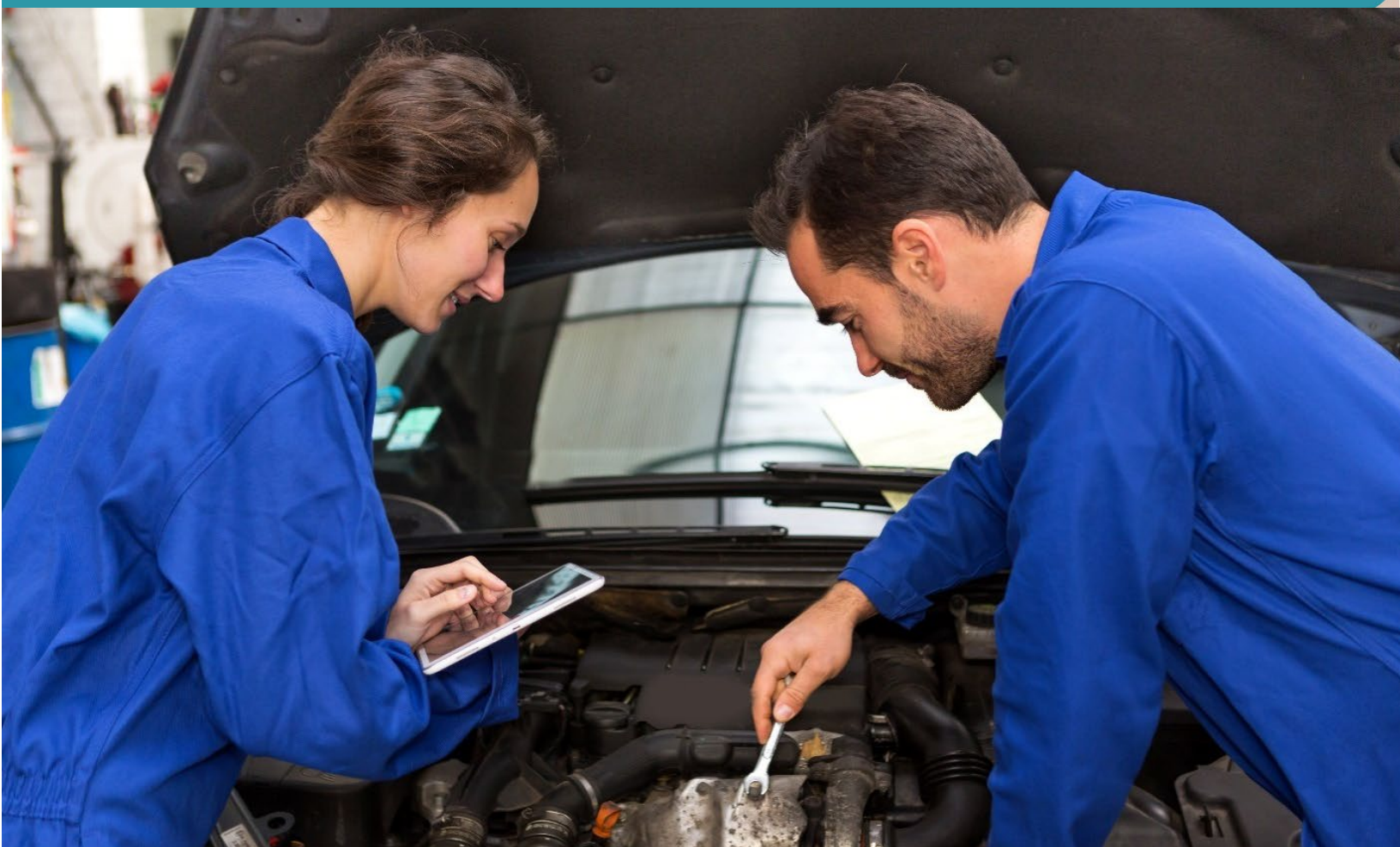




SKILLS THAT SUPPORT THE CCCCCO ADVANCED TRANSPORTATION AND LOGISTICS SECTOR

April 2026

INLAND EMPIRE/DESERT REGION



FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

POWERED BY



California
Community
Colleges

ACKNOWLEDGEMENTS

The following team members of the Inland Empire/Desert Center of Excellence for Labor Market Information (COE) authored this report:

Shannon Moran, COE Director
Chris Cruzcosa, Senior Research Analyst
Paul Vaccher, Research Analyst

Acknowledgements	2
Executive Summary	4
Key Findings.....	4
Introduction	8
Methodology.....	9
Section 1: How does the middle-skill Advanced Transportation and Logistics workforce support the regional economy?.....	11
1.1 Regional Employment.....	11
1.2: Advanced Transportation and Logistics Sector Overview.....	12
Section 2: What skills are essential for middle-skill Advanced Transportation and Logistics workers?.....	14
2.1: Material Recording, Scheduling, Dispatching, and Distributing Workers	14
2.2: Vehicle and Mobile Equipment Mechanics, Installers, and Repairers.....	18
2.3: Rail Transportation Workers.....	23
2.4: Other Transportation Workers.....	27
2.5: Electrical and Electronic Equipment Mechanics, Installers, and Repairers.....	31
2.6: Water Transportation Workers.....	36
Section 3: How can skills information be used to guide career education program development in the Inland Empire/Desert Region?.....	40
APPENDICES	43
Appendix A: Research Definitions and Methodologies.....	43
Appendix B: Additional Occupations Related to the CCCCCO Advanced Transportation and Logistics Sector.....	45

EXECUTIVE SUMMARY

The California Community College Chancellor's Office (CCCCO) Advanced Transportation and Logistics sector is one of the most significant drivers of middle-skill employment in the Inland Empire/Desert Region, accounting for nearly 16% of regional middle-skill employment at 130,899 jobs in 2024. The middle-skill advanced transportation and logistics occupational group is projected to grow by 7% by 2029. Middle-skill advanced transportation and logistics occupations, those requiring more than a high school diploma but less than a four-year degree, represent over 40% of all advanced transportation and logistics-sector jobs and generate over 14,900 annual openings, positioning community colleges and K-12 partners as essential engines of workforce preparation.

This report examines the skills that define middle-skill advanced transportation and logistics occupations, relying on employer job postings for six minor occupational groups that together accounted for 59,408 regional jobs in 2024. Using a comparison of two date periods, 2019–2023 and 2024–2025, the analysis identifies which skills are increasing, decreasing, or persistently in demand across the sector.

Key Findings

Employer demand is evolving across both foundational and technical competencies.

Across occupational groups, foundational skills remain the most frequently requested competencies by employers, with communication, attention to detail, problem-solving, operations, and organizational skills consistently appearing among the top skills statewide and regionally (e.g., Exhibits 2.1.6, 2.2.6, 2.3.6, 2.4.6, 2.5.6). These competencies support safe operations, coordination of goods movement, and efficient workflow across transportation and logistics environments.

The analysis of skills in increasing demand shows that foundational competencies account for the majority of observed growth in job postings. In the Inland Empire/Desert (IE/D) region, 64.6% of skills growing by 10% or more are foundational, while 22.4% are cross-sector technical skills and approximately 13% are specialized industry- or occupation-specific skills (Section 3). Similar patterns appear statewide.

These findings emphasize the ongoing significance of fundamental competencies for middle-skill transportation and logistics workers. Skills such as attention to detail, problem-solving, communication, and organizational ability support diagnosing equipment issues, coordinating maintenance activities, following safety procedures, and ensuring the reliable operation of transportation systems.

At the same time, more than one-third of all growing skills (35.4% in the IE/D region) fall within specialized or cross-sector technical categories, reflecting rising expectations for mechanical proficiency and equipment-related expertise.

Examples of these skills include:

- Machinery operation
- Hand and power tool use
- Engine repair
- Aircraft maintenance
- Railroad engineering

These skills have grown significantly across multiple minor occupational groups (e.g., Exhibits 2.2.4, 2.2.5, 2.3.4, 2.4.5, 2.5.4, 2.6.4) and point to an evolving logistics and transportation environment where workers are increasingly expected to operate, maintain, and troubleshoot complex mechanical systems and equipment.

Certain routine foundational and operational skills are declining across the sector.

The shrinking-skills analysis shows that foundational skills also account for the largest share of declining skills, representing 56.5% of declining skills in the IE/D region and 65.6% statewide. Cross-sector technical skills account for an additional 28.3% of declining skills in the IE/D region. This pattern reflects how employers adjust and re-emphasize foundational competencies in job postings, rather than a shift away from technical skill requirements. Many specialized skills remain consistently required across occupations but change less because they are already widely expected or embedded in baseline qualifications.

Declining skills include baseline workplace competencies such as:

- Customer service
- English language
- Writing
- Computer literacy

Their reduced posting frequency does not indicate declining importance. Instead, it suggests that employers increasingly treat these competencies as assumed baseline qualifications rather than differentiating skills (Exhibits 2.1.7, 2.2.7, 2.4.7, 2.5.7, 2.6.6).

A similar pattern appears within specialized skill categories. Declining skills include core mechanical competencies such as diesel engines, avionics, automotive systems, and forklift operation. Their reduced frequency likely reflects their status as expected baseline knowledge for qualified applicants, meaning employers increasingly assume proficiency rather than explicitly listing these capabilities in job postings.

Certifications and licensure requirements vary by occupation but remain important for workforce entry.

Unlike some sectors, there is no single certification required across all transportation and logistics occupations. However, many roles require occupation-specific credentials that support equipment operation and regulatory compliance. The most consistently requested qualification across occupational groups is a valid driver's license, reflecting the importance of worker mobility and the operation of vehicles and equipment.

Additional common credentials include:

- Commercial Driver's License (CDL)
- Forklift certification
- Automotive Service Excellence (ASE) certifications
- FAA Airframe & Powerplant (A&P) Certificate

These credentials serve as key signals of job readiness for specific occupations and often represent minimum requirements for entry into technical transportation and logistics roles (e.g., Exhibits 2.1.9, 2.2.9, 2.3.9, 2.4.9, 2.5.9).

These patterns reflect an evolving set of skill expectations in middle-skill transportation and logistics work.

Together, these findings indicate a re-composition of skill demand within the sector. Both growing and shrinking skills are concentrated in foundational and cross-sector categories, suggesting that employers are redefining which baseline competencies matter most in operational environments.

Routine workplace skills and basic operational tasks appear less frequently in postings as employers increasingly assume baseline proficiency. At the same time, other foundational competencies, particularly those related to attention to detail, problem-solving, coordination, and organizational ability, are appearing more frequently as employers emphasize the skills needed to manage complex operations, maintain equipment reliability, and coordinate work across teams.

As transportation and logistics operations become more equipment-intensive and technologically complex, workers are increasingly expected to combine strong foundational competencies with applied technical skills in equipment operation, mechanical systems, and maintenance.

Implications for Education & Training in the Inland Empire/Desert Region

The regional shift in skill demand points to several opportunities for K-12 and community college programs to strengthen workforce alignment:

1. Align curriculum with rising foundational and technical skills.

Programs should integrate communication, problem-solving, safety procedures, equipment operation, mechanical fundamentals, and the use of industry tools, which show the strongest growth across occupational groups (Section 3). These competencies reflect the increasing technical and operational demands of modern transportation and logistics occupations.

2. Embed industry-recognized credentials within program structures.

Given employer demand for credentials such as CDLs, forklift certification, ASE certification, and FAA Airframe and Powerplant certification, colleges should align coursework and hands-on training with these qualifications. K-12 pathways can strengthen alignment by offering pre-certification exposure, dual enrollment, and career technical education programs focused on transportation and logistics careers.

3. Strengthen K-12 to community college pathway alignment.

K-12 transportation pathways can use the qualification and skill findings to align coursework with postsecondary expectations. High schools offering pathways in operations, structural repair and refinishing, systems diagnostics, service, and repair can integrate early exposure to skills such as mechanical systems, equipment operations, safety and regulatory compliance, and logistics and supply chain fundamentals. This preparation will help students transition more effectively into community college programs and middle-skill transportation and logistics careers.

Conclusion

The CCCCO advanced transportation and logistics sector remains a cornerstone of the Inland Empire/Desert Region workforce. The analysis shows that foundational competencies continue to play a central role in employer demand, accounting for the majority of skills increasing in job postings across transportation and equipment-related occupations. At the same time, a substantial share of growing skills reflects rising expectations for mechanical knowledge, equipment operation, and technical troubleshooting, underscoring the increasingly equipment-intensive nature of modern transportation and logistics work.

The analysis also shows that many foundational and routine operational skills are appearing less frequently in job postings. This pattern does not indicate declining importance; rather, it suggests that employers increasingly treat these competencies as baseline expectations for qualified applicants,

while emphasizing skills that signal operational coordination, problem-solving, and equipment proficiency.

This report is part of a ten-sector series that provides a skills-based roadmap to strengthen workforce preparation across K-12 education, community colleges, and regional workforce partners. Together with forthcoming analyses examining automation, artificial intelligence, and broader economic transformation, this work will help guide the development of programs that equip learners with the foundational and technical skills required for modern transportation and logistics careers.

INTRODUCTION

The purpose of this report is to strengthen community college program development and review by aligning regional education pathways with the evolving skill needs of the Inland Empire/Desert economy. Using the California Community Colleges Chancellor's Office (CCCCO) priority sector framework as its foundation, this analysis focuses on the skills that define and sustain the region's middle-skill advanced transportation and logistics workforce, providing research for K-12 schools and community colleges to examine how well programs prepare students for occupations within this priority sector.¹

Within this framework, the CCCCCO advanced transportation and logistics sector represents one of the region's largest and fastest-growing areas of middle-skill employment, accounting for nearly 130,900 jobs in 2024 and projected to grow by 7% through 2029. A region-wide skills assessment of the CCCCCO advanced transportation and logistics sector may assist educators and workforce developers in understanding the skills needed to support the rapid growth in employment projected for this sector.

This report examines the specialized and foundational skills appearing in employer job postings for middle-skill advanced transportation and logistics occupations. Middle-skill occupations are those that typically require more than a high school diploma, but less than a four-year degree. They are largely associated with community college CTE programs, placing community colleges at the center of preparing the workforce that supports regional advanced transportation and logistics.

This report is one of a ten-part series that leverages the CCCCCO priority sector association with the region's middle-skill occupations. These sector reports will be released ahead of a companion analysis examining how emerging technologies are reshaping skill demand for middle-skill occupations. That research will sit alongside the sector series to help colleges understand both current and future drivers of workforce change. Before the release of this broader analysis, the COE will complete the sector reports, providing a full view of skill needs across the regional economy.

The ten-part skills analysis reports will be released in the following order:

1. Health
2. Energy, Construction, and Utilities
3. Advanced Manufacturing
4. Information and Communication Technologies/Digital Media (ICT/DM)
5. Business and Entrepreneurship
6. Advanced Transportation and Logistics
7. Retail, Hospitality, and Tourism
8. Public Safety
9. Education and Human Development
10. Agriculture, Water, and Environmental Technologies

The report seeks to answer three major questions:

- Section 1: How does the middle-skill advanced transportation and logistics workforce support the regional economy?
- Section 2: What skills are essential for middle-skill advanced transportation and logistics workers?
- Section 3: How can skills information be used to guide career education program development in the Inland Empire/Desert region?

¹ <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/Strong-Workforce-Program/SWP-Archive/Events/K12-SWP-Industry-Sector-Crosswalk>

METHODOLOGY

This report analyzes the skills that are essential to the middle-skill workforce in occupations that are associated with the California Community College Chancellor's Office (CCCCO) Advanced Transportation and Logistics sector. The Chancellor's Office grouped career and technical education programs into twelve priority sectors, further referred to as CCCCCO priority sectors.² The grouping of community college programs by CCCCCO priority sector facilitates the analysis of programs and occupations with similar knowledge bases and skill sets. The Center of Excellence, in collaboration with the CCCCCO, developed a crosswalk that identifies vocational occupations associated with each program code. This crosswalk serves as the foundation for program and workforce assessments by the CCCCCO priority sector. Please note that the CCCCCO priority sector should not be confused with the industry employment sectors identified by the North American Industry Classification System (NAICS). Additionally, only ten CCCCCO reports will be developed as the Life Sciences/Biotech and Global Trade priority sectors are typically rolled up into the larger sectors, Health and Business and Entrepreneurship, respectively.

Skills considered essential to the CCCCCO advanced transportation and logistics sector occupations were identified through an analysis of employer job advertisements. Job advertisement information, such as skills and qualifications, was obtained from Lightcast's Job Posting Analytics, which aggregates job advertisements posted over 220,000 current and historical sources.³ To provide a more nuanced perspective and to ensure the utility of this report, skills and qualifications information are analyzed at the minor occupation group level.

The Standard Occupational Classification (SOC) system aggregates occupation information by four levels: major group, minor group, broad occupation, and detailed occupation.⁴ This report relies on the minor occupational groupings of detailed occupations for the skills analysis, as they provide greater detail than broader occupational groups and ensure the feasibility and readability of this study, which would be lacking in a detailed occupation skills analysis.

The following is an example of the SOC coding structure for Shipping, Receiving, and Inventory Clerks (43-5071).

- **Major Occupational Group:** Office and Administrative Support Occupations (43-0000)
 - **Minor Occupational Group:** Material Recording, Scheduling, Dispatching, and Distributing Workers (43-5000)
 - **Broad Occupation:** Shipping, Receiving, and Inventory Clerks (43-5070)
 - **Detailed Occupation:** Shipping, Receiving, and Inventory Clerks (43-5071)

Minor occupational groups enable this report to focus on occupations connected by similar work activities and areas of focus in the priority sector, to determine which skills are currently most in demand, where demand is growing rapidly, and where demand is shrinking rapidly. This data will allow program designers, owners, and administrators to gain insight into the skills employers need in their workforces for each occupational group and to plan for future growth.

This analysis focuses on minor occupational groups comprising three or more detailed occupations related to the CCCCCO advanced transportation and logistics sector. This ensures that occupations are grouped by similar work activities and that there are sufficient job advertisements to analyze. As a result

² DataVista Sector Explanation. 2024. Retrieved from: <https://datavista.cccco.edu/resources/7>

³ Lightcast. Job Posting Analytics (JPA) Methodology. 2025. Retrieved from: <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

⁴ Bureau of Labor Statistics. Standard Occupational Classification and Coding Structure. 2018. Retrieved from: https://www.bls.gov/soc/2018/soc_2018_class_and_coding_structure.pdf

of this requirement, nine occupations in the CCCC advanced transportation and logistics sector are excluded from this skills analysis. A list of these occupations is in the Appendix.

The skills analysis compares skills posted over a two-year period (January 2024 – December 2025) with a historical five-year period (January 2019 – December 2023) to identify skills that are growing and shrinking in their prevalence in job ads. This report intentionally uses a two-year period for the current analysis to ensure sufficient volume of recent job advertisements and to avoid the instability that can come from relying on a single year of data. The five-year historical period provides a stable benchmark of longer-term industry skill patterns and reduces the influence of short-term fluctuations. This analysis also illuminates the skills with the highest share of job ads in the most recent period, addressing employer demand for skills that are persistently in demand over time.

One goal of this research was to include skills in this report that are most significant to the CCCC advanced transportation and logistics sector workforce, based on their frequency in employer job postings. To ensure the analysis focuses on skills that employers consistently value, only skills appearing frequently in job ads within each minor occupational group during the most recent period (January 2024 – December 2025) were included.

The Lightcast taxonomy organizes skills into a tiered structure that groups related competencies according to the type of work or task they support. Within this framework, skills are categorized as common, specialized, or software skills. To determine which skills to include in our analysis, we examined how frequently each skill appears in job postings. We calculated the median share of job ads in which common skills appear across all occupations, providing a baseline measure of typical skill prevalence. Our analysis found that common skills typically appeared in roughly 5% of job postings across occupations. We used this median value as the threshold for determining which skills were included in our research.

The 5% threshold is sufficient to capture in-demand skills while excluding skills listed in job ads that are not essential for employment in the minor occupational group. Additionally, in-demand skills found in employer job ads posted throughout California are also included in this analysis to provide context for the regional skills data, highlighting nuances of the regional employment environment.

Foundational skills, or common skills, “are prevalent across many different occupations and industries, including both personal attributes and learned skills.”⁵ Since these skills are found across industries, they are considered foundational for the workplace. Specialized skills, also known as technical skills, equip an individual to perform specific tasks effectively.⁶ Our analysis of specialized skills will indicate whether they were specific to a minor occupation group, identified across multiple minor occupation groups, or across sectors.

Specialized skills are classified based on how broadly they appear across job advertisements. Skills appearing only within a single occupational group are considered occupation-specific, while those found across multiple occupational groups within the same industry are classified as industry-specific. Skills appearing across occupations in multiple industries are categorized as cross-sector, and those appearing across most occupational groups are reclassified as foundational skills.

⁵ Lightcast. Skills Glossary. 2023. Retrieved from: <https://kb.lightcast.io/en/articles/7934140-skills>

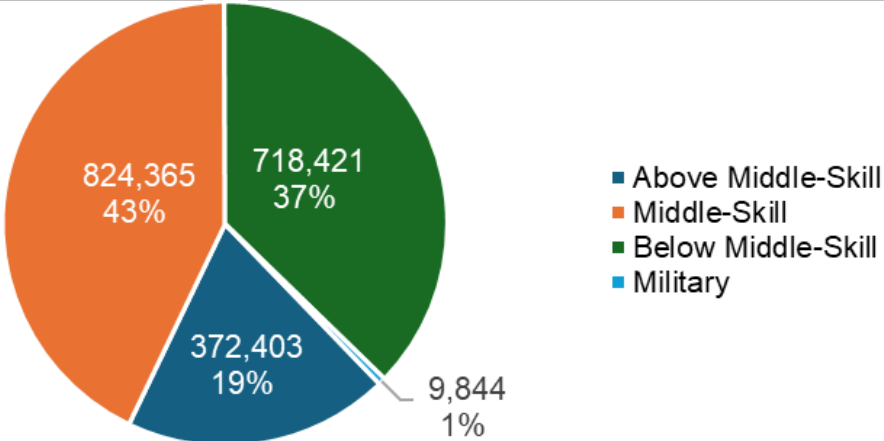
⁶ Ibid.

SECTION 1: HOW DOES THE MIDDLE-SKILL ADVANCED TRANSPORTATION AND LOGISTICS WORKFORCE SUPPORT THE REGIONAL ECONOMY?

1.1 REGIONAL EMPLOYMENT

In 2024, there were nearly 1.93 million jobs in the Inland Empire/Desert Region. Exhibit 1.1.1 displays the distribution of regional jobs in 2024 by skill level. Approximately 824,400 regional jobs, or 43%, are middle-skill. The number of regional jobs is projected to increase by more than 139,000 through 2029, representing 7% growth. While there are over 257,500 annual job openings expected between 2024 and 2029 across all skill levels, these employment opportunities are not evenly distributed across skill levels. Approximately 41% of annual job openings in the Inland Empire/Desert Region are expected for middle-skill workers, totaling over 107,500.

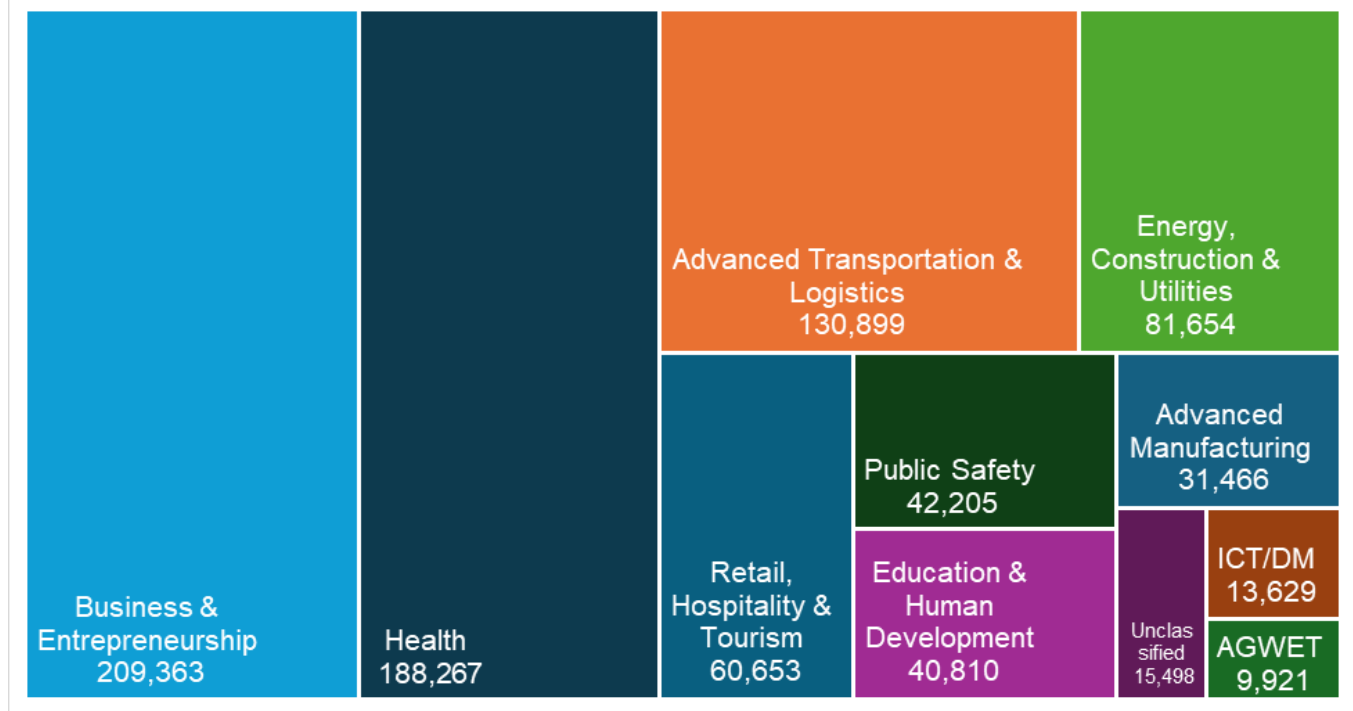
Exhibit 1.1.1: Distribution of Employment by Skill Level, Inland Empire/Desert Region, 2024



Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 1.1.2 displays the distribution of middle-skill employment by CCCC priority sector in the Inland Empire/Desert Region in 2024. The CCCC advanced transportation and logistics sector accounted for the third-most middle-skill jobs in 2024, at 130,899. Advanced transportation and logistics employment is a significant source of regional middle-skill employment, accounting for 15.9% of middle-skill jobs in 2024.

Exhibit 1.1.2: Distribution of Middle-Skill Employment by CCCC Priority Sector, Inland Empire/Desert Region, 2024



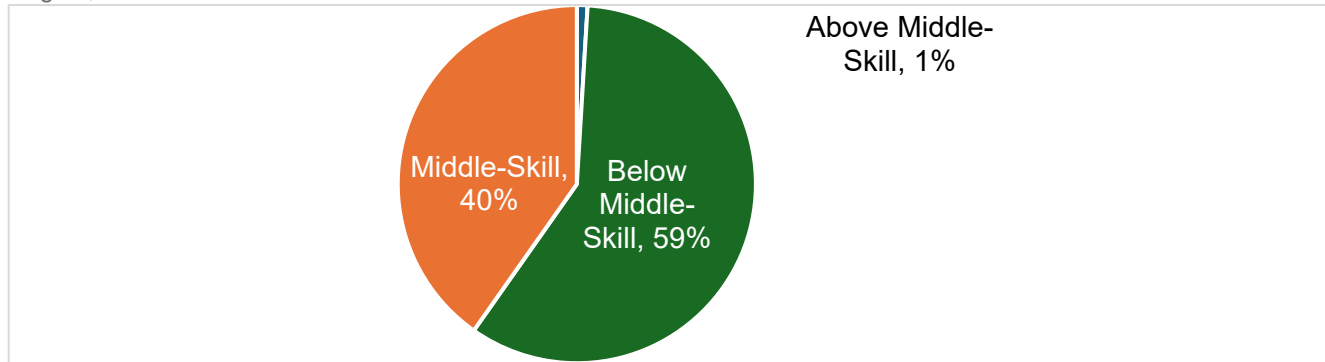
Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.2: ADVANCED TRANSPORTATION AND LOGISTICS SECTOR OVERVIEW

There are 19 TOP codes in the CCCC advanced transportation and logistics sector that prepare students for employment. Across all levels of educational attainment, experience, and training, there are 63 occupations related to the CCCC advanced transportation and logistics sector. The CCCC advanced transportation and logistics sector is currently a major source of regional employment and is projected to drive future employment growth. Approximately 16.9% of regional jobs across all education levels are related to the CCCC advanced transportation and logistics sector, at over 325,300 jobs in 2024. The share of regional sector employment is much higher than that of California as a whole (9.7%) and the national average (10.5%). Not only is advanced transportation and logistics employment concentrated in the region, but regional employment is also projected to grow by 8.1%, outpacing projections in California and Nationally, at 4.4% and 5.4%, respectively.

Exhibit 1.2.1 displays the share of CCCC advanced transportation and logistics sector jobs by skill level in the Inland Empire/Desert Region in 2024. There are 36 middle-skill occupations in the sector, accounting for 40% of sector jobs. While only 25 of the 63 occupations are below middle-skill, these positions accounted for 59% of the region's sector jobs in 2024. There are only two above middle-skill occupations related to the advanced transportation and logistics sector, accounting for 1% of regional jobs in the sector. The distribution of advanced transportation and logistics jobs by sector indicates that nearly all positions require a community college education or less.

Exhibit 1.2.1: Distribution of Advanced Transportation and Logistics Employment by Skill Level, Inland Empire/Desert Region, 2024



Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 1.2.2 displays minor occupational group employment for middle-skill occupations in the CCCC0 advanced transportation and logistics sector. This report provides an in-depth skills analysis of six minor occupational groups in the CCCC0 advanced transportation and logistics sector, which accounted for over 59,400 jobs in 2024. See Appendix for a list of the nine middle-skill CCCC0 advanced transportation and logistics sector occupations not included in the skills analysis. Middle-skill advanced transportation and logistics occupations are projected to grow by 5% through 2029, primarily driven by job growth in the material recording, scheduling, dispatching, and disturbing workers and vehicle and the mobile equipment mechanics, installers, and repairers minor occupational groups, which are projected to contribute to 97% of middle-skill advanced transportation and logistics job growth.

Exhibit 1.2.2: Middle-skill Advanced Transportation and Logistics Employment by Minor Group, Inland Empire/Desert Region, 2024-2029

SOC Minor Group Title	2024 Jobs	2029 Jobs	2024 - 2029 % Change	Average Annual Openings	Occupation Count
Material Recording, Scheduling, Dispatching, and Distributing Workers	34,622	36,020	4%	3,718	5
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	21,507	23,019	7%	2,117	7
Rail Transportation Workers	1,763	1,763	0%	161	6
Other Transportation Workers	671	715	7%	75	3
Electrical and Electronic Equipment Mechanics, Installers, and Repairers	567	595	5%	53	3
Water Transportation Workers	279	286	3%	33	3
Middle-Skill Total	59,408	62,397	5%	6,156	27

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

The following section will analyze the specialized skills, foundational skills, qualifications, and programs for the above minor occupational groups.

SECTION 2: WHAT SKILLS ARE ESSENTIAL FOR MIDDLE-SKILL ADVANCED TRANSPORTATION AND LOGISTICS WORKERS?

2.1: MATERIAL RECORDING, SCHEDULING, DISPATCHING, AND DISTRIBUTING WORKERS

Exhibit 2.1.1 displays current and projected employment data for the material recording, scheduling, dispatching, and distributing workers occupational group from 2024 to 2029. The material recording, scheduling, dispatching, and distributing workers' occupational group contains five occupations with over 34,600 jobs in 2024. This occupational group is projected to grow by 4%, adding nearly 1,400 jobs to the region through 2029. While this occupational group does not offer high median wages, it has plentiful employment opportunities, with over 3,700 annual job openings projected over the next five years.

Exhibit 2.1.1: Current and Projected Employment for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group, Inland Empire/Desert Region, 2024-2029

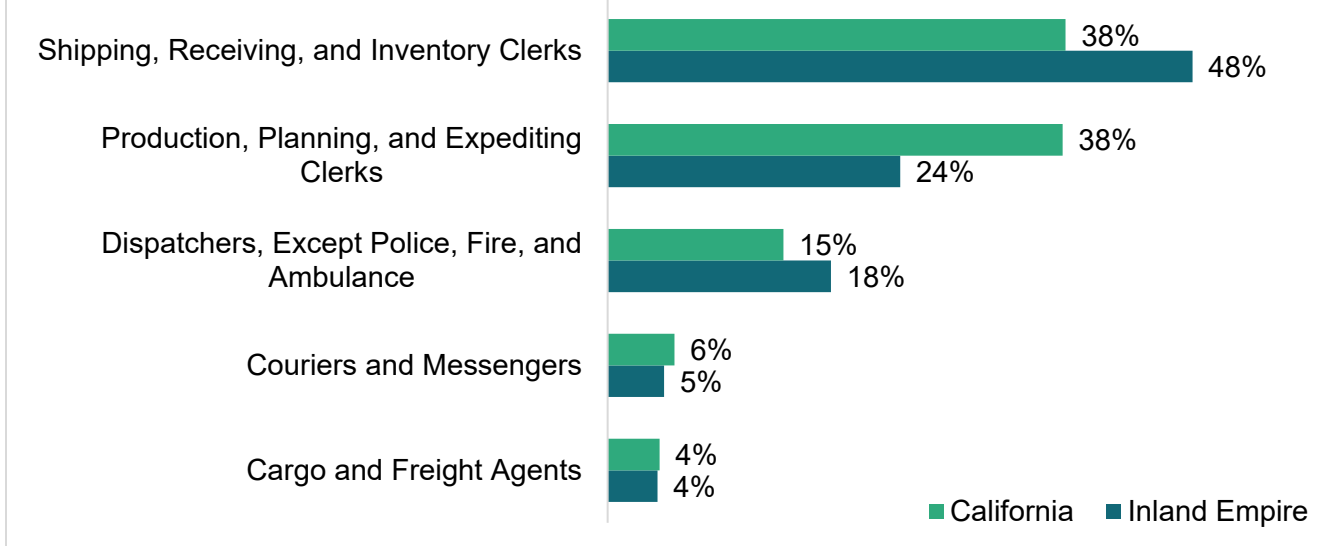
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Shipping, Receiving, and Inventory Clerks	22,137	22,182	0%	2,187	\$18.84
Production, Planning, and Expediting Clerks	5,038	5,386	7%	576	\$26.60
Couriers and Messengers	2,811	3,359	20%	423	\$16.81
Dispatchers, Except Police, Fire, and Ambulance	2,795	2,984	7%	301	\$23.49
Cargo and Freight Agents	1,841	2,109	15%	231	\$23.07
Total	34,622	36,020	4%	3,718	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, January 2024 to December 2025, referred to as the “most recent period” going forward, there were 8,061 job ads posted for the material recording, scheduling, dispatching, and distributing workers occupational group in the Inland Empire, as compared to 70,528 job ads posted for the same occupations across California. In the previous period, January 2019 to December 2023, there were 26,981 job ads posted for this occupational group in the Inland Empire and 242,947 in California.

Exhibit 2.1.2 displays the share of material recording, scheduling, dispatching, and distributing workers occupational group job advertisements by occupation in the Inland Empire/Desert Region and California. Nearly half of the regional and statewide job ads for the material recording, scheduling, dispatching, and distributing workers occupational group were posted for shipping, receiving, and inventory clerks. In California, employer demand for shipping, receiving, and inventory clerks and production, planning, and expediting is evenly split in job ads.

Exhibit 2.1.2: Share of Advertisements by Occupation for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

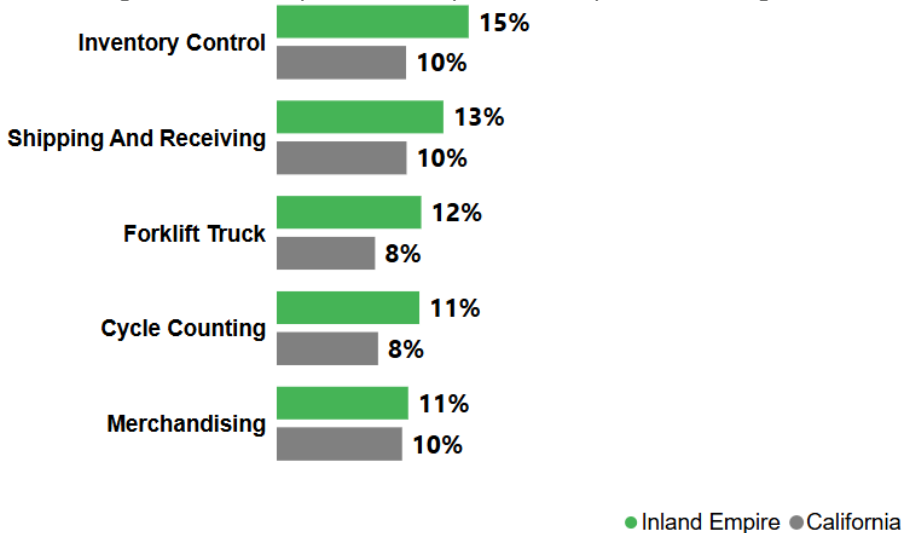


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.1.3 displays the top specialized skills in employer job advertisements for material recording, scheduling, dispatching, and distributing workers in the Inland Empire/Desert Region, along with their share of job ads in California. The top skills may provide insight into the specialized skills employers consider critical.

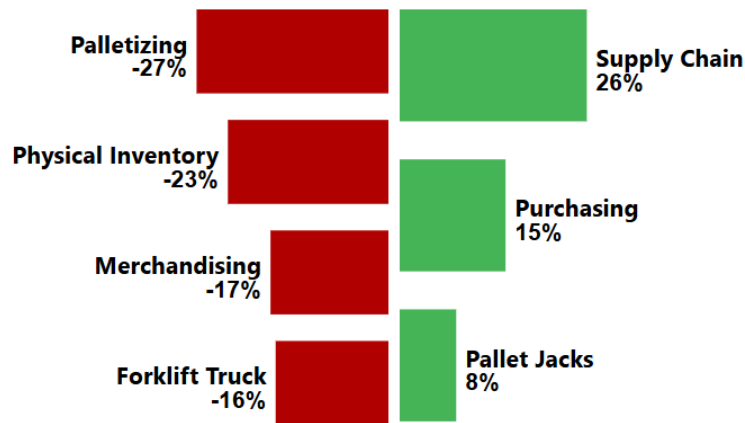
Exhibit 2.1.3: Top Specialized Skills from Employer Job Ads for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with supply chain skills has increased by 26% compared to the previous period (2019-2023). Employers' desire for candidates with palletizing skills has decreased by 27% between the two periods in the Inland Empire.

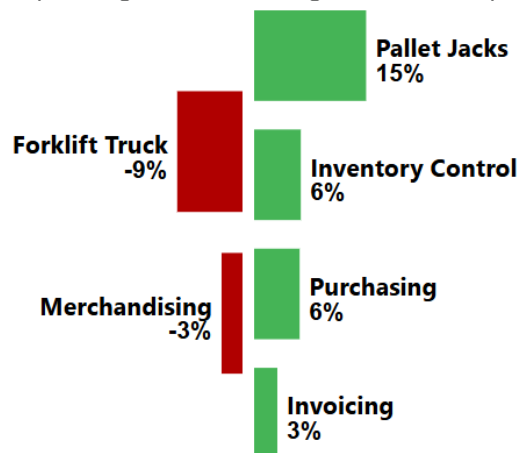
Exhibit 2.1.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with pallet jack skills has increased by 15% since the previous period (2019-2023). Employers’ demand for candidates with forklift truck skills has decreased by 9% in California between the two periods.

Exhibit 2.1.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group in California

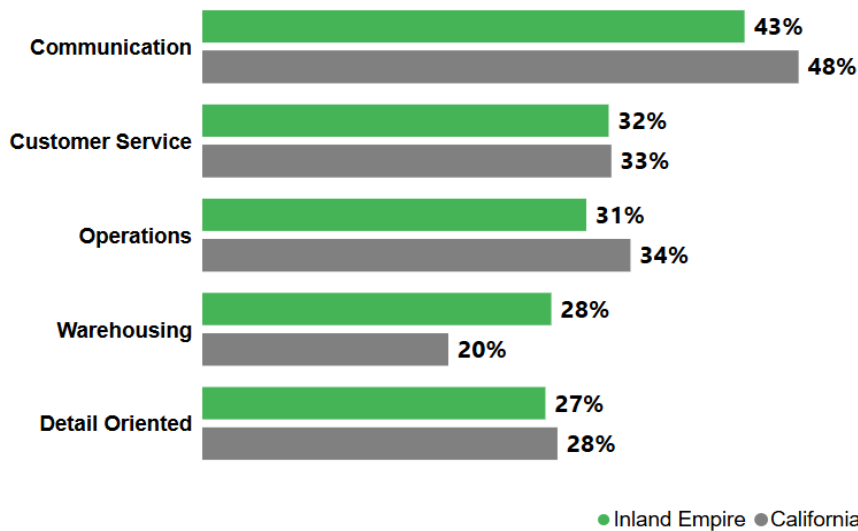


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.1.6 displays the top foundational skills included in employer job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group in the Inland Empire/Desert Region, along with their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

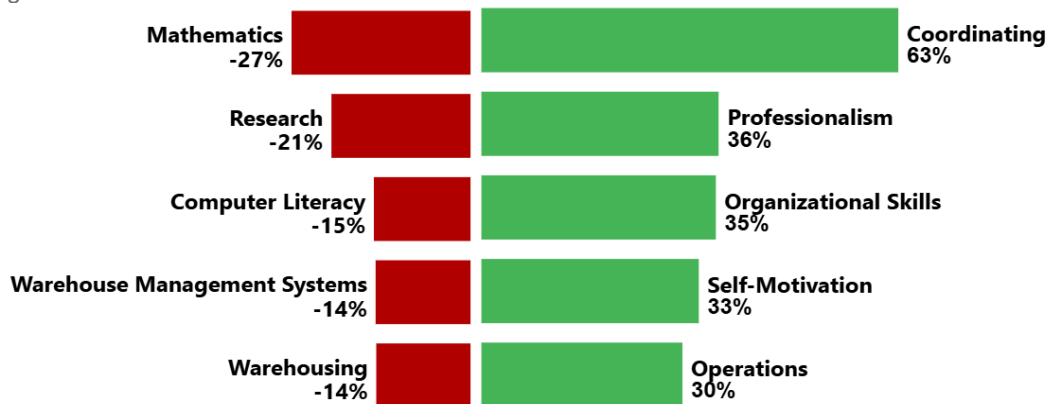
Exhibit 2.1.6: Top Foundational Skills from Employer Job Ads for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with coordination skills has increased by nearly two-thirds compared to the previous period (2019-2023). Employers’ desire for candidates with mathematics skills has decreased by 27% between the two periods in the Inland Empire.

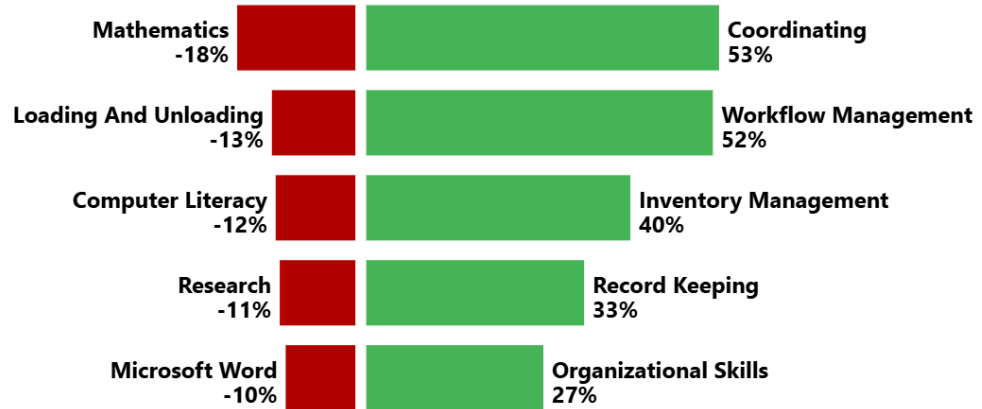
Exhibit 2.1.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with coordination and workflow management skills has increased by over 50% compared to the previous period (2019-2023). In California, employers’ demand for candidates with mathematical skills decreased by 18% between the two periods.

Exhibit 2.1.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.1.9 displays the qualifications most frequently included in employer job advertisements for the material recording, scheduling, dispatching, and distributing workers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in 12% of job ads. Employers do not appear to have strong certification or licensure requirements for the material recording, scheduling, dispatching, and distributing workers occupational group.

Exhibit 2.1.9: Top Qualifications Skills from Employer Job Ads for the Material Recording, Scheduling, Dispatching, and Distributing Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver's License (CDL Class C)	12%	Valid Driver's License (CDL Class C)	12%
Forklift Certification	4%	Forklift Certification	3%
Security Clearance	1%	Security Clearance	1%
Basic Life Support (BLS) Certification	1%	Basic Life Support (BLS) Certification	1%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the material recording, scheduling, dispatching, and distributing workers occupational group.

- Logistics and Materials Transportation (0510.00)
- Office Technology/Office Computer Applications (0514.00)

2.2: VEHICLE AND MOBILE EQUIPMENT MECHANICS, INSTALLERS, AND REPAIRERS

Exhibit 2.2.1 displays current and projected employment data for the vehicle and mobile equipment mechanics, installers, and repairers occupational group from 2024 to 2029. The vehicle and mobile equipment mechanics, installers, and repairers occupational group comprises seven occupations, with over 21,500 jobs in 2024. This occupational group is projected to grow by 7%, adding over 1,500 jobs to the region through 2029. Additionally, this occupational group is projected to have more than 2,100 job openings annually.

Exhibit 2.2.1: Current and Projected Employment of the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region, 2024-2029

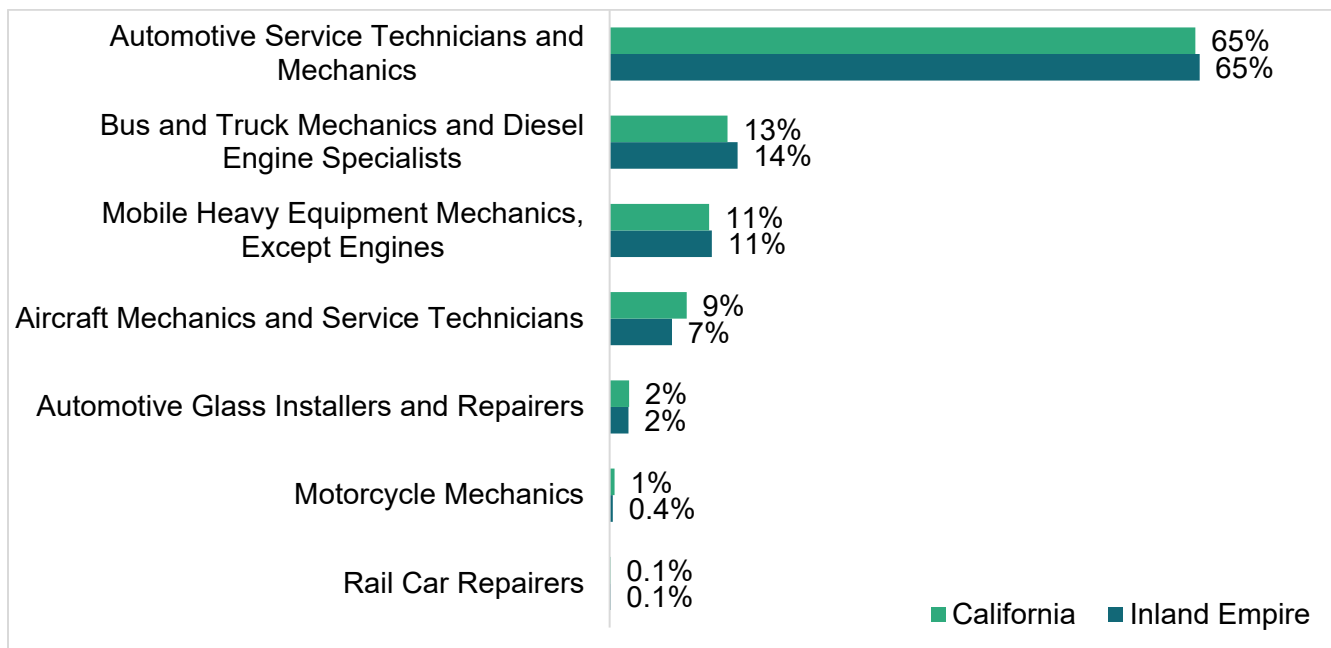
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Automotive Service Technicians and Mechanics	10,292	10,952	6%	1,007	\$27.37
Bus and Truck Mechanics and Diesel Engine Specialists	4,680	5,064	8%	472	\$30.57
Mobile Heavy Equipment Mechanics, Except Engines	2,923	3,140	7%	291	\$34.14
Aircraft Mechanics and Service Technicians	2,035	2,213	9%	198	\$38.89
Automotive Glass Installers and Repairers	1,103	1,164	6%	101	\$16.81
Rail Car Repairers	247	267	8%	26	\$26.47
Motorcycle Mechanics	227	218	-4%	23	\$22.86
Total	21,507	23,019	7%	2,117	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, from January 2024 to December 2025, there were 6,771 job ads posted for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in the Inland Empire, compared to 55,532 across California. In the previous period, from January 2019 to December 2023, there were 21,853 job ads posted for this occupational group in the Inland Empire and 170,165 in California.

Exhibit 2.2.2 displays the share of vehicle and mobile equipment mechanics, installers, and repairers' job advertisements by occupation in the Inland Empire/Desert Region and California. Nearly two-thirds of regional and statewide job ads were posted for automotive service technicians and mechanics. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.2.2: Share of Advertisements by Occupation for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

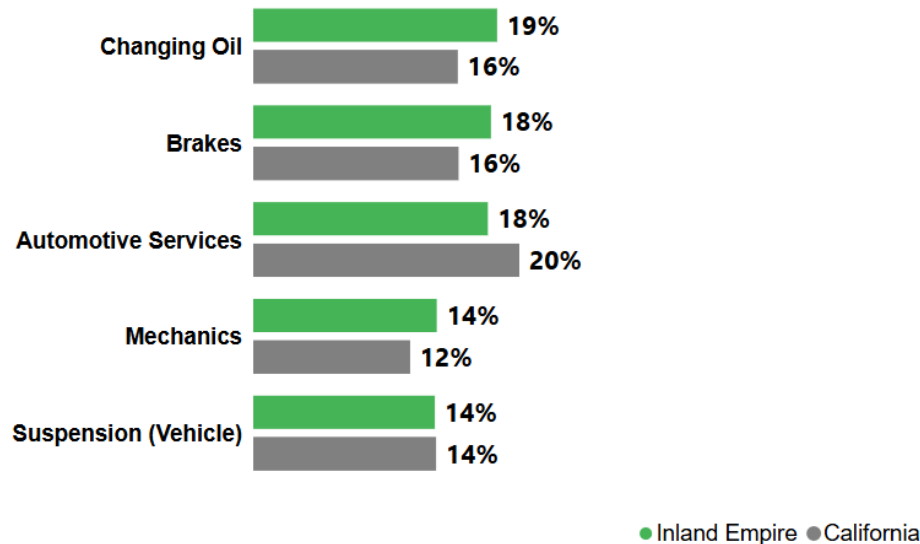


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.2.3 displays the top specialized skills included in employer job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers consider critical.

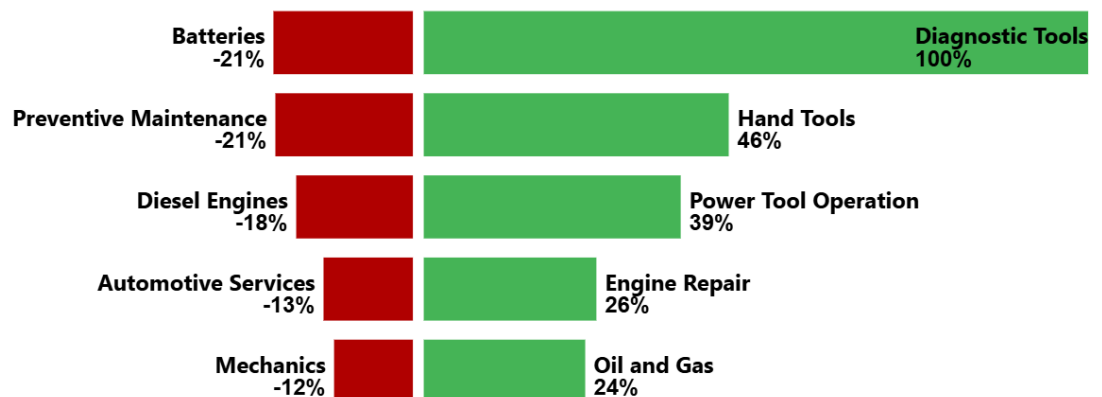
Exhibit 2.2.3: Top Specialized Skills from Employer Job Ads for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with diagnostic tools skills has increased by 100% compared to the previous period (2019-2023). Employers' desire for candidates with batteries and preventive maintenance skills has decreased by 21% or more between the two periods in the Inland Empire.

Exhibit 2.2.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group in the Inland Empire/Desert Region

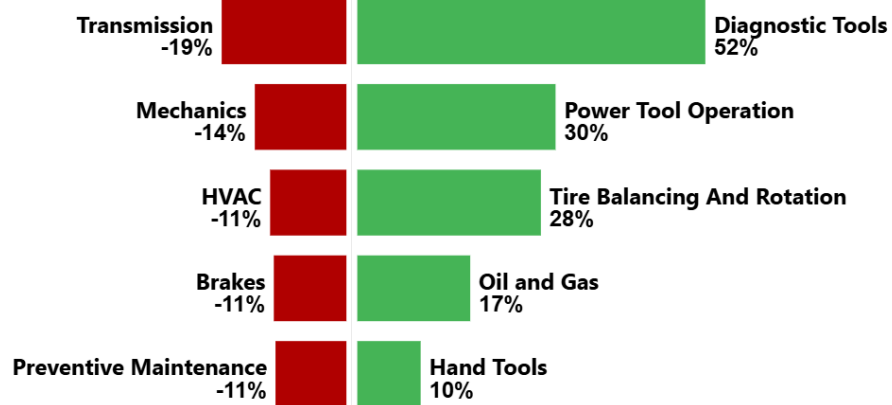


Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in California, based on a comparison of the two time periods. Recent employer

demand (2024-2025) for candidates with diagnostic tools skills has increased by over 50% compared to the previous period (2019-2023). In California, employers' desire for candidates with transmission skills has decreased by 19% between the two periods.

Exhibit 2.2.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group in California

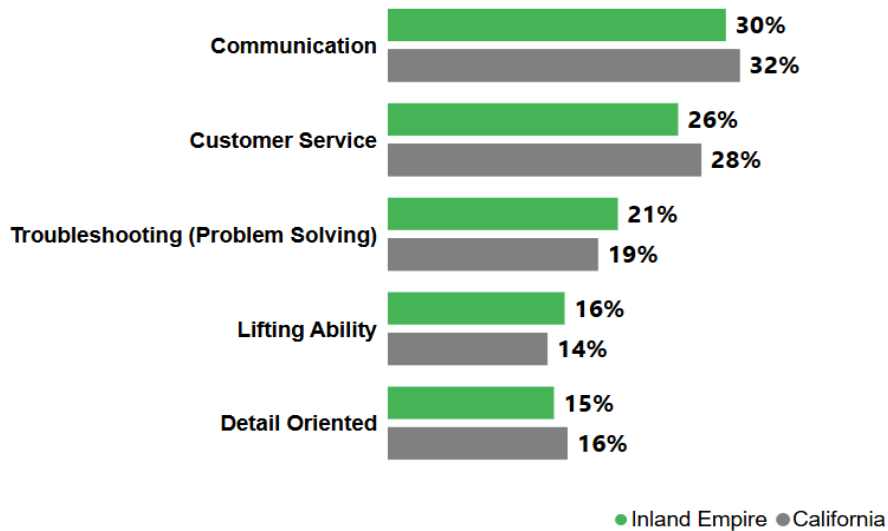


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.2.6 displays the top foundational skills in employer job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region, along with their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

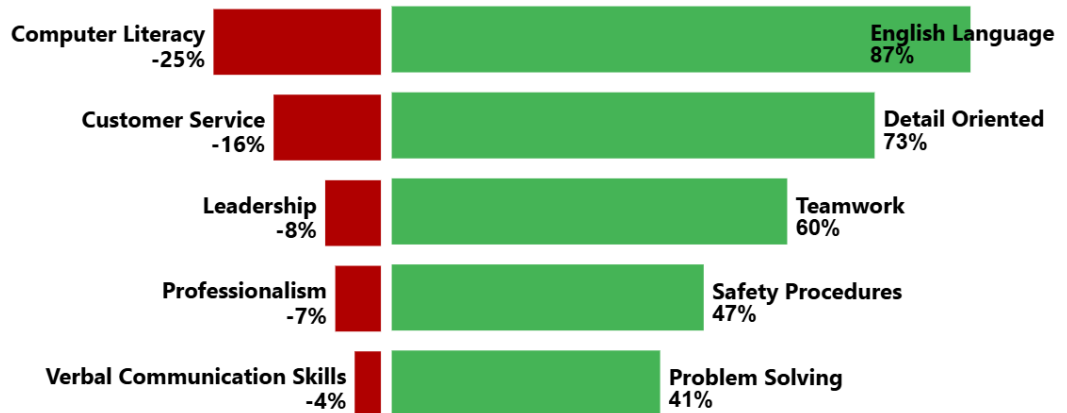
Exhibit 2.2.6: Top Foundational Skills from Employer Job Ads for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with English-language skills has increased by 87% compared to the previous period (2019-2023). Employers' desire for candidates with computer literacy skills has decreased by 25% between the two periods in the Inland Empire.

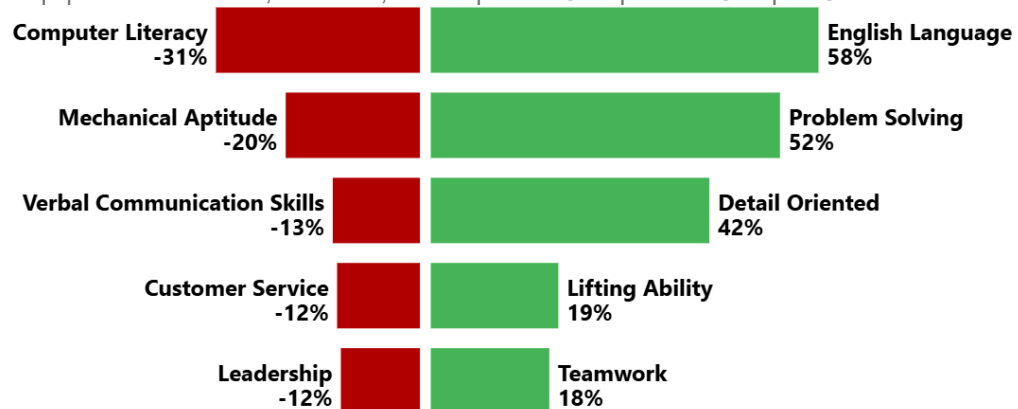
Exhibit 2.2.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with English-language skills has increased by 58% compared to the previous period (2019-2023). In California, employers’ desire for candidates with computer literacy skills has decreased by 31% between the two periods.

Exhibit 2.2.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.2.9 displays the qualifications most frequently included in employer job advertisements for the vehicle and mobile equipment mechanics, installers, and repairers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in 44% of regional job ads.

Exhibit 2.2.9: Top Qualifications Skills from Employer Job Ads for the Vehicle and Mobile Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver’s License (CDL Class A & C)	44%	Valid Driver’s License (CDL Class A & C)	45%

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Automotive Service Excellence (ASE) Certification	17%	Automotive Service Excellence (ASE) Certification	16%
Airframe & Powerplant (A&P) Certificate	4%	Airframe & Powerplant (A&P) Certificate	4%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the vehicle and mobile equipment mechanics, installers, and repairers occupational group.

- Alternative Fuels and Advanced Transportation Technology (0948.40)
- Automotive Collision Repair (0949.00)
- Automotive Technology (0948.00)
- Aviation Airframe Mechanics (0950.10)
- Aviation Powerplant Mechanics (0950.20)
- Diesel Technology (0947.00)
- Heavy Equipment Maintenance (0947.20)
- Motorcycle, Outboard and Small Engine Repair (0948.30)

2.3: RAIL TRANSPORTATION WORKERS

Exhibit 2.3.1 displays current and projected employment data for the rail transportation workers occupational group from 2024 to 2029. The rail transportation workers occupational group comprises six occupations that accounted for nearly 1,800 jobs in 2024. This occupational group is projected to have flat employment through 2029. Despite flat employment, this occupational group is projected to have more than 150 job openings annually.

Exhibit 2.3.1: Current and Projected Employment for the Rail Transportation Workers Occupational Group, Inland Empire/Desert Region, 2024-2029

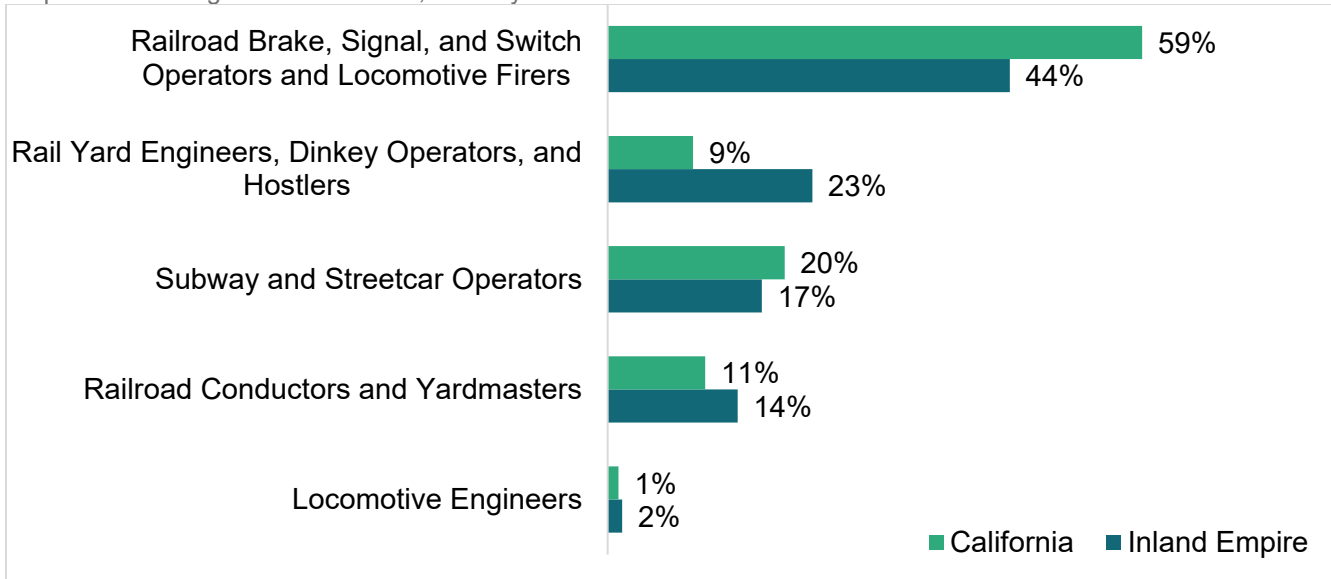
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Railroad Conductors and Yardmasters	763	752	-1%	67	\$46.20
Locomotive Engineers	596	583	-2%	49	\$22.55
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	232	236	2%	24	\$23.69
Subway and Streetcar Operators	103	116	13%	13	\$51.55
Rail Yard Engineers, Dinkey Operators, and Hostlers	45	47	4%	4	\$27.31
Rail Transportation Workers, All Other	24	28	20%	3	\$32.28
Total	1,763	1,763	-0%	161	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, from January 2024 to December 2025, referred to as the “most recent period” going forward, there were 376 job ads posted for the rail transportation workers occupational group in the Inland Empire, compared to 3,242 across California. In the previous period, January 2019 to December 2023, there were 1,536 job ads posted for this occupational group in the Inland Empire and 11,937 in California.

Exhibit 2.3.2 displays the share of rail transportation worker job advertisements by occupation in the Inland Empire/Desert Region and California. More than two-thirds of job advertisements posted for the rail transportation workers occupational group were for railroad brake, signal, and switch operators, and locomotive firers; and rail yard engineers, dinkey operators, and hostlers.

Exhibit 2.3.2: Share of Advertisements by Occupation for the Rail Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

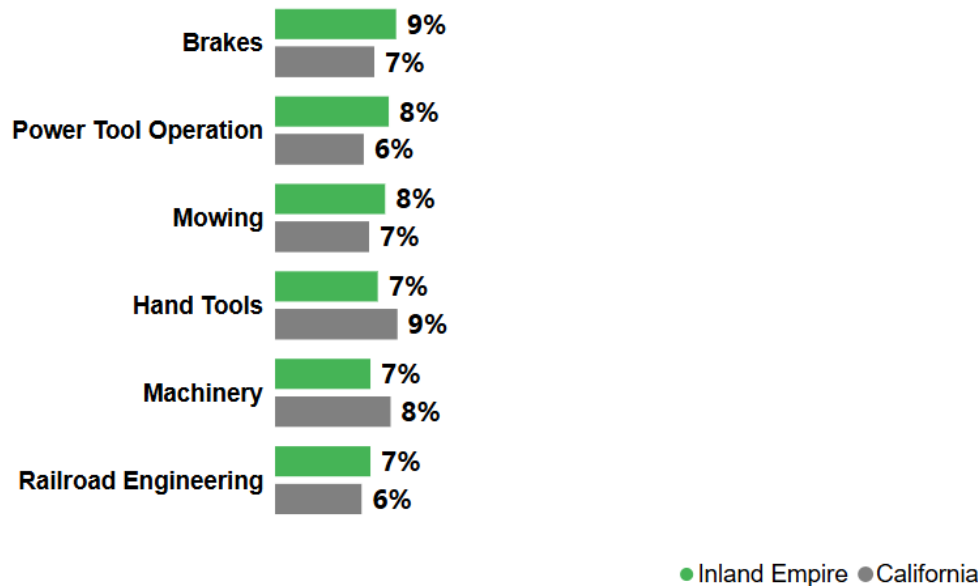


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.3.3 displays the top specialized skills included in employer job advertisements for the rail transportation workers occupational group in the Inland Empire/Desert Region, along with their share of job ads in California. The top skills may provide insight into the specialized skills employers consider critical.

Exhibit 2.3.3: Top Specialized Skills from Employer Job Ads for the Rail Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

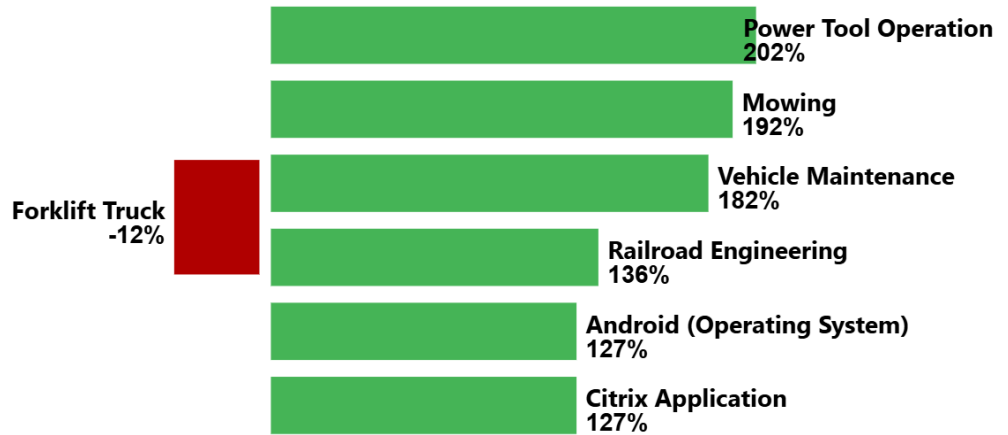


Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the rail transportation workers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with financial power tool operation skills has increased by more than 200% compared to the

previous period (2019-2023). Employers' desire for candidates with forklift truck skills has decreased by 12% between the two periods in the Inland Empire.

Exhibit 2.3.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Rail Transportation Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.5 displays specialized skills that have increased or decreased the most in their share of job advertisements for the rail transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with Android (operating system) skills has increased by 460% since the previous period (2019-2023).

Exhibit 2.3.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Rail Transportation Workers Occupational Group in California

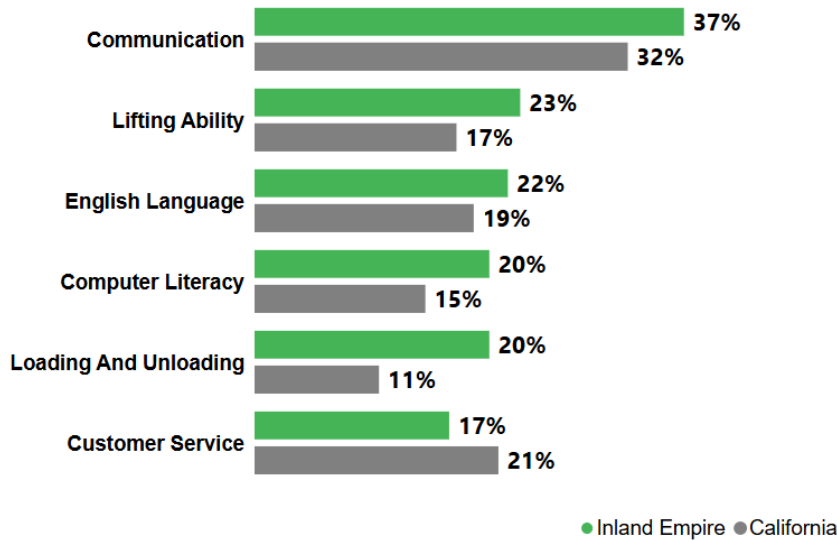


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.3.6 displays the top foundational skills included in employer job advertisements for the rail transportation workers occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

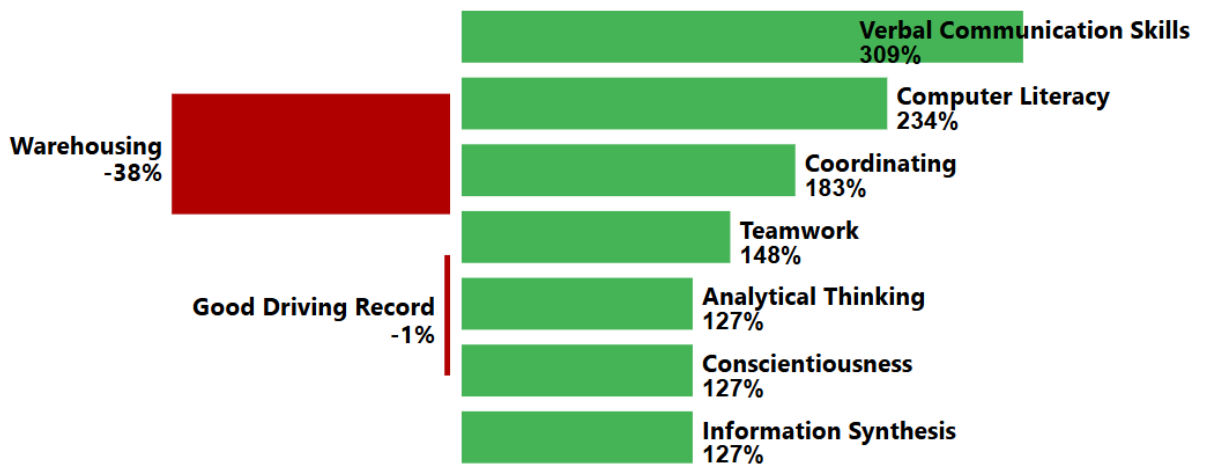
Exhibit 2.3.6: Top Foundational Skills from Employer Job Ads for the Rail Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the rail transportation workers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand for verbal communication skills (2024-2025) has increased by more than 300% compared to the previous period (2019-2023). Employers’ desire for candidates with warehousing skills has decreased by 38% between the two periods in the Inland Empire.

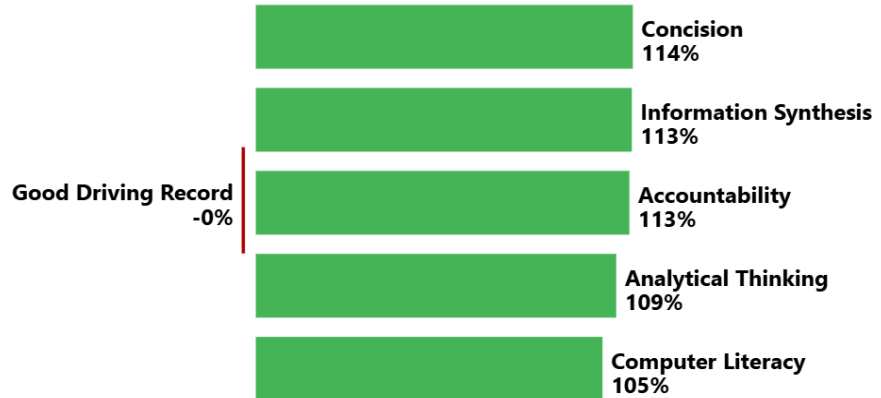
Exhibit 2.3.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Rail Transportation Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the rail transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with concision, information synthesis, accountability, analytical thinking, and computer literacy skills has grown by over 100% since the previous period (2019-2023). Employers’ desire for candidates with a good driving record was flat in California across the two periods.

Exhibit 2.3.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Rail Transportation Workers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.3.9 displays the qualifications most frequently included in employer job advertisements for the rail transportation workers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in approximately 32% of regional job ads. Employers do not appear to have strong certification or licensure requirements for the rail transportation workers occupational group.

Exhibit 2.3.9: Top Qualifications Skills from Employer Job Ads for the Rail Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver’s License (CDL Class A & C)	32%	Valid Driver’s License (CDL Class A & C)	28%
Passenger Endorsement	2%	Passenger Endorsement	2%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in rail transportation worker occupations.

- Railroad and Light Rail Operations (0947.40)

2.4: OTHER TRANSPORTATION WORKERS

Exhibit 2.4.1 displays current and projected employment data for the other transportation workers occupational group from 2024 to 2029. The other transportation workers occupational group contains three occupations that provided nearly 700 jobs in 2024. This occupational group is projected to grow by 7%, adding 44 jobs to the region through 2029. This occupational group is projected to have 75 annual job openings over the next five years.

Exhibit 2.4.1: Current and Projected Employment for the Other Transportation Workers Occupational Group, Inland Empire/Desert Region, 2024-2029

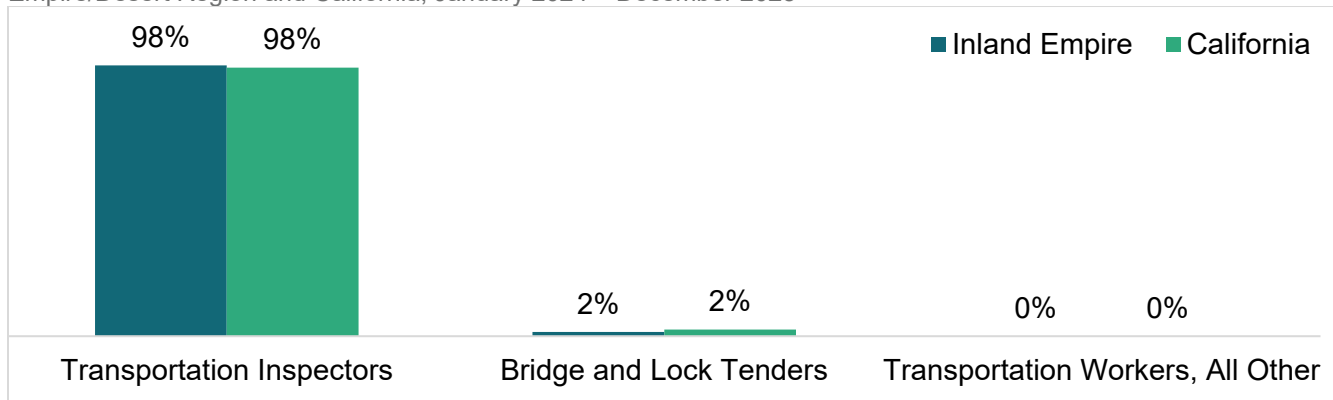
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Transportation Workers, All Other	365	387	6%	41	\$24.34
Transportation Inspectors	268	289	8%	30	\$33.52
Bridge and Lock Tenders	37	39	4%	4	\$34.18
Total	671	715	7%	75	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, from January 2024 to December 2025, referred to as the “most recent period” going forward, there were 64 job ads posted for the other transportation workers occupational group in the Inland Empire, compared to 376 across California. In the previous period, January 2019 to December 2023, there were 267 job ads posted for this occupational group in the Inland Empire and 3,446 in California.

Exhibit 2.4.2 displays the share of other transportation workers' job advertisements by occupation in the Inland Empire/Desert Region and California. Nearly all job advertisements posted for the other transportation workers occupational group were posted for transportation inspectors. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.4.2: Share of Advertisements by Occupation for the Other Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

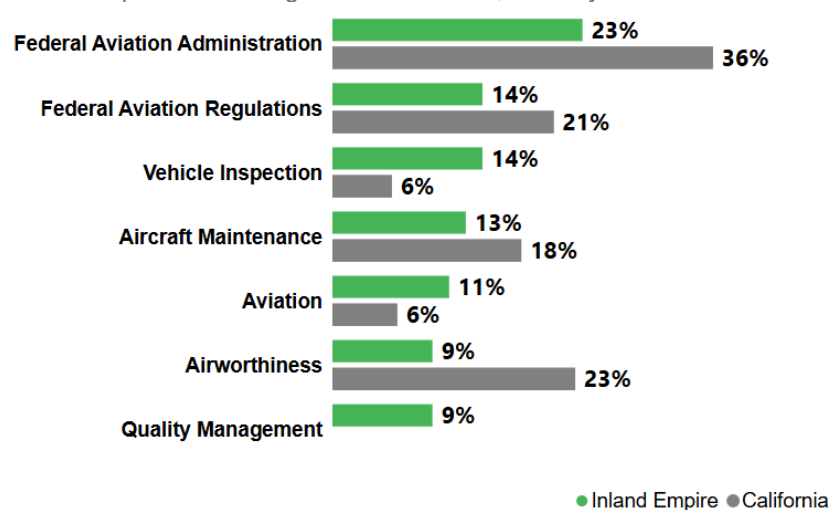


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.4.3 displays the top specialized skills included in employer job advertisements for the other transportation workers occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers consider critical.

Exhibit 2.4.3: Top Specialized Skills from Employer Job Ads for the Other Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

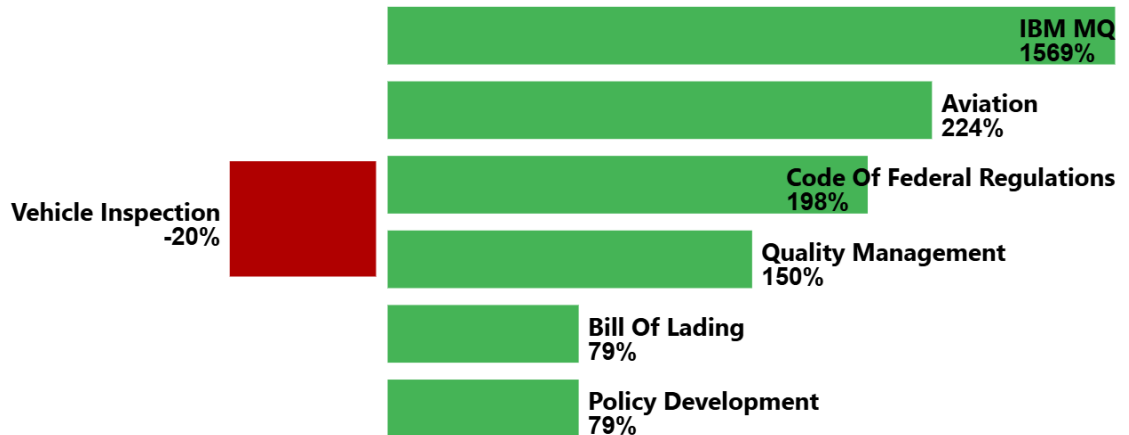


Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other transportation workers occupational group in the Inland Empire/Desert

Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with IBM MQ skills has increased by 1,569% compared to the previous period (2019-2023). Employers' desire for candidates with vehicle inspection skills has decreased by 20% between the two periods in the Inland Empire.

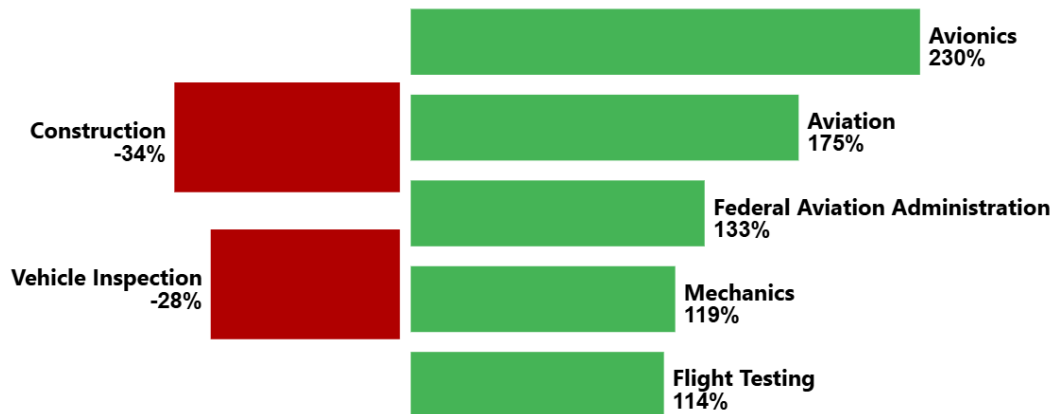
Exhibit 2.4.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Transportation Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with avionics skills has increased by 230% compared to the previous period (2019-2023). In California, employers' desire for candidates with construction skills has decreased by 34% between the two periods.

Exhibit 2.4.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Transportation Workers Occupational Group in California

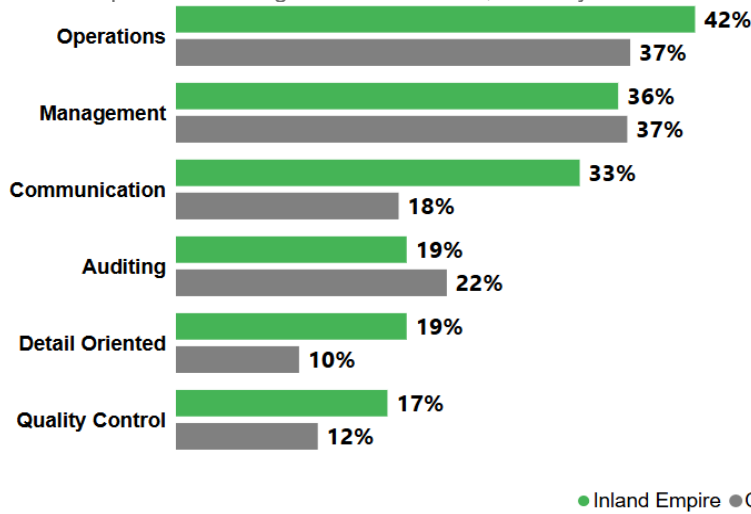


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.4.6 displays the top foundational skills included in employer job advertisements for the other transportation workers occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Operations, management, and communication skills were the top foundational skills for this occupational group across both regions.

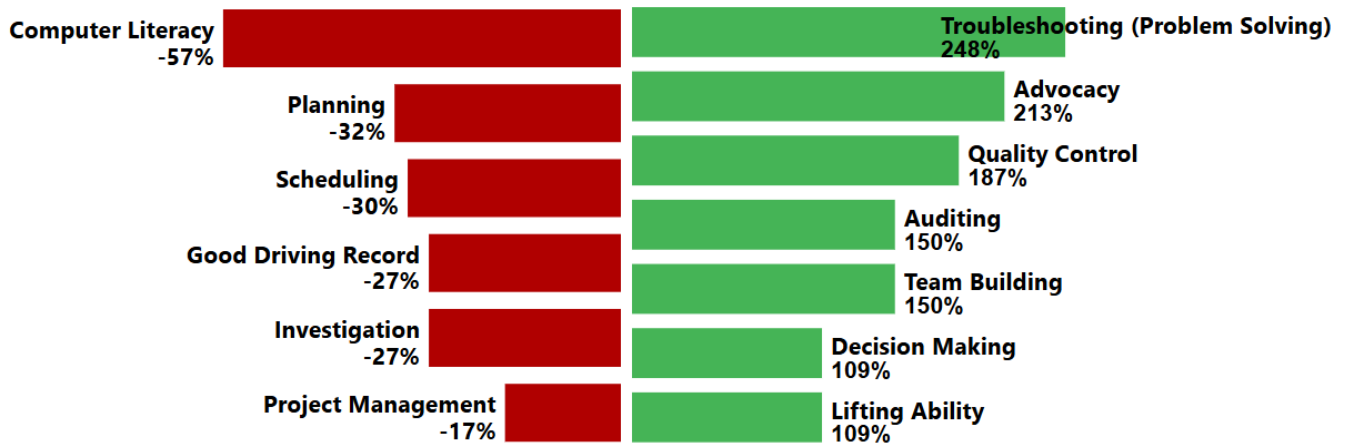
Exhibit 2.4.6: Top Foundational Skills from Employer Job Ads for the Other Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the other transportation workers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with troubleshooting (problem-solving) skills has increased by 248% compared to the previous period (2019-2023). In the Inland Empire, employers’ desire for candidates with computer literacy skills has decreased by 57% between the two periods.

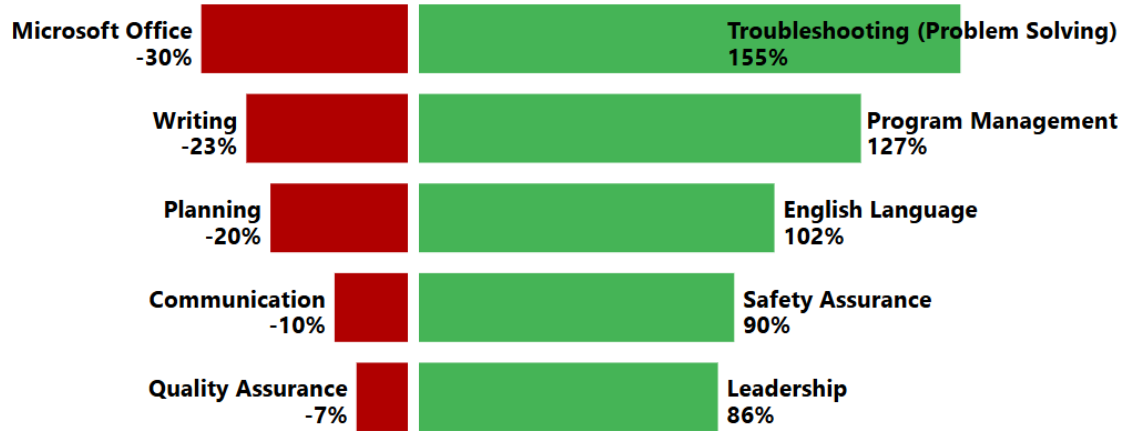
Exhibit 2.4.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Transportation Workers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the other transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with troubleshooting (problem-solving) skills has increased by 155% compared to the previous period (2019-2023). Employers’ demand for candidates with Microsoft Office skills decreased by 30% in California between the two periods.

Exhibit 2.4.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Transportation Workers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.4.9 displays the qualifications most frequently included in employer job advertisements for the other transportation workers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in approximately 20% of regional job ads. The Airframe & Powerplant (A&P) Certificate was requested in 11% of statewide job advertisements and 8% of regional advertisements, indicating this certification may be valued by employers seeking transportation inspectors.

Exhibit 2.4.9: Top Qualifications Skills from Employer Job Ads for the Other Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver's License (CDL Class C)	20%	Valid Driver's License (CDL Class C)	33%
Airframe & Powerplant (A&P) Certificate	8%	Airframe & Powerplant (A&P) Certificate	11%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the other transportation workers occupational group.

- Industrial and Transportation Security (2105.30)

2.5: ELECTRICAL AND ELECTRONIC EQUIPMENT MECHANICS, INSTALLERS, AND REPAIRERS

Exhibit 2.5.1 displays current and projected employment data for the electrical and electronic equipment mechanics, installers, and repairers occupational group from 2024 to 2029. The electrical and electronic equipment mechanics, installers, and repairers occupational group comprises three occupations that accounted for nearly 600 jobs in 2024. This occupational group is projected to grow by 5%, adding 28 jobs to the region through 2029. While these occupations collectively only have 53 annual job advertisements, the median annual earnings for two of the three occupations are strong.

Exhibit 2.5.1: Current and Projected Employment for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region, 2024-2029

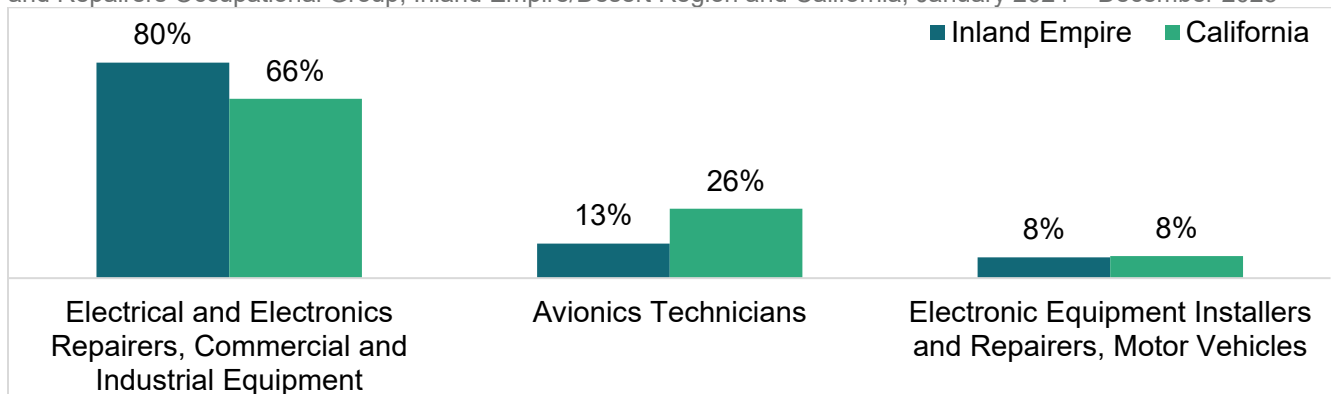
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Avionics Technicians	353	380	8%	34	\$43.71
Electronic Equipment Installers and Repairers, Motor Vehicles	109	105	-3%	9	\$24.43
Electrical and Electronics Installers and Repairers, Transportation Equipment	105	109	5%	10	\$39.85
Total	567	595	5%	53	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, from January 2024 to December 2025, referred to as the “most recent period” going forward, there were 455 job ads posted for the electrical and electronic equipment mechanics, installers, and repairers occupational group in the Inland Empire, compared to 4,665 across California. In the previous period, from January 2019 to December 2023, there were 1,368 job ads posted for this occupational group in the Inland Empire and 15,002 in California.

Exhibit 2.5.2 displays the share of electrical and electronic equipment mechanics, installers, and repairers job advertisements by occupation in the Inland Empire/Desert Region and California. The majority of regional job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group were posted for electrical and electronics repairers, commercial and industrial equipment. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.5.2: Share of Advertisements by Occupation for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

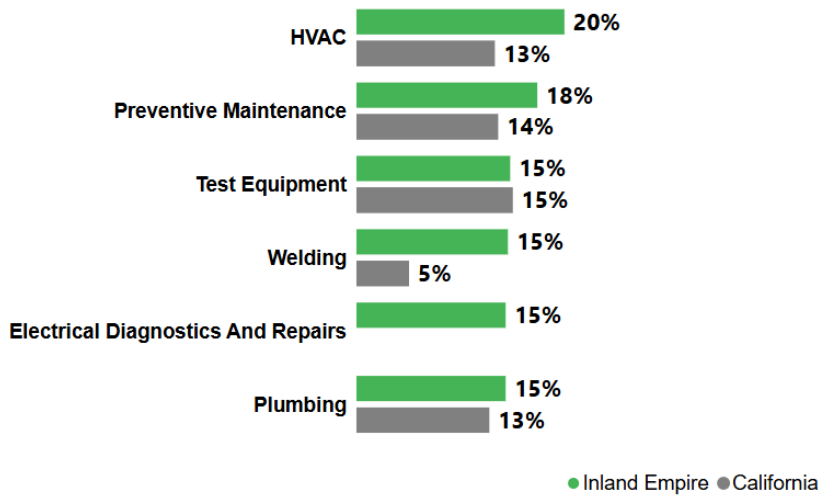


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.5.3 displays the top specialized skills included in employer job advertisements for electrical and electronic equipment mechanics, installers, and repairers in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers consider critical.

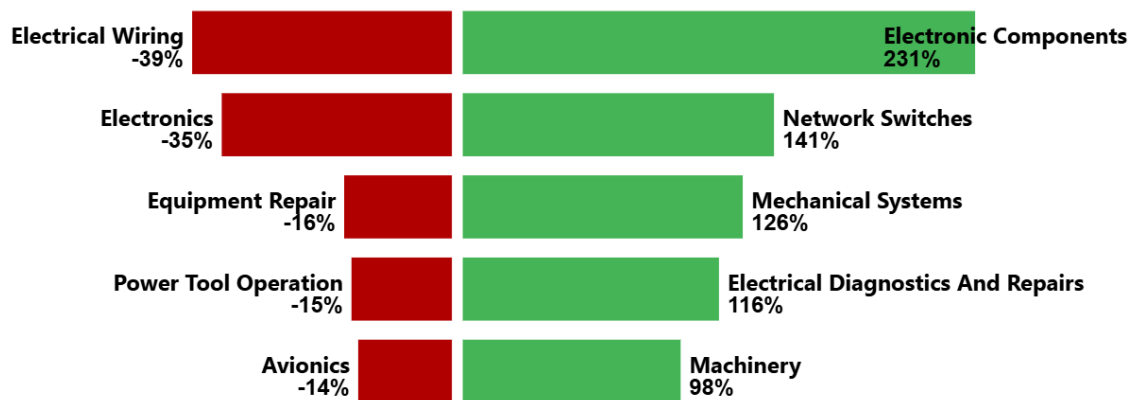
Exhibit 2.5.3: Top Specialized Skills from Employer Job Ads for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with electronic components skills has increased by 231% compared to the previous period (2019-2023). Employers’ desire for candidates with electrical wiring skills has decreased by 39% between the two periods in the Inland Empire.

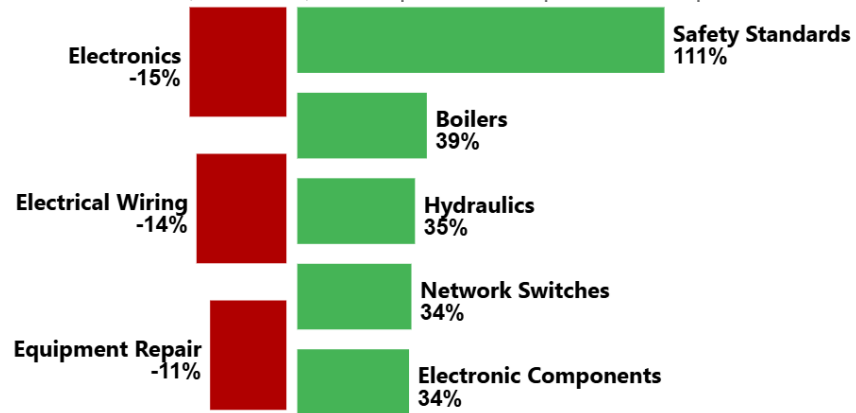
Exhibit 2.5.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with safety standards skills has increased by more than 100% compared with the previous period (2019-2023). In California, employers’ demand for candidates with electronics skills has decreased by 15% between the two periods.

Exhibit 2.5.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group in California

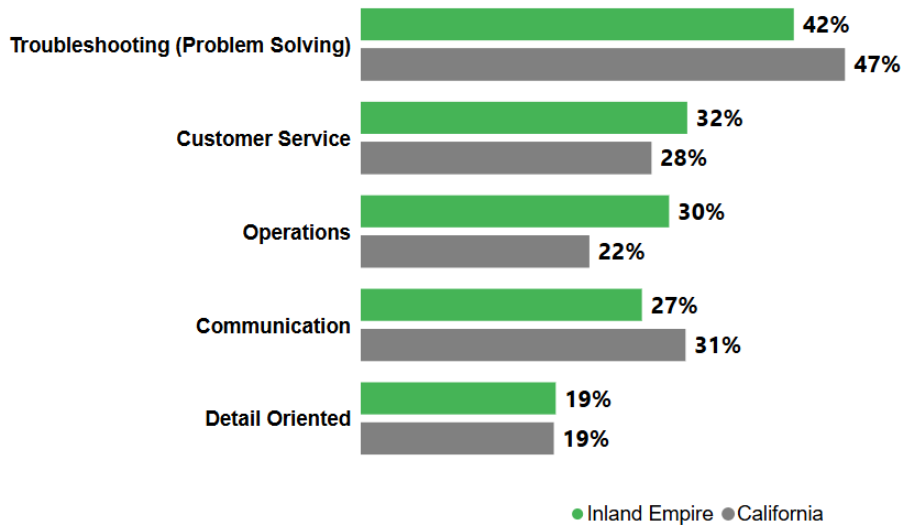


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.5.6 displays the top foundational skills included in employer job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Troubleshooting (problem-solving) was the top foundational skill for this occupational group across both regions.

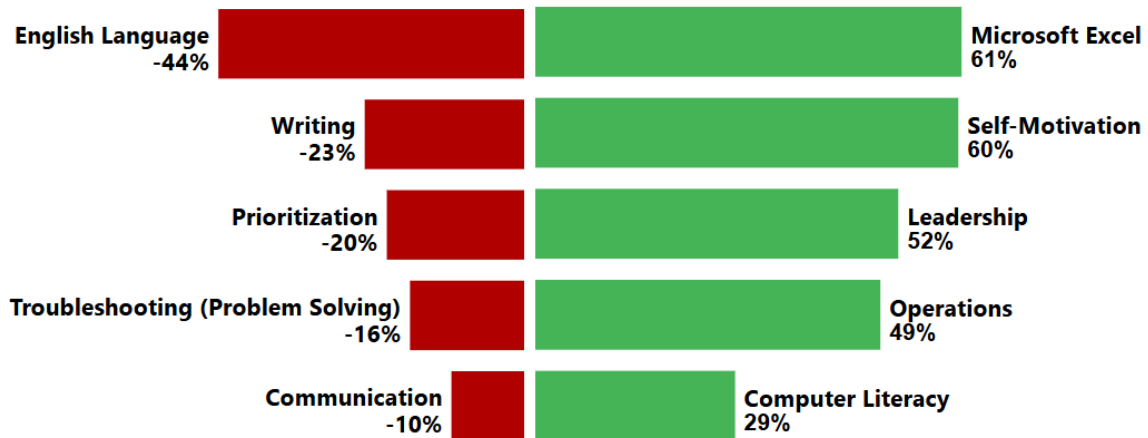
Exhibit 2.5.6: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with Microsoft Excel and self-motivation skills has increased by over 60% compared to the previous period (2019-2023). Employers' desire for candidates with English-language skills has decreased by 44% between the two periods in the Inland Empire.

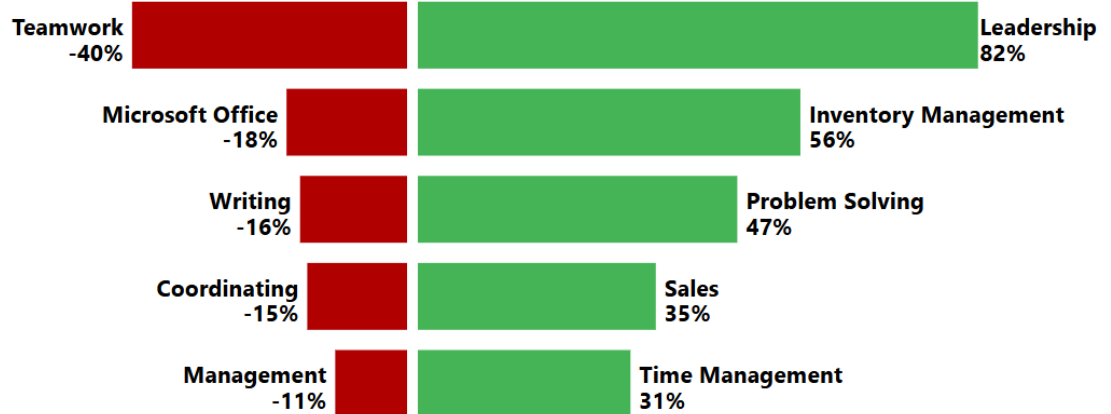
Exhibit 2.5.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with leadership skills has increased by 82% compared to the previous period (2019-2023). In California, employers’ desire for candidates with teamwork skills has decreased by 40% between the two periods.

Exhibit 2.5.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.5.9 displays the qualifications most frequently included in employer job advertisements for the electrical and electronic equipment mechanics, installers, and repairers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in 30% or more of them.

Exhibit 2.5.9: Top Qualifications Skills from Employer Job Ads for the Electrical and Electronic Equipment Mechanics, Installers, and Repairers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver's License (CDL Class C)	33%	Valid Driver's License (CDL Class C)	30%

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
EPA Universal Certification	8%	Security Clearance	7%
Automotive Service Excellence (ASE) Certification	5%	Airframe & Powerplant (A&P) Certificate	7%
Airframe & Powerplant (A&P) Certificate	5%	Automotive Service Excellence (ASE) Certification	2%
Security Clearance	5%	EPA Universal Certification	1%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the electrical and electronic equipment mechanics, installers, and repairers occupational group.

- Aeronautical and Aviation Technology (0950.00)
- Aircraft Electronics (Avionics) (0950.40)
- Automotive Technology (0948.00)
- Computer Electronics (0934.10)
- Electro-Mechanical Technology (0935.00)
- Industrial Electronics (0934.20)

2.6: WATER TRANSPORTATION WORKERS

Exhibit 2.6.1 displays current and projected employment data for the water transportation workers occupational group from 2024 to 2029. The water transportation workers occupational group includes three occupations that accounted for nearly 300 jobs in 2024. This occupational group is projected to grow by 3%, adding 7 jobs to the region through 2029. This occupational group is projected to have 33 job openings annually over the next five years, primarily due to occupational replacements.

Exhibit 2.6.1: Current and Projected Employment for the Water Transportation Workers Occupational Group, Inland Empire/Desert Region, 2024-2029

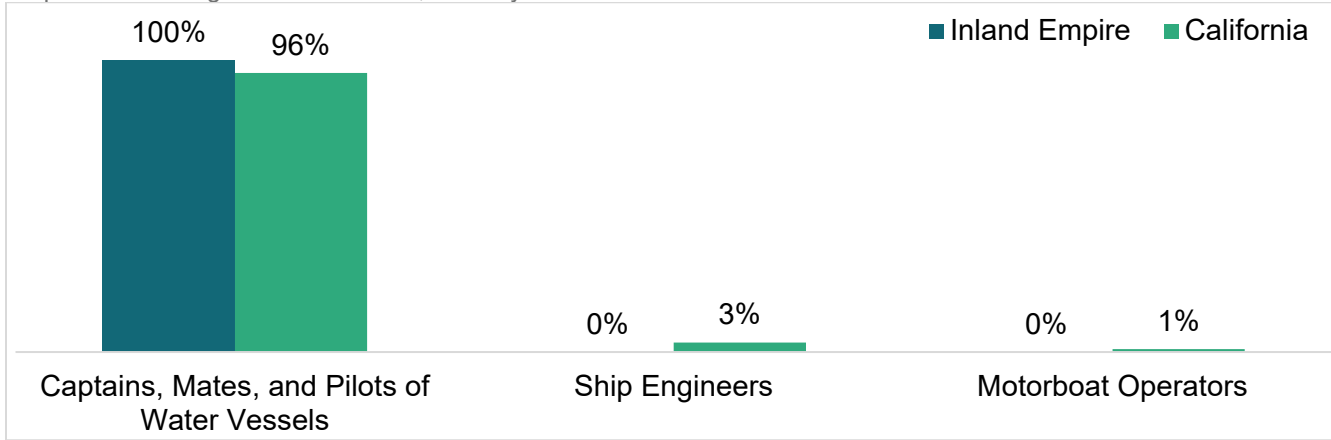
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Captains, Mates, and Pilots of Water Vessels	195	201	3%	23	\$52.56
Ship Engineers	59	59	-0%	7	\$61.57
Motorboat Operators	25	26	4%	3	\$39.84
Total	279	286	3%	33	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, from January 2024 to December 2025, referred to as the “most recent period” going forward, there were 18 job ads posted for the water transportation workers occupational group in the Inland Empire, compared to 701 across California. In the previous period, January 2019 to December 2023, there were 77 job ads posted for this occupational group in the Inland Empire and 1,939 in California.

Exhibit 2.6.2 displays the share of water transportation workers job advertisements by occupation in the Inland Empire/Desert Region and California. All regional job advertisements were posted for captains, mates, and pilots of water vessels, indicating that the advertised skills information for this occupational group may be skewed towards this occupation. Due to the limited number of job advertisements, regional skills information is not available for the water transportation workers occupational group in the Inland Empire.

Exhibit 2.6.2: Share of Advertisements by Occupation for the Water Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

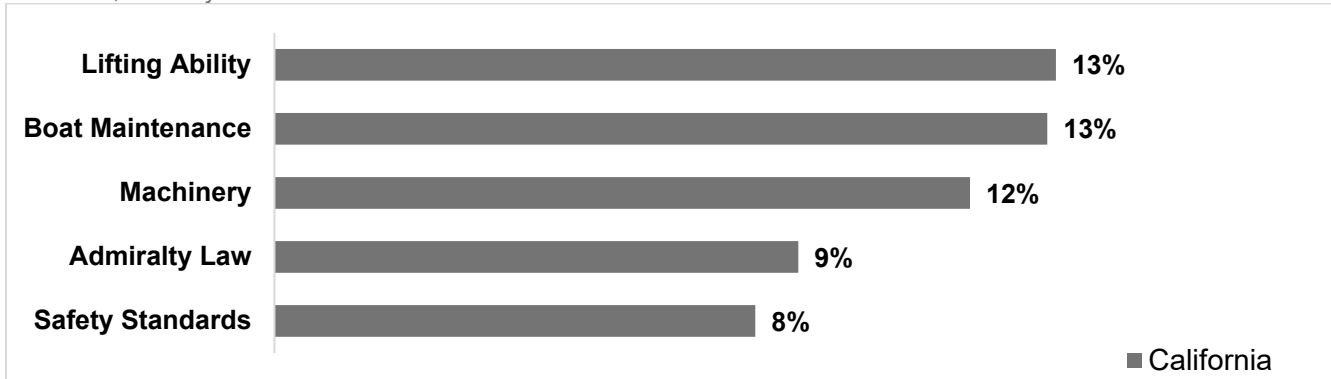


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.6.3 displays the top specialized skills included in employer job advertisements for the water transportation workers occupational group in California. The top skills may provide insight into the specialized skills employers consider critical.

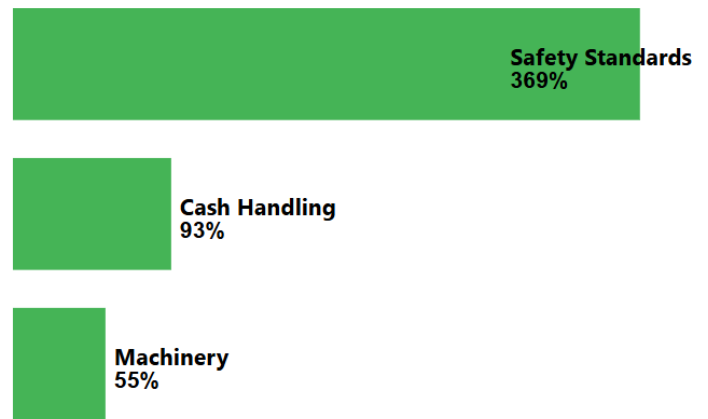
Exhibit 2.6.3: Top Specialized Skills from Employer Job Ads for the Water Transportation Workers Occupational Group, California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the water transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with safety standards skills has increased by 369% since the previous period (2019-2023). Skills that have decreased in prevalence between the two periods in California are not available.

Exhibit 2.6.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Water Transportation Workers Occupational Group in California

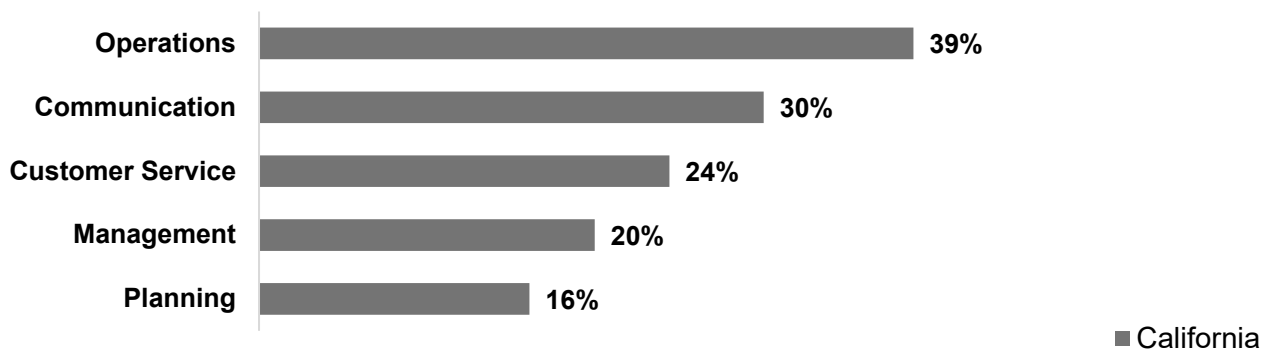


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.6.5 displays the top foundational skills included in employer job advertisements for the water transportation workers occupational group in California. The top skills may provide insight into the foundational skills employers find critical to employment. Operations was the top foundational skill for this occupational group in California.

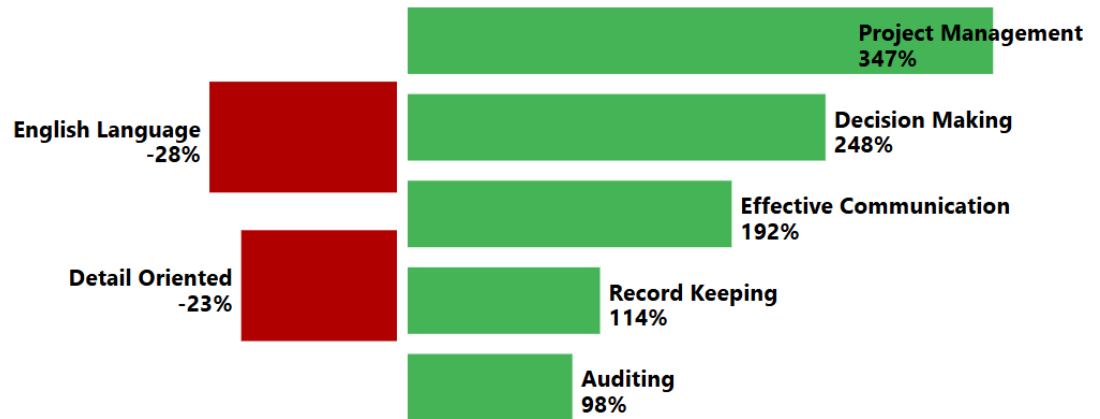
Exhibit 2.6.5: Top Foundational Skills from Employer Job Ads for the Water Transportation Workers Occupational Group, California, January 2024 – December 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.6 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the water transportation workers occupational group in California, based on a comparison of the two time periods. Recent employer demand (2024-2025) for candidates with project management skills has increased by 347% compared to the previous period (2019-2023). In California, employers’ demand for candidates with English-language skills has decreased by 28% between the two periods.

Exhibit 2.6.6: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Water Transportation Workers Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.6.7 displays the qualifications most frequently included in employer job advertisements for the water transportation workers occupational group. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in 19% of job ads.

Exhibit 2.6.7: Top Qualifications Skills from Employer Job Ads for the Water Transportation Workers Occupational Group, Inland Empire/Desert Region and California, January 2024 – December 2025

California	
Qualification	Share
Valid Driver's License (CDL Class C)	19%
Cardiopulmonary Resuscitation (CPR) Certification	16%
First Aid Certification	15%
Standards Of Training, Certification and Watchkeeping	13%
USCG Master Captain's License	12%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the water transportation workers occupational group.

- Marine Technology (0959.00)

SECTION 3: HOW CAN SKILLS INFORMATION BE USED TO GUIDE CAREER EDUCATION PROGRAM DEVELOPMENT IN THE INLAND EMPIRE/DESERT REGION?

To identify which skills are increasing most noticeably in employer demand, we compared their prevalence in job postings across the two time periods analyzed. We then examined how many middle-skill occupational minor groups each skill was associated with. This approach highlights which skill changes reflect broad shifts across the advanced transportation and logistics sector rather than changes limited to a few occupations. Skills that increased across multiple occupational groups signal structural changes in employers' expectations for middle skill workers. Below is the distribution within each skills tier for skills that are increasing by 10% or more:

- Foundational skills (64.6% IE/D; 61.9% California)
 - Foundational skills account for nearly two-thirds of all rising skills in both regions, underscoring their continued centrality across middle-skill transportation and logistics occupations. Foundational competencies such as attention to detail, problem-solving, communication, and organizational skills are essential for diagnosing issues, following safety procedures, coordinating maintenance activities, and ensuring the reliable operation of transportation systems.
- Specialized or technical skills
 - Industry-specific (6.8% IE/D; 8.3% California)
 - Growth in these skills reflects continued demand for workers with specialized technical expertise required to maintain and repair transportation equipment. Rising skills such as aircraft maintenance and brake systems are essential for ensuring safety, reliability, and regulatory compliance across aviation, automotive, and other transportation systems.
 - Occupation-specific: (6.2% IE/D; 9.5% California)
 - These skills represent technical tasks tied to specific occupations, such as changing oil, engine repair, operational efficiency, and railroad engineering. They require specialized training and reflect the hands-on mechanical and diagnostic work performed by transportation technicians and operators. Increasing demand for these skills suggests that transportation occupations are becoming more technically complex, requiring workers to troubleshoot equipment, perform specialized repairs, and maintain system performance.
 - Cross-Sector: (22.4% IE/D; 20.2% California)
 - Growth in cross-sector technical skills, including machinery operation and the use of hand and power tools, reflects the increasing mechanization of transportation and logistics operations. Workers are expected to operate, maintain, and interact with a wide range of equipment used in warehousing, vehicle maintenance, and goods movement. Additionally, a rise in cross-sector skills such as network switches, electrical components, and Android (operating system) signals a digitally-enabled transportation logistics environment, specifically for electrical and electronic equipment mechanics, installers, and repairers and rail transportation workers.

Using the same approach described above, we present the distribution of skills whose prevalence declined between the two time periods. This approach highlights which skill declines are sector-wide rather than limited to a single occupational group. Below is the distribution within each skills tier for skills that are decreasing by 10% or more:

- Foundational skills (56.5% IE/D; 65.6% California)
 - Foundational skills make up the largest share of declining skills in both regions. Skills such as customer service, English language, computer literacy, and writing are

decreasing in posting frequency, not because employers value them less, but because they are increasingly treated as universally held baseline competencies rather than distinguishing qualifications worth listing explicitly.

- Specialized or technical skills
 - Industry-specific (8.7% IE/D; 6.3% California)
 - Declines in skills such as automotive systems, avionics, batteries, and diesel engines reflect a similar dynamic: these are core occupational competencies that employers now consider fundamental prerequisites for qualified applicants. Their reduced appearance in job postings signals assumed proficiency, not diminished relevance.
 - Occupation-specific: (6.5% IE/D; 3.1% California)
 - Declining occupation-specific skills such as cooling systems, physical inventory, and shipping and receiving reflect routine technical functions increasingly treated as standard job components. Employers appear to be deprioritizing these competencies in postings in favor of more specialized or advanced skills.
 - Cross-Sector: (28.3% IE/D; 25.0% California)
 - Cross-sector technical skills account for the largest share of declining specialized skills in both regions. Declines in skills such as forklift operation likely reflect their widespread adoption as baseline job requirements in logistics environments. In some cases, these functions may also be increasingly supported by automation or dedicated roles, reducing the need to highlight them in postings.

The distribution of growing skills illustrates the complementary roles of foundational and technical competencies in advanced transportation and logistics occupations. Foundational skills, including attention to detail, problem-solving, communication, and organizational abilities, remain essential for maintaining safe operations, equipment reliability, and coordination across technical teams. Meanwhile, more than one-third of skill growth (35.4% in the IE/D region) is concentrated in specialized competencies requiring hands-on mechanical knowledge and equipment expertise, including aircraft maintenance, engine repair, brake systems, and railroad engineering.

Shrinking skills show a pattern in which routine, foundational, and operational competencies appear less frequently in job postings. More than half of declining skills fall within foundational or cross-sector categories. They are associated with baseline employability competencies such as customer service, English language, and writing, as well as routine operational tasks, including forklift operation, physical inventory, and shipping and receiving. Within the specialized tiers, skills such as automotive systems, avionics, batteries, and diesel engines also appear among declining postings. Their reduced presence does not indicate a decline in importance. Instead, it reflects their status as expected baseline knowledge for workers entering transportation and equipment-related occupations, meaning employers increasingly assume these competencies rather than explicitly listing them in job advertisements.

Together, these patterns indicate a re-composition of skill demand within middle-skill transportation and logistics occupations. Both growing and shrinking skills are concentrated in foundational and cross-sector categories, suggesting that employers are redefining which baseline competencies matter most in operational environments. Routine workplace skills and basic operational tasks appear less frequently in job postings as employers increasingly assume baseline proficiency. At the same time, other foundational competencies, particularly those related to attention to detail, problem-solving, coordination, and organizational ability, are appearing more frequently as employers emphasize the skills needed to manage complex operations, maintain equipment reliability, and coordinate work across teams. These patterns suggest that while foundational competencies remain central to these occupations, the specific capabilities employers prioritize are evolving alongside technological, equipment, and operational process changes.

This shift underscores the importance of preparing students with both strong foundational competencies and applied technical skills that support advanced transportation and logistics

operations. For K-12 and community colleges, these findings highlight several opportunities to strengthen program design and student outcomes:

Curriculum alignment with growing skills.

Growing skills indicate a need for stronger emphasis on both foundational and technical competencies. Colleges can review program and course learning outcomes to ensure rising skills, such as problem-solving, communication, organizational skills, machinery operation, equipment maintenance, engine repair, and use of hand and power tools, are explicitly and consistently taught. These competencies show the strongest growth across occupational minor groups and represent the skill sets most critical to modern, equipment-intensive transportation and logistics work. K-12 transportation pathways can provide early exposure to foundational and mechanical competencies, so students enter community college programs with aligned expectations and baseline readiness.

Aligning curriculum and pathways to key certifications and credentials.

While transportation and logistics occupations do not require a single certification across all roles, many positions require industry-recognized credentials related to vehicle operation, equipment handling, and mechanical maintenance. Programs can align course content and hands-on training with relevant credentials, such as commercial driver's licenses and equipment certifications, ensuring students graduate with qualifications that enhance employability. Where possible, high schools can embed pre-certification or dual enrollment opportunities that accelerate student readiness.

K-12 pathway alignment.

The qualification and program lists can help K-12 partners align transportation pathway courses with postsecondary preparation. High schools offering operations, structural repair and refinishing, systems diagnostics, service, and repair pathways can integrate early exposure to skills such as equipment operation, mechanical fundamentals, safety procedures, and logistics processes. This preparation can support smoother transitions into community college programs and help students build the technical competencies required for middle-skill careers in the sector.

APPENDICES

APPENDIX A: RESEARCH DEFINITIONS AND METHODOLOGIES

Definitions

Labor market information was pulled from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the Bureau of Economic Analysis.⁷ These combined resources provide comprehensive insights into employment trends, wage patterns, and quality job workforce characteristics. The baseline year of 2024 was used to offer the maximum comparability with the student data available, and the projected data was through 2029.

Annual job openings include the projected growth (new jobs) and replacement needs of an occupation annually. This figure is often used to assess the expected employer demand for an occupation, providing a number of job openings that will require new workers to fill.

Educational attainment is the highest level of education attained by workers aged 25 years or older. This information may illuminate mismatches between resident skills and employment needs.

An **occupation** is a set of activities or tasks employees are paid to perform. Employees who perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. For example, jobs for registered nurses are concentrated in the healthcare industry sector, but educational industries may also employ these jobs.

SOC code: The Standard Occupational Classification system is a federally defined system used to classify workers into occupational categories that are grouped together according to job duties.⁸

TOP code: The Taxonomy of Programs is a system of codes used by the State of California to compare differently named academic programs with similar outcomes across community colleges.⁹ Each course offered by California Community Colleges is assigned to a TOP code.

Methodologies and Sources

The data sources used in this study include data from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the

⁷ Lightcast (2025). Version 2025.1. Retrieved from <https://lightcast.io> in April 2025.

⁸ "Standard Occupational Classification," Bureau of Labor Statistics, bls.gov/soc/

⁹ "Taxonomy of Programs," California Community Colleges, <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513>

Bureau of Economic Analysis.¹⁰ These combined resources provide comprehensive insights into employment trends, wage patterns, and industry-specific workforce characteristics across the Inland Empire/Desert regions.

The Lightcast taxonomy organizes skills into a tiered structure that groups related competencies according to the type of work or task they support. Within this framework, skills are categorized as common, specialized, or software skills. To determine which skills should be included in our analysis, we examined how frequently individual skills appear in job postings. We calculated the median share of job ads in which common skills appear across all occupations, providing a baseline measure of typical skill prevalence. Our analysis found that common skills typically appeared in roughly 5% of job postings across occupations. We used this median value as the threshold for determining which skills were included in our research.

The skills analysis compares skills posted over a two-year period (January 2024 – December 2025) to a historical five-year period (January 2019 – December 2023) to identify skills that are growing and shrinking in terms of their prevalence in job ads. This report intentionally uses a two-year period for the current analysis to ensure a sufficient volume of recent job advertisements and avoid the instability that can come with relying on a single year of data. The five-year historical period provides a stable benchmark of longer-term industry skill patterns and reduces the influence of short-term fluctuations. This analysis also illuminates the skills with the highest share of job ads in the most recent period to address employer demand for skills that are persistently in demand across time.

The Standard Occupational Classification (SOC) system aggregates occupation information by four levels: major group, minor group, broad occupation, and detailed occupation.¹¹ This report relies on the minor occupational groupings of detailed occupations for the skills analysis, as it provides greater detail than the broader major occupational groups and ensures the feasibility and readability of this study, which would lack in a detailed occupation skills analysis.

¹⁰ Lightcast (2025). Version 2025.3. Retrieved from <https://lightcast.io/> in July 2025.

¹¹ Bureau of Labor Statistics. Standard Occupational Classification and Coding Structure. 2018. Retrieved from: https://www.bls.gov/soc/2018/soc_2018_class_and_coding_structure.pdf

APPENDIX B: ADDITIONAL OCCUPATIONS RELATED TO THE CCCCO ADVANCED TRANSPORTATION AND LOGISTICS SECTOR

Exhibit B.1 displays current and projected employment data for the miscellaneous occupational group from 2024 to 2029. The miscellaneous occupational group includes nine occupations with over 71,490 jobs in 2024. This occupational group is projected to grow by 9%, adding 6,659 jobs to the region through 2029.

Exhibit B.1: Additional Occupations Related to the CCCCO Advanced Transportation and Logistics Sector, Inland Empire/Desert Region, 2024-2029

Occupation Title	2024 Jobs	2029 Jobs	2024 - 2029 % Change	Average Annual Openings	Median Hourly Earnings
Heavy and Tractor-Trailer Truck Drivers	48,408	52,631	9%	5,997	\$28.78
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	10,289	11,433	11%	1,294	\$32.63
First-Line Supervisors of Mechanics, Installers, and Repairers	5,960	6,419	8%	582	\$39.66
Transportation, Storage, and Distribution Managers	4,629	5,143	11%	494	\$45.99
Bus Drivers, Transit and Intercity	1,516	1,780	17%	248	\$25.89
Aircraft Cargo Handling Supervisors	297	325	9%	36	\$23.71
Air Traffic Controllers	206	215	5%	21	\$45.40
Airfield Operations Specialists	149	165	10%	17	\$28.14
Aerospace Engineering and Operations Technologists and Technicians	36	39	9%	4	\$41.53
Total	71,490	78,150	9%	8,693	-

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed