handler's Card
Secretaries and Administrative Assistants	Computer Science	Licensed Vocational Nurse

³³ Lightcast 2025.02. “Job Posting Analytics.” January 2024-December 2024.

STUDENT OUTCOMES

Palomar CCD consists of one community college—Palomar College. In program year 2023-24, Palomar CCD served a total of 26,451 students, accounting for 15% of 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.

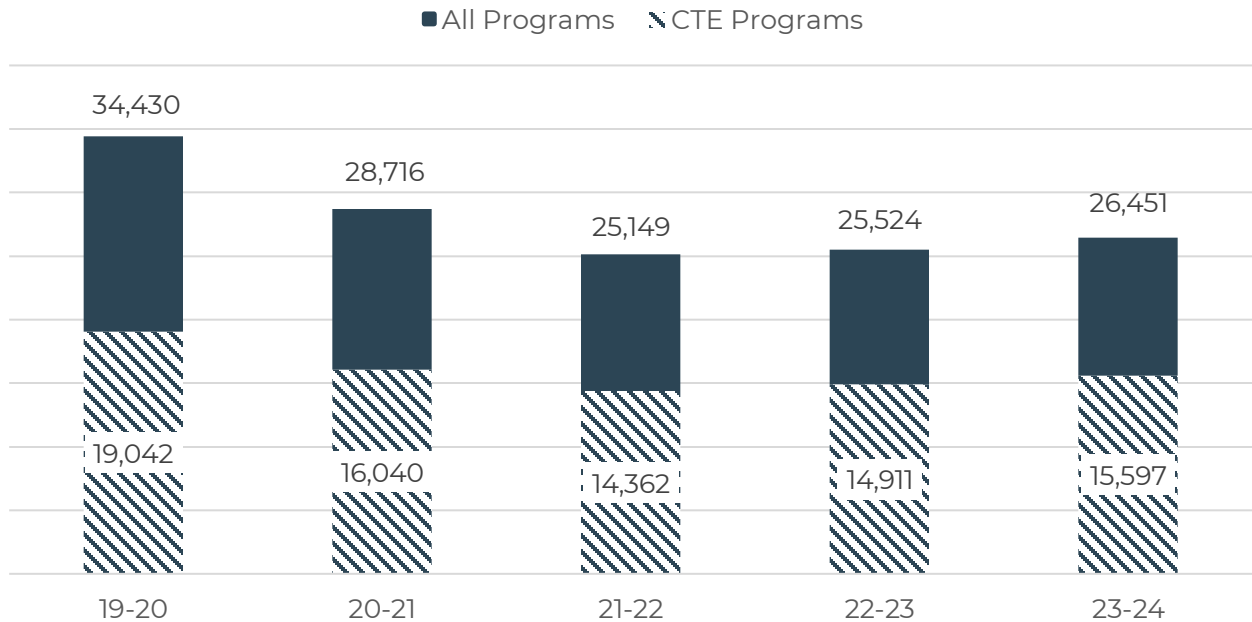
Exhibit 21: General Admit Students Enrolled in All Programs, 2023-24³⁴

STUDENTS ENROLLED, 2023-24

San Diego & Imperial Community Colleges	Palomar CCD
175,055	26,451

Exhibit 22 displays student enrollment trends in Palomar CCD from 2019–20 to 2023–24. Student enrollment initially declined between 2019-20 and 2021–22, and although it gradually increased, enrollment remained below pre-pandemic levels in 2023-24. In terms of Career Technical Education (CTE), these students accounted for 59% of all students enrolled in 2023-24, with CTE student enrollment showing a net increase of 9% since 2021-22.

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

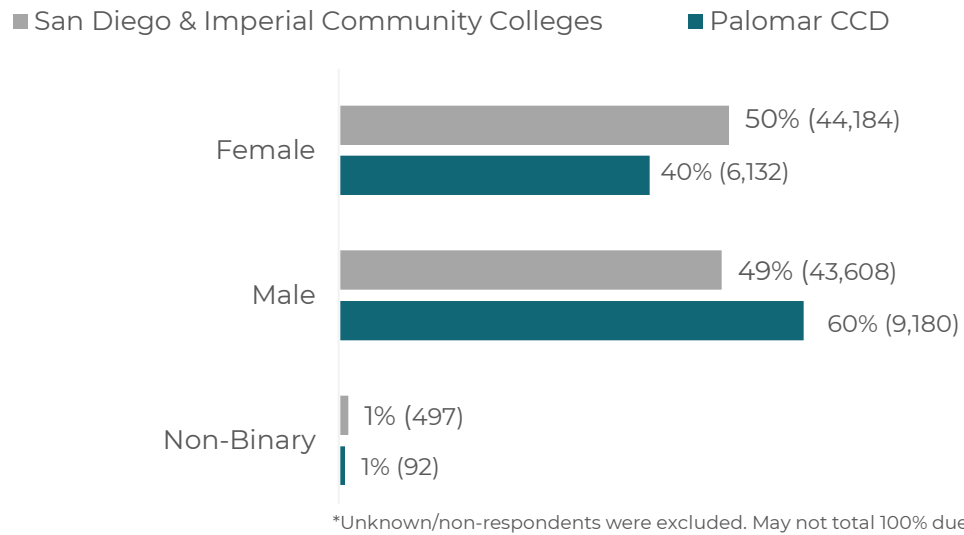


³⁴ "Students: General Admit Students," DataVista, Program Years 2019-20 to 2023-24, accessed August 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

Student Demographics

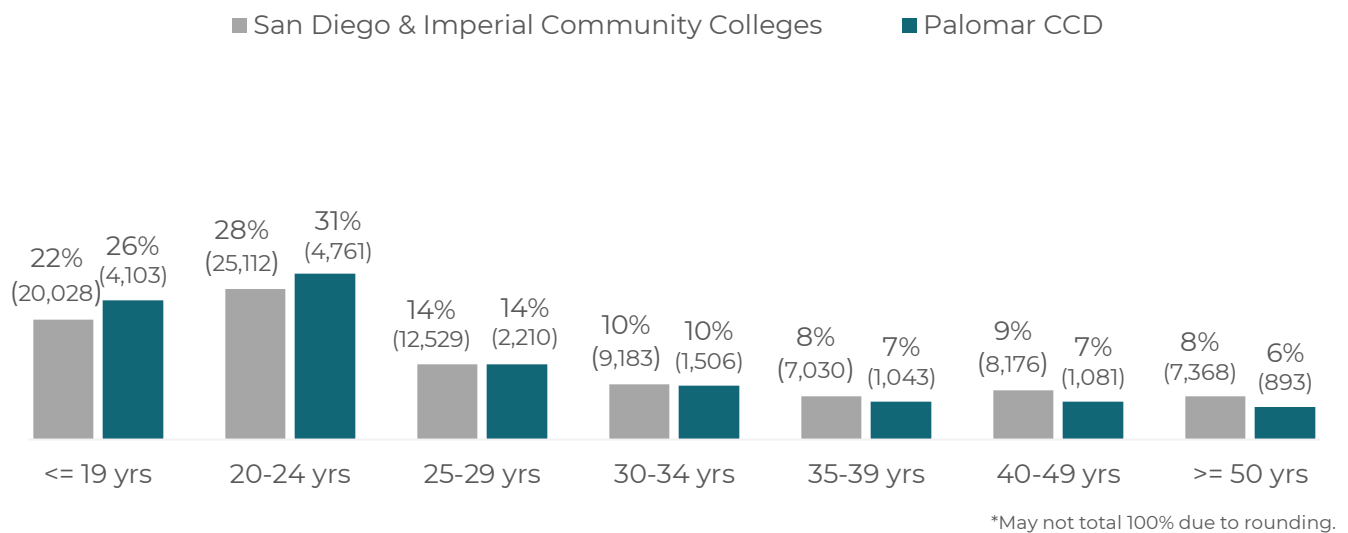
Focusing on the demographics of CTE students in the 2023-24 academic year, 50% identified as female, 49% as male, and 1% as non-binary across San Diego & Imperial Community Colleges (Exhibit 23). In terms of CTE students enrolled in Palomar CCD, a greater proportion of males enrolled than females (60% and 40%, respectively).

Exhibit 23: CTE Students in San Diego & Imperial Community Colleges and Palomar CCD by Gender, 2023-24³⁵



More than half of CTE students in Palomar CCD were under 24 years of age (57%), compared to 50% across all community colleges in the region (Exhibit 24).

Exhibit 24: CTE Students in San Diego & Imperial Community Colleges and Palomar CCD by Age, 2023-24³⁶

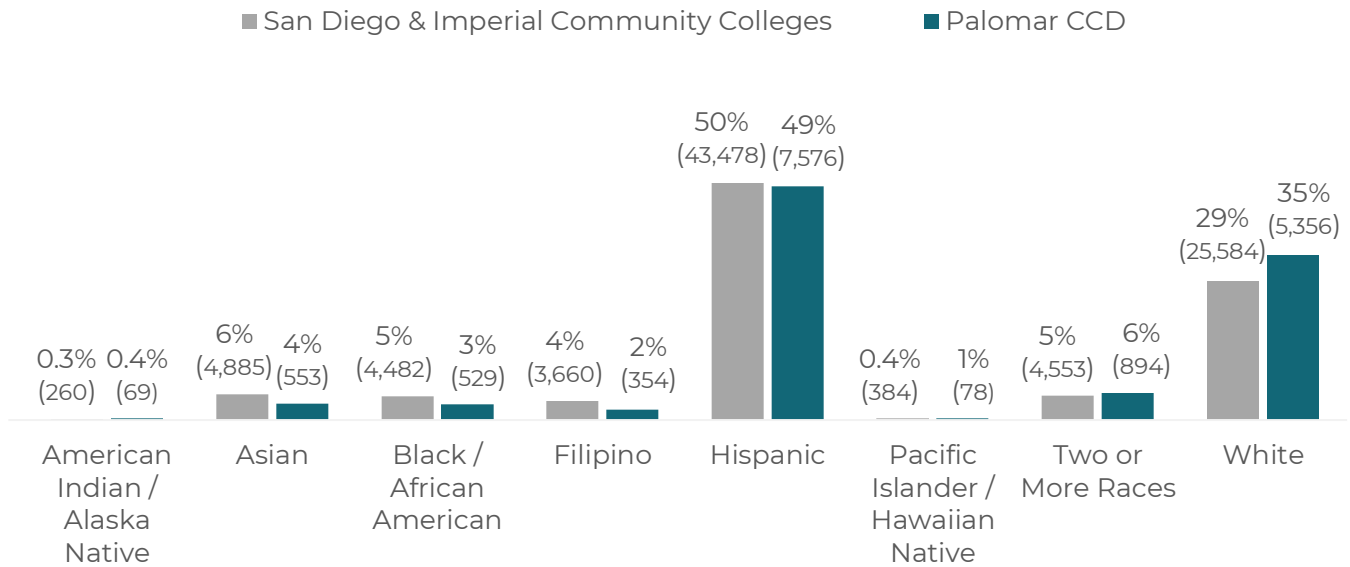


³⁵ "General Admit Students Disaggregated by Gender," DataVista, Program Years 2023-24, accessed August 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

³⁶ "General Admit Students Disaggregated by Age," DataVista, Program Years 2023-24, accessed August 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

In terms of race/ethnicity, 49% identified as Hispanic in the district compared to half of all students across community colleges in the region, while 35% of students in the district identified as white compared to 29% across the San Diego & Imperial Community Colleges (Exhibit 25).

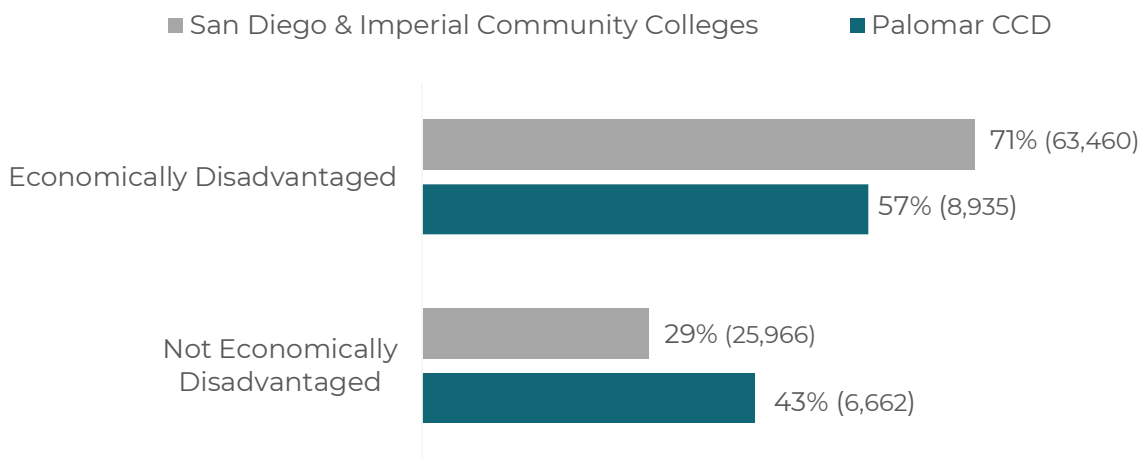
Exhibit 25: CTE Students in San Diego & Imperial Community Colleges and Palomar CCD by Race/Ethnicity, 2023-24³⁷



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

A lower proportion of students in Palomar CCD qualified as economically disadvantaged compared to the San Diego & Imperial Community Colleges (57% and 71%, respectively; Exhibit 26).

Exhibit 26: CTE Students in San Diego & Imperial Community Colleges and Palomar CCD by Economic Disadvantage, 2023-24³⁸



³⁷ "General Admit Students Disaggregated by Race/Ethnicity," DataVista, Program Years 2023-24, accessed August 1, 2025, datavista.cccco.edu/data_views/metric_themes_nsa.

³⁸ "General Admit Students Disaggregated by Economically Disadvantaged," DataVista, Program Years 2023-24, accessed August 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), Palomar CCD has over 330 degrees, certificates, and non-credit offerings.³⁹ The number of awards conferred by community colleges can be estimated by analyzing the awards across Taxonomy of Programs (TOP) codes. Using a three-year average of awards conferred (program year 2021-22 to 2023-24), the San Diego & Imperial Community Colleges conferred an average of over 40,000 awards in the region (24,520 for-credit and 15,749 non-credit awards; Exhibit 27). In Palomar CCD, an average of over 4,800 awards were conferred annually, representing 12% of awards conferred across all community colleges in the region. Based on available data, Palomar CCD accounts for 1% of non-credit offerings. Please note that this figure may not capture all non-credit award and more details are provided in the Appendix, Methodology.

Exhibit 27: 3-Year Average of Total For-Credit and Non-Credit Awards, 2021-22 to 2023-24⁴⁰

TOTAL AWARDS, 2021-22 to 2023-24

	For-Credit	Non-Credit*
San Diego & Imperial Community Colleges	24,520	15,749
Palomar CCD	4,698	134

*Please note that only non-credit awards reported to Data Mart were included and all non-credit awards may not be captured.

When evaluating CTE programs across community colleges in the district, Exhibit 28 shows the programs with the highest average number of for-credit and non-credit awards conferred in the last three academic years, including Business Management (TOP 0506.00), Paramedic (TOP 1251.00), and Business Administration (TOP 0505.00).

Exhibit 28: Total Awards for Top CTE Programs, 2021-22 to 2023-24⁴¹

TOP Code	TOP6 Title	3-Year Average Awards
0506.00	Business Management	334
1251.00	Paramedic	258
0505.00	Business Administration	189
2133.00	Fire Technology	114
1305.00	Child Development/Early Care and Education	94

³⁹ Based on active or approved programs as of April 2025. Please note that all non-credit offerings may not be reported. "California Community Colleges Curriculum Inventory (COCI)," California Community Colleges Chancellor's Office, accessed August 1, 2025, coci2.ccctechcenter.org/programs.

⁴⁰ California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.

⁴¹ California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.

Palomar CCD offers a wide range of academic and CTE programs, and Exhibit 29 shows that Palomar College trains for a variety of the top 20 middle-skill jobs identified in Exhibit 17.

Exhibit 29: Existing Programs that Train for Top Jobs in Palomar CCD⁴²

SOC	Occupational Title	Palomar
49-3011	Aircraft Mechanics and Service Technicians	
13-1028	Buyers and Purchasing Agents	•
15-1232	Computer User Support Specialists	•
33-3012	Correctional Officers and Jailers	•
13-1051	Cost Estimators	•
33-3021	Detectives and Criminal Investigators	•
17-3023	Electrical and Electronic Engineering Technologists and Technicians	•
47-2111	Electricians*	•
43-6011	Executive Secretaries and Executive Administrative Assistants	•
33-2011	Firefighters	•
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	•
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	•
43-1011	First-Line Supervisors of Office and Administrative Support Workers	•
51-1011	First-Line Supervisors of Production and Operating Workers	•
11-1021	General and Operations Managers	•
29-2061	Licensed Practical and Licensed Vocational Nurses	
13-1081	Logisticians	•
47-2073	Operating Engineers and Other Construction Equipment Operators	
33-3051	Police and Sheriff's Patrol Officers	•
29-1141	Registered Nurses	•

*Apprenticeship Program

⁴² 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 in the district and across San Diego & Imperial Community Colleges found employment after exiting the system (Exhibit 30).⁴³ Among those employed, approximately three out of four students worked in a job closely related to their field of study, which was slightly above the community colleges overall. In terms of wages, 35% of CTE students in the Palomar CCD attained a living wage, compared to a regional average of 40%. Median annual earnings in Palomar CCD for CTE students were \$41,692, which was nearly \$2,250 lower than median annual earnings across regional community colleges.

Exhibit 30: Strong Workforce Program Student Outcomes, 2021-22 to 2022-23⁴⁴



BECAME EMPLOYED

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



JOB CLOSELY RELATED TO FIELD OF STUDY

San Diego & Imperial Community Colleges	Palomar CCD
70%	74%



ATTAINED A LIVING WAGE

San Diego & Imperial Community Colleges	Palomar CCD
40%	35%



MEDIAN ANNUAL EARNINGS

San Diego & Imperial Community Colleges	Palomar CCD
\$43,940	\$41,692

⁴³ "Strong Workforce Program Report," DataVista, California Community Colleges, datavista.cccco.edu.

⁴⁴ 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 Palomar 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 San Diego County were included in this analysis. Please note that the data summarized in this brief align with publicly available data sources and some data was unavailable. For example, some data was available for ZIP code 92055 (a military base), but the availability was inconsistent across metrics and thus was excluded from analysis. Data was also unavailable for ZIP code 92096 for household and population characteristics (see data sources below). Please note that while the ZIP codes in Exhibit 1 represent the district's service area, they do not necessarily reflect where students reside, as students may attend an institution from any ZIP code. The San Diego & Imperial COE also identified overlap with other districts, and the following ZIP codes overlapped with MiraCosta CCD: 92029, 92055, 92056, 92057, 92078, 92081, 92083, and 92127.

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).⁴⁵ These ZCTAs enable mapping and demographic analysis and are geographic representations developed by the Census Bureau to approximate USPS ZIP codes.⁴⁶ 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.⁴⁷ 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.⁴⁸ 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

⁴⁵ U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, [census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html](https://www.census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html).

⁴⁶ U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, [census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html](https://www.census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html).

⁴⁷ "ZIP-Level Employment Data," Lightcast, accessed September 1, 2025, kb.lightcast.io/en/articles/6957501-zip-level-employment-data.

⁴⁸ U.S. Census Bureau, "ZIP Code Tabulation Areas (ZCTAs)," accessed September 1, 2025, [census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html](https://www.census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html).

each industry and average earning based on jobs within the district only, and may reflect different prominent industries compared to other areas of San Diego County.

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.⁴⁹ 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.⁵⁰

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 50 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 \$26.01 per hour for a single adult in San Diego County.⁵¹

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 2025.⁵² 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.⁵³ 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

⁴⁹ U.S. Census Bureau, “About Race and Ethnicity,” 2023, accessed September 1, 2025. [census.gov/topics/population/race/about.html](https://www.census.gov/topics/population/race/about.html).

⁵⁰ U.S. Census Bureau, “About Race and Ethnicity,” 2023, accessed September 1, 2025. [census.gov/topics/population/race/about.html](https://www.census.gov/topics/population/race/about.html).

⁵¹ Center for Women's Welfare, University of Washington. (2023). The self-sufficiency standard for California, 2023. selfsufficiencystandard.org/California.

⁵² “California Community Colleges Chancellor's Office Curriculum Inventory (COCI),” California Community Colleges Chancellor's Office, accessed September 1, 2025. coci2.ccctechcenter.org/programs.

⁵³ “General Admit Students,” DataVista, Program Years 2023-2024, datavista.cccco.edu/data_views/metric_themes_nsa.

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 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.⁵⁴ 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*.⁵⁵

⁵⁴ California Community Colleges Chancellor's Office. Data Mart. Accessed March 1, 2025. datamart.cccco.edu.

⁵⁵ "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.

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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.

