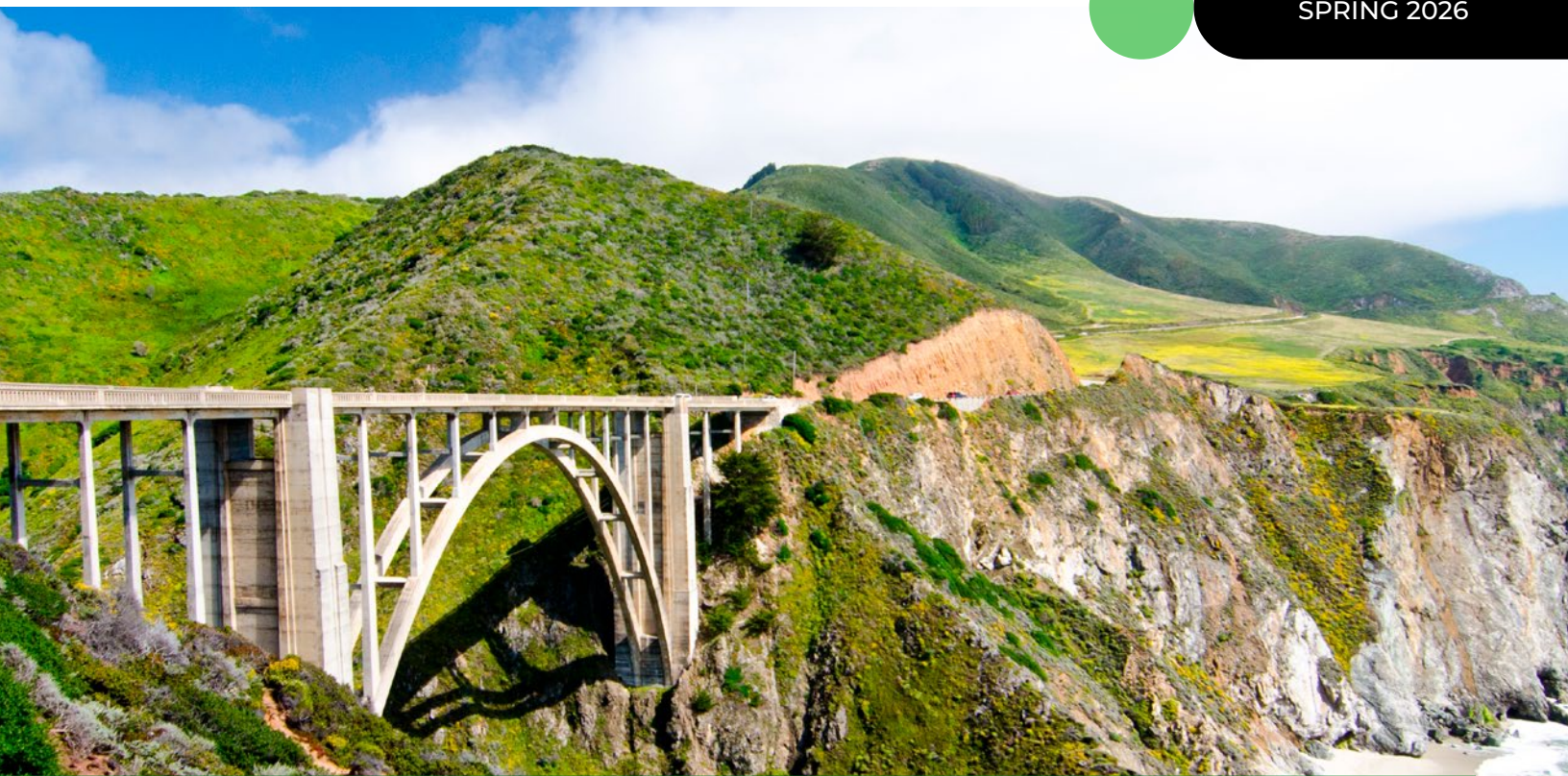




FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST

SPRING 2026



District Profile:

San Luis Obispo County Community College District



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• Table of Contents

Table of Exhibits	3
Executive Summary.....	5
Demographic Findings	5
Demand and Supply Findings	5
San Luis Obispo County Community College District: Labor Market Fast Facts.....	6
Introduction	7
District Overview.....	7
San Luis Obispo County Community College District: Demographics Fast Facts	8
Labor Market Analysis	10
High, Medium, and Low Quality Occupations.....	10
A Well-Equipped Future Workforce	11
Occupational Landscape	13
District Labor Market Key Facts.....	13
High-Quality Occupations.....	15
Medium-Quality Occupations	16
Low-Quality Occupations	17
Advanced Manufacturing.....	21
Advanced Transportation and Logistics	26
Agriculture, Water, and Environmental Technologies.....	31
Business and Entrepreneurship.....	35
Education and Human Development.....	40
Energy, Construction and Utilities	44
Health	49
Information and Communication Technologies (ICT)/Digital Media	54
Life Sciences and Biotechnology.....	57
Other/Unassigned.....	59
Public Safety.....	62
Retail, Hospitality, and Tourism	65
Appendix A: Data Sources and Methodology	69
Service Area ZIP Codes	69
Demographic Data.....	70
Labor Market Data	71
Supply.....	72
Appendix B: Endnotes	73

• Table of Exhibits

Exhibit 1: Historical Employment and Projected Occupational Demand in the District Service Area, 2019-2029	14
Exhibit 2: Number of Occupations by Job Quality Level.....	14
Exhibit 3: Share of 2024 Jobs by Quality Level.....	14
Exhibit 4: Current Employment, Projected Occupational Demand, and Entry-Level Wages of Occupations by CCCCCO Sector	18
Exhibit 5: Total Number of 2024 Jobs and Annual Openings by CCCCCO Sector in the District Service Area	19
Exhibit 6: Annual Openings by Occupational Skill Level and SLOCCCD Awards Conferred by CCCCCO Sector.....	20
Exhibit 7: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Advanced Manufacturing Middle-Skill Occupations	22
Exhibit 8: Advanced Manufacturing Awards (Degrees and Certificates)	25
Exhibit 9: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Advanced Transportation and Logistics Middle-Skill Occupations	27
Exhibit 10: Advanced Transportation and Logistics Awards (Degrees and Certificates)	30
Exhibit 11: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Agriculture, Water, and Environmental Technologies Middle-Skill Occupations.....	32
Exhibit 12: Agriculture, Water, and Environmental Technologies Awards (Degrees and Certificates)	34
Exhibit 13: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Business and Entrepreneurship Middle-Skill Occupations.....	36
Exhibit 14: Business and Entrepreneurship Awards (Degrees and Certificates).....	39
Exhibit 15: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Education and Human Development Middle-Skill Occupations.....	41
Exhibit 16: Education and Human Development Awards (Degrees and Certificates).....	43
Exhibit 17: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Energy, Construction, and Utilities Middle-Skill Occupations	46
Exhibit 18: Energy, Construction, and Utilities Awards (Degrees and Certificates)	48
Exhibit 19: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Health Middle-Skill Occupations.....	51
Exhibit 20: Health Awards (Degrees and Certificates)	53
Exhibit 21: Current Employment, Projected Occupational Demand, and Entry-Level Wages for ICT/Digital Media Middle-Skill Occupations	55
Exhibit 22: ICT/Digital Media Awards (Degrees and Certificates)	56
Exhibit 23: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Life Sciences and Biotechnology Middle-Skill Occupations.....	58
Exhibit 24: Life Sciences and Biotechnology Awards (Degrees and Certificates).....	58
Exhibit 25: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Other/Unassigned Middle-Skill Occupations.....	60
Exhibit 26: Other/Unassigned Awards (Degrees and Certificates)	61

TABLE OF EXHIBITS, CONTINUED

Exhibit 27: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Public Safety Middle-Skill Occupations..... 63

Exhibit 28: Public Safety Awards (Degrees and Certificates) 64

Exhibit 29: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Retail, Hospitality, and Tourism Middle-Skill Occupations..... 66

Exhibit 30: Retail, Hospitality, and Tourism Awards (Degrees and Certificates)..... 68

Exhibit 31: San Luis Obispo County Community College District Service Area ZIP Codes..... 69



• Executive Summary

This District Profile was prepared by the South Central Coast Center of Excellence (SCC COE) to provide a demographic overview and labor market analysis of the San Luis Obispo County Community College District (SLOCCCD) service area. This District Profile supports Cuesta College, which SLOCCCD operates, in aligning educational programs with middle-skill occupations. The following points highlight key findings related to the SCC COE's analysis of the SLOCCCD service area.

Demographic Findings

- Within the service area, there are 283,203 residents. White individuals account for the majority of the population (65%), and most residents are within either the Pre-Career/College Age (24 or Younger) (32%) or Later Career/Retirement (50 and Older) (40%) age groups.
- Approximately 26% of the service area population have completed a high school diploma or less as their highest level of education, 34% have completed some college or an associate degree, and 24% have completed a bachelor's degree.
- The median household income within the service area is \$97,494. Approximately 13% of residents live below the poverty line.

Demand and Supply Findings



Demand

- There are 138,133 jobs throughout the service area. The 659 occupations analyzed in this report accounted for 97% of all jobs (133,627) and are projected to grow 4% through 2029.
- There is projected to be 17,459 annual job openings throughout the service area. Of those, 36% (6,337) are for middle-skill occupations.
- Sectors with the highest demand for middle-skill occupations are Business and Entrepreneurship (1,727 annual openings); Health (1,608); Retail, Hospitality and Tourism (532); and Energy, Construction, and Utilities (530).



Supply

- From 2021 to 2024, SLOCCCD conferred an annual average of 1,716 career education awards.
- The highest number of awards were conferred in Business and Entrepreneurship programs (716 awards), followed by Health (355), and Education and Human Development (218).
- The Taxonomy of Program (TOP) codes that had the highest number of awards conferred are Business and Commerce, General (459 awards), Business Administration (235), Child Development/Early Care and Education (153), Emergency Medical Services (122), and Library Technician (Aide) (59).
- Life Sciences and Biotechnology is the only sector for which SLOCCCD does not offer programs.



Labor Gap

- Across all occupations and programs, the demand of 17,459 annual job openings and supply of 1,716 awards indicates there is an overall labor gap of 15,743 awards.
- When considering only middle-skill occupations, the gap is smaller (4,621 awards) but still significant.
- Sectors with the largest labor gaps for middle-skill occupations are Business and Entrepreneurship; Health; Retail, Hospitality and Tourism; and Energy, Construction and Utilities.

EXECUTIVE SUMMARY, CONTINUED

San Luis Obispo County Community College District: Labor Market Fast Facts

Labor Market Demand Data Points



659

Occupations



133,627

2024 Jobs



17,459

Annual Openings



5,420

Five-Year Change



4%

Five-Year % Change



\$24.28

Entry-Level Wages

Labor Market Supply Data Points



57

Programs
(TOP Codes)



1,716

Awards



**Business and
Commerce, General**

Top Program

Job Quality by Occupational Skill Level

Below Middle-Skill (179)

102

76

1

Middle-Skill (262)

56

150

56

Above Middle-Skill (218)

16

113

89

● Low Quality (174) ● Medium Quality (339) ● High Quality (146)

• Introduction

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) has produced six community college District Profiles to assist with collaborative efforts to enhance career education programs and facilitate alignment with labor market opportunities specific to each community college district's service area in the SCC Region, which encompasses four counties stretching from Northern Los Angeles County to San Luis Obispo County. These District Profiles present an assessment of labor market demand and the supply of community college awards (degrees and certificates) from programs aligned with the 12 sectors designated by the California Community Colleges Chancellor's Office (CCCCO).

District Overview

The San Luis Obispo County Community College District (SLOCCCD) serves as a hub for accessible, high-quality education along California's Central Coast. The district operates **Cuesta College**, which provides a broad spectrum of programs that support transfer pathways, career technical education, workforce development, and student support services.

Strategically located in San Luis Obispo County, with campuses in San Luis Obispo and Paso Robles, the District connects students to opportunities throughout the Central Coast region while serving the unique educational and workforce needs of the local community. Through strong partnerships with industry, K-12 schools, and community organizations, SLOCCCD advances student success, economic growth, and lifelong learning across the region. SLOCCCD serves a geographically diverse county that includes coastal communities, agricultural areas, and inland population centers such as Paso Robles. This mix of communities creates a broad set of educational and workforce needs for key regional industries including agriculture, wine production, tourism, healthcare, education, and skilled trades.

As the sole community college district serving San Luis Obispo County, SLOCCCD is well positioned to align education and training with regional workforce needs while supporting economic mobility, employer demand, and long-term community prosperity. In recognition of SLOCCCD's success in retention, completion, and transfer, Cuesta College has also been named one of the Aspen Institute's Top 200 U.S. community colleges.²⁶

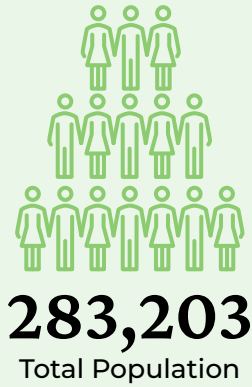


INTRODUCTION, CONTINUED

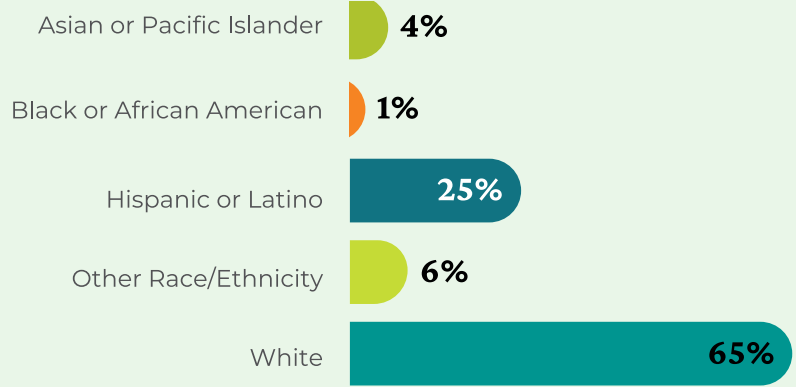
San Luis Obispo County Community College District: Demographics Fast Facts

The SLOCCCD service area is home to over 283,000 residents. Of those, 65% are white, 25% are Hispanic or Latino, and 6% identify as Other Race/Ethnicity.

Population

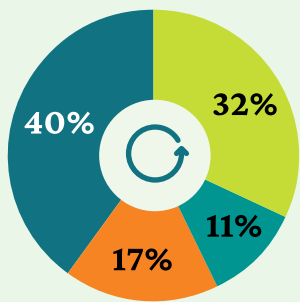


Race and Ethnicity



Approximately 40% of SLOCCCD service area residents are Later Career/Retirement (50 and Older) age, the highest percentage of all SCC Districts, and 32% are Pre-Career/College Age (24 or Younger). The SLOCCCD service area is split evenly between women and men.

Age



- Pre-Career/College Age (24 or Younger)
- Early Career (25 to 34)
- Mid-Career (35 to 49)
- Later Career/Retirement (50 and Older)

Sex



- Female
- Male

Approximately 34% of SLOCCCD service area residents have completed some college or an associate degree as their highest level of education, the highest percentage of all SCC Districts. Approximately 24% of the population have completed a bachelor's degree and only 8% of residents have completed less than a high school diploma.

Educational Attainment



- Less than HS Diploma
- HS Diploma or Equivalent
- Some College or Associate Degree
- Bachelor's Degree
- Graduate or Professional Degree

INTRODUCTION, CONTINUED

San Luis Obispo County Community College District: Demographics Fast Facts

Examining data related to Special Populations shows that 13% of SLOCCCD service area residents have a disability. Less than 1% of youth are foster youth and approximately 6% of the adult population are veterans, the highest percentage of all SCC Districts.

Special Populations



13%

People with Disabilities



0.3%

Foster Youth



6%

Veterans

When examining household characteristics, 2% of households have limited English proficiency and 7% are single parent households, representing the lowest percentage for these two figures when compared to all districts in the SCC Region.

English Proficiency



2%

Limited English Proficient Households

Single Parent Households



7%

Single Parent Households

The median household income in the SLOCCCD service area is \$97,494 and 13% of the population is below the poverty line. These figures place the SLOCCCD service area near the middle of the SCC region, with the fourth highest median household income and the fourth lowest poverty rate among the region's six community college districts. Throughout the service area, 46% of women and 38% of men are not in the labor force.

Economic Stability Indicators



\$97,494

Median Household Income



13%

Below Poverty Line



46%

Women Not in the Labor Force



38%

Men Not in the Labor Force

• Labor Market Analysis

High, Medium, and Low Quality Occupations

This analysis considers the job quality level of occupations using nine criteria that combine traditional labor market indicators with specific measures of job quality. The methodology builds on the framework introduced in the *South Central Coast Labor Market Landscape*¹⁹ and *High-Quality Occupations Profile: San Luis Obispo County*²⁰ reports, which were published by the SCC COE in Fall 2025 and focused exclusively on identifying High-Quality occupations within the region. The analysis in this District Profile expands the framework to classify occupations across three tiers — High, Medium, and Low Quality — providing a more comprehensive view of the district's service area labor market.



Based on the SCC COE's Job Quality methodology and key indicators, the criteria used to classify occupations include:

- **Job Growth and Demand** — traditional labor market indicators such as total employment, projected five-year percentage growth, and the number of annual job openings are used to assess the demand for each occupation.
- **Wages** — wage analysis compares entry-level earnings to established living-wage thresholds, including the Self-Sufficiency Standard (SSS) and the MIT Living Wage for the county in which each district is located.
- **Benefits** — job quality is also measured by the availability of employer-sponsored benefits, specifically the percentage of workers in an occupation who receive employer-provided health insurance.
- **Automation Risk** — occupations are evaluated based on their susceptibility to automation, with greater weight given to jobs with a lower risk of automation.
- **Hours Worked** — typical hours worked are examined to understand the stability and structure of employment within each occupation.
- **Reputation and Ranking** — the analysis also considers whether an occupation is recognized in national rankings such as the U.S. News & World Report Best Jobs list.

796
Total
BLS
Occupations



137
Removed
Due to Lack
of Data



659
Total
Occupations
Analyzed



LABOR MARKET ANALYSIS, CONTINUED

Together, these indicators provide a multidimensional view of job quality, identifying not only High-Quality jobs but also occupations that may offer moderate or lower levels of job quality across the district service area.

For comparison purposes, each profile provides a breakdown showing the share of middle-skill jobs (those typically requiring a community college education), alongside the share of below middle-skill jobs (those typically requiring a high school diploma or less) and above-middle-skill jobs (those typically requiring a bachelor's degree or higher). The analysis presents the occupational titles and Standard Occupational Classification (SOC) codes assigned to the 796 occupations catalogued by the Bureau of Labor Statistics. Of the 796 occupations, complete data was available for 659 occupations. Also provided are the Taxonomy of Programs (TOP) codes associated with each community college program that align with these occupations.

A Well-Equipped Future Workforce

By highlighting the district's alignment with local economic needs, this report aims to provide a comprehensive look at how the district supports the prosperity of students, as well as the San Luis Obispo County and South Central Coast regional economies. While regional reports produced by the SCC COE offer valuable insights for broad decision making, this series is designed to go a step further by focusing on individual districts and the counties which they serve.

Findings from this District Profile can inform future investments by community college districts and support strategies implemented through the Strong Workforce Program (SWP) Regional Plan, ensuring that students gain the skills and knowledge necessary to thrive in promising careers.



LABOR MARKET ANALYSIS, CONTINUED

LABOR MARKET SPOTLIGHT

A Central Coast Economy Shaped by Growth, Tourism, and Workforce Transition

The SLOCCCD service area reflects the distinct economic and demographic landscape of California's Central Coast, where agriculture, wine production, tourism, healthcare, education, and skilled trades collectively drive regional employment. San Luis Obispo County agriculture exceeded \$1 billion in total value in 2024, with strawberries and wine grapes ranking as the county's two highest-value commodities, while direct travel spending in the county reached \$2.4 billion in 2024.^{21,22}

While San Luis Obispo County's economy has historically been shaped by agriculture, tourism, and wine, regional economic planning points to a more diversified future. The San Luis Obispo Chamber of Commerce identifies several "clusters of opportunity" for current and future economic activity, including Knowledge and Innovation Services, Specialized Manufacturing, Health Services, Building Design and Construction, Wine and Agriculture, and Recreation and Accommodation.²³

The County's economic strategy similarly emphasizes target industries such as aerospace and defense, agriculture technology, building and construction, healthcare and life sciences, precision manufacturing, clean tech and renewable energy, and technology and innovation. The County notes that its REACH 2030 strategy aims to create 15,000 good-paying jobs and identifies housing, transportation, water, and high-speed broadband as core infrastructure conditions for job creation.²⁴ For SLOCCCD, this broader economic strategy reinforces the importance of career education and transfer pathways that prepare students for both legacy industries and emerging opportunities.

Regional demographic trends will further shape workforce demand and educational priorities. Approximately 40% of San Luis Obispo County residents are age 50 or older, which could drive replacement demand as workers retire. Conversely, nearly one-third of residents are age 24 or younger, reinforcing the importance of strong transfer, career education, and workforce training pathways and developing opportunities for young adults to work and live in the county. Hispanic and Latino residents represent approximately 25% of the population, underscoring the importance of examining how demographic patterns vary across communities in the SLOCCCD service area and how equitable education, transfer, and workforce pathways can support economic mobility.



LABOR MARKET ANALYSIS, CONTINUED

Occupational Landscape

The district service area accounted for 138,133 jobs in 2024, representing 13% of all jobs in the South Central Coast Region (nearly 1.05 million jobs).²⁵ The number of jobs in the district service area is expected to grow 4% through 2029, resulting in 17,961 projected annual openings due to new job growth and replacement needs. Approximately 52% of the 796 occupations have entry-level wages that exceed the Self-Sufficiency Standard (\$22.15 for San Luis Obispo County) and 37% have entry-level wages that exceed the 2025 MIT Living Wage (\$26.55 for San Luis Obispo County).

District Labor Market Key Facts



138,133

Number of Jobs
in 2024



+5,475

5-Year Change
in Jobs through 2029



4%

5-Year Percent
Change in Jobs



17,961

Annual Openings
(2024–2029)



415 of 796

Occupations meet or exceed
the SSS Living Wage
(\$22.15/hour)



298 of 796

Occupations meet or exceed
the MIT Living Wage
(\$26.55/hour)

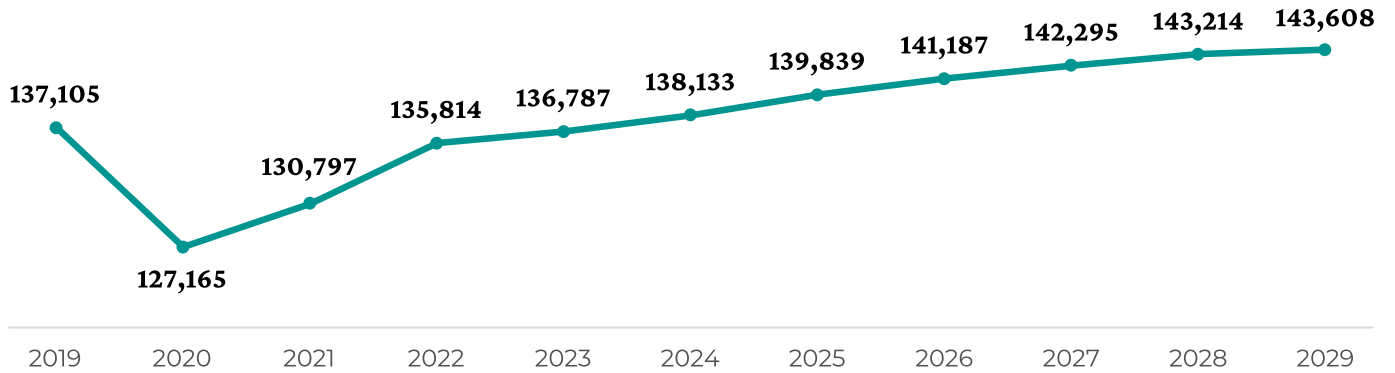


LABOR MARKET ANALYSIS, CONTINUED

Historical and Projected Employment

Between 2019 and 2024, employment in the district service area increased from 137,105 jobs to 138,133 jobs, as shown in Exhibit 1. Employment is projected to increase to 143,608 jobs by 2029, representing the addition of more than 6,500 jobs.

Exhibit 1: Historical Employment and Projected Occupational Demand in the District Service Area, 2019–2029



Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Jobs by Quality Level

Of the 796 occupations classified by the Bureau of Labor Statistics, complete data was available for 659 occupations. Of those, 51% (339) are Medium Quality, 26% (174) are Low Quality, and 22% (146) are High Quality, as shown in Exhibit 2. These 659 occupations accounted for 97% of all jobs (133,627 jobs) in the district service area. In 2024, the 339 Medium-Quality occupations accounted for 53% (71,247 jobs) of the workforce in the district service area, as shown in Exhibit 3.

Exhibit 2: Number of Occupations by Job Quality Level

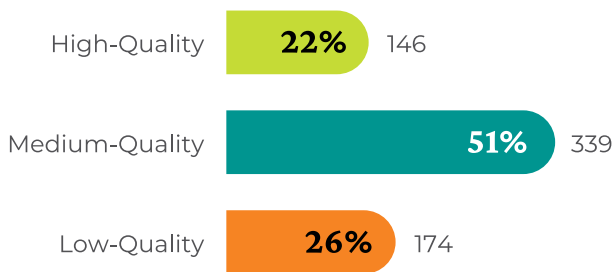
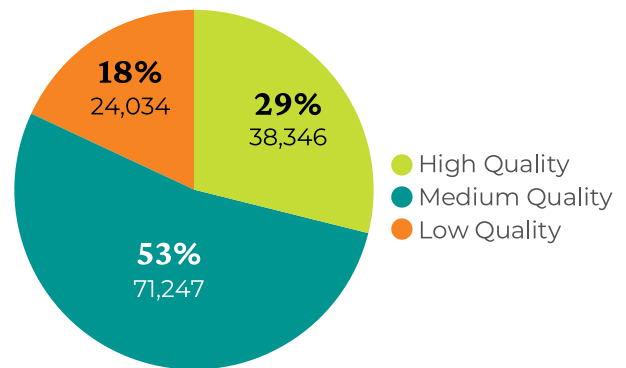


Exhibit 3: Share of 2024 Jobs by Quality Level



Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

LABOR MARKET ANALYSIS, CONTINUED



High-Quality Occupations



146
High-Quality
Occupations



22%
of 659 Occupations
Analyzed

1
Below Middle-Skill

56
Middle-Skill

89
Above Middle-Skill



38,346
Number of
2024 Jobs



3,382
Annual Openings
(2024–2029)



29%
Share of District Service
Area's Total Jobs
in 2024

Across the service area, there are 146 High-Quality occupations, representing 22% of the 659 occupations analyzed in this report. Collectively, these 146 occupations accounted for 38,346 jobs in 2024.

These occupations comprised 29% of all jobs in 2024 and are projected to have 3,382 annual openings each year through 2029. These occupations represent significant opportunities for workforce development, as they are in-demand, provide good wages and benefits, and are typically more stable compared to other occupations. This focused analysis provides a roadmap for addressing the labor market needs of the district service area, thereby contributing to subregional and regional competitiveness and the prosperity of students entering employment from community college programs.

LABOR MARKET ANALYSIS, CONTINUED



Medium-Quality Occupations



339
Medium-Quality
Occupations



51%
of 659 Occupations
Analyzed

76
Below Middle-Skill

150
Middle-Skill

113
Above Middle-Skill



71,247
Number of
2024 Jobs



9,772
Annual Openings
(2024–2029)



53%
Share of District Service
Area's Total Jobs
in 2024

Across the service area, there are 339 Medium-Quality occupations, representing 51% of the 659 occupations analyzed in this report. Collectively, these 339 occupations accounted for 71,247 jobs in 2024.

These occupations comprised 53% of all jobs in 2024 and are projected to have 9,772 annual openings each year through 2029. These Medium-Quality jobs often provide steady employment but with mixed outcomes in terms of wages and demand. While they may not offer the same level of compensation or upward economic mobility as High-Quality occupations, many of these jobs serve as important entry points into the labor market or as stable employment options for workers with a variety of education and experience.

LABOR MARKET ANALYSIS, CONTINUED



Low-Quality Occupations



174
Low-Quality
Occupations



26%
of 659 Occupations
Analyzed

102
Below Middle-Skill

56
Middle-Skill

16
Above Middle-Skill



24,034
Number of
2024 Jobs



4,305
Annual Openings
(2024–2029)



18%
Share of District Service
Area's Total Jobs
in 2024

Across the service area, there are 174 Low-Quality occupations, representing 26% of the 659 occupations analyzed in this report. Collectively, these 174 occupations accounted for 24,034 jobs in 2024, making them an important part of the district service area workforce.

Low-Quality occupations remain an essential component of the regional labor market. In 2024, these occupations accounted for 18% of all jobs and are projected to have 4,305 annual job openings through 2029. While many of these occupations do not meet the wage or job quality thresholds used in this report's methodology, they play a critical role in supporting economic activity and providing employment opportunities across industries. Examining these occupations helps identify workforce demand and informs strategies for workforce development, enabling community colleges and regional partners to better understand why certain occupations are considered Low Quality. Additionally, regional stakeholders can examine these occupations to develop strategies to improve job quality or build pathways to higher-quality positions.

LABOR MARKET ANALYSIS, CONTINUED

Occupations by CCCC Sector

The 659 occupations analyzed in this report span the 12 CCCC sectors, with the Health sector accounting for 91 occupations, the most of any sector. The Health sector also has the highest projected change in jobs (1,309) and is projected to grow the fastest (8%) across all sectors. The Business and Entrepreneurship sector has the highest number of jobs (26,803) and the Retail, Hospitality, and Tourism sector is projected to have the highest number of annual job openings (4,319). Public Safety has the highest entry-level hourly wages (\$34.33), but the third-lowest number of 2024 jobs (3,542). Exhibit 4 shows the sectors represented by these 659 occupations, sorted alphabetically by sector.

Exhibit 4: Current Employment, Projected Occupational Demand, and Entry-Level Wages of Occupations by CCCC Sector

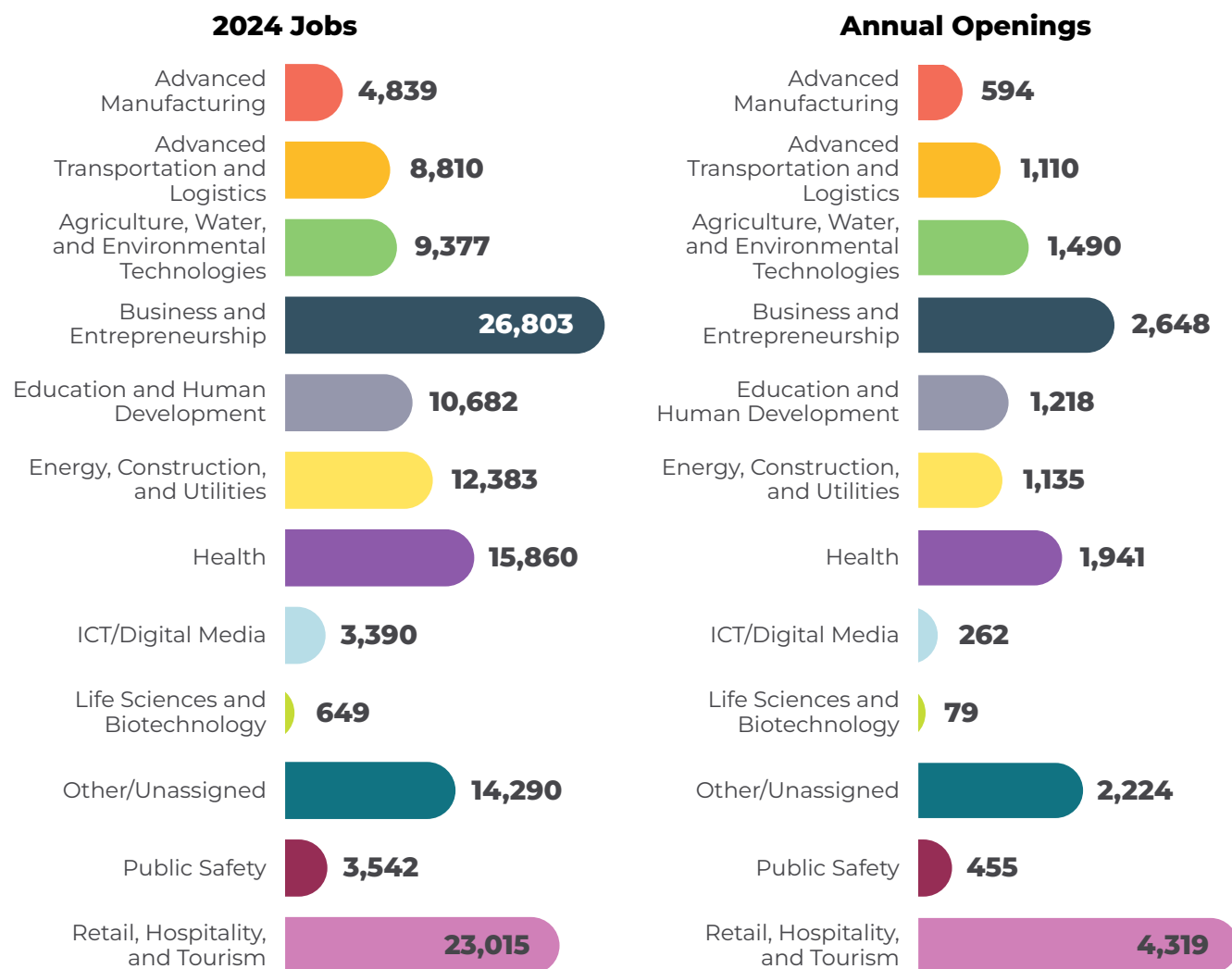
Sector	# of SOC	2024 Jobs	2029 Jobs	5-Year Change	5-Year % Change	Annual Openings	Entry-Level Hourly Wage
Advanced Manufacturing	69	4,839	5,167	328	7%	594	\$23.20
Advanced Transportation and Logistics	49	8,810	9,136	326	4%	1,110	\$21.51
Agriculture, Water, and Environmental Technologies	41	9,377	10,023	646	7%	1,490	\$18.35
Business and Entrepreneurship	89	26,803	26,923	120	0%	2,648	\$26.44
Education and Human Development	34	10,682	11,215	533	5%	1,218	\$27.00
Energy, Construction, and Utilities	77	12,383	12,684	301	2%	1,135	\$27.35
Health	91	15,860	17,169	1,309	8%	1,941	\$30.71
ICT/Digital Media	41	3,390	3,371	(19)	(1%)	262	\$33.61
Life Sciences and Biotechnology	8	649	685	36	6%	79	\$24.35
Other/Unassigned	86	14,290	14,682	392	3%	2,224	\$20.35
Public Safety	26	3,542	3,671	129	4%	455	\$34.33
Retail, Hospitality, and Tourism	48	23,015	24,321	1,306	6%	4,319	\$17.63
Total	659	133,627	139,047	5,420	4%	17,459	\$24.28

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Exhibit 5 shows the 2024 job counts and projected annual job openings in the district service area for each of the 12 CCCC sectors. Business and Entrepreneurship has the highest number of jobs (26,803), while Retail, Hospitality and Tourism has the highest number of job openings (4,319). The Health sector has the third-highest number of 2024 jobs (15,860) and fourth-highest job openings (1,941). Conversely, Life Sciences and Biotechnology has the lowest number of jobs and annual job openings.

LABOR MARKET ANALYSIS, CONTINUED

Exhibit 5: Total Number of 2024 Jobs and Annual Openings by CCCC Sector in the District Service Area



Supply and Demand by CCCC Sector

In this section, the number of educational awards (degrees and certificates) conferred by SLOCCCD, otherwise known as supply, is compared to the annual openings (demand) of the 659 occupations analyzed in this report by sector. Examining the supply in relation to demand is crucial to understanding labor gaps and areas of opportunity that can be addressed by educational programs throughout the local and greater region. Labor gaps are defined as the difference between supply and demand. Additionally, important consideration should be given to the number of annual openings and the labor gap for middle-skill occupations (those for which community colleges primarily train).

Though supply data reflects only community college awards and does not include completions from non-community college institutions, SLOCCCD is one of the main higher education and training providers in the area. Within the SLOCCCD service area and across all sectors, there is an overall labor gap of 15,743 awards. When considering only middle-skill occupations, the gap is smaller (4,621) but still significant. These labor gaps represent opportunities for SLOCCCD to modify or expand existing programs, or create new programs, to meet local labor market needs. Exhibit 6 shows the breakdown of annual openings compared to supply by sector.

LABOR MARKET ANALYSIS, CONTINUED

Although the Retail, Hospitality, and Tourism sector has the highest number of annual job openings (4,319), 87% (3,744) are for below middle-skill occupations, indicating most openings in this sector typically do not require higher education.

The Business and Entrepreneurship sector has the second-highest number of annual job openings (2,648). Of those, 65% (1,727) are for middle-skill occupations. However, the supply for this sector is only 716 awards, presenting a substantial labor market gap.

The remainder of this report includes sector-level summary pages that examine the total number of jobs, annual openings, and community college supply for each sector, followed by an analysis of labor market data specifically for middle-skill occupations.

Exhibit 6: Annual Openings by Occupational Skill Level and SLOCCCD Awards Conferred by CCCCCO Sector

Sector	Below Middle-Skill Annual Openings	Middle-Skill Annual Openings	Above Middle-Skill Annual Openings	Total Annual Openings	SLOCCCD 3-Year Average (2021–2024)
Advanced Manufacturing	331	215	47	594	55
Advanced Transportation and Logistics	727	380	4	1,110	26
Agriculture, Water, and Environmental Technologies	1,152	300	38	1,490	28
Business and Entrepreneurship	162	1,727	760	2,648	716
Education and Human Development	62	420	735	1,218	218
Energy, Construction, and Utilities	437	530	161	1,135	49
Health	21	1,608	304	1,941	355
ICT/Digital Media	49	63	152	262	93
Life Sciences and Biotechnology	0	74	4	79	0
Other/Unassigned	1,812	201	210	2,224	87
Public Safety	155	287	13	455	36
Retail, Hospitality, and Tourism	3,744	532	42	4,319	53
Total	8,652	6,337	2,470	17,459	1,716

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed and California Community Colleges Chancellor's Management Information Systems DataMart

Advanced Manufacturing

Labor Market Demand Data Points



69

Occupations



4,839

2024 Jobs



594

Annual Openings



328

Five-Year Change



7%

Five-Year % Change



\$23.20

Entry-Level Wages

Labor Market Supply Data Points



4

Programs
(TOP Codes)



55

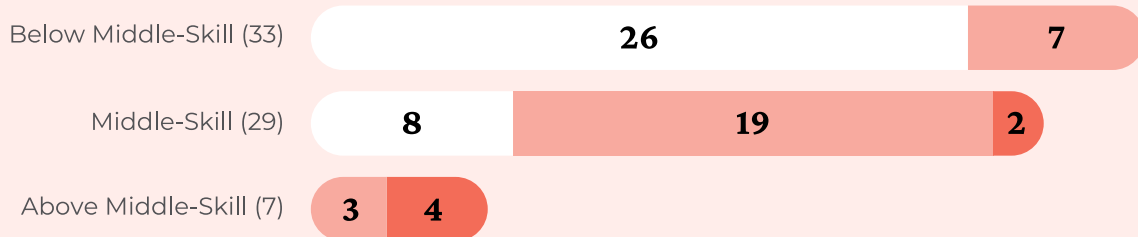
Awards
(2021-2024)



Welding
Technology

Top Program

Job Quality by Occupational Skill Level



● Low Quality (34) ● Medium Quality (29) ● High Quality (6)

ADVANCED MANUFACTURING, CONTINUED

Demand

In 2024, there were 4,839 jobs across 69 Advanced Manufacturing occupations in the district service area. Of those, 39% (1,869) are for middle-skill occupations. Of the 594 projected annual openings, 36% (215) are for middle-skill occupations. Exhibit 7 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 29 middle-skill occupations within the sector by job quality level.

Exhibit 7: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Advanced Manufacturing Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
First-Line Supervisors of Production and Operating Workers (51-1011)	371	407	36	10%	44	\$27.88
Industrial Machinery Mechanics (49-9041)	163	188	25	15%	19	\$27.62
Medium-Quality Jobs						
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers (51-2028)	234	251	17	7%	29	\$17.15
Welders, Cutters, Solderers, and Brazers (51-4121)	249	261	12	5%	28	\$22.71
Machinists (51-4041)	165	169	4	2%	18	\$21.93
Computer Numerically Controlled Tool Operators (51-9161)	83	82	(1)	(1%)	8	\$21.58
Engineering Technologists and Technicians, Except Drafters, All Other (17-3029)	53	59	6	11%	6	\$33.74
Electrical and Electronic Engineering Technologists and Technicians (17-3023)	40	44	4	10%	5	\$29.98
Electro-Mechanical and Mechatronics Technologists and Technicians (17-3024)	49	48	(1)	(2%)	4	\$33.83
Mechanical Engineering Technologists and Technicians (17-3027)	40	43	3	8%	4	\$29.88
Maintenance Workers, Machinery (49-9043)	29	33	4	14%	4	\$22.84
Electrical and Electronics Drafters (17-3012)	30	31	1	3%	3	\$25.27
Mechanical Drafters (17-3013)	33	33	0	0%	3	\$25.94
Industrial Engineering Technologists and Technicians (17-3026)	15	20	5	33%	2	\$66.26
Calibration Technologists and Technicians (17-3028)	19	19	0	0%	2	\$32.37
Tool and Die Makers (51-4111)	13	14	1	8%	2	\$23.74
Occupational Health and Safety Technicians (19-5012)	5	7	2	40%	1	\$23.46
Electric Motor, Power Tool, and Related Repairers (49-2092)	5	6	1	20%	1	\$22.65
Precision Instrument and Equipment Repairers, All Other (49-9069)	15	16	1	7%	1	\$26.77

ADVANCED MANUFACTURING, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
Chemical Plant and System Operators (51-8091)	6	7	1	17%	1	\$32.82
Computer Numerically Controlled Tool Programmers (51-9162)	6	7	1	17%	1	\$29.54
Low-Quality Jobs						
Molders, Shapers, and Casters, Except Metal and Plastic (51-9195)	51	55	4	8%	8	\$19.04
Printing Press Operators (51-5112)	71	52	(19)	(27%)	7	\$18.04
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic (51-4081)	38	41	3	8%	5	\$16.49
Chemical Equipment Operators and Tenders (51-9011)	45	47	2	4%	5	\$19.98
Home Appliance Repairers (49-9031)	24	22	(2)	(8%)	2	\$17.35
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders (51-4122)	8	7	(1)	(13%)	1	\$17.28
Semiconductor Processing Technicians (51-9141)	5	6	1	20%	1	\$18.58
Metal Workers and Plastic Workers, All Other (51-4199)	4	3	(1)	(25%)	0	\$16.87
Total	1,869	1,978	109	6%	215	\$24.32

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed



ADVANCED MANUFACTURING, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 772 awards annually across 10 programs within the Advanced Manufacturing sector, as shown in Exhibit 8. SLOCCCD conferred an average of 55 awards each year, accounting for 7% of all Advanced Manufacturing awards in the SCC Region. The top-producing program at SLOCCCD was Welding Technology (0956.50), with an average of 42 awards conferred annually. Aeronautical and Aviation Technology (0950.00) and Electronics and Electric Technology (0934.00) are the only other programs for which awards were conferred in this sector.

LABOR MARKET SPOTLIGHT:

Advanced Manufacturing Growth and Emerging Aviation Pathways

The Advanced Manufacturing sector provides middle-skill opportunities for High-Quality occupations such as *Industrial Machinery Mechanics (49-9041)* and *First-Line Supervisors of Production and Operating Workers (51-1011)*, as well as Medium-Quality occupations such as *Welders, Cutters, Solderers, and Brazers (51-4121)*, *Machinists (51-4041)* and *Computer Numerically Controlled Tool Operators (51-9161)*. These occupations demonstrate the continued importance of hands-on technical training, equipment operation, repair, fabrication, and production supervision within the district service area.

On the supply side, SLOCCCD's largest Advanced Manufacturing program is Welding Technology (0956.50), which averaged 42 awards annually from 2021 to 2024 and accounted for the majority of the district's Advanced Manufacturing awards. In addition, SLOCCCD currently offers programs in Aeronautical and Aviation Technology (0950.00) and Electronics and Electric Technology (0934.00). These programs position SLOCCCD to support both traditional manufacturing occupations and emerging aviation-related technical pathways.

In 2025, SLOCCCD secured an approximately \$250,000 Uplift Central Coast grant to fund a feasibility study for a permanent facility for its Aviation Maintenance Technician program, which currently operates temporarily at ACI Jet's facilities. The project is intended to strengthen partnerships with ACI Jet and Cal Poly, support a regional aviation education hub, and respond to demand in aviation, aerospace technology, unmanned systems, and urban mobility. This expansion is especially relevant because aviation maintenance connects Advanced Manufacturing skill sets, such as mechanical systems, diagnostics, electronics, repair, and applied technical problem-solving, to high-wage technical career pathways in the Central Coast economy.¹⁸



ADVANCED MANUFACTURING, CONTINUED

Exhibit 8: Advanced Manufacturing Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Aeronautical and Aviation Technology (0950.00)	8	49
Aircraft Fabrication (0950.50)	-	419
Electronics and Electric Technology (0934.00)	5	26
Engineering Technology, General (requires Trigonometry) (0924.00)	-	13
Fashion Production (1303.30)	-	79
Industrial Electronics (0934.20)	-	11
Machining and Machine Tools (0956.30)	-	3
Manufacturing and Industrial Technology (0956.00)	0	18
Mechanical Drafting (0953.40)	-	10
Welding Technology (0956.50)	42	144
Total	55	772

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Advanced Transportation and Logistics

Labor Market Demand Data Points



49

Occupations



8,810

2024 Jobs



1,110

Annual Openings



326

Five-Year Change



4%

Five-Year % Change



\$21.51

Entry-Level Wages

Labor Market Supply Data Points



2

Programs
(TOP Codes)



26

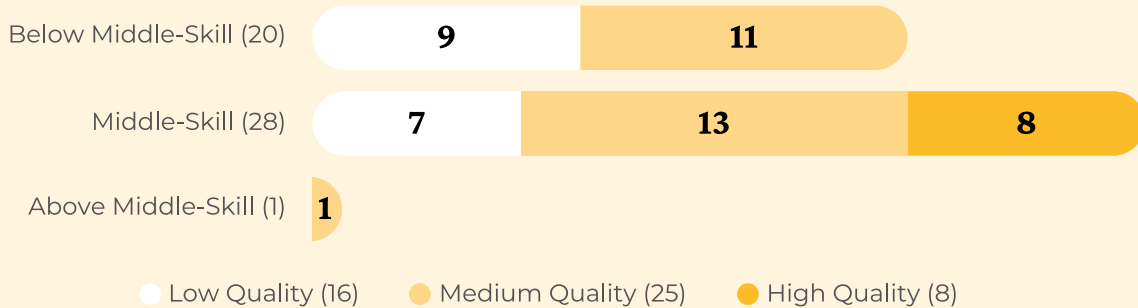
Awards
(2021-2024)



**Automotive
Collision Repair**

Top Program

Job Quality by Occupational Skill Level



ADVANCED TRANSPORTATION AND LOGISTICS, CONTINUED

Demand

In 2024, there were 8,810 jobs across 49 Advanced Transportation and Logistics occupations in the district service area. Of those, 41% (3,646) are for middle-skill occupations. Of the 1,110 projected annual openings, 34% (380) are for middle-skill occupations. Exhibit 9 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 28 middle-skill occupations within the sector by job quality level.

Exhibit 9: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Advanced Transportation and Logistics Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)	506	536	30	6%	47	\$29.52
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	310	321	11	4%	34	\$23.97
Commercial Pilots (53-2012)	155	178	23	15%	24	\$45.06
Bus Drivers, Transit and Intercity (53-3052)	183	178	(5)	(3%)	22	\$30.14
Production, Planning, and Expediting Clerks (43-5061)	178	194	16	9%	21	\$22.90
Aircraft Mechanics and Service Technicians (49-3011)	135	157	22	16%	15	\$29.53
Transportation, Storage, and Distribution Managers (11-3071)	138	143	5	4%	12	\$38.00
Logisticians (13-1081)	106	116	10	9%	11	\$32.88
Medium-Quality Jobs						
Heavy and Tractor-Trailer Truck Drivers (53-3032)	823	821	(2)	(0%)	90	\$22.27
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	166	164	(2)	(1%)	14	\$26.95
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	153	156	3	2%	14	\$35.66
Automotive Body and Related Repairers (49-3021)	102	109	7	7%	11	\$24.41
Airfield Operations Specialists (53-2022)	13	14	1	8%	2	\$22.58
Crane and Tower Operators (53-7021)	22	21	(1)	(5%)	2	\$27.16
Aerospace Engineering and Operations Technologists and Technicians (17-3021)	4	5	1	25%	1	\$30.87
Air Traffic Controllers (53-2021)	5	6	1	20%	1	\$48.12
Railroad Conductors and Yardmasters (53-4031)	10	8	(2)	(20%)	1	\$32.70
Captains, Mates, and Pilots of Water Vessels (53-5021)	7	7	0	0%	1	\$23.82
Aircraft Cargo Handling Supervisors (53-1041)	3	3	0	0%	0	\$22.35
Subway and Streetcar Operators (53-4041)	2	2	0	0%	0	\$29.38

ADVANCED TRANSPORTATION AND LOGISTICS, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
Ship Engineers (53-5031)	1	1	0	0%	0	\$40.84
Low-Quality Jobs						
Automotive Service Technicians and Mechanics (49-3023)	564	561	(3)	(1%)	49	\$20.58
Recreational Vehicle Service Technicians (49-3092)	41	43	2	5%	6	\$23.61
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (51-2011)	11	14	3	27%	2	\$20.75
Rail Car Repairers (49-3043)	4	3	(1)	(25%)	0	\$29.98
Railroad Brake, Signal, and Switch Operators and Locomotive Firers (53-4022)	3	2	(1)	(33%)	0	\$27.95
Rail Transportation Workers, All Other (53-4099)	0	0	0	0%	0	\$21.12
Motorboat Operators (53-5022)	1	1	0	0%	0	\$21.91
Total	3,646	3,764	118	3%	380	\$26.70

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed



ADVANCED TRANSPORTATION AND LOGISTICS, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 442 awards annually across six programs aligned within the Advanced Transportation and Logistics sector, as shown in Exhibit 10. SLOCCCD conferred an average of 26 awards each year, accounting for 6% of all Advanced Transportation and Logistics awards in the SCC Region. Notably, Automotive Collision Repair (0949.00) and Automotive Technology (0948.00) were the only programs at SLOCCCD with awards, averaging 14 and 12 annually, respectively.

LABOR MARKET SPOTLIGHT:

Advanced Transportation Job Quality and Program Development Opportunities

Advanced Transportation and Logistics is a sizable employment sector in the SLOCCCD service area and provides accessible middle-skill job opportunities, with 41% of jobs and 34% of annual openings classified as middle-skill. However, job quality varies, with High-Quality occupations related to aviation, as well as logistics and materials moving. Those related to aviation include *First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)*, *Commercial Pilots (53-2012)* and *Aircraft Mechanics and Service Technicians (49-3011)*. As noted above in the Advanced Manufacturing sector, SLOCCCD has developed an aviation maintenance program, demonstrating the interconnectivity between manufacturing and transportation. High-Quality logistics and materials moving roles include *Logisticians (13-1081)* and *Production, Planning, and Expediting Clerks (43-5061)*. SLOCCCD could explore developing programs in logistics to connect students to these High-Quality, living wage jobs.

Examining existing Advanced Transportation and Logistics supply for SLOCCCD shows that programs are aligned to Medium- and Low-Quality occupations based on regional job quality indicators such as wages, demand, and employment stability. Though there is substantial employment and demand for *Automotive Service Technicians and Mechanics (49-3023)*, employment is projected to slightly decline, and entry-level hourly wages are \$20.58, which is below the San Luis Obispo County living wage. Additionally, wages for students that exited Automotive Technology (0948.00) programs in the 2022–23 academic year were \$39,962 (or \$19.21 per hour), which is slightly below the entry-level wages for *Automotive Service Technicians and Mechanics (49-3023)*. Wages for students exiting Automotive Collision Repair (0949.00) programs were \$34,043 (or \$16.36 per hour), which is also below the living wage and entry-level wages for *Automotive Body and Related Repairers (49-3021)*.

SLOCCCD could consider examining these wage outcomes for students in relation to local demand for automotive technicians and automotive body repairers to identify relevant knowledge and skills that could lead to employment for higher paying positions, such as those in electric vehicle technology and fleet electrification. As transportation technologies continue to evolve, programs that integrate emerging industry skills alongside traditional automotive training may position students for stronger long-term employment outcomes and regional workforce mobility.

ADVANCED TRANSPORTATION AND LOGISTICS, CONTINUED

Exhibit 10: Advanced Transportation and Logistics Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Automotive Collision Repair (0949.00)	14	78
Automotive Technology (0948.00)	12	296
Aviation Airframe Mechanics (0950.10)	-	25
Aviation Powerplant Mechanics (0950.20)	-	24
Diesel Technology (0947.00)	-	17
Truck and Bus Driving (0947.50)	-	2
Total	26	442

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Agriculture, Water, and Environmental Technologies

Labor Market Demand Data Points



41

Occupations



9,377

2024 Jobs



1,490

Annual Openings



646

Five-Year Change



7%

Five-Year % Change



\$18.35

Entry-Level Wages

Labor Market Supply Data Points



4

Programs
(TOP Codes)



28

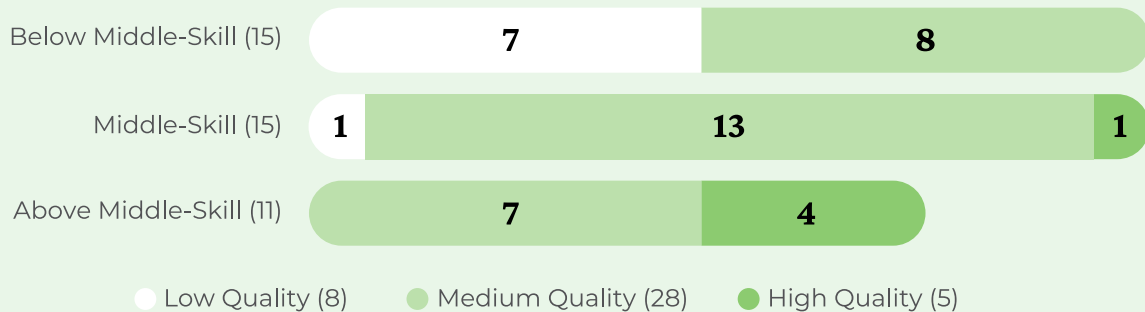
Awards
(2021-2024)



**Agriculture
Business, Sales
and Service**

Top Program

Job Quality by Occupational Skill Level



AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES, CONTINUED

Demand

In 2024, there were 9,377 jobs across 41 Agriculture, Water, and Environmental Technologies occupations in the district service area. Of those, 23% (2,114) are for middle-skill occupations. Of the 1,490 projected annual openings, 20% (300) are for middle-skill occupations. Exhibit 11 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 15 middle-skill occupations within the sector by job quality level.

Exhibit 11: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Agriculture, Water, and Environmental Technologies Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Veterinary Technologists and Technicians (29-2056)	166	185	19	11%	20	\$22.37
Medium-Quality Jobs						
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	589	578	(11)	(2%)	64	\$14.79
First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)	325	355	30	9%	53	\$18.13
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	178	196	18	10%	37	\$18.04
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	210	221	11	5%	25	\$20.03
Forest and Conservation Workers (45-4011)	64	85	21	33%	19	\$16.23
Food Science Technicians (19-4013)	98	109	11	11%	17	\$20.29
Animal Trainers (39-2011)	87	86	(1)	(1%)	13	\$15.85
Forest and Conservation Technicians (19-4071)	94	97	3	3%	12	\$21.49
Farm Equipment Mechanics and Service Technicians (49-3041)	82	93	11	13%	9	\$21.34
Pesticide Handlers, Sprayers, and Applicators, Vegetation (37-3012)	38	43	5	13%	7	\$24.72
Hazardous Materials Removal Workers (47-4041)	72	67	(5)	(7%)	7	\$32.65
Agricultural Inspectors (45-2011)	35	37	2	6%	6	\$35.66
Agricultural Technicians (19-4012)	14	16	2	14%	2	\$18.72
Low-Quality Jobs						
Floral Designers (27-1023)	62	67	5	8%	9	\$16.58
Total	757	778	21	3%	102	\$18.39

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES, CONTINUED

Supply

From 2021 to 2024, community colleges in the Central Coast region awarded an average of 305 awards annually across 13 programs within the Agriculture, Water, and Environmental Technologies sector, as shown in Exhibit 12. SLOCCCD conferred an average of 28 awards each year, accounting for approximately 9% of all Agriculture, Water, and Environmental Technologies awards in the SCC Region. The top-producing program at SLOCCCD was Agriculture Business, Sales and Service (0112.00), with an average of 17 awards conferred annually, accounting for 81% of total awards in this program in the region.

LABOR MARKET SPOTLIGHT:

Agriculture Technology, Innovation, and the Regional Economy

Though the Agriculture, Water, and Environmental Technologies sector is a significant employment sector in the SLOCCCD service area, only 23% of jobs and 20% of annual openings are middle-skill, indicating that many positions are for entry-level field-based work. However, there are opportunities for SLOCCCD to strengthen pathways into technical, supervisory, business, environmental, and agricultural technology (AgTech) roles.

This opportunity is especially important as San Luis Obispo County's agricultural economy continues to shift. The county's 2024 crop value exceeded \$1 billion for the fourth consecutive year, with strawberries becoming the country's top crop while wine grapes declined by 40% in value.^{12,13} Together, strawberries and wine grapes accounted for more than 43% of the county's total agricultural value, underscoring the continued importance of both crops even as market conditions change.¹⁴ Cal Poly's Strawberry Center, in partnership with the California Strawberry Commission and the USDA Agricultural Research Service, also received \$1.25 million in additional federal funding to advance strawberry production automation, sustainable food production, workforce pipeline development, and technologies related to planting, pruning, pest management, picking and processing.¹⁵ These potential advances could drive demand or change the skills required for Medium-Quality occupations such as *Agricultural Technicians (19-4012)*, *Pesticide Handlers, Sprayers, and Applicators, Vegetation (37-3012)*, and *Farm Equipment Mechanics and Service Technicians (49-3041)*.

REACH Central Coast's AgTech report further reinforces the need for more specialized agriculture pathways. The report identifies Agriculture and AgTech as a \$4.4 billion sector supporting approximately 35,000 jobs across San Luis Obispo and Santa Barbara counties, with growth projected to outpace state and national rates.¹⁶ REACH also highlights the sector's increasing need for technology, sustainability, business, logistics, and customer facing skills in response to drought, climate change, pest control, and labor shortage. From 2021 to 2024, SLOCCCD conferred an average of 28 awards annually across Agriculture, Water, and Environmental Technology programs, led by Agriculture Business, Sales and Service (0112.00) with 17 annual awards, followed by Plant Science (0103.00) with 10 awards and Viticulture, Enology, and Wine Business (0104.00) with one award.

Occupations related to Agriculture Business, Sales and Service (0112.00) include Medium-Quality, in-demand middle-skill occupations such as *Farmers, Ranchers, and Other Agricultural Managers (11-9013)* and *First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)*. In-demand agriculture business skills are directly related to these occupations and include merchandising, marketing, warehousing, sales, customer service, transportation, office support, and digital tools. This alignment suggests Agriculture Business, Sales and Service programs can provide a strong pathway to prepare students for a modern agriculture economy shaped by production, distribution, compliance, branding, and technology adoption.¹⁷

SLOCCCD is also positioned to build upon existing regional partnerships. Its USDA HSI grant supported Agriculture Guided Pathways, outreach to Latinx Students, experiential learning, job shadowing, scholarships, new certificates in Farm Management and Viticulture, and a Cal Poly partnership that enabled SLOCCCD agriculture students to participate in summer research. These assets create opportunities to strengthen agriculture and AgTech pathways through transfer, applied research, experiential learning, and alignment with the Central Coast's broader agriculture innovation ecosystem.

AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES, CONTINUED

Exhibit 12: Agriculture, Water, and Environmental Technologies Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Agricultural Pest Control Adviser and Operator (Licensed) (0103.10)	-	2
Agricultural Power Equipment Technology (0116.00)	0	0
Agriculture Business, Sales and Service (0112.00)	17	21
Agriculture Technology and Sciences, General (0101.00)	-	11
Animal Science (0102.00)	-	66
Environmental Technology (0303.00)	-	29
Floriculture / Floristry (0109.20)	-	4
Horticulture (0109.00)	-	13
Landscape Design and Maintenance (0109.10)	-	65
Nursery Technology (0109.30)	-	1
Plant Science (0103.00)	10	32
Veterinary Technician (Licensed) (0102.10)	-	50
Viticulture, Enology, and Wine Business (0104.00)	1	11
Total	28	305

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Business and Entrepreneurship

Labor Market Demand Data Points



89

Occupations



26,803

2024 Jobs



2,648

Annual Openings



120

Five-Year Change



0%

Five-Year % Change



\$26.44

Entry-Level Wages

Labor Market Supply Data Points



6

Programs
(TOP Codes)



716

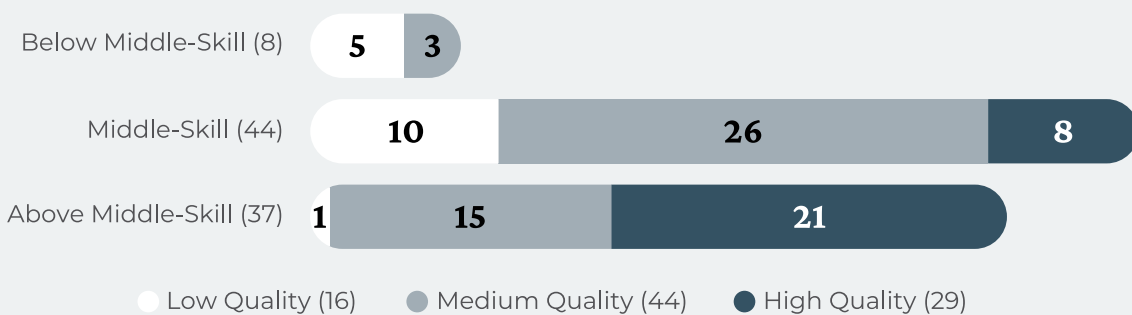
Awards
(2021-2024)



**Business and
Commerce, General**

Top Program

Job Quality by Occupational Skill Level



BUSINESS AND ENTREPRENEURSHIP, CONTINUED

Demand

In 2024, there were 26,803 jobs across 89 Business and Entrepreneurship occupations in the district service area. Of those, 60% (16,039) are for middle-skill occupations. Of the 2,648 projected annual openings, 65% (1,727) are for middle-skill occupations. Exhibit 13 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 44 middle-skill occupations within the sector by job quality level.

Exhibit 13: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Business and Entrepreneurship Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
General and Operations Managers (11-1021)	2,173	2,282	109	5%	201	\$35.33
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	1,094	1,081	(13)	(1%)	104	\$28.16
Executive Secretaries and Executive Administrative Assistants (43-6011)	315	318	3	1%	34	\$29.47
Buyers and Purchasing Agents (13-1028)	267	281	14	5%	29	\$28.65
Administrative Services Managers (11-3012)	237	242	5	2%	21	\$41.51
Cost Estimators (13-1051)	238	242	4	2%	21	\$26.91
Facilities Managers (11-3013)	156	167	11	7%	16	\$34.42
Property Appraisers and Assessors (13-2028)	89	85	(4)	(4%)	7	\$39.11
Medium-Quality Jobs						
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	1,364	1,380	16	1%	158	\$21.17
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	1,276	1,249	(27)	(2%)	144	\$22.31
Customer Service Representatives (43-4051)	909	900	(9)	(1%)	122	\$18.75
Receptionists and Information Clerks (43-4171)	825	835	10	1%	113	\$17.69
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	754	762	8	1%	70	\$26.07
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	490	484	(6)	(1%)	63	\$11.70
Real Estate Sales Agents (41-9022)	542	554	12	2%	49	\$21.25
Insurance Sales Agents (41-3021)	414	422	8	2%	35	\$20.06
Property, Real Estate, and Community Association Managers (11-9141)	392	396	4	1%	34	\$21.91
Manicurists and Pedicurists (39-5092)	206	216	10	5%	27	\$13.06
Sales and Related Workers, All Other (41-9099)	189	190	1	1%	25	\$19.86

BUSINESS AND ENTREPRENEURSHIP, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	227	220	(7)	(3%)	18	\$22.77
Skincare Specialists (39-5094)	101	107	6	6%	16	\$16.01
Tellers (43-3071)	185	138	(47)	(25%)	16	\$21.20
Real Estate Brokers (41-9021)	146	147	1	1%	13	\$23.12
Payroll and Timekeeping Clerks (43-3051)	124	115	(9)	(7%)	13	\$23.17
Bill and Account Collectors (43-3011)	102	94	(8)	(8%)	10	\$23.02
Tax Preparers (13-2082)	69	69	0	0%	8	\$16.56
Data Entry Keyers (43-9021)	74	63	(11)	(15%)	8	\$16.92
Advertising Sales Agents (41-3011)	60	60	0	0%	7	\$20.92
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	57	56	(1)	(2%)	6	\$23.13
Claims Adjusters, Examiners, and Investigators (13-1031)	50	47	(3)	(6%)	4	\$29.14
Title Examiners, Abstractors, and Searchers (23-2093)	31	31	0	0%	3	\$29.23
Morticians, Undertakers, and Funeral Arrangers (39-4031)	16	16	0	0%	2	\$23.02
Insurance Appraisers, Auto Damage (13-1032)	0	0	0	0%	0	\$27.19
New Accounts Clerks (43-4141)	0	1	1	0%	0	\$22.76
Low-Quality Jobs						
Office Clerks, General (43-9061)	2,563	2,519	(44)	(2%)	299	\$18.05
Barbers (39-5011)	78	84	6	8%	10	\$11.56
Insurance Claims and Policy Processing Clerks (43-9041)	81	72	(9)	(11%)	7	\$20.89
File Clerks (43-4071)	51	48	(3)	(6%)	6	\$18.34
Loan Interviewers and Clerks (43-4131)	52	44	(8)	(15%)	4	\$22.58
Word Processors and Typists (43-9022)	28	23	(5)	(18%)	3	\$19.15
Brokerage Clerks (43-4011)	12	11	(1)	(8%)	1	\$25.77
Funeral Home Managers (11-9171)	1	1	0	0%	0	\$6.73
Credit Authorizers, Checkers, and Clerks (43-4041)	0	0	0	0%	0	\$14.69
Statistical Assistants (43-9111)	1	1	0	0%	0	\$26.25
Total	16,039	16,053	14	0.1%	1,727	\$23.55

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

BUSINESS AND ENTREPRENEURSHIP, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 3,263 awards annually across 16 programs within the Business and Entrepreneurship sector, as shown in Exhibit 14. SLOCCCD conferred an average of 716 awards each year, accounting for approximately 22% of all Business and Entrepreneurship awards in the SCC Region. The top-producing program at SLOCCCD was Business and Commerce, General (0501.00), with an average of 459 awards conferred annually, which is 75% of the total Business and Commerce, General (0501.00) awards conferred throughout the entire SCC Region.

LABOR MARKET SPOTLIGHT:

Strengthening Middle-Skilled Alignment in Business and Entrepreneurship

Business and Entrepreneurship is the largest employment sector in the SLOCCCD service area, with 26,803 jobs across 89 occupations in 2024 and 2,648 projected annual openings. The sector is projected to remain relatively flat through 2029, but the scale of annual openings shows steady replacement demand across business operations, administration, accounting, sales, customer service, supervision, real estate, and management. Notably, 65% of the sector's annual job openings are middle-skill, making Business and Entrepreneurship one of SLOCCCD's strongest opportunities to connect students to in-demand occupations.

High-Quality middle-skill occupations are related to supervision, operations, purchasing, administrative management, estimating, facilities coordination, and business support functions. Examples of these High-Quality occupations include *General and Operations Managers (11-1021)*, *First-Line Supervisors of Office and Administrative Support Workers (43-1011)*, *Buyers and Purchasing Agents (13-1028)*, *Administrative Services Managers (11-3012)*, and *Cost Estimators (SOC 13-1051)*, all of which are related to existing programs at SLOCCCD.

From 2021 to 2024, SLOCCCD conferred an average of 716 Business and Entrepreneurship awards annually, with most awards concentrated in Business and Commerce, General (0501.00) and Business Administration (0505.00) programs. Of the 716 awards, 68% were for certificates and 32% were for associate degrees. These broad pathways provide an important foundation for transfer and workforce preparation, but there may be opportunities to create new programs or expand existing ones to address a broader range of middle-skill opportunities.

For example, SLOCCCD currently does not offer programs in Marketing and Distribution (0509.00), Real Estate (0511.00), Management Development and Supervision (0506.30), Sales and Salesmanship (0509.40), Customer Service (0518.00), and Legal Office Technology (0514.10). These programs align to Medium-Quality middle-skill occupations such as *Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)*, *Real Estate Sales Agents (41-9022)*, and *Customer Service Representatives (43-4051)*. SLOCCCD could consider developing programs in these areas to expand on its strong transfer and general business foundation toward stackable, career-focused pathways that prepare students for in-demand middle-skill roles.

BUSINESS AND ENTREPRENEURSHIP, CONTINUED

Exhibit 14: Business and Entrepreneurship Awards (Degrees and Certificates)

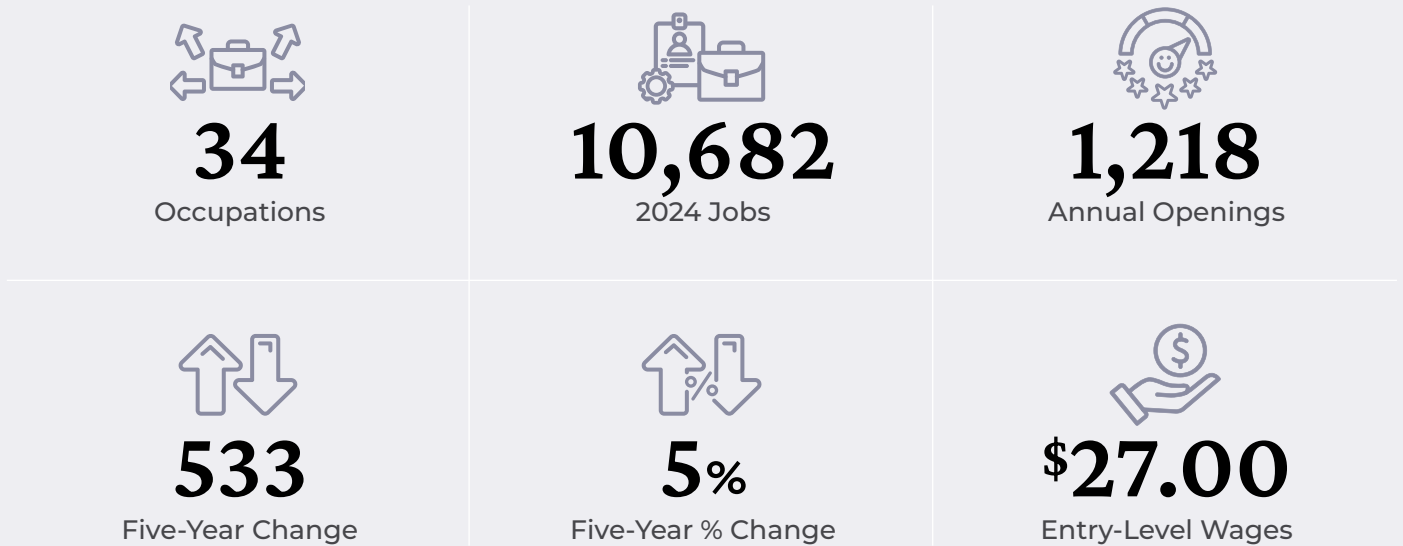
Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Accounting (0502.00)	11	545
Banking and Finance (0504.00)	-	5
Business Administration (0505.00)	235	1,308
Business and Commerce, General (0501.00)	459	613
Business Management (0506.00)	6	308
Cosmetology and Barbering (3007.00)	-	64
Customer Service (0518.00)	-	5
E-Commerce (Business emphasis) (0509.70)	3	5
International Business and Trade (0508.00)	-	6
Legal Office Technology (0514.10)	-	12
Management Development and Supervision (0506.30)	-	8
Marketing and Distribution (0509.00)	-	77
Other Business and Management (0599.00)	-	200
Real Estate (0511.00)	-	54
Sales and Salesmanship (0509.40)	-	11
Small Business and Entrepreneurship (0506.40)	2	42
Total	975	3,263

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.

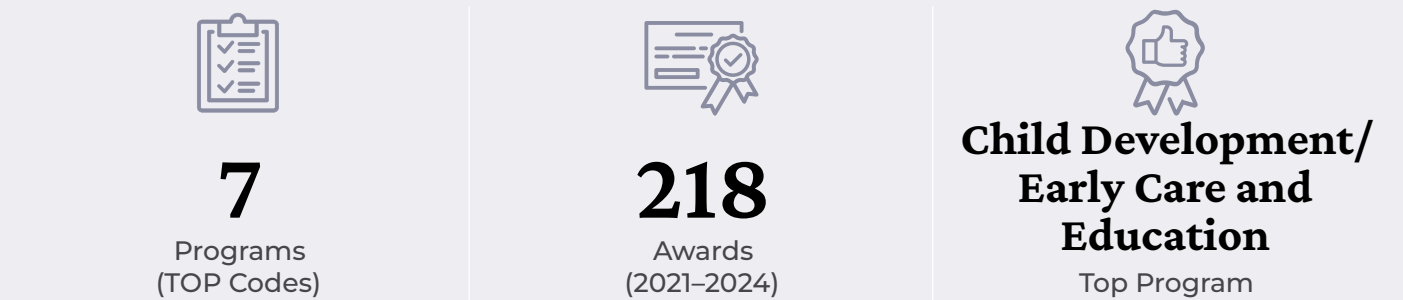


Education and Human Development

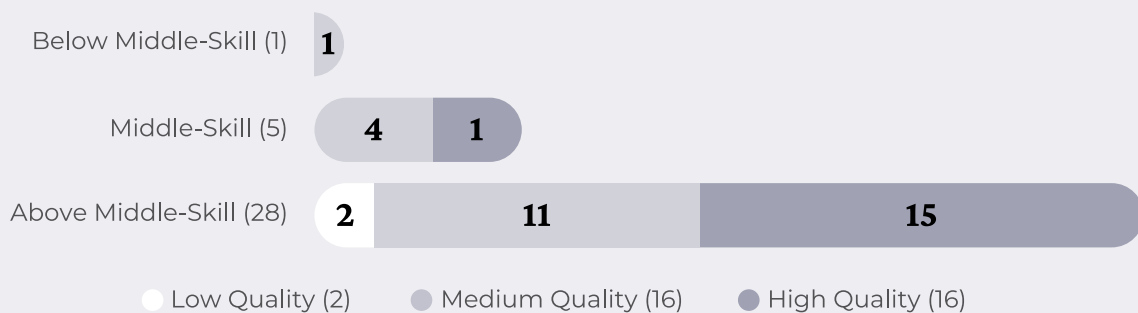
Labor Market Demand Data Points



Labor Market Supply Data Points



Job Quality by Occupational Skill Level



EDUCATION AND HUMAN DEVELOPMENT, CONTINUED

Demand

In 2024, there were 10,682 jobs across 34 Education and Human Development occupations in the district service area. Of those, 26% (2,749) are for middle-skill occupations. Of the 1,218 projected annual openings, 34% (420) are for middle-skill occupations. Exhibit 15 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the five middle-skill occupations within the sector by job quality level.

Exhibit 15: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Education and Human Development Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Kindergarten Teachers, Except Special Education (25-2012)	54	56	2	4%	7	\$26.88
Medium-Quality Jobs						
Childcare Workers (39-9011)	1,099	1,163	64	6%	208	\$16.06
Teaching Assistants, Except Postsecondary (25-9045)	1,028	1,069	41	4%	132	\$17.62
Preschool Teachers, Except Special Education (25-2011)	341	356	15	4%	42	\$17.93
Teaching Assistants, Postsecondary (25-9044)	227	239	12	5%	31	\$16.34
Total	2,749	2,883	134	5%	420	\$17.11

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 1,030 awards annually across 14 programs within the Education and Human Development sector, as shown in Exhibit 16. SLOCCCD conferred an average of 218 awards each year, accounting for approximately 21% of all Education and Human Development awards in the SCC Region. The top-producing program at SLOCCCD was Child Development/Early Care and Education (1305.00), with an average of 153 awards conferred annually. Notably, SLOCCCD accounted for all awards for Family Studies (1308.00) programs in the region.

EDUCATION AND HUMAN DEVELOPMENT, CONTINUED

LABOR MARKET SPOTLIGHT:

Education and Human Development Pathways

Education and Human Development is projected to grow 5% through 2029, adding 533 jobs. Additionally, the SLOCCCD service area has the highest wages and fastest growth in this sector when compared to all other SCC districts. This makes Education and Human Development an important area for continued workforce pathway development, particularly as regional demand grows for early childhood education, teaching support, and family-centered services.

The sector's middle-skill labor market includes 2,749 jobs and 420 annual openings, with demand concentrated in occupations such as *Childcare Workers (39-9011)*, *Teaching Assistants, Except Postsecondary (25-9045)*, and *Preschool Teachers, Except Special Education (25-2011)*. SLOCCCD's program supply aligns with these occupations, particularly through Child Development/Early Care and Education (1305.00), Child and Adolescent Development (1305.10), Children with Special Needs (1305.20), and Family Studies (1308.00) programs. While many of these occupations are classified as Medium Quality and have modest entry-level wages, they represent a critical workforce. In addition to these middle-skill occupations, there are opportunities to provide advancement pathways that help students move from entry-level care and instructional support roles into higher-wage teaching, supervision, and human development careers.

SLOCCCD's partnership with Cal Poly for a new 2+2 Liberal Studies pathway will prepare students for above middle-skill teaching careers. Students in this program will be able to complete upper-division Cal Poly coursework locally at SLOCCCD's San Luis Obispo Campus beginning in Fall 2025. The pathway is designed for students pursuing careers in teaching with upper-level evening courses that support working professionals and expand access to Cal Poly's teacher preparation curriculum. This partnership creates a strong bridge from SLOCCCD's early childhood education, child development, and family studies programs into bachelor's degree completion and future credential pathways, helping address local teacher pipeline needs while supporting student access, transfer, and career mobility.¹¹



EDUCATION AND HUMAN DEVELOPMENT, CONTINUED

Exhibit 16: Education and Human Development Awards (Degrees and Certificates)

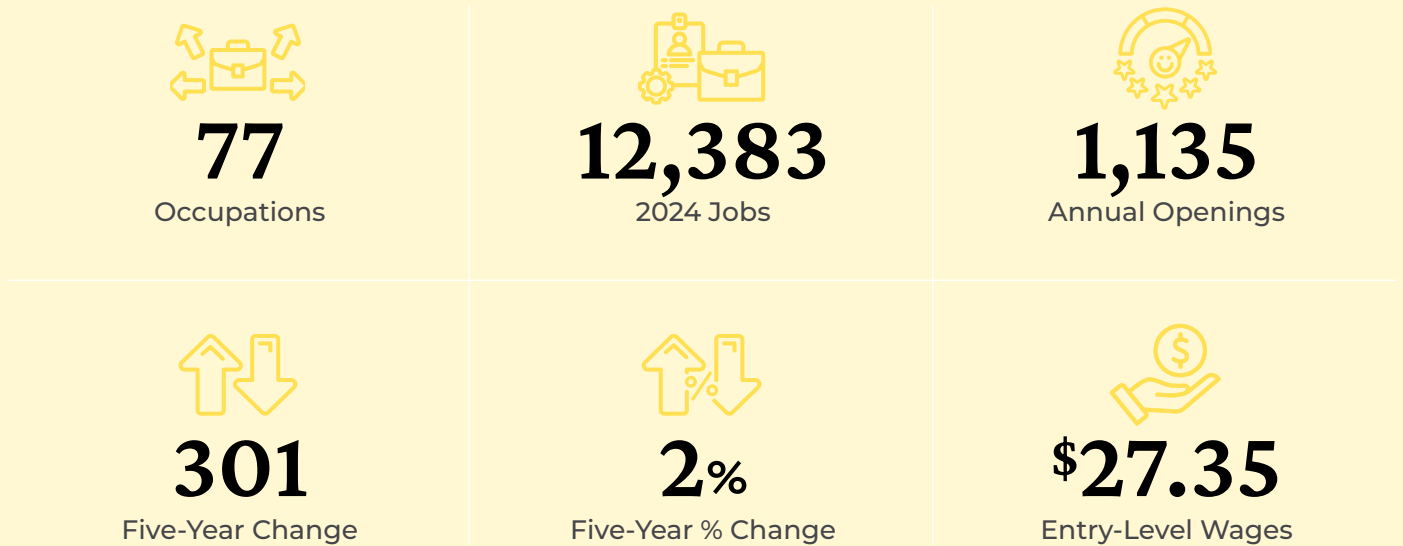
Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Child and Adolescent Development (1305.10)	32	119
Child Development Administration and Management (1305.80)	2	12
Child Development/Early Care and Education (1305.00)	153	705
Children with Special Needs (1305.20)	6	10
Coaching (0835.60)	1	1
Educational Aide (Teacher Assistant) (0802.00)	-	60
Educational Aide (Teacher Assistant), Bilingual (0802.10)	-	0
Family Studies (1308.00)	22	22
Infants and Toddlers (1305.90)	-	21
Other Education (0899.00)	-	1
Preschool Age Children (1305.40)	-	22
Recreation (0836.00)	2	24
Sign Language Interpreting (0850.10)	-	26
The School Age Child (1305.50)	-	7
Total	218	1,030

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Energy, Construction and Utilities

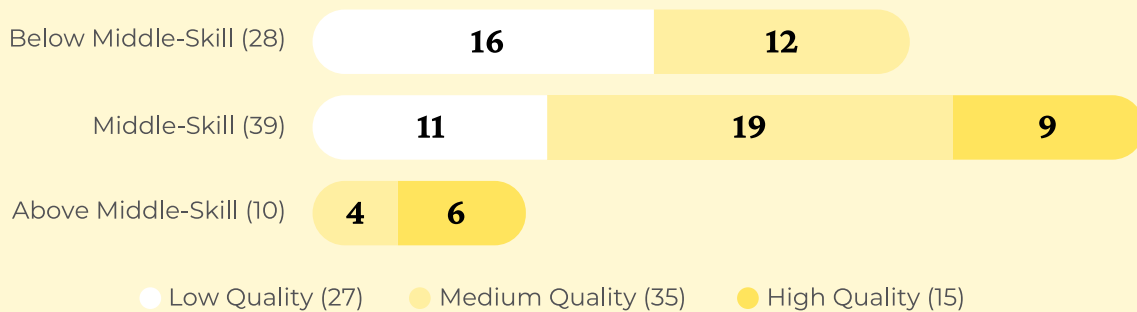
Labor Market Demand Data Points



Labor Market Supply Data Points



Job Quality by Occupational Skill Level



ENERGY, CONSTRUCTION AND UTILITIES, CONTINUED

Demand

In 2024, there were 12,383 jobs across 77 Energy, Construction, and Utilities occupations in the district service area. Of those, 46% (5,714) are for middle-skill occupations. Of the 1,135 projected annual openings, 47% (530) are for middle-skill occupations. Exhibit 17 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 39 middle-skill occupations within the sector by job quality level.

LABOR MARKET SPOTLIGHT:

Clean Economy and Clean Energy Transition

San Luis Obispo is one of California's clean energy hubs, anchored by Diablo Canyon Nuclear Power Plant, the state's only remaining nuclear plant and its single largest source of clean energy. Diablo Canyon provides about 10% of California's electricity and nearly 20% of the state's clean carbon free energy, operating as a steady 24/7 power source while California continues to build solar, wind, and other renewable resources to meet its long term clean energy goals.⁶

Solar energy is also a major part of the county's clean energy landscape. San Luis Obispo County is home to large scale solar assets such as Topaz Solar Farms, a 550-megawatt facility in the Carrizo Plain that was the largest solar farm in the world when constructed, and the California Valley Solar Ranch, a 250-megawatt facility designed with environmental protections, water conservation measures, vegetation under solar panels, wildlife corridors, and permanently conserved land. These solar projects show how clean energy development in the county can intersect with land stewardship, conservation, and agricultural sustainability. In addition to nuclear and solar energy, offshore wind remains another potential opportunity to expand clean energy production in the county.⁷

However, the clean energy transition remains uncertain and uneven. Governor Newsom's office announced in April 2026 that the Nuclear Regulatory Commission approved renewed licenses for both Diablo Canyon units. However, under California law, the plant may only operate through 2030 unless the Legislature authorizes a longer extension.⁸ Offshore wind projects also face uncertainty, as Port San Luis recently postponed a decision on a \$3 million grant that would have supported a feasibility study for an offshore wind operations and maintenance terminal, citing the need to review other studies and respond to divided community perspectives.⁹

Diablo Canyon currently supports workforce demand for technical, electrical, utility, safety, maintenance, and power-generation skills in San Luis Obispo County. Demand for living wage occupations such as *Nuclear Power Reactor Operators (51-8011)* and other related electrical workers including *Electrical Power-Line Installers and Repairers (49-9051)* and *Electricians (47-2111)* could be disrupted if Diablo Canyon operations are not extended. Similarly, opportunities for *Wind Turbine Service Technicians (49-9081)* and related offshore construction positions may be muted if offshore wind projects remain on hold.

In addition to these projects, there are several initiatives at Cal Poly that SLOCCCD could partner with to expand student interest and workforce preparation for the clean economy. Cal Poly's Initiative for Climate Leadership and Resilience emphasizes interdisciplinary, hands-on climate education, applied climate solutions, and preparation for climate-related jobs. The initiative also works with local jurisdictions through course-based projects, allowing students to contribute to real climate and sustainability challenges while supporting community partners.¹⁰ SLOCCCD could also work with local regulators and employers to monitor workforce needs as clean energy projects progress, identifying workforce needs and skills requirements to prepare students for the clean energy jobs of the future.

ENERGY, CONSTRUCTION AND UTILITIES, CONTINUED

Exhibit 17: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Energy, Construction, and Utilities Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Electricians (47-2111)	606	632	26	4%	61	\$27.13
Operating Engineers and Other Construction Equipment Operators (47-2073)	537	547	10	2%	48	\$30.59
Electrical Power-Line Installers and Repairers (49-9051)	300	313	13	4%	26	\$38.04
Water and Wastewater Treatment Plant and System Operators (51-8031)	180	182	2	1%	18	\$31.26
Architectural and Civil Drafters (17-3011)	152	154	2	1%	13	\$28.31
Solar Photovoltaic Installers (47-2231)	93	111	18	19%	13	\$23.27
Construction and Building Inspectors (47-4011)	116	119	3	3%	13	\$27.42
Telecommunications Line Installers and Repairers (49-9052)	85	87	2	2%	8	\$39.50
Civil Engineering Technologists and Technicians (17-3022)	74	78	4	5%	7	\$31.14
Medium-Quality Jobs						
Carpenters (47-2031)	1,160	1,146	(14)	(1%)	96	\$22.66
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	700	724	24	3%	62	\$34.34
Plumbers, Pipefitters, and Steamfitters (47-2152)	414	407	(7)	(2%)	35	\$25.63
Installation, Maintenance, and Repair Workers, All Other (49-9099)	233	235	2	1%	23	\$20.46
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	244	244	0	0%	21	\$23.51
Stationary Engineers and Boiler Operators (51-8021)	109	114	5	5%	12	\$20.91
Surveying and Mapping Technicians (17-3031)	82	85	3	4%	11	\$27.82
Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)	81	76	(5)	(6%)	8	\$28.24
Power Plant Operators (51-8013)	87	82	(5)	(6%)	8	\$38.47
Environmental Engineering Technologists and Technicians (17-3025)	78	80	2	3%	7	\$19.85
Security and Fire Alarm Systems Installers (49-2098)	49	55	6	12%	6	\$24.65
Structural Iron and Steel Workers (47-2221)	48	51	3	6%	5	\$23.17
Nuclear Power Reactor Operators (51-8011)	17	30	13	76%	5	\$51.03
Paving, Surfacing, and Tamping Equipment Operators (47-2071)	33	36	3	9%	4	\$28.58
Wind Turbine Service Technicians (49-9081)	8	11	3	38%	1	\$24.83

ENERGY, CONSTRUCTION AND UTILITIES, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
Power Distributors and Dispatchers (51-8012)	17	13	(4)	(24%)	1	\$47.77
Gas Plant Operators (51-8092)	6	5	(1)	(17%)	1	\$57.77
Insulation Workers, Mechanical (47-2132)	6	5	(1)	(17%)	0	\$29.31
Commercial Divers (49-9092)	1	1	0	0%	0	\$22.28
Low-Quality Jobs						
Cabinetmakers and Bench Carpenters (51-7011)	58	50	(8)	(14%)	5	\$20.72
Brickmasons and Blockmasons (47-2021)	47	45	(2)	(4%)	4	\$20.59
Sheet Metal Workers (47-2211)	37	38	1	3%	4	\$19.63
Audiovisual Equipment Installers and Repairers (49-2097)	24	23	(1)	(4%)	2	\$20.31
Reinforcing Iron and Rebar Workers (47-2171)	15	14	(1)	(7%)	1	\$19.53
Radio, Cellular, and Tower Equipment Installers and Repairers (49-2021)	7	7	0	0%	1	\$23.33
Drafters, All Other (17-3019)	5	5	0	0%	0	\$20.52
Stonemasons (47-2022)	5	4	(1)	(20%)	0	\$16.87
Terrazzo Workers and Finishers (47-2053)	0	0	0	0%	0	\$15.72
Pile Driver Operators (47-2072)	0	1	1	0%	0	\$18.00
Refractory Materials Repairers, Except Brickmasons (49-9045)	0	0	0	0%	0	\$9.04
Total	5,714	5,810	96	2%	530	\$27.67

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed



ENERGY, CONSTRUCTION AND UTILITIES, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 330 awards annually across 13 programs within the Energy, Construction, and Utilities sector, as shown in Exhibit 18. SLOCCCD conferred an average of 49 awards each year, accounting for approximately 15% of all Energy, Construction, and Utilities awards in the SCC Region. The top-producing program at SLOCCCD was Electrical (0952.20), with an average of 26 awards conferred annually, accounting for nearly half (49%) of all awards in this program in the region.

Exhibit 18: Energy, Construction, and Utilities Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Architectural Drafting (0953.10)	-	32
Architecture and Architectural Technology (0201.00)	14	26
Carpentry (0952.10)	-	0
Civil and Construction Management Technology (0957.00)	-	27
Construction Crafts Technology (0952.00)	9	22
Construction Inspection (0957.20)	-	15
Drafting Technology (0953.00)	-	40
Electrical (0952.20)	26	53
Environmental Control Technology (0946.00)	-	28
Painting, Decorating, and Flooring (0952.70)	-	2
Plumbing, Pipefitting and Steamfitting (0952.30)	-	0
Surveying (0957.30)	-	19
Water and Wastewater Technology (0958.00)	-	66
Total	49	330

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.

Health

Labor Market Demand Data Points



91

Occupations



15,860

2024 Jobs



1,941

Annual Openings



1,309

Five-Year Change



8%

Five-Year % Change



\$30.71

Entry-Level Wages

Labor Market Supply Data Points



11

Programs
(TOP Codes)



355

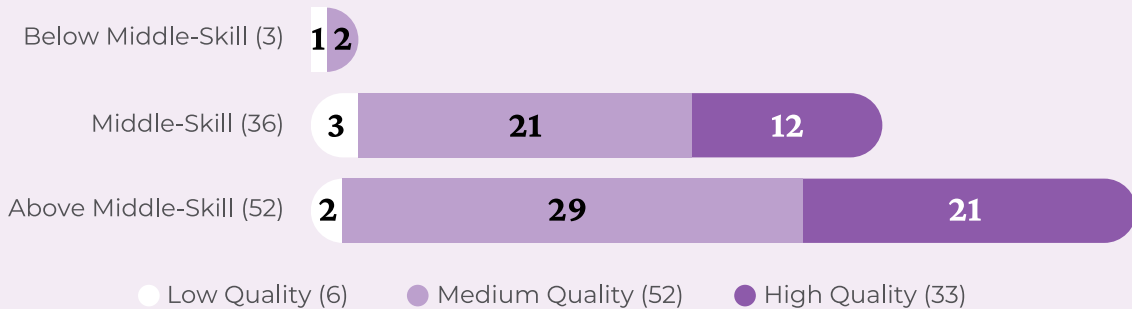
Awards
(2021-2024)



**Emergency
Medical Services**

Top Program

Job Quality by Occupational Skill Level



HEALTH, CONTINUED

Demand

In 2024, there were 15,860 jobs across 91 Health occupations in the district service area. Of those, 74% (11,793) are for middle-skill occupations. Of the 1,941 projected annual openings, 83% (1,608) are for middle-skill occupations. Exhibit 19 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 36 middle-skill occupations within the sector by job quality level.

LABOR MARKET SPOTLIGHT:

Health Pathways to Address High-Growth Workforce Demand

Health is the fastest-growing sector in the SLOCCCD service area, with 15,860 jobs across 91 occupations in 2024 and 1,941 projected annual openings. Notably, 74% of jobs and 83% of annual openings in the sector are middle-skill, indicating this is a strong sector for community college workforce preparation.

From 2021 to 2024, SLOCCCD conferred an average of 355 Health awards annually, compared to 1,608 middle-skill annual openings. The top-producing program was Emergency Medical Services (1250.00), followed by Psychiatric Technician (1239.00), Phlebotomy (1205.10), Registered Nursing (1230.10), Alcohol and Controlled Substances (2104.40), and Licensed Vocational Nursing (1230.20). Notably, SLOCCCD accounted for all regional awards in Phlebotomy and Psychiatric Technician, pointing to specialized program strengths within the SCC Region aligned to Medium-Quality occupations such as *Phlebotomists (31-9097)* and High-Quality occupations such as *Registered Nurses (29-1141)*, *Psychiatric Technicians (29-2053)*, and *Licensed Practical and Licensed Vocational Nurses (29-2061)*.

SLOCCCD's recent \$623,080 Rebuilding Nursing Infrastructure Grant further strengthens the district's role in addressing healthcare workforce shortages. The grant will support the Registered Nursing (1230.10) program by strengthening the LVN-to-RN pathway, expanding clinical rotation opportunities, integrating immersive learning tools, supporting faculty professional development, and increasing student support services. SLOCCCD also reported a 100% NCLEX pass rate in 2023–2024, reinforcing the program's strong outcomes.⁴

However, labor gaps persist for these in-demand Health occupations. In 2023, the SLO Healthcare Workforce Partnership identified shortages across physical health, behavioral health, and oral health occupations, including nurses, medical assistants, EMS workers, community health workers, psychiatric technicians, dental assistants, and dental hygienists. Community partner interviews also pointed to key recruitment and retention barriers, including the high cost of living, housing and childcare costs, low wages, reimbursement challenges, long appointment wait times, lack of providers, transportation barriers, and the need for bilingual care, particularly in Spanish. The Partnership's 2024–2026 Strategic Action Plan prioritizes recruitment and retention, healthcare career pathways, fund development, and advocacy. Other strategies include expanding local education and training pipelines, strengthening partnerships with SLOCCCD and other educational institutions, increasing internship and clinical placement opportunities, and supporting local residents with training for healthcare roles.⁵

HEALTH, CONTINUED

Exhibit 19: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Health Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Medical Assistants (31-9092)	857	889	32	4%	120	\$21.04
Registered Nurses (29-1141)	1,952	1,991	39	2%	113	\$50.47
Dental Assistants (31-9091)	397	427	30	8%	61	\$23.01
Licensed Practical and Licensed Vocational Nurses (29-2061)	443	453	10	2%	39	\$33.71
Psychiatric Technicians (29-2053)	358	361	3	1%	33	\$40.32
Dental Hygienists (29-1292)	214	232	18	8%	18	\$57.15
Physical Therapist Assistants (31-2021)	62	72	10	16%	12	\$35.88
Radiologic Technologists and Technicians (29-2034)	107	107	0	0%	6	\$38.81
Medical Records Specialists (29-2072)	89	89	0	0%	6	\$21.69
Surgical Technologists (29-2055)	63	65	2	3%	4	\$33.18
Diagnostic Medical Sonographers (29-2032)	56	57	1	2%	3	\$38.11
Respiratory Therapists (29-1126)	13	16	3	23%	1	\$39.26
Medium-Quality Jobs						
Home Health and Personal Care Aides (31-1128)	4,392	5,180	788	18%	854	\$16.00
Nursing Assistants (31-1131)	583	612	29	5%	91	\$21.53
Social and Human Service Assistants (21-1093)	414	443	29	7%	49	\$20.36
Massage Therapists (31-9011)	234	259	25	11%	36	\$16.15
Pharmacy Technicians (29-2052)	343	350	7	2%	33	\$21.17
Healthcare Support Workers, All Other (31-9099)	124	124	0	0%	17	\$22.50
Phlebotomists (31-9097)	113	105	(8)	(7%)	14	\$22.53
Community Health Workers (21-1094)	101	106	5	5%	11	\$22.42
Emergency Medical Technicians (29-2042)	135	141	6	4%	11	\$21.49
Dietetic Technicians (29-2051)	82	82	0	0%	10	\$19.86
Physical Therapist Aides (31-2022)	68	67	(1)	(1%)	10	\$16.66
Ophthalmic Medical Technicians (29-2057)	78	73	(5)	(6%)	9	\$23.59
Health Technologists and Technicians, All Other (29-2099)	99	107	8	8%	9	\$22.27
Medical Equipment Preparers (31-9093)	54	55	1	2%	8	\$28.41
Nuclear Medicine Technologists (29-2033)	59	56	(3)	(5%)	3	\$53.00

HEALTH, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
Magnetic Resonance Imaging Technologists (29-2035)	65	63	(2)	(3%)	3	\$36.26
Paramedics (29-2043)	51	54	3	6%	3	\$26.11
Health Information Technologists and Medical Registrars (29-9021)	19	20	1	5%	1	\$28.69
Surgical Assistants (29-9093)	14	15	1	7%	1	\$25.43
Healthcare Practitioners and Technical Workers, All Other (29-9099)	20	20	0	0%	1	\$19.43
Medical Dosimetrists (29-2036)	0	0	0	0%	0	\$40.65
Low-Quality Jobs						
Medical Transcriptionists (31-9094)	38	36	(2)	(5%)	7	\$17.31
Psychiatric Aides (31-1133)	39	37	(2)	(5%)	6	\$21.64
Opticians, Dispensing (29-2081)	57	53	(4)	(7%)	5	\$21.11
Total	11,793	12,817	1,024	9%	1,608	\$26.48

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 1,987 awards annually across 27 programs within the Health sector, as shown in Exhibit 20. SLOCCCD conferred an average of 355 awards each year, accounting for approximately 18% of all Health awards in the SCC Region. The top-producing program at SLOCCCD was Emergency Medical Services (1250.00), with an average of 122 awards conferred annually. Notably, SLOCCCD accounted for all awards conferred in the region in Phlebotomy (1205.10) and Psychiatric Technician (1239.00) programs.



HEALTH, CONTINUED

Exhibit 20: Health Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Administrative Medical Assisting (1208.20)	-	42
Alcohol and Controlled Substances (2104.40)	32	175
Athletic Training and Sports Medicine (1228.00)	-	7
Certified Nurse Assistant (1230.30)	0	59
Clinical Medical Assisting (1208.10)	-	21
Dental Assistant (1240.10)	-	71
Dental Hygienist (1240.20)	-	17
Electrocardiography (1215.00)	-	21
Emergency Medical Services (1250.00)	122	295
Health Information Coding (1223.10)	-	38
Health Information Technology (1223.00)	-	74
Health Occupations, General (1201.00)	20	132
Home Health Aide (1230.80)	-	17
Hospital Central Service Technician (1209.00)	-	3
Licensed Vocational Nursing (1230.20)	12	130
Medical Assisting (1208.00)	4	63
Medical Laboratory Technology (1205.00)	-	15
Medical Office Technology (0514.20)	-	55
Nutrition, Foods, and Culinary Arts (1306.00)	15	43
Optical Technology (1219.00)	-	1
Other Health Occupations (1299.00)	-	1
Paramedic (1251.00)	13	67
Phlebotomy (1205.10)	45	45
Psychiatric Technician (1239.00)	59	59
Radiologic Technology (1225.00)	-	48
Registered Nursing (1230.10)	33	472
Respiratory Care/Therapy (1210.00)	-	16
Total	355	1,987

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.

Information and Communication Technologies (ICT)/Digital Media

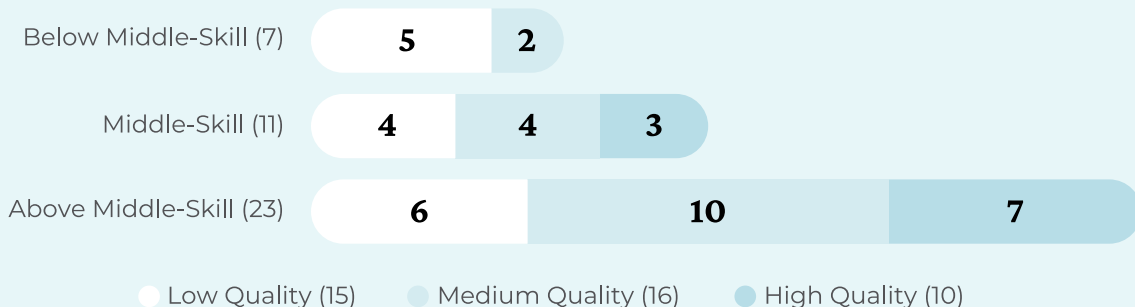
Labor Market Demand Data Points



Labor Market Supply Data Points



Job Quality by Occupational Skill Level



INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)/DIGITAL MEDIA, CONTINUED

Demand

In 2024, there were 3,390 jobs across 41 ICT/Digital Media occupations in the district service area. Of those, 27% (910) are for middle-skill occupations. Of the 262 projected annual openings, 24% (63) are for middle-skill occupations. Exhibit 21 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 11 middle-skill occupations within the sector by job quality level.

Exhibit 21: Current Employment, Projected Occupational Demand, and Entry-Level Wages for ICT/Digital Media Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Computer User Support Specialists (15-1232)	310	288	(22)	(7%)	20	\$29.03
Network and Computer Systems Administrators (15-1244)	127	118	(9)	(7%)	7	\$35.37
Computer Network Architects (15-1241)	73	69	(4)	(5%)	4	\$40.03
Medium-Quality Jobs						
Photographers (27-4021)	147	142	(5)	(3%)	13	\$16.08
Web Developers (15-1254)	100	90	(10)	(10%)	6	\$17.62
Audio and Video Technicians (27-4011)	60	63	3	5%	6	\$18.39
Computer Network Support Specialists (15-1231)	74	70	(4)	(5%)	5	\$27.51
Low-Quality Jobs						
Broadcast Technicians (27-4012)	8	10	2	25%	1	\$19.15
Sound Engineering Technicians (27-4014)	10	11	1	10%	1	\$18.55
Desktop Publishers (43-9031)	1	1	0	0%	0	\$14.94
Camera and Photographic Equipment Repairers (49-9061)	0	0	0	0%	0	\$15.64
Total	910	862	(48)	(5%)	63	\$26.41

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 1,058 awards annually across 27 programs within the ICT/Digital Media sector, as shown in Exhibit 22. SLOCCCD conferred an average of 93 awards each year, accounting for approximately 9% of all ICT/Digital Media awards in the SCC Region. The top-producing programs at SLOCCCD were Computer Infrastructure and Support (0708.00) and Television (including combined TV/Film/Video) (0604.20), with an average of 14 awards conferred annually in each program.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)/DIGITAL MEDIA, CONTINUED

Exhibit 22: ICT/Digital Media Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Animation (0614.40)	-	60
Applied Photography (1012.00)	-	54
Commercial Art (1013.00)	-	1
Commercial Music (1005.00)	13	38
Computer Graphics and Digital Imagery (0614.60)	-	34
Computer Information Systems (0702.00)	10	161
Computer Infrastructure and Support (0708.00)	14	95
Computer Networking (0708.10)	-	86
Computer Programming (0707.10)	-	17
Computer Software Development (0707.00)	-	1
Computer Support (0708.20)	10	10
Desktop Publishing (0614.50)	-	2
Digital Media (0614.00)	-	8
E-Commerce (Technology Emphasis) (0709.10)	-	1
Electronic Game Design (0614.20)	-	26
Film Production (0612.20)	-	35
Geographic Information Systems (2206.10)	1	2
Graphic Art and Design (1030.00)	10	73
Information Technology, General (0701.00)	0	1
Journalism (0602.00)	3	34
Multimedia (0614.10)	-	21
Office Technology/Office Computer Applications (0514.00)	5	105
Other Information Technology (0799.00)	-	1
Radio and Television (0604.00)	8	49
Software Applications (0702.10)	-	20
Television (including combined TV/Film/Video) (0604.20)	14	103
Website Design and Development (0614.30)	5	20
Total	93	1,058

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.

Life Sciences and Biotechnology

Labor Market Demand Data Points



8

Occupations



649

2024 Jobs



79

Annual Openings



36

Five-Year Change



6%

Five-Year % Change



\$24.35

Entry-Level Wages

Labor Market Supply Data Points



0

Programs
(TOP Codes)



0

Awards
(2021-2024)

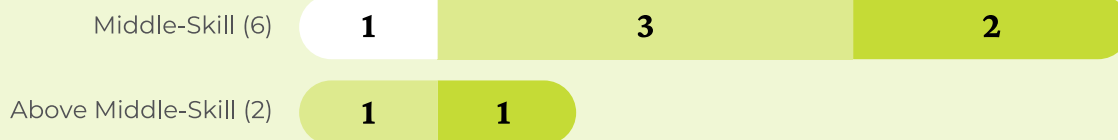


N/A

Top Program

Job Quality by Occupational Skill Level

Below Middle-Skill (0)



● Low Quality (1) ● Medium Quality (4) ● High Quality (3)

LIFE SCIENCES AND BIOTECHNOLOGY, CONTINUED

Demand

In 2024, there were 649 jobs across eight Life Sciences and Biotechnology occupations in the district service area. Of those, 92% (599) are for middle-skill occupations. Of the 79 projected annual openings, 94% (74) are for middle-skill occupations. Exhibit 23 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the six middle-skill occupations within the sector by job quality level.

Exhibit 23: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Life Sciences and Biotechnology Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Life, Physical, and Social Science Technicians, All Other (19-4099)	159	165	6	4%	22	\$28.79
Biological Technicians (19-4021)	63	66	3	5%	8	\$23.08
Medium-Quality Jobs						
Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061)	216	232	16	7%	29	\$20.46
Clinical Laboratory Technologists and Technicians (29-2018)	99	101	2	2%	7	\$22.64
Medical Equipment Repairers (49-9062)	21	22	1	5%	2	\$24.28
Low-Quality Jobs						
Chemical Technicians (19-4031)	41	45	4	10%	6	\$20.97
Total	599	631	32	5%	74	\$23.48

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 12 awards annually across one program within the Life Sciences and Biotechnology sector, as shown in Exhibit 24. SLOCCCD did not confer any awards between 2021 to 2024.

Exhibit 24: Life Sciences and Biotechnology Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Biotechnology and Biomedical Technology (0430.00)	-	12

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.

Other/Unassigned

Labor Market Demand Data Points



86

Occupations



14,290

2024 Jobs



2,224

Annual Openings



392

Five-Year Change



3%

Five-Year % Change



\$20.35

Entry-Level Wages

Labor Market Supply Data Points



5

Programs
(TOP Codes)



87

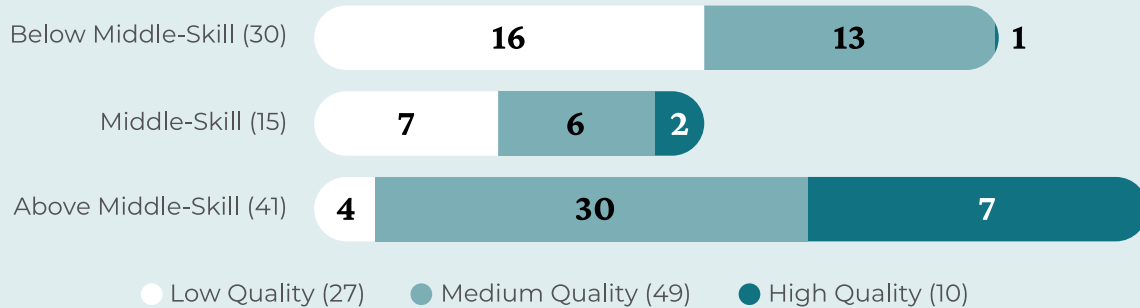
Awards
(2021-2024)



**Library Technician
(Aide)**

Top Program

Job Quality by Occupational Skill Level



OTHER/UNASSIGNED, CONTINUED

Demand

In 2024, there were 14,290 jobs across 86 Other/Unassigned occupations in the district service area. Of those, 9% (1,269) are for middle-skill occupations. Of the 2,224 projected annual openings, 9% (201) are for middle-skill occupations. Exhibit 25 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 15 middle-skill occupations within the sector by job quality level.

Exhibit 25: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Other/Unassigned Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Paralegals and Legal Assistants (23-2011)	266	276	10	4%	29	\$26.88
Court, Municipal, and License Clerks (43-4031)	69	74	5	7%	8	\$28.54
Medium-Quality Jobs						
Exercise Trainers and Group Fitness Instructors (39-9031)	495	547	52	11%	106	\$19.56
Library Technicians (25-4031)	111	111	0	0%	20	\$22.74
Legal Secretaries and Administrative Assistants (43-6012)	72	73	1	1%	10	\$25.34
Interpreters and Translators (27-3091)	68	67	(1)	(1%)	6	\$24.15
Social Science Research Assistants (19-4061)	38	40	2	5%	5	\$23.00
Legal Support Workers, All Other (23-2099)	30	31	1	3%	3	\$24.78
Low-Quality Jobs						
Computer, Automated Teller, and Office Machine Repairers (49-2011)	50	46	(4)	(8%)	5	\$17.56
Jewelers and Precious Stone and Metal Workers (51-9071)	38	35	(3)	(8%)	5	\$13.85
Locksmiths and Safe Repairers (49-9094)	13	12	(1)	(8%)	2	\$20.41
Court Reporters and Simultaneous Captioners (27-3092)	9	9	0	0%	1	\$21.27
Musical Instrument Repairers and Tuners (49-9063)	8	7	(1)	(13%)	1	\$12.38
Postmasters and Mail Superintendents (11-9131)	0	0	0	0%	0	\$7.81
Watch and Clock Repairers (49-9064)	2	1	(1)	(50%)	0	\$10.39
Total	1,269	1,329	60	5%	201	\$22.37

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

OTHER/UNASSIGNED, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 354 awards annually across 11 programs within the Other/Unassigned sector, as shown in Exhibit 26. SLOCCCD conferred an average of 87 awards each year, accounting for approximately 25% of all Other/Unassigned awards in the SCC Region. The top-producing program at SLOCCCD was Library Technician (Aide) (1602.00), with an average of 59 awards conferred annually, accounting for all awards conferred in this program in the region.

Exhibit 26: Other/Unassigned Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Commercial Dance (1008.10)	-	0
Fitness Trainer (0835.20)	2	25
General Work Experience (4932.00)	-	10
Human Services (2104.00)	7	105
Legal and Community Interpretation (2140.00)	-	15
Library Technician (Aide) (1602.00)	59	59
Other Engineering and Related Industrial Technologies (0999.00)	-	0
Other Fine and Applied Arts (1099.00)	-	0
Paralegal (1402.00)	19	118
Technical Theater (1006.00)	0	11
Vocational ESL (4931.00)	-	11
Total	87	354

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Public Safety

Labor Market Demand Data Points



26

Occupations



3,542

2024 Jobs



455

Annual Openings



129

Five-Year Change



4%

Five-Year % Change



\$34.33

Entry-Level Wages

Labor Market Supply Data Points



1

Program
(TOP Code)



36

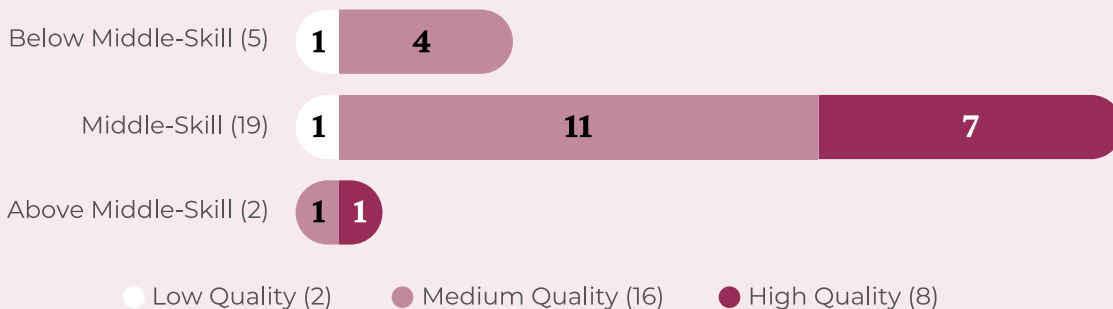
Awards
(2021-2024)



**Administration
of Justice**

Top Program

Job Quality by Occupational Skill Level



PUBLIC SAFETY, CONTINUED

Demand

In 2024, there were 3,542 jobs across 26 Public Safety occupations in the district service area. Of those, 79% (2,785) are for middle-skill occupations. Of the 455 projected annual openings, 63% (287) are for middle-skill occupations. Exhibit 27 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 19 middle-skill occupations within the sector by job quality level.

Exhibit 27: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Public Safety Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Correctional Officers and Jailers (33-3012)	699	689	(10)	(1%)	63	\$46.26
Police and Sheriff's Patrol Officers (33-3051)	495	522	27	5%	43	\$45.57
Firefighters (33-2011)	340	359	19	6%	29	\$29.52
First-Line Supervisors of Correctional Officers (33-1011)	104	104	0	0%	9	\$59.49
First-Line Supervisors of Police and Detectives (33-1012)	112	118	6	5%	9	\$63.40
Public Safety Telecommunicators (43-5031)	67	71	4	6%	8	\$36.78
First-Line Supervisors of Fire-fighting and Prevention Workers (33-1021)	74	78	4	5%	6	\$45.11
Medium-Quality Jobs						
Security Guards (33-9032)	651	683	32	5%	93	\$17.70
First-Line Supervisors of Security Workers (33-1091)	54	57	3	6%	6	\$26.30
Private Detectives and Investigators (33-9021)	62	63	1	2%	6	\$24.75
Forensic Science Technicians (19-4092)	34	37	3	9%	5	\$33.96
Detectives and Criminal Investigators (33-3021)	42	45	3	7%	4	\$43.07
First-Line Supervisors of Protective Service Workers, All Other (33-1099)	23	25	2	9%	3	\$53.56
Fire Inspectors and Investigators (33-2021)	6	7	1	17%	1	\$32.61
Bailiffs (33-3011)	9	9	0	0%	1	\$37.28
Fish and Game Wardens (33-3031)	10	10	0	0%	1	\$33.53
Forest Fire Inspectors and Prevention Specialists (33-2022)	2	2	0	0%	0	\$23.06
Transit and Railroad Police (33-3052)	0	0	0	0%	0	\$41.84
Low-Quality Jobs						
Gambling Surveillance Officers and Gambling Investigators (33-9031)	1	1	0	0%	0	\$18.26
Total	2,785	2,880	95	3%	287	\$37.21

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed

PUBLIC SAFETY, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 1,065 awards annually across five programs within the Public Safety sector, as shown in Exhibit 28. SLOCCCD conferred an average of 36 awards each year, accounting for approximately 3% of all Public Safety awards in the SCC Region. Notably, Administration of Justice (2105.00) was the only program at SLOCCCD with awards, averaging 36 annually.

Exhibit 28: Public Safety Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Administration of Justice (2105.00)	36	627
Fire Academy (2133.50)	-	95
Fire Technology (2133.00)	-	223
Police Academy (2105.50)	-	107
Wildland Fire Technology (2133.10)	-	13
Total	36	1,065

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



Retail, Hospitality, and Tourism

Labor Market Demand Data Points



48

Occupations



23,015

2024 Jobs



4,319

Annual Openings



1,306

Five-Year Change



6%

Five-Year % Change



\$17.63

Entry-Level Wages

Labor Market Supply Data Points



2

Programs
(TOP Codes)



53

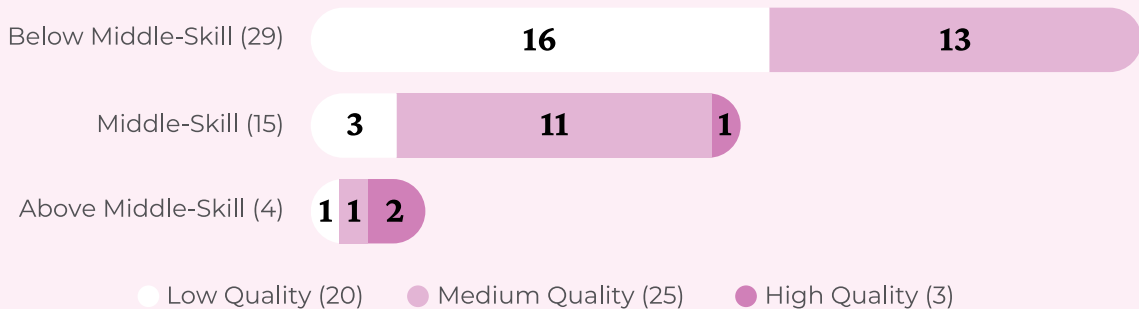
Awards
(2021-2024)



Culinary Arts

Top Program

Job Quality by Occupational Skill Level



RETAIL, HOSPITALITY, AND TOURISM, CONTINUED

Demand

In 2024, there were 23,015 jobs across 48 Retail, Hospitality, and Tourism occupations in the district service area. Of those, 17% (3,908) are for middle-skill occupations. Of the 4,319 projected annual openings, 12% (532) are for middle-skill occupations. Exhibit 29 shows the number of jobs, annual openings, five-year employment change, and entry-level hourly wage for the 15 middle-skill occupations within the sector by job quality level.

LABOR MARKET SPOTLIGHT:

Wine Tourism and Hospitality

While Retail, Hospitality, and Tourism is central to the local economy, many positions may offer limited economic mobility without clear advancement pathways. This sector has the second-highest number of jobs (23,015) and the highest number of annual openings (4,319) but lowest entry-level hourly wages (\$17.63) in the SLOCCCD service area. However, the sector's workforce demand is largely concentrated in below middle-skill occupations that typically do not require higher education. Only 17% of jobs and 12% of annual openings are middle-skill.

However, there is one High-Quality middle-skill occupation in this sector: *Lodging Managers (11-9081)*. The occupation is projected to grow 10% through 2029 and has entry-level wages of \$26.63 per hour, the highest of all Retail, Hospitality, and Tourism middle-skill occupations in the SLOCCCD service area. The demand and higher wages for this occupation are driven by the strong wine tourism industry in the county. The Paso Robles Wine Country Alliance reported that the Paso Robles wine industry and wine tourism generated \$2.8 billion in economic impact, underscoring the role that wine tourism plays in supporting hospitality, lodging, food service, and visitor-facing management occupations.³

SLOCCCD could work with local employers to continue developing pathways for *Lodging Managers (11-9081)* in addition to other Retail, Hospitality, and Tourism occupations. SLOCCCD currently offers Culinary Arts (1306.30) and Hospitality (1307.00) programs. These programs align with Medium-Quality middle-skill occupations such as *Food Service Managers (11-9051)*, *Chefs and Head Cooks (35-1011)*, *First-Line Supervisors of Food Preparation and Serving Workers (35-1012)*, and *Lodging Managers (11-9081)*. By working with local employers, SLOCCCD could identify the in-demand skills that could help students obtain employment in higher wage positions and develop pathways into supervisory, management, and lodging roles that offer stronger wages and economic mobility.

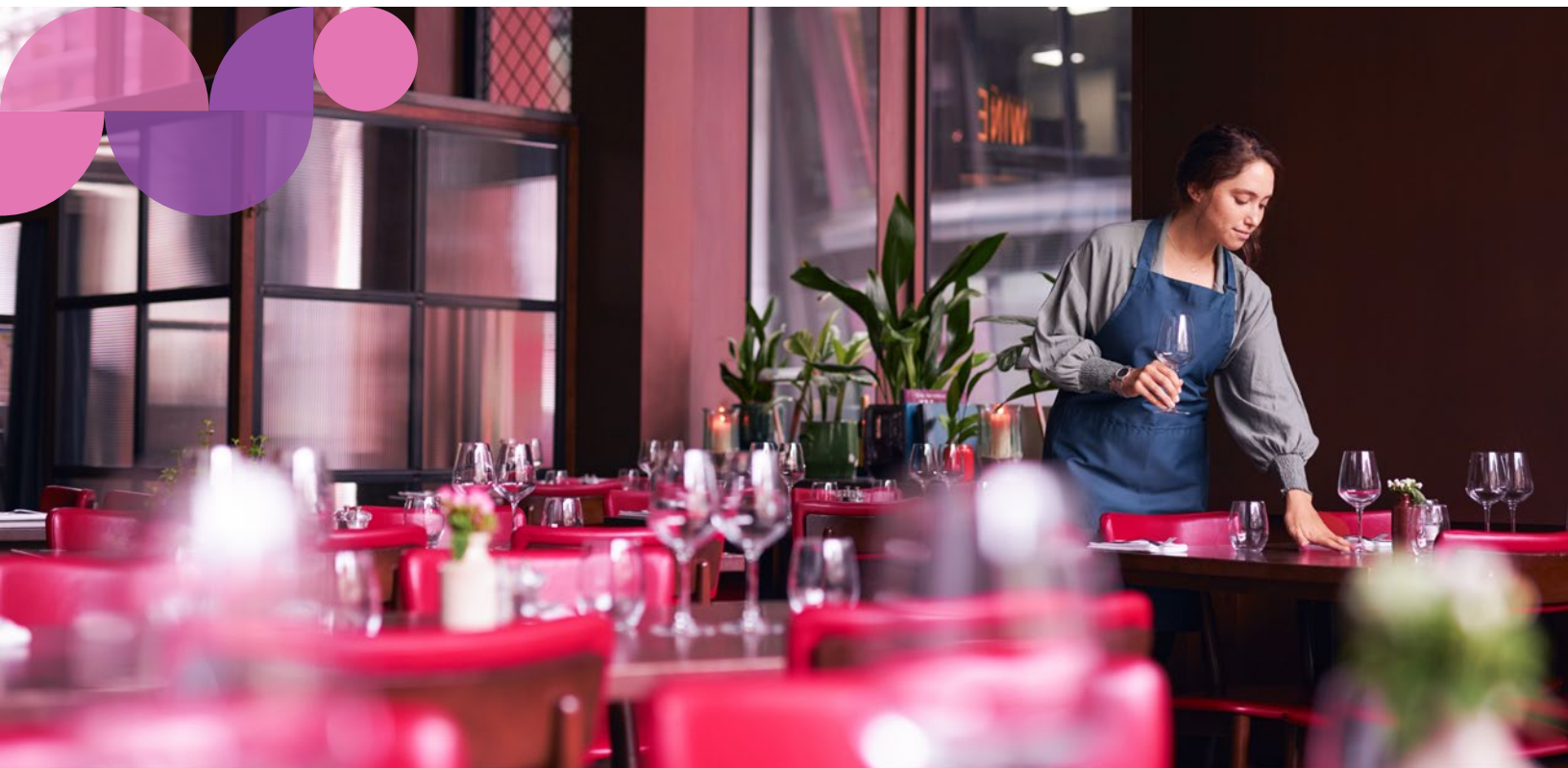
Exhibit 29: Current Employment, Projected Occupational Demand, and Entry-Level Wages for Retail, Hospitality, and Tourism Middle-Skill Occupations

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
High-Quality Jobs						
Lodging Managers (11-9081)	136	150	14	10%	17	\$26.63
Medium-Quality Jobs						
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	1,108	1,206	98	9%	185	\$19.84
First-Line Supervisors of Retail Sales Workers (41-1011)	1,254	1,217	(37)	(3%)	121	\$19.71

RETAIL, HOSPITALITY, AND TOURISM, CONTINUED

Occupation (SOC)	2024 Jobs	2029 Jobs	2024–2029 Change	2024–2029 % Change	Annual Openings	Entry-Level Hourly Wage
Food Service Managers (11-9051)	444	470	26	6%	57	\$24.06
Chefs and Head Cooks (35-1011)	294	323	29	10%	42	\$21.67
Tour and Travel Guides (39-7018)	154	162	8	5%	39	\$17.65
First-Line Supervisors of Housekeeping and Janitorial Workers (37-1011)	237	261	24	10%	34	\$20.60
First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services (39-1014)	130	139	9	7%	16	\$20.54
First-Line Supervisors of Personal Service Workers (39-1022)	62	69	7	11%	9	\$22.20
Reservation and Transportation Ticket Agents and Travel Clerks (43-4181)	42	47	5	12%	6	\$17.95
Flight Attendants (53-2031)	13	14	1	8%	2	\$26.19
Gambling Managers (11-9071)	1	1	0	0%	0	\$10.25
Low-Quality Jobs						
Travel Agents (41-3041)	29	31	2	7%	4	\$14.27
Cooks, Private Household (35-2013)	0	0	0	0%	0	\$15.54
First-Line Supervisors of Gambling Services Workers (39-1013)	4	2	(2)	(50%)	0	\$25.97
Total	3,908	4,092	184	5%	532	\$20.64

Source: Lightcast 2025.3, QCEW Employees, Non-QCEW Employees, and Self Employed



RETAIL, HOSPITALITY, AND TOURISM, CONTINUED

Supply

From 2021 to 2024, community colleges in the South Central Coast region awarded an average of 268 awards annually across 11 programs within the Retail, Hospitality, and Tourism sector, as shown in Exhibit 30. SLOCCCD conferred an average of 53 awards each year, accounting for approximately 20% of all Retail, Hospitality, and Tourism awards in the SCC Region. The top-producing program at SLOCCCD was Culinary Arts (1306.30), with an average of 47 awards conferred annually.

Exhibit 30: Retail, Hospitality, and Tourism Awards (Degrees and Certificates)

Program Name (TOP)	SLOCCCD 3-Year Average (2021–2024)	South Central Coast Region 3-Year Average (2021–2024)
Culinary Arts (1306.30)	47	132
Diving and Underwater Safety (0959.10)	-	7
Family and Consumer Sciences, General (1301.00)	-	0
Fashion (1303.00)	-	15
Hospitality (1307.00)	6	31
Interior Design and Merchandising (1302.00)	-	42
Lodging Management (1307.20)	-	3
Office Management (0514.40)	-	23
Public Relations (0606.00)	-	1
Restaurant and Food Services and Management (1307.10)	-	13
Retail Store Operations and Management (0506.50)	-	1
Total	53	268

Source: California Community College Chancellor's Office Management Information Systems Data Mart. A dash (-) indicates no programs were offered under this TOP code and a zero (0) indicates a program is offered, but the three-year average of awards equaled less than one.



• Appendix A: Data Sources and Methodology

Service Area ZIP Codes

The SCC COE used the ZIP codes listed in Exhibit 31 to define the SLOCCCD service area.

Exhibit 31: San Luis Obispo County Community College District Service Area ZIP Codes

ZIP Code	City	County
93401	San Luis Obispo	San Luis Obispo
93402	Los Osos	San Luis Obispo
93405	San Luis Obispo	San Luis Obispo
93407	San Luis Obispo	San Luis Obispo
93408	San Luis Obispo	San Luis Obispo
93409	San Luis Obispo	San Luis Obispo
93410	San Luis Obispo	San Luis Obispo
93420	Arroyo Grande	San Luis Obispo
93422	Atascadero	San Luis Obispo
93424	Avila Beach	San Luis Obispo
93426	Bradley	San Luis Obispo
93428	Cambria	San Luis Obispo
93430	Cayucos	San Luis Obispo
93432	Creston	San Luis Obispo
93433	Grover Beach	San Luis Obispo
93442	Morro Bay	San Luis Obispo
93444	Nipomo	San Luis Obispo
93445	Oceano	San Luis Obispo
93446	Paso Robles	San Luis Obispo
93449	Pismo Beach	San Luis Obispo
93451	San Miguel	San Luis Obispo
93452	San Simeon	San Luis Obispo
93453	Santa Margarita	San Luis Obispo
93461	Shandon	San Luis Obispo
93465	Templeton	San Luis Obispo

APPENDIX A: DATA SOURCES AND METHODOLOGY, CONTINUED

Demographic Data

To analyze household and population characteristics, the SCC COE used data from the U.S. Census Bureau's American Community Survey (ACS), which is a nationwide survey that provides detailed population and housing information. When referencing ZIP code-level data, the ACS does not use USPS ZIP Codes but instead uses ZIP Code Tabulation Areas (ZCTAs). These ZCTAs enable mapping and demographic analysis and are geographic representations developed by the Census Bureau to approximate U.S. Postal Service ZIP codes. However, please note that although these estimates closely resemble ZIP codes, they may not be an exact match and should be interpreted as generalized geographic areas. To produce reliable statistics for geographic areas, ACS publishes 5-year estimates which combine data collected over a five-year period. These estimates are more statistically stable than 1-year estimates, particularly for smaller populations. The data analyzed in this District Profile comes from the ACS 2019–2024 5-year estimates for 2019–2024, the most recent years of data available. For more information, visit the ACS website.¹

Definitions for the data analyzed in this report include:

- **Educational Attainment** — educational attainment for individuals 25 years and over refers to the highest level of education completed.
- **Foster Youth** — the percentage of children living in households that are foster children. A foster child is a person under 21 years old and involved in the formal foster care system.
- **People with Disabilities** — the percentage of the population with a disability, as determined based on responses to six questions that identify serious difficulty in the following areas: (1) hearing, (2) vision, (3) cognitive, (4) ambulatory, (5) self-care, and (6) independent living.
- **Veterans** — the percentage of the civilian population that is 18 years and over that are Veterans. Veterans are men and women who have served, but are not currently serving, on active duty in the military.
- **Limited English Proficient Households** — the percentage of households in which no member 14 years old and over (1) speaks only English at home or (2) speaks a language other than English at home and speaks English "Very well."
- **Single Parent Households** — the percentage of family households with one or more people under 18 years and where no spouse is present.
- **Median Household Income** — the median household income in the past 12 months, in 2024 inflation-adjusted dollars.
- **Income Below Poverty Line** — the percentage of households that had income in the past 12 months below the poverty level.
- **Not in Labor Force** — the percentage of women and men age 16 and over who are neither employed nor actively seeking work.

For more information regarding these definitions, visit the ACS 2024 Subject Definitions.²

APPENDIX A: DATA SOURCES AND METHODOLOGY, CONTINUED

Labor Market Data

Demand

The labor market demand data included throughout this report was sourced from Lightcast (2025.3), a labor market analytics firm. The SCC COE analyzed data by ZIP code to understand the local labor market of each district service area in the SCC Region. The definitions for the data points included in this report are:

- **2024 Jobs** — the number of jobs in 2024.
- **2029 Jobs** — the projected number of jobs in 2024.
- **2024–2029 Change** — the projected change in employment. A positive number indicates employment is projected to increase, while a negative number indicates employment is projected to decrease.
- **2024–2029 % Change** — the projected change in employment, expressed as a percentage. A positive percentage indicates employment is projected to increase, while a negative percentage indicates employment is projected to decrease.
- **Annual Openings (Demand)** — the projected number of annual job openings from 2024–2029. This figure takes into account new job creation, as well as turnover due to retirements or workers leaving the field.
- **Living Wage (Self-Sufficiency Standard)** — this figure “measures the floor income necessary for an individual or family to afford basic expenses.” The California Self-Sufficiency Standard Living Wage was last updated in 2024 and is currently \$22.15 for San Luis Obispo County.
- **Living Wage (MIT)** — this figure “measures what one full-time worker must earn on an hourly basis to help cover the cost of their family’s minimum basic needs where they live while still being self-sufficient.” The SCC COE used the 2025 MIT Living Wage, which is \$26.55 for San Luis Obispo County.
- **Entry-Level Wages** — the 25th percentile wage for an occupation; 25% of workers in an occupation make less than this amount, while 75% make more. To calculate district-level entry-level wages, the SCC COE analyzed wage data by ZIP code, then weighted the wage data by the number of 2024 jobs.

For this report, data for 2024 Jobs, 2029 Jobs, and Annual Openings (Demand) was rounded to the nearest whole number. The SCC COE calculated the 2024–2029 Change as both a number and percentage using the rounded figures. Wages were rounded to two decimal places. For these reasons, some numbers throughout this District Profile may not add to the exact total presented. Any discrepancies throughout the exhibits are due to rounding.

Job Quality Level

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

To classify each occupation as High, Medium, or Low Quality, the SCC COE identified nine criteria, five of which are considered traditional labor market information indicators (Traditional LMI Indicators) and four of which are considered Job Quality Indicators. These criteria were used to determine occupations that have significant employment and demand, pay at or above the living wage, typically provide employer-sponsored health insurance and full-time hours, have a lower risk of automation, and are considered a “Best Job” by U.S. News & World Report. The full methodology is available in the SCC COE’s [South Central Coast Labor Market Landscape: Assessing Job Quality in the SCC Region](#) report. Criteria for all SCC counties is available [here](#).

APPENDIX A: DATA SOURCES AND METHODOLOGY, CONTINUED

Occupational Skill Level

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

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

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

Occupational Sectors

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

Supply

Supply data was sourced from the California Community College Chancellor's Office (CCCCO) DataMart and includes awards conferred by Taxonomy of Programs (TOP) code for each SCC Region district. It is important to note that supply data includes only the number of **awards** that were conferred and does not consider enrollment figures. The SCC COE took a three-year average of awards conferred between 2021 and 2024 to create a supply estimate by TOP code.

The TOP codes in this report are those for which at least one SCC Region community college conferred awards from 2021 to 2024. Programs that were approved and launched during this period may not be captured due to their recency. Though educational programs may train students for multiple occupations, TOP codes were exclusively assigned to one sector for the purposes of measuring supply in this report. Consequently, the supply from each TOP code was tallied only once and counted within the sector it is assigned by the CCCCCO, as outlined in the [CTE TOP Codes to Sectors](#). Sector exceptions were made for the following TOP codes:

- **International Business and Trade (0508.00):** The CCCCCO assigned this TOP code to the Global Trade sector. For the purposes of this report, the SCC COE assigned this TOP code to the Business and Entrepreneurship sector.
- **Surveying (0957.30):** The CCCCCO assigned this TOP code to the Advanced Manufacturing sector. For the purposes of this report, the SCC COE assigned this TOP code to the Energy, Construction and Utilities sector.

• Appendix B: Endnotes


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APPENDIX B: ENDNOTES, CONTINUED

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APPENDIX B: ENDNOTES, CONTINUED



“SLOCCCD serves a geographically diverse county that includes coastal communities, agricultural areas, and inland population centers such as Paso Robles. This mix of communities creates a broad set of educational and workforce needs for key regional industries including agriculture, wine production, tourism, healthcare, education, and skilled trades.”



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The SCC COE would like to acknowledge and thank **Juan Madrigal** for his work and contributions to this report.

Important Disclaimers

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



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