

Priority Jobs and Programs

Understanding Equity Gaps in Workforce and Education

San Diego County

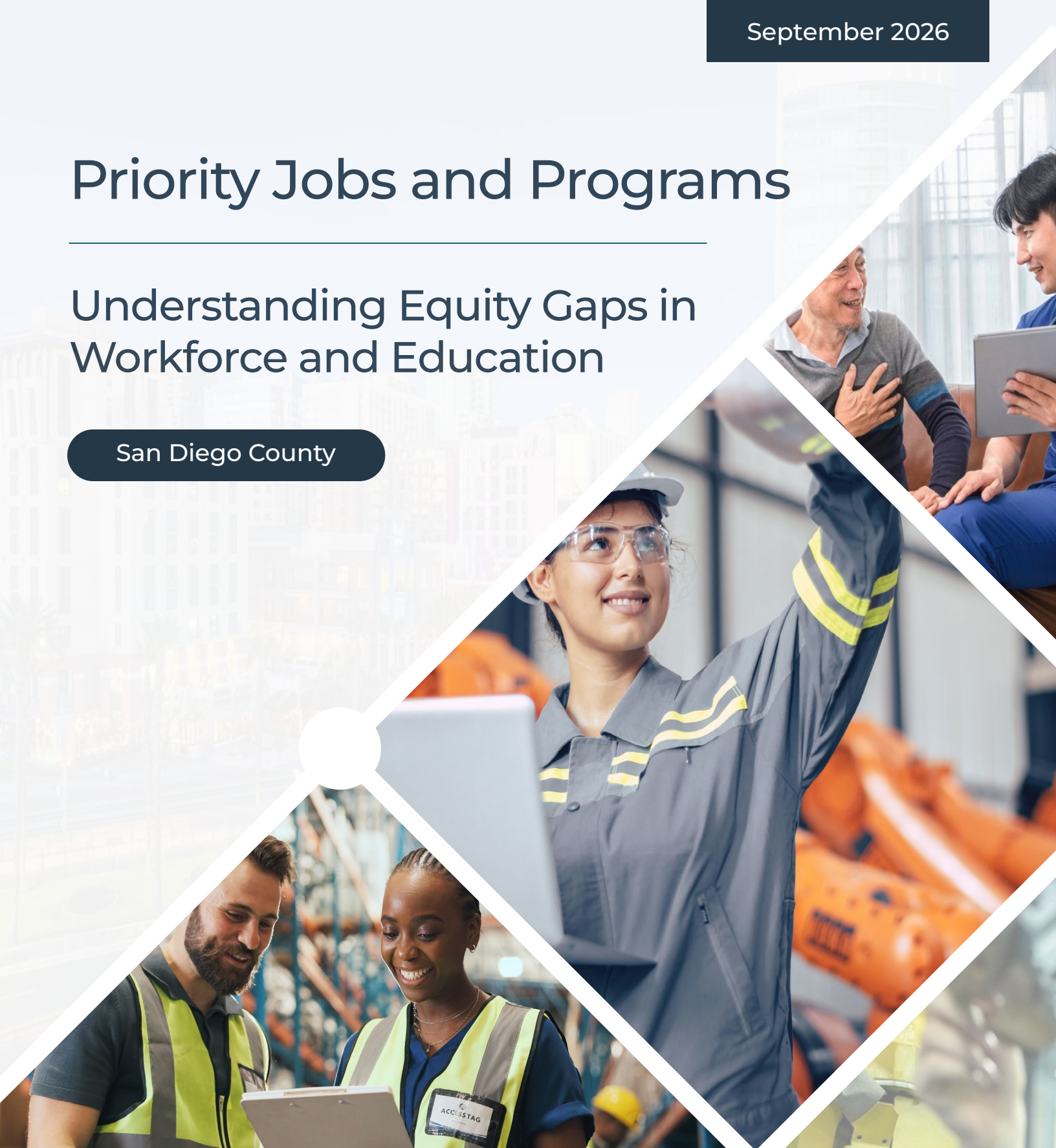


Table of Contents

Executive Summary3

Introduction..... 4

Priority Jobs in San Diego County5

Priority Programs in San Diego County16

Recommendations..... 25

Appendix A: Data Tables30

Appendix B: Methodology76

Acknowledgments..... 80

Executive Summary

Of the 1.8 million jobs in San Diego County, two out of five (40%) are middle-skill occupations. Middle-skill occupations are generally trainable by community colleges and typically require more than a high school diploma, but less than a bachelor's degree.¹ This study focuses on “priority jobs”—middle-skill occupations with at least 80 projected annual job openings, entry-level wages at or above the living wage² of \$26.01 per hour, and fewer than five years of work experience typically required at entry. These high-demand, high-wage occupations represent strong employment opportunities for students seeking pathways to economic mobility.

This study builds on the San Diego & Imperial Center of Excellence (COE)'s 2025 *Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce*³ by updating the analysis with the latest labor market and postsecondary education data. This update highlights priority jobs and training programs in San Diego County; evaluates equity gaps by age, gender, and race/ethnicity; and assesses where equity gaps have improved or persisted in priority jobs and programs since the previous study. The findings show that equity gaps continue across both the labor market and related community college programs. Across 50 priority jobs, females were underrepresented in 31 occupations, males in 17 occupations, and Black, Indigenous, and People of Color (BIPOC) in 11 occupations, while workers nearing retirement age were overrepresented in 19 occupations. Of the 64 priority programs that train for at least one priority job, females were underrepresented in 26 programs, males in seven programs, students ages 19 and younger in 24 programs, and BIPOC students in 14 programs. Compared with the previous study, however, the number of priority jobs with significant BIPOC underrepresentation decreased from 22 to 11. Among comparable priority jobs, BIPOC representation also increased, suggesting promising movement toward more equitable representation in the labor market.

Based on these findings, the COE recommends that community colleges and regional partners:

- Promote priority jobs and related programs as pathways to economic stability
- Use data on equity gaps to strengthen recruitment, retention, and student supports
- Engage employers around retirement-driven demand and succession planning
- Integrate AI and economic resilience into program design and career advising

Together, these strategies can help community colleges, employers, and regional partners expand access to high-wage, high-demand careers, strengthen the regional talent pipeline, and address persistent equity gaps.

¹ Definition includes occupations that typically require more than a high school diploma, but less than a bachelor's degree; more than one-third of the labor force has educational attainment of some college or associate degree; or require a high school diploma or equivalent or no formal education, but also short- to long-term on-the-job training and community colleges have existing programs. [Occupational Demand Dashboard](https://datastudio.google.com/u/0/reporting/c01114ab-6bc3-4529-bace-e933fe293b86/page/1v72D), accessed September 2026, datastudio.google.com/u/0/reporting/c01114ab-6bc3-4529-bace-e933fe293b86/page/1v72D.

² Living wage for a single adult in San Diego County. Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. selfsufficiencystandard.org/California.

³ “Priority Jobs and Programs: San Diego County,” San Diego & Imperial COE, January 2025, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

Introduction

In 2024, San Diego County had more than 1.8 million jobs, including 730,763 (40%) in middle-skill occupations. Middle-skill occupations typically require education beyond a high school diploma, but less than a bachelor's degree, such as some college, an associate degree, or apprenticeship training. The San Diego & Imperial Center of Excellence (COE) expanded this definition to include occupations that historically required an associate degree, but now often require a bachelor's degree, such as "Registered Nurses," as well as other occupations for which community colleges provide training.⁴ Given the wide range of middle-skill jobs, this report focuses on high-demand, high-wage occupations that represent strong employment opportunities for students.

By aligning educational programs with these occupations,⁵ community colleges can respond to regional workforce needs while expanding pathways to economic mobility for students. This approach aligns with Vision 2030 for California Community Colleges,⁶ which emphasizes increasing the number of students who earn living wages, expanding access to education, and improving outcomes for all students.

Building on the 2025 Priority Jobs and Programs⁷ study, the San Diego & Imperial COE analyzed updated labor market and postsecondary education data in this report to:

- 1) Identify priority jobs and programs in San Diego County;
- 2) Evaluate equity gaps related to age, gender, and race/ethnicity; and
- 3) Assess where equity gaps in priority jobs and programs have improved or persisted.

The findings can help community colleges, employers, and workforce partners strengthen career pathways into high-demand, high-wage occupations and address persistent equity gaps.

4 Definition also includes occupations that 1) have more than one-third of their existing labor force with an educational attainment of some college or associate degree and 2) require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

5 Priority jobs are middle-skill jobs with at least 80 projected annual openings between 2024 and 2029 in San Diego County, entry-level earnings at or above the \$26.01 hourly living wage for a single adult, and fewer than five years of work experience typically required at entry.

6 "Vision 2030: A Roadmap for California Community Colleges," California Community Colleges Chancellor's Office, September 2023, accessed November 1, 2024, ccco.edu/About-Us/Vision-2030.

7 "Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, January 2025, coecc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

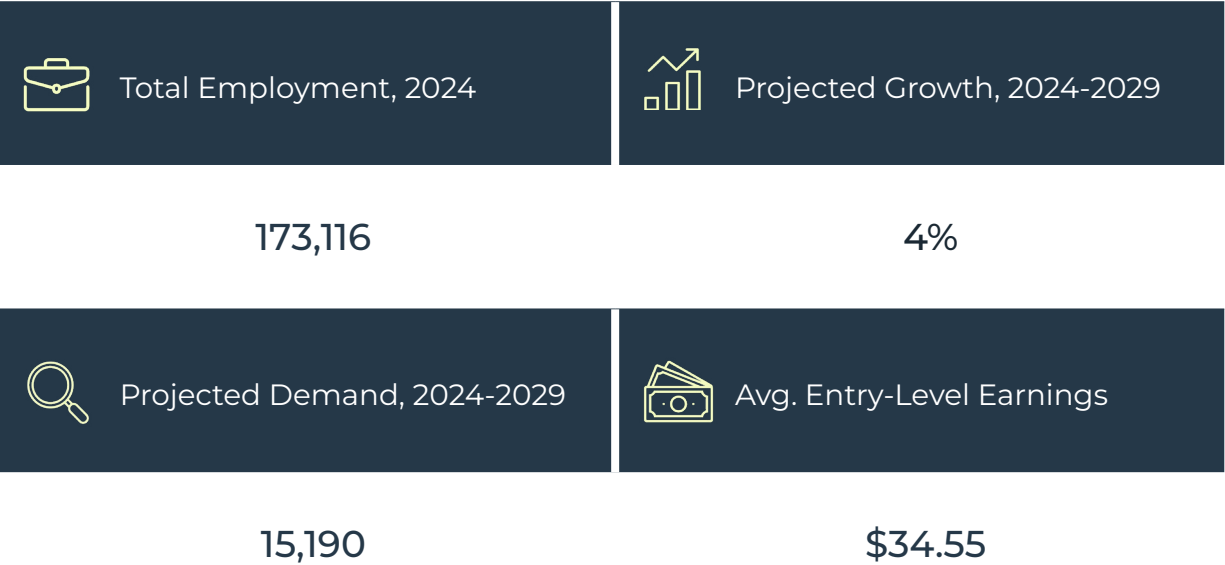
Priority Jobs in San Diego County

For the purpose of this report, a “priority job” must meet the following criteria:

- **Middle-Skill:** generally trainable by community colleges and typically requiring education beyond a high school diploma, but below a bachelor’s degree;
- **High-Demand:** at least 80 projected annual job openings between 2024 and 2029 in San Diego County;
- **High-Wage:** entry-level earnings at or above the living wage of \$26.01 per hour for a single adult in San Diego County;⁸ and
- **Entry-Level Experience:** fewer than five years of work experience at entry.

Based on these criteria, the San Diego & Imperial COE identified 50 priority jobs among the 798 occupations in the Standard Occupational Classification (SOC)⁹ system. These occupations employed 173,116 workers in 2024 and are projected to grow by 4% by 2029. Together, these priority jobs are projected to generate 15,190 annual job openings from new jobs and replacement needs, such as turnover and retirement. Average entry-level earnings across the 50 occupations are \$34.55 per hour.

Fast Facts for 50 Priority Jobs in San Diego County



8 Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. selfsufficiencystandard.org/California.

9 The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. The report will use these titles to match those defined by this system. bls.gov/soc.

Exhibit 1 lists the 50 priority jobs identified in this study.¹⁰ Of these, 40 also met the criteria in the 2025 study¹¹ and are marked with an asterisk (*) below. Exhibits A1 and A2 in Appendix A provide additional labor market information for each occupation.

Exhibit 1. Priority Jobs in San Diego County

SOC Code	SOC Occupational Title
11-3012	Administrative Services Managers*
53-2021	Air Traffic Controllers*
49-3011	Aircraft Mechanics and Service Technicians*
17-3011	Architectural and Civil Drafters*
49-2091	Avionics Technicians*
19-4021	Biological Technicians
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists*
13-1028	Buyers and Purchasing Agents*
53-5021	Captains, Mates, and Pilots of Water Vessels
17-3022	Civil Engineering Technologists and Technicians*
13-1031	Claims Adjusters, Examiners, and Investigators*
53-2012	Commercial Pilots*
15-1232	Computer User Support Specialists
33-3012	Correctional Officers and Jailers*
13-1051	Cost Estimators*
29-1292	Dental Hygienists*
33-3021	Detectives and Criminal Investigators*
17-3023	Electrical and Electronic Engineering Technologists and Technicians*
47-2111	Electricians
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other*
43-6011	Executive Secretaries and Executive Administrative Assistants*
11-3013	Facilities Managers*
33-2011	Firefighters*
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*
43-1011	First-Line Supervisors of Office and Administrative Support Workers*

*=priority job in 2025 report

¹⁰ Priority jobs are middle-skill occupations with at least 80 projected annual openings between 2024 and 2029 in San Diego County, entry-level earnings at or above the \$26.01 hourly living wage for a single adult, and fewer than five years of work experience typically required at entry.

¹¹ "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in San Diego County," San Diego & Imperial COE, January 2025, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

SOC Code	SOC Occupational Title
33-1012	First-Line Supervisors of Police and Detectives*
51-1011	First-Line Supervisors of Production and Operating Workers*
53-2031	Flight Attendants*
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
49-9041	Industrial Machinery Mechanics
29-2061	Licensed Practical and Licensed Vocational Nurses*
13-1081	Logisticians*
31-9093	Medical Equipment Preparers
49-3042	Mobile Heavy Equipment Mechanics, Except Engines*
15-1244	Network and Computer Systems Administrators*
47-2073	Operating Engineers and Other Construction Equipment Operators*
43-3051	Payroll and Timekeeping Clerks
31-2021	Physical Therapist Assistants*
33-3051	Police and Sheriff's Patrol Officers*
43-5031	Public Safety Telecommunicators*
29-2034	Radiologic Technologists and Technicians*
41-9021	Real Estate Brokers
29-1141	Registered Nurses*
29-1126	Respiratory Therapists*
47-2211	Sheet Metal Workers*
47-2231	Solar Photovoltaic Installers
29-2055	Surgical Technologists*
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers*
51-8031	Water and Wastewater Treatment Plant and System Operators*
15-1255	Web and Digital Interface Designers*

*=priority job in 2025 report

The San Diego & Imperial COE also examined priority jobs and programs in 2023¹² and 2025. Because the methodology has evolved across studies, Appendix B describes the methodological differences in the analyses. Exhibit A3 in the appendix lists the occupations included in the previous study that did not meet the criteria for the current study.

12 "Equity Gaps in Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, February 2023, coecce.net/san-diego-imperial/2023/02/equity-gaps-in-priority-jobs-and-programs.

Priority Jobs by Sector

Grouping the 50 priority jobs by California Community Colleges Chancellor’s Office (CCCCO) sector helps show where employment opportunities are concentrated across the regional economy. Exhibit 2 below shows the distribution of priority jobs across sectors, while Exhibit 3 compares current employment and projected annual job openings. Business and Entrepreneurship had the greatest projected demand, with 3,635 annual job openings across nine priority jobs (Exhibit 3). Exhibit A2 in Appendix A lists each priority job by assigned sector.

Exhibit 2. Number of Priority Jobs by Sector¹³

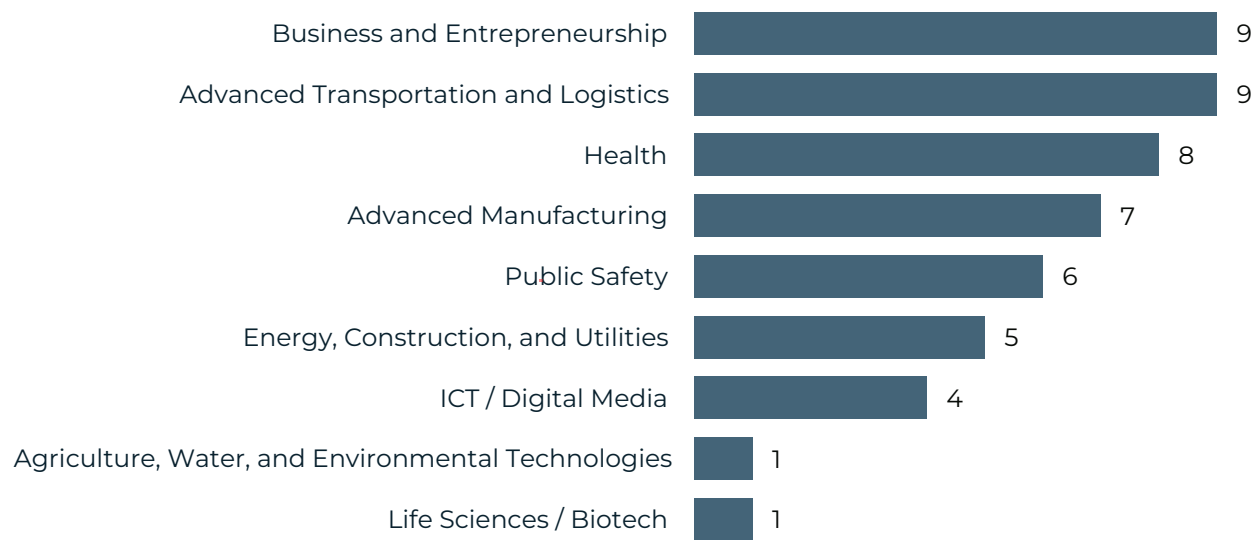


Exhibit 3. Employment and Projected Demand for Priority Jobs by Sector

Sector	2024 Jobs	Annual Job Openings, 2024-2029
Business and Entrepreneurship	39,476	3,635
Health	43,808	3,555
Advanced Transportation and Logistics	19,051	1,849
Energy, Construction, and Utilities	18,042	1,835
Advanced Manufacturing	19,248	1,717
Public Safety	18,008	1,537
ICT / Digital Media	12,304	742
Life Sciences / Biotech	2,183	224
Agriculture, Water, and Environmental Technologies	996	96

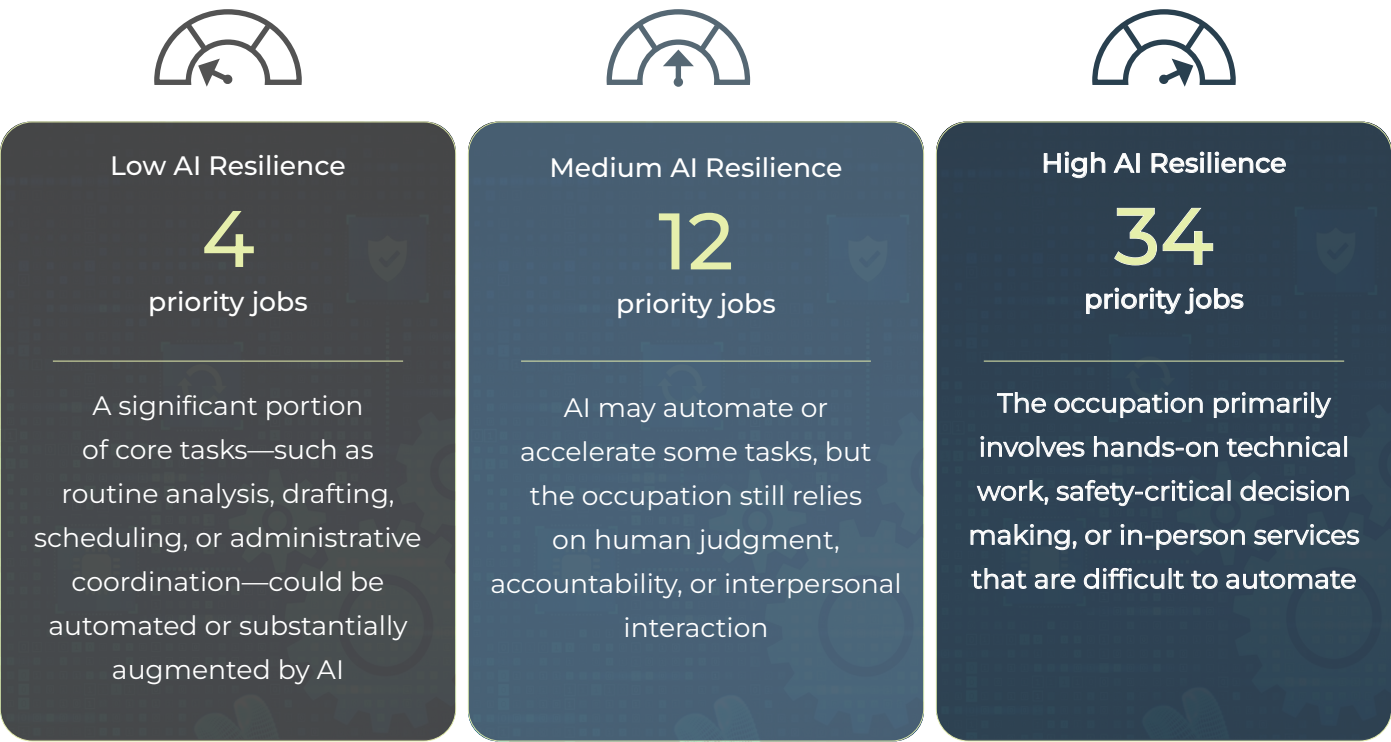
¹³ No priority jobs in the following sectors met all criteria: Education and Human Development and Retail, Hospitality, and Tourism.

Priority Jobs and AI Resilience

High wages and projected demand identify strong employment opportunities today, but emerging technologies such as generative artificial intelligence (AI) may change the tasks workers perform within these occupations. Research suggests that AI is more likely to automate or augment tasks involving routine documentation, administrative coordination, and standardized analysis,¹⁴ while occupations that rely on hands-on technical work, safety-critical decision making, or in-person service delivery may be less susceptible to AI disruption.¹⁵

To assess how these occupations may be affected by AI, the San Diego & Imperial COE assigned each priority job a low, medium, or high AI resilience rating, consistent with existing research on AI exposure. (Appendix B provides additional information on the methodology). Of the 50 priority jobs, 34 (68%) had high AI resilience (Exhibit 4).

Exhibit 4. Priority Jobs and AI Resilience



These ratings do not predict job loss. Research suggests that AI will affect specific tasks within occupations rather than eliminate entire roles.¹⁶ However, understanding how AI may affect work can help inform decisions about these priority jobs. For full descriptions of primary AI drivers and exposure, see Exhibit A4 in the Appendix.

14 OpenAI & University of Pennsylvania. (2023). GPTs are GPTs: An Early Look at the Labor Market Impact Potential of Large Language Models. arxiv.org/abs/2303.10130.

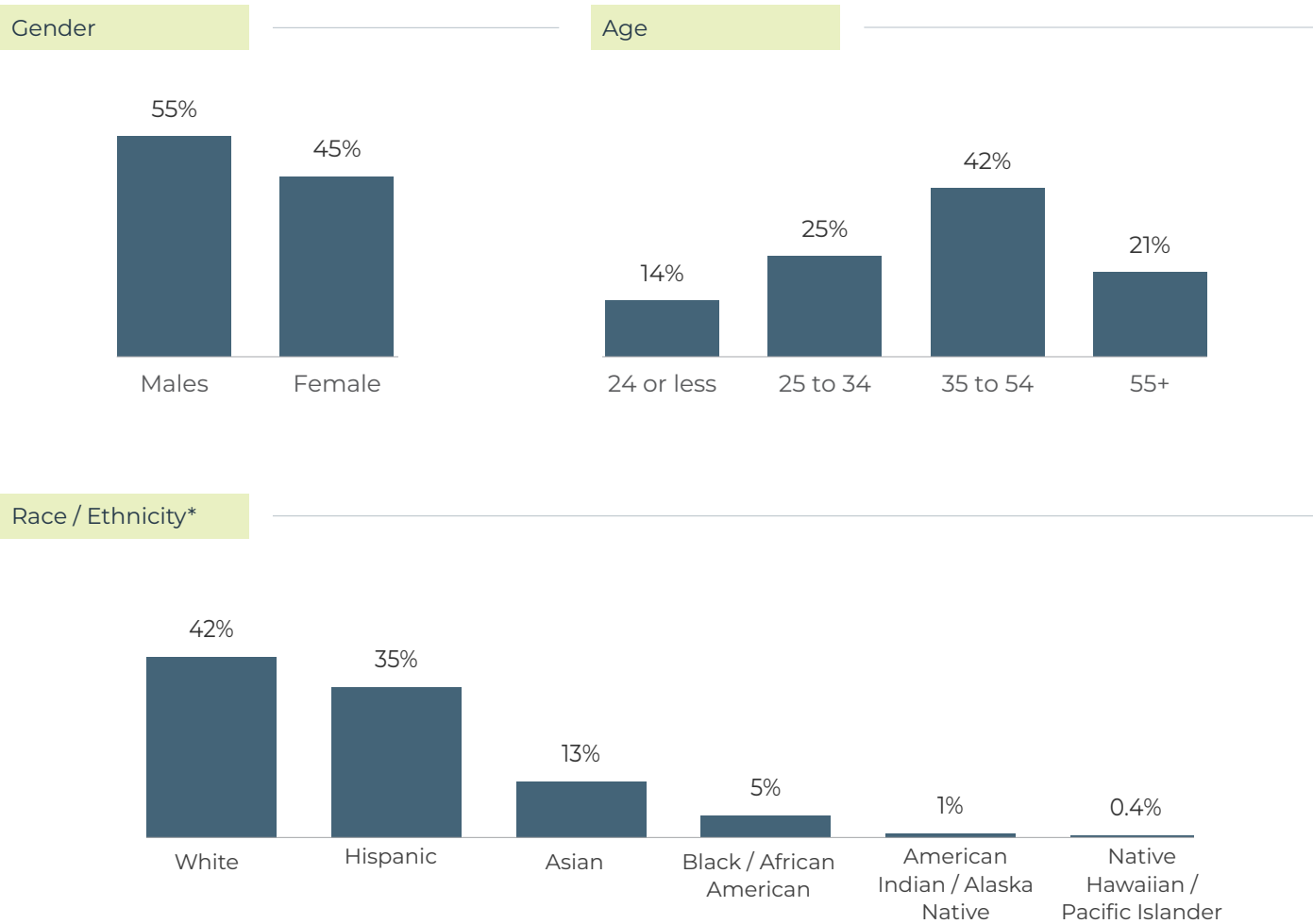
15 Brookings Institution. (2024). Generative AI, the American worker, and the future of work. brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work.

16 Ibid.

Examining Equity Gaps in Priority Jobs

Beyond just identifying priority jobs, examining who currently works in these occupations can help identify where demographic groups may be underrepresented. To determine these equity gaps, the San Diego & Imperial COE compared the demographic composition of workers in each priority job with San Diego County’s overall labor force. Exhibit 5 presents the labor force benchmarks used for these comparisons. San Diego County’s labor force consisted of nearly 1.8 million workers in 2024,¹⁷ with 55% identifying as male and 45% as female. Approximately two-thirds of the labor force (67%) were of “prime working-age” (ages 25 to 54),¹⁸ while workers nearing retirement age represented approximately one in five workers. Black, Indigenous, and People of Color (BIPOC) workers accounted for 58% of the labor force, and 35% identified as Hispanic. Exhibit A5 in Appendix A provides additional details.

Exhibit 5. San Diego County Labor Force Demographic Benchmarks, 2024



*Note. Hispanic includes individuals of any race; all race categories represent non-Hispanic individuals. Percentages may not total 100% due to rounding and the exclusion of some race categories. See Appendix B: Methodology for more details.

17 U.S. Census Bureau. "Sex by Age by Employment Status for the Population 16 Years and Over, 2024." American Community Survey, ACS 1-Year Estimates Selected Population Detailed Exhibits. data.census.gov.

18 U.S. Bureau of Labor Statistics, bls.gov/opub/btn/volume-8/male-nonworkers-nlsy.htm.

To evaluate workforce equity, the San Diego & Imperial COE compared the demographic composition in each priority job to San Diego County’s overall labor force. The analysis used the Proportionality Index (PI) to measure whether demographic groups were represented in each priority job at rates similar to their representation in the overall labor force. The San Diego & Imperial COE then used z-tests to determine whether differences were statistically significant at $p < .05$. Appendix B: Methodology provides additional information on the equity analysis methodology.

Exhibit 6 summarizes the number of jobs with equity gaps. Across the 50 priority jobs, females were underrepresented in 31 occupations, males in 17 occupations, and BIPOC¹⁹ in 11 occupations. Workers nearing retirement age were overrepresented in 19 occupations compared to the labor force.

Exhibit 6. Number of Priority Jobs with Equity Gaps by Demographic Group



¹⁹ BIPOC includes all race/ethnicity categories, except White: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, and Two or More Races.

Priority Jobs Underrepresented by Females

Females accounted for 45% of San Diego County's labor force but were significantly underrepresented in 31 of the 50 priority jobs. In 19 of these occupations, females represented less than 20% of workers (Exhibit 7). By sector, these equity gaps were concentrated in Advanced Transportation and Logistics (eight occupations) and Advanced Manufacturing (seven occupations). Exhibit A7 in Appendix A provides gender representation for all priority jobs.

Exhibit 7. Priority Jobs Significantly Underrepresented by Females, 2024²⁰

SOC	Occupational Title	% Female
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3%
47-2111	Electricians	3%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%
49-9041	Industrial Machinery Mechanics	4%
47-2211	Sheet Metal Workers	5%
47-2231	Solar Photovoltaic Installers	5%
33-2011	Firefighters	7%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7%
51-8031	Water and Wastewater Treatment Plant and System Operators	8%
49-3011	Aircraft Mechanics and Service Technicians	8%
53-2012	Commercial Pilots	8%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	9%
49-2091	Avionics Technicians	13%
53-5021	Captains, Mates, and Pilots of Water Vessels	13%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	16%
13-1051	Cost Estimators	17%
15-1244	Network and Computer Systems Administrators	19%
33-3051	Police and Sheriff's Patrol Officers	20%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	20%

²⁰ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Female
53-2021	Air Traffic Controllers	20%
17-3022	Civil Engineering Technologists and Technicians	20%
33-1012	First-Line Supervisors of Police and Detectives	22%
51-1011	First-Line Supervisors of Production and Operating Workers	23%
17-3011	Architectural and Civil Drafters	23%
15-1232	Computer User Support Specialists	27%
33-3021	Detectives and Criminal Investigators	28%
11-3013	Facilities Managers	29%
33-3012	Correctional Officers and Jailers	34%
13-1081	Logisticians	35%

Priority Jobs Underrepresented by Males

Males accounted for 55% of San Diego County's labor force but were significantly underrepresented in 17 of the 50 priority jobs. In five of these occupations, males represented less than 20% of the workers (Exhibit 8). By sector, eight equity gaps were in Health and seven were in Business and Entrepreneurship. Exhibit A7 in Appendix A provides gender representation for all priority jobs.

Exhibit 8. Priority Jobs Significantly Underrepresented by Males²¹

SOC	Occupational Title	% Male
43-6011	Executive Secretaries and Executive Administrative Assistants	5%
29-1292	Dental Hygienists	6%
43-3051	Payroll and Timekeeping Clerks	13%
29-1141	Registered Nurses	13%
29-2061	Licensed Practical and Licensed Vocational Nurses	14%
53-2031	Flight Attendants	23%
43-5031	Public Safety Telecommunicators	27%
29-2055	Surgical Technologists	30%
31-9093	Medical Equipment Preparers	31%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	32%

²¹ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Male
31-2021	Physical Therapist Assistants	35%
29-2034	Radiologic Technologists and Technicians	36%
29-1126	Respiratory Therapists	40%
13-1031	Claims Adjusters, Examiners, and Investigators	42%
11-3012	Administrative Services Managers	45%
13-1028	Buyers and Purchasing Agents	45%
41-9021	Real Estate Brokers	46%

Priority Jobs Overrepresented by Ages 55+ (Retiring Workforce)

Workers ages 55 and over accounted for 21% of San Diego County's labor force but were significantly overrepresented in 19 priority jobs. In five of these occupations, this age group represented more than one-third of workers (Exhibit 9). The Business and Entrepreneurship sector had the most equity gaps (eight occupations). Exhibit A8 in Appendix A provides age representation for all priority jobs.

Exhibit 9. Priority Jobs Significantly Overrepresented by Age 55+²²

SOC	Occupational Title	% Age 55+
41-9021	Real Estate Brokers	45%
13-1051	Cost Estimators	40%
11-3013	Facilities Managers	37%
53-2031	Flight Attendants	35%
43-6011	Executive Secretaries and Executive Administrative Assistants	34%
11-3012	Administrative Services Managers	33%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	32%
13-1028	Buyers and Purchasing Agents	31%
49-9041	Industrial Machinery Mechanics	30%
43-3051	Payroll and Timekeeping Clerks	29%
51-1011	First-Line Supervisors of Production and Operating Workers	28%
47-2073	Operating Engineers and Other Construction Equipment Operators	28%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	28%

22 Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Age 55+
51-8031	Water and Wastewater Treatment Plant and System Operators	27%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	27%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	25%
29-2061	Licensed Practical and Licensed Vocational Nurses	24%
17-3011	Architectural and Civil Drafters	24%
29-1141	Registered Nurses	24%

Priority Jobs Underrepresented by BIPOC

BIPOC accounted for 58% of the labor force in San Diego County but were significantly underrepresented in 11 of the 50 priority jobs (Exhibit 10). By sector, most equity gaps were in Advanced Transportation and Logistics (five occupations). Exhibit A9 in Appendix A provides BIPOC representation for all priority jobs.

Exhibit 10. Priority Jobs Significantly Underrepresented by BIPOC²³

SOC	Occupational Title	% BIPOC
53-2012	Commercial Pilots	26%
13-1051	Cost Estimators	37%
53-5021	Captains, Mates, and Pilots of Water Vessels	37%
41-9021	Real Estate Brokers	41%
29-1292	Dental Hygienists	44%
11-3013	Facilities Managers	46%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	47%
53-2031	Flight Attendants	47%
17-3011	Architectural and Civil Drafters	49%
43-6011	Executive Secretaries and Executive Administrative Assistants	49%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	49%

²³ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

Priority Programs in San Diego County

Priority programs are community college programs aligned with training for at least one SOC occupation on the priority jobs list (Exhibit 1). The San Diego & Imperial COE identified 64 TOP codes, or priority programs in this study (Exhibit 11). When comparing TOP codes analyzed in the report published in January 2025,²⁴ 57 TOP codes met the criteria in both studies and are noted with an asterisk (*) below. Appendix, Exhibit A11 lists programs that were included in the 2025 report, but did not meet the criteria in the current study.

Exhibit 11. Priority Programs in San Diego County

TOP Code	TOP Title
0116.00	Agricultural Power Equipment Technology*
0201.00	Architecture and Architectural Technology*
0430.00	Biotechnology and Biomedical Technology
0502.00	Accounting
0506.00	Business Management*
0506.30	Management Development and Supervision*
0509.00	Marketing and Distribution*
0509.20	Purchasing*
0509.60	Display*
0510.00	Logistics and Materials Transportation*
0511.00	Real Estate*
0511.10	Escrow*
0512.00	Insurance*
0514.00	Office Technology/Office Computer Applications*
0514.40	Office Management*
0614.30	Website Design and Development*
0708.00	Computer Infrastructure and Support*
0708.10	Computer Networking*
0708.20	Computer Support*

*=priority program in 2025 report

24 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in San Diego County," San Diego & Imperial COE, January 2025, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

TOP Code	TOP Title
0934.00	Electronics and Electric Technology*
0934.10	Computer Electronics*
0934.30	Telecommunications Technology*
0943.00	Instrumentation Technology*
0945.00	Industrial Systems Technology and Maintenance*
0946.00	Environmental Control Technology (HVAC)
0946.10	Energy Systems Technology
0947.00	Diesel Technology*
0947.20	Heavy Equipment Maintenance*
0947.30	Heavy Equipment Operation*
0948.00	Automotive Technology*
0950.00	Aeronautical and Aviation Technology*
0950.10	Aviation Airframe Mechanics*
0950.20	Aviation Powerplant Mechanics*
0950.40	Aircraft Electronics (Avionics)*
0950.50	Aircraft Fabrication*
0952.00	Construction Crafts Technology*
0952.20	Electrical*
0953.10	Architectural Drafting*
0953.20	Civil Drafting*
0956.00	Manufacturing and Industrial Technology*
0956.40	Sheet Metal and Structural Metal*
0957.00	Civil and Construction Management Technology*
0958.00	Water and Wastewater Technology*
0959.00	Marine Technology
1209.00	Hospital Central Service Technician
1210.00	Respiratory Care/Therapy*
1217.00	Surgical Technician*
1222.00	Physical Therapist Assistant*

*=priority program in 2025 report

TOP Code	TOP Title
1225.00	Radiologic Technology*
1230.10	Registered Nursing*
1230.20	Licensed Vocational Nursing*
1240.20	Dental Hygienist*
2102.10	Public Works*
2105.10	Corrections*
2105.20	Probation and Parole*
2105.40	Forensics, Evidence, and Investigation
2105.50	Police Academy*
2133.00	Fire Technology*
2133.10	Wildland Fire Technology*
2133.50	Fire Academy*
2199.00	Other Public and Protective Services*
3020.20	Piloting*
3020.30	Air Traffic Control*
3020.40	Flight Attendant*

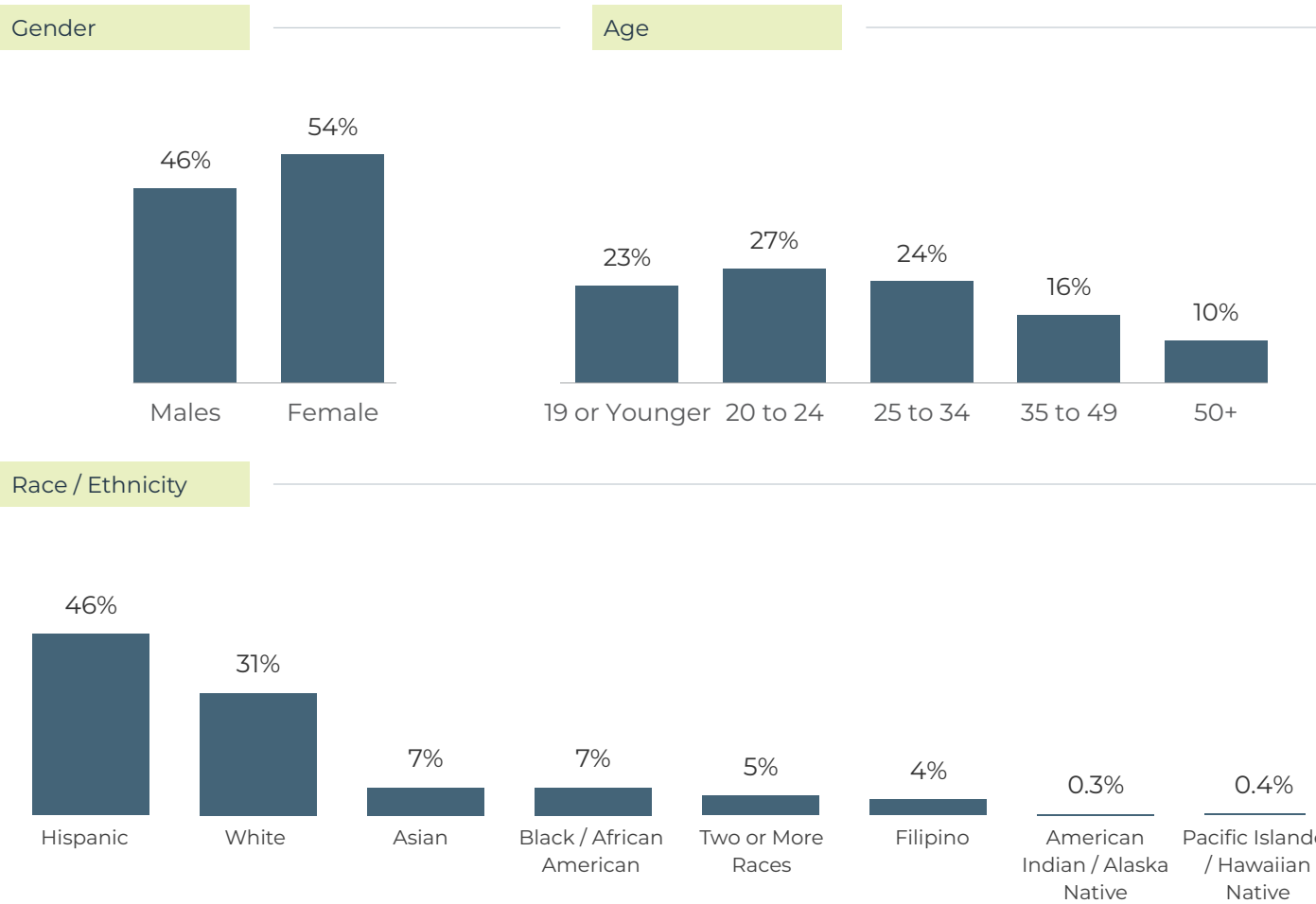
*=priority program in 2025 report

Examining Equity Gaps in Priority Programs

This section outlines the demographic composition of general admit students²⁵ enrolled in community college programs in San Diego County. These community colleges include: Cuyamaca College, Grossmont College, MiraCosta College, Palomar College, San Diego City College, San Diego College of Continuing Education (SDCCE), San Diego Mesa College, San Diego Miramar College, and Southwestern College. Exhibit 12 provides the demographic benchmarks used in the analysis.

In program year (PY) 2024-25, 169,220 general admit students enrolled in all programs.²⁶ Of these students, 54% identified as female and 46% as male (Exhibit 12). Half of students were 24 years old or younger (50%), with 23% aged 19 or younger. In terms of race/ethnicity, the majority (69%) identified as BIPOC.²⁷ See Appendix, Exhibit A12 for additional details.

Exhibit 12. General Admit Students in All Programs, San Diego County, PY 2024-25



*Note. Percentages do not total 100% due to rounding.

25 General admit students are defined as an unduplicated count of students who enrolled in at least one term of the academic year in either credit, noncredit, or both. "Metric Definition Dictionary," DataVista, accessed June 1, 2026, datavista.cccco.edu/metrics/249.

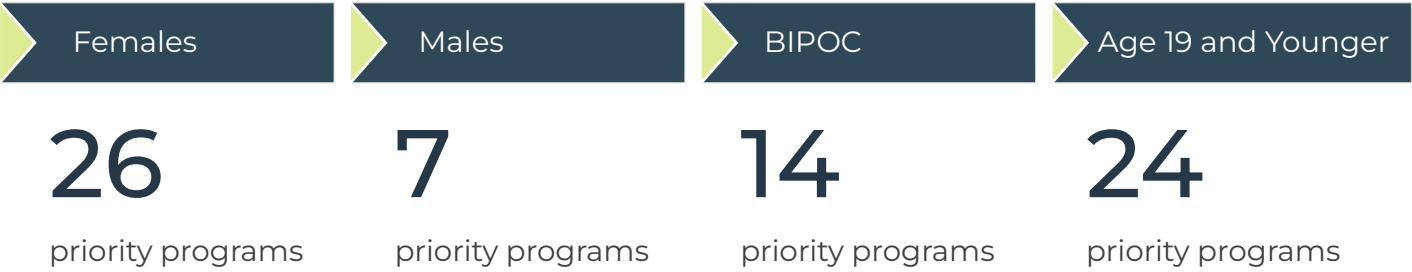
26 In the 2024-25 program year, 180,792 general admit students enrolled across all programs in San Diego & Imperial Community Colleges. When focusing on community colleges in San Diego County (excluding Imperial Valley College), 169,220 general admit students were enrolled across all programs. DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

27 Black, Indigenous, and People of Color (BIPOC) included: American Indian or Alaska Native; Asian; Black or African American; Filipino; Hispanic; Pacific Islander or Hawaiian Native; Two or More Races.

For this analysis, equity suggests that the demographic composition of students in each priority program closely reflects student enrollments across community colleges in San Diego County. Appendix B: Methodology provides the full methodology. Exhibit 13 summarizes the number of programs with significant underrepresentation by demographic group.

Of 64 priority programs, females were underrepresented in 26 programs, males in seven programs, students aged 19 and younger in 24 programs, and BIPOC in 14 programs. These gaps identify where program enrollment differs most from the broader student population and can inform more targeted recruitment for these programs.

Exhibit 13. Number of Priority Programs with Equity Gaps by Demographic Group



Priority Programs Underrepresented by Females

Females accounted for 54% of students enrolled across all community college programs in San Diego County, but were significantly underrepresented in 26 programs. Female representation was particularly low in 15 of these programs, where females accounted for less than 20% of students (Exhibit 14). Construction Crafts Technology (TOP 0952.00), Diesel Technology (TOP 0947.00), and Environmental Control Technology (TOP 0946.00) had the lowest female representation. Appendix, Exhibit A14 provides a full summary of student enrollment by gender.

Exhibit 14. Priority Programs Underrepresented by Females²⁸

TOP	Program Title	Enrollment, 2024-25	% Female
0952.00	Construction Crafts Technology	295	4%
0947.00	Diesel Technology	219	5%
0946.00	Environmental Control Technology (HVAC)	559	6%
0952.20	Electrical	966	6%
0956.40	Sheet Metal and Structural Metal	212	7%
2133.50	Fire Academy	488	7%
0950.10	Aviation Airframe Mechanics	170	10%
0950.20	Aviation Powerplant Mechanics	105	11%
2133.00	Fire Technology	2,310	11%
0958.00	Water and Wastewater Technology	519	12%
0956.00	Manufacturing and Industrial Technology	223	15%
0950.00	Aeronautical and Aviation Technology	256	16%
2105.50	Police Academy	2,572	16%
0934.00	Electronics and Electric Technology	284	17%
0948.00	Automotive Technology	1,844	17%
2105.10	Corrections	657	20%
0708.20	Computer Support	347	24%
3020.20	Piloting	304	25%
0708.10	Computer Networking	241	26%
0957.00	Civil and Construction Management Technology	82	27%

²⁸ "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

TOP	Program Title	Enrollment, 2024-25	% Female
0708.00	Computer Infrastructure and Support	1,525	28%
0512.00	Insurance	72	39%
0506.30	Management Development and Supervision	396	41%
0506.00	Business Management	6,091	42%
0510.00	Logistics and Materials Transportation	172	45%
2105.40	Forensics, Evidence, and Investigation	249	45%

Priority Programs Underrepresented by Males

Males accounted for 46% of students enrolled across all community college programs in San Diego County, and were significantly underrepresented in seven programs. In one program they represented less than 20% of students (Exhibit 15). Male subgroup counts were masked due to small sample sizes in two programs, Surgical Technician (TOP 1217.00) and Dental Hygienist (TOP 1240.20). Other programs with low male representation included Licensed Vocational Nursing (TOP 1230.20), Registered Nursing (TOP 1230.10), and Respiratory Care/Therapy (TOP 1210.00). Appendix, Exhibit A14 provides a full summary of student enrollment by gender.

Exhibit 15. Priority Programs Underrepresented by Males²⁹

TOP	Program Title	Enrollment, 2024-25	% Male
1217.00	Surgical Technician	30	N/A*
1240.20	Dental Hygienist	73	N/A*
1230.20	Licensed Vocational Nursing	604	14%
1230.10	Registered Nursing	939	23%
1210.00	Respiratory Care/Therapy	76	29%
0430.00	Biotechnology and Biomedical Technology	1,098	34%
0514.00	Office Technology/Office Computer Applications	4,236	38%

Note. Male subgroup data were masked because of low student counts

²⁹ "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric.nsa.

Priority Programs Underrepresented by 19 and Younger

Students ages 19 and younger accounted for 23% of students enrolled across all community college programs in San Diego County, and these students were significantly underrepresented in 24 programs. All programs had less than 20% of students enrolled in this age group (Exhibit 16). Registered Nursing (TOP 1230.10), Civil and Construction Management Technology (TOP 0957.00), and Corrections (TOP 2105.10) had the lowest representation of this age group. Appendix, Exhibit A15 provides a summary of student enrollment by age group.

Exhibit 16. Priority Programs Underrepresented by 19 and Younger³⁰

TOP	Program Title	Enrollment, 2024-25	% 19 and Younger
1230.10	Registered Nursing	939	1%
0957.00	Civil and Construction Management Technology	82	3%
2105.10	Corrections	657	3%
0952.20	Electrical	966	4%
0506.30	Management Development and Supervision	396	6%
0952.00	Construction Crafts Technology	295	6%
0958.00	Water and Wastewater Technology	519	6%
0708.20	Computer Support	347	7%
0614.30	Website Design and Development	714	8%
0708.10	Computer Networking	241	9%
0950.00	Aeronautical and Aviation Technology	256	9%
0514.00	Office Technology/Office Computer Applications	4,236	11%
0708.00	Computer Infrastructure and Support	1,525	11%
0956.00	Manufacturing and Industrial Technology	223	11%
1222.00	Physical Therapist Assistant	187	11%
0510.00	Logistics and Materials Transportation	172	12%
0950.10	Aviation Airframe Mechanics	170	12%
0934.00	Electronics and Electric Technology	284	14%
1230.20	Licensed Vocational Nursing	604	15%
2133.00	Fire Technology	2,310	15%
2133.50	Fire Academy	488	15%

³⁰ "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

TOP	Program Title	Enrollment, 2024-25	% 19 and Younger
0946.00	Environmental Control Technology (HVAC)	559	18%
0506.00	Business Management	6,091	19%
0511.00	Real Estate	1,601	19%

Priority Programs Underrepresented by BIPOC

BIPOC students represented 69% of students with race/ethnicity data, but were significantly underrepresented in 14 priority programs. In seven programs they accounted for less than half of student enrollment (Exhibit 17). Wildland Fire Technology (TOP 2133.10), Insurance (TOP 0512.00), and Logistics and Materials Transportation (TOP 0510.00) had the lowest representation of BIPOC students. Appendix, Exhibit A16 provides a full summary of student enrollment by BIPOC students.

Exhibit 17. BIPOC Students Underrepresented in Priority Programs³¹

TOP	Program Title	Enrollment, 2024-25	% BIPOC
2133.10	Wildland Fire Technology	76	35%
0512.00	Insurance	72	37%
0510.00	Logistics and Materials Transportation	172	47%
0956.00	Manufacturing and Industrial Technology	223	47%
2133.00	Fire Technology	2,310	47%
2105.10	Corrections	657	48%
0950.10	Aviation Airframe Mechanics	170	49%
0950.20	Aviation Powerplant Mechanics	105	50%
0950.00	Aeronautical and Aviation Technology	256	53%
2105.50	Police Academy	2,572	54%
0511.00	Real Estate	1,601	57%
2133.50	Fire Academy	488	57%
3020.20	Piloting	304	57%
0947.00	Diesel Technology	219	58%

³¹ "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

Recommendations

This section outlines how community colleges and regional partners can use the findings in this report to support program planning, student outreach, employer engagement, and equity-centered workforce development. The findings are intended to inform, rather than independently determine, program decisions.

1) Promote priority jobs and related programs as pathways to economic stability

The *Priority Jobs and Programs* study is an annual series that identifies “top jobs” in San Diego County to inform strategic planning and program development. Each year, the study updates the list of priority jobs and related community college programs using the latest available labor market and postsecondary education data.

This year, the study identified 50 priority jobs, 40 of which also met the criteria in the 2025 study (Exhibit 1). Similarly, 57 of the 64 priority programs met the criteria in both studies (Exhibit 11). Their continued presence across multiple studies reinforces their relevance to regional workforce and education planning.

Community colleges can use these findings to prioritize investments in priority programs, such as work-based learning opportunities, while also addressing identified equity gaps. Connecting students with these high-demand, high-wage career pathways can help expand access to opportunities for economic stability.

Community colleges and workforce partners may consider the following:

- Are priority jobs and related programs currently featured in outreach, advising, websites, and career education materials?
- Which priority programs would benefit from clearer pathway maps that show wages, annual job openings, educational requirements, and work-based learning opportunities?
- Where could colleges expand student outreach to K-12 students, adult learners, returning students, so that these students encounter information about these careers earlier?
- How could employer input make career materials more concrete about job duties, required skills, educational pathways, or work-based learning opportunities?

2) Use data on equity gaps to strengthen recruitment, retention, and student supports

The equity analysis identified underrepresentation across both priority jobs and related community college programs. Among the 50 priority jobs, females were underrepresented in 31 occupations, males in 17 occupations, and BIPOC workers in 11 occupations. Among the 64 priority programs, females were underrepresented in 26 programs, males in seven programs, students ages 19 and younger in 24 programs, and BIPOC students in 14 programs.

In some fields, comparisons with prior-year data show areas of progress as well as persistent equity gaps. BIPOC representation increased across the underrepresented occupations examined over time and in most of the underrepresented programs included in the comparison. Representation of students ages 19 and younger also increased in many programs. Exhibits A19 and A20 provide additional detail on changes in representation over time.

Community colleges can use these findings to identify where targeted recruitment may help expand access to priority programs and where additional inquiry is needed to understand barriers to entry, persistence, and completion. Because this study focuses primarily on enrollment, colleges should also examine outcomes such as retention, completion, transfer, and employment. Disaggregating these outcomes can help determine whether equity gaps occur primarily at program entry or continue at other points along the education-to-career pathway.

Community colleges and workforce partners may consider the following:

- Which priority programs show the largest gaps by gender, age, or race/ethnicity compared with overall student enrollment at the college level?
- What barriers may affect entry or persistence in these programs, such as scheduling, prerequisites, equipment costs, transportation, or limited awareness of career pathways?
- Beyond enrollment, where do equity gaps appear in retention, persistence, completion, transfer, employment, or wages?
- What practices have helped recruit and retain underrepresented students, and where could those practices be adapted to priority programs?
- How can colleges coordinate regionally to share effective outreach, advising, and student support strategies?

3) Engage employers around retirement-driven demand and succession planning

Workers ages 55 and older were significantly overrepresented in 19 priority jobs. While workers are retiring later, the departure of experienced workers can contribute to workforce shortages, gaps in skills and experience, and disruptions to business operations.^{32, 33} Occupations with high concentrations of workers nearing retirement age may therefore warrant additional conversations with employers about anticipated hiring needs, succession planning, and knowledge transfer.

Some of these occupations also align with priority programs in which students ages 19 and younger were underrepresented. For example, this age group was underrepresented in Office Technology/Office Computer Applications (TOP 0514.00) and Real Estate (TOP 0511.00). While these findings do not necessarily indicate a shortage of younger workers, they can help colleges and employers consider whether opportunities exist to introduce these careers to younger students while continuing to serve adult learners and incumbent workers.

Together, these findings can help colleges frame employer conversations around anticipated vacancies, knowledge and skills transfer, and the role of community college programs, work-based learning, and apprenticeships in developing future talent pipelines.

To guide conversations with employers, community colleges can consider:

- Do employers anticipate future vacancies in priority jobs with high concentrations of workers ages 55 and older? How are they preparing for these workforce transitions?
- Which occupations are most at risk of losing critical knowledge and experience as workers retire, and how can that knowledge be transferred to the next generation of workers?
- Which priority jobs with high concentrations of workers ages 55 and older align with existing community college programs, and how can advisory committees use these findings to discuss future workforce needs?
- Where could work-based learning, apprenticeships, pre-apprenticeships, or other training help employers develop future talent pipelines?

³² "More in U.S. Retiring, or Planning to Retire, Later," Gallup, July 2022, accessed November 1, 2024, news.gallup.com/poll/394943/retiring-planning-retire-later.aspx.

³³ Nicole Smith, Martin Van Der Werf, Madeleine Adelson, and Jeff Strohl. Falling Behind: How Skills Shortages Threaten Future Jobs. Georgetown University Center on Education and the Workforce, 2025. cew.georgetown.edu/wp-content/uploads/cew-falling_behind-fr.pdf.

4) Integrate AI and economic resilience into program design and career advising

Emerging technologies and changing economic conditions can affect occupations in different ways. This study found that 34 of the 50 priority jobs (68%) had high AI resilience, meaning their core tasks may be less susceptible to AI-related disruption based on current research. These findings should not be interpreted as predictions of job loss. Rather, colleges can use the AI resilience ratings to consider how job tasks and skill requirements may change and where programs could incorporate AI tools and literacy while continuing to strengthen skills such as communication, hands-on technical ability, problem-solving, and judgment. Exhibit A4 in Appendix A provides AI resilience ratings for all priority jobs.

The San Diego & Imperial COE also examined how priority jobs performed during the Great Recession (2007–2010) and COVID-19 pandemic (2020–2024). Twelve priority jobs demonstrated resilience and/or growth during at least one of these economic downturns, and five were resilient and grew during both periods: Registered Nurses; First-Line Supervisors of Office and Administrative Support Workers; Licensed Practical and Licensed Vocational Nurses; Network and Computer Systems Administrators; and Computer User Support Specialists (Exhibit A18). All five also received high or medium AI resilience ratings.

Together, these findings can help colleges incorporate information about AI and economic resilience into program review, curriculum development, and career advising. Rather than using resilience ratings to determine which programs or careers to prioritize, colleges can use them to help students understand how occupations may respond to technological and economic change and to identify skills that may help students adapt as work evolves.

Community colleges and workforce partners may consider the following:

- How are AI resilience and economic resilience currently discussed in program review, curriculum planning, and career advising?
- Where could programs incorporate AI tools and literacy while strengthening hands-on, interpersonal, safety-critical, problem-solving, and judgment-based skills?
- How can career advising help students understand AI-related changes without overstating the risk of job loss or discouraging them from pursuing promising career pathways?
- How can employers help colleges identify emerging technologies, changing job tasks, and skills that should be incorporated into curriculum and training?

Conclusion

Community colleges play an important role in preparing students for high-demand, high-wage occupations and helping employers develop a skilled and diverse workforce. By examining labor market demand alongside the demographic composition of workers and students, this report identifies opportunities to address gaps in representation, prepare for workforce transitions, and connect students with promising career pathways. These findings can help community colleges and regional partners strengthen education-to-career pathways that expand access to economic mobility while responding to evolving workforce needs.

The findings are intended to inform, rather than independently determine, program decisions. Community colleges should consider these findings alongside other relevant information and follow the formal regional program recommendation process when developing or modifying programs.³⁴ The findings can also inform equity-centered planning, targeted recruitment and retention strategies, employer engagement, and continued collaboration among regional partners.



³⁴ Regional Program Recommendation Process. San Diego & Imperial Regional Consortium. Accessed July 1, 2026, sdiregionalconsortium.org/workforce-development/regional-program-recommendations.

Appendix A: Data Tables

Exhibit A1. Labor Market Information for Priority Jobs in San Diego County, 2024-2029³⁵

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings ³⁶	Median Earnings
11-3012	Administrative Services Managers	2,926	2,992	2%	248	\$40.99*	\$52.51
53-2021	Air Traffic Controllers	947	978	3%	92	\$61.61*	\$79.67
49-3011	Aircraft Mechanics and Service Technicians	6,071	6,272	3%	508	\$36.46*	\$40.89
17-3011	Architectural and Civil Drafters	1,430	1,476	3%	132	\$29.86	\$36.66
49-2091	Avionics Technicians	1,138	1,179	4%	92	\$39.41*	\$43.40
19-4021	Biological Technicians	2,183	2,133	(2%)	224	\$26.77	\$29.36
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,270	2,300	1%	191	\$28.14	\$34.85
13-1028	Buyers and Purchasing Agents	5,021	5,117	2%	488	\$30.86	\$38.90
53-5021	Captains, Mates, and Pilots of Water Vessels	891	922	3%	103	\$28.13	\$35.82
17-3022	Civil Engineering Technologists and Technicians	1,038	1,074	3%	94	\$28.44	\$38.17
13-1031	Claims Adjusters, Examiners, and Investigators	3,009	2,808	(7%)	197	\$32.49	\$39.78
53-2012	Commercial Pilots	1,373	1,419	3%	162	\$36.44*	\$49.10
15-1232	Computer User Support Specialists	5,804	5,531	(5%)	347	\$27.57	\$33.36
33-3012	Correctional Officers and Jailers	2,603	2,624	1%	237	\$33.99*	\$41.90
13-1051	Cost Estimators	2,751	2,690	(2%)	223	\$31.25	\$40.62

*=above the MIT living wage, \$32.88 per hour

³⁵ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

³⁶ Although the self-sufficiency standard is used as the living wage threshold in this study, \$26.01 per hour in San Diego County, the Massachusetts Institute of Technology (MIT) Living Wage Calculator denotes the living wage as \$32.88 per hour for a single adult as of February 2026. Priority jobs with entry-level wages above this threshold are noted with an asterisk (*). Living Wage Calculator, MIT, accessed July 1, 2026, livingwage.mit.edu/counties/06073.

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings ³⁶	Median Earnings
29-1292	Dental Hygienists	2,122	2,229	5%	154	\$51.58*	\$57.50
33-3021	Detectives and Criminal Investigators	3,108	3,180	2%	225	\$49.20*	\$57.13
17-3023	Electrical and Electronic Engineering Technologists and Technicians	2,367	2,331	(2%)	208	\$32.28	\$39.74
47-2111	Electricians	8,827	9,640	9%	938	\$27.71	\$35.73
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	1,740	1,709	(2%)	144	\$32.60	\$43.65
43-6011	Executive Secretaries and Executive Administrative Assistants	6,067	6,038	0%	623	\$31.91	\$39.68
11-3013	Facilities Managers	1,768	1,808	2%	154	\$38.43*	\$51.07
33-2011	Firefighters	2,973	3,160	6%	262	\$27.58	\$33.71
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,997	5,107	2%	431	\$31.87	\$39.51
43-1011	First-Line Supervisors of Office and Administrative Support Workers	14,301	14,331	0%	1,360	\$28.65	\$34.71
33-1012	First-Line Supervisors of Police and Detectives	1,459	1,545	6%	113	\$64.19*	\$70.84
51-1011	First-Line Supervisors of Production and Operating Workers	4,453	4,490	1%	436	\$28.11	\$36.35
53-2031	Flight Attendants	939	1,078	15%	164	\$36.47*	\$45.49
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,505	3,792	8%	359	\$26.38	\$34.00
49-9041	Industrial Machinery Mechanics	1,842	1,970	7%	179	\$27.46	\$31.92
29-2061	Licensed Practical and Licensed Vocational Nurses	6,991	7,573	8%	694	\$32.69	\$37.12
13-1081	Logisticians	5,173	5,420	5%	501	\$35.92*	\$45.81
31-9093	Medical Equipment Preparers	639	717	12%	100	\$27.74	\$31.38

*=above the MIT living wage, \$32.88 per hour

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings ³⁶	Median Earnings
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,323	1,345	2%	113	\$28.83	\$35.36
15-1244	Network and Computer Systems Administrators	3,197	3,088	(3%)	152	\$39.63*	\$48.90
47-2073	Operating Engineers and Other Construction Equipment Operators	3,257	3,345	3%	286	\$31.32	\$39.27
43-3051	Payroll and Timekeeping Clerks	1,783	1,666	(7%)	186	\$26.24	\$30.40
31-2021	Physical Therapist Assistants	749	826	10%	124	\$36.35*	\$39.21
33-3051	Police and Sheriff's Patrol Officers	7,141	7,564	6%	617	\$42.16*	\$52.46
43-5031	Public Safety Telecommunicators	724	777	7%	83	\$31.71	\$37.78
29-2034	Radiologic Technologists and Technicians	1,771	1,957	11%	133	\$40.33*	\$51.28
41-9021	Real Estate Brokers	1,850	1,810	(2%)	156	\$26.12	\$55.19
29-1141	Registered Nurses	29,037	32,078	10%	2,154	\$58.31*	\$63.85
29-1126	Respiratory Therapists	1,463	1,632	12%	109	\$40.55*	\$49.32
47-2211	Sheet Metal Workers	1,737	1,761	1%	148	\$28.85	\$37.50
47-2231	Solar Photovoltaic Installers	1,023	1,176	15%	120	\$28.43	\$28.43
29-2055	Surgical Technologists	1,036	1,166	13%	87	\$31.57	\$39.63
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1,655	1,466	(11%)	145	\$28.58	\$34.89
51-8031	Water and Wastewater Treatment Plant and System Operators	996	1,021	3%	96	\$32.25	\$38.13
15-1255	Web and Digital Interface Designers	1,648	1,585	(4%)	98	\$33.25*	\$51.64
TOTAL		173,116	179,896	4%	15,190	\$34.55	\$42.67

*=above the MIT living wage, \$32.88 per hour

Exhibit A2. Labor Market Information for Priority Jobs in San Diego County, 2024-2029³⁷

SOC	Description	Priority Job in 2025 ³⁸	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
11-3012	Administrative Services Managers	✓ Yes	Bachelor's	<5 years	None	Business and Entrepreneurship
11-3013	Facilities Managers	✓ Yes	Bachelor's	<5 years	None	Business and Entrepreneurship
13-1028	Buyers and Purchasing Agents	✓ Yes	Bachelor's	None	Moderate-term OJT	Business and Entrepreneurship
13-1031	Claims Adjusters, Examiners, and Investigators	✓ Yes	HS or equivalent	None	Long-term OJT	Business and Entrepreneurship
13-1051	Cost Estimators	✓ Yes	Bachelor's	None	Moderate-term OJT	Business and Entrepreneurship
13-1081	Logisticians	✓ Yes	Bachelor's	None	None	Adv. Transportation and Logistics
15-1232	Computer User Support Specialists		Some college	None	None	ICT / Digital Media
15-1244	Network and Computer Systems Administrators	✓ Yes	Bachelor's	None	None	ICT / Digital Media
15-1255	Web and Digital Interface Designers	✓ Yes	Bachelor's	None	None	ICT / Digital Media
17-3011	Architectural and Civil Drafters	✓ Yes	Associate	None	None	Energy, Construction, and Utilities
17-3022	Civil Engineering Technologists and Technicians	✓ Yes	Associate	None	None	Advanced Manufacturing
17-3023	Electrical and Electronic Engineering Technologists and Technicians	✓ Yes	Associate	None	None	Advanced Manufacturing
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	✓ Yes	Associate	None	None	Advanced Manufacturing

³⁷ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

³⁸ "Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, January 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

SOC	Description	Priority Job in 2025 ³⁸	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
19-4021	Biological Technicians		Bachelor's	None	None	Life Sciences / Biotech
29-1126	Respiratory Therapists	✓ Yes	Associate	None	None	Health
29-1141	Registered Nurses	✓ Yes	Bachelor's	None	None	Health
29-1292	Dental Hygienists	✓ Yes	Associate	None	None	Health
29-2034	Radiologic Technologists and Technicians	✓ Yes	Associate	None	None	Health
29-2055	Surgical Technologists	✓ Yes	Postsecondary non-degree	None	None	Health
29-2061	Licensed Practical and Licensed Vocational Nurses	✓ Yes	Postsecondary non-degree	None	None	Health
31-2021	Physical Therapist Assistants	✓ Yes	Associate	None	None	Health
31-9093	Medical Equipment Preparers		HS or equivalent	None	Moderate-term OJT	Health
33-1012	First-Line Supervisors of Police and Detectives	✓ Yes	HS or equivalent	<5 years	Moderate-term OJT	Public Safety
33-2011	Firefighters	✓ Yes	Postsecondary non-degree	None	Long-term OJT	Public Safety
33-3012	Correctional Officers and Jailers	✓ Yes	HS or equivalent	None	Moderate-term OJT	Public Safety
33-3021	Detectives and Criminal Investigators	✓ Yes	HS or equivalent	<5 years	Moderate-term OJT	Public Safety
33-3051	Police and Sheriff's Patrol Officers	✓ Yes	HS or equivalent	None	Moderate-term OJT	Public Safety
41-9021	Real Estate Brokers		HS or equivalent	<5 years	None	Business and Entrepreneurship

SOC	Description	Priority Job in 2025 ³⁸	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
43-1011	First-Line Supervisors of Office and Administrative Support Workers	✓ Yes	HS or equivalent	<5 years	None	Business and Entrepreneurship
43-3051	Payroll and Timekeeping Clerks		HS or equivalent	None	Moderate-term OJT	Business and Entrepreneurship
43-5031	Public Safety Telecommunicators	✓ Yes	HS or equivalent	None	Moderate-term OJT	Public Safety
43-6011	Executive Secretaries and Executive Administrative Assistants	✓ Yes	HS or equivalent	<5 years	None	Business and Entrepreneurship
47-2073	Operating Engineers and Other Construction Equipment Operators	✓ Yes	HS or equivalent	None	Moderate-term OJT	Energy, Construction, and Utilities
47-2111	Electricians		HS or equivalent	None	Apprenticeship	Energy, Construction, and Utilities
47-2211	Sheet Metal Workers	✓ Yes	HS or equivalent	None	Apprenticeship	Advanced Manufacturing
47-2231	Solar Photovoltaic Installers		HS or equivalent	None	Moderate-term OJT	Energy, Construction, and Utilities
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	✓ Yes	HS or equivalent	<5 years	None	Adv. Transportation and Logistics
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	✓ Yes	Postsecondary non-degree	None	Moderate-term OJT	ICT / Digital Media
49-2091	Avionics Technicians	✓ Yes	Associate	None	None	Adv. Transportation and Logistics
49-3011	Aircraft Mechanics and Service Technicians	✓ Yes	Postsecondary non-degree	None	None	Advanced Manufacturing
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	✓ Yes	HS or equivalent	None	Long-term OJT	Adv. Transportation and Logistics
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	✓ Yes	HS or equivalent	None	Long-term OJT	Adv. Transportation and Logistics

SOC	Description	Priority Job in 2025 ³⁸	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers		Postsecondary non-degree	None	Long-term OJT	Energy, Construction, and Utilities
49-9041	Industrial Machinery Mechanics		HS or equivalent	None	Long-term OJT	Advanced Manufacturing
51-1011	First-Line Supervisors of Production and Operating Workers	✓ Yes	HS or equivalent	<5 years	None	Advanced Manufacturing
51-8031	Water and Wastewater Treatment Plant and System Operators	✓ Yes	HS or equivalent	None	Long-term OJT	Agriculture, Water, and Environmental Technologies
53-2012	Commercial Pilots	✓ Yes	HS or equivalent	None	Moderate-term OJT	Adv. Transportation and Logistics
53-2021	Air Traffic Controllers	✓ Yes	Associate	None	Long-term OJT	Adv. Transportation and Logistics
53-2031	Flight Attendants	✓ Yes	HS or equivalent	<5 years	Moderate-term OJT	Adv. Transportation and Logistics
53-5021	Captains, Mates, and Pilots of Water Vessels		Postsecondary non-degree	<5 years	None	Adv. Transportation and Logistics

Exhibit A3. Priority Jobs in 2025 Report³⁹ That Did Not Meet the Criteria in the Current Study

SOC Code	SOC Occupational Title
13-2028	Property Appraisers and Assessors
15-1231	Computer Network Support Specialists
15-1254	Web Developers
17-3026	Industrial Engineering Technologists and Technicians
23-2011	Paralegals and Legal Assistants
31-2011	Occupational Therapy Assistants
47-2221	Structural Iron and Steel Workers
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-9051	Electrical Power-Line Installers and Repairers
49-9052	Telecommunications Line Installers and Repairers

³⁹ "Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, January 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

Exhibit A4. AI Resilience Ratings and Primary Exposure Drivers⁴⁰

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
11-3012	Administrative Services Managers	Medium	AI streamlines admin workflows; oversight remains
53-2021	Air Traffic Controllers	High	AI supports traffic flow; real-time safety coordination remains human-led
49-3011	Aircraft Mechanics and Service Technicians	High	Safety-critical diagnostics and physical aircraft repair persist
17-3011	Architectural and Civil Drafters	Low	CAD drafting and documentation are highly exposed to AI/generative design
49-2091	Avionics Technicians	High	Safety-critical diagnostics and repair persists
19-4021	Biological Technicians	High	Lab protocols + QA + physical procedures persist
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	High	Hands-on repair; AI augments diagnostics
13-1028	Buyers and Purchasing Agents	Medium	AI automates comparisons; negotiation and risk persist
53-5021	Captains, Mates, and Pilots of Water Vessels	High	Vessel navigation and safety decisions require real-time human judgment
17-3022	Civil Engineering Technologists and Technicians	High	Field testing and infrastructure troubleshooting require hands-on judgment
13-1031	Claims Adjusters, Examiners, and Investigators	Low	Claims review, documentation, and rules-based analysis are highly automatable
53-2012	Commercial Pilots	High	Automated systems assist; real-time safety judgment and accountability persist
15-1232	Computer User Support Specialists	Medium	AI chat support reduces tier-I; complex support persists
33-3012	Correctional Officers and Jailers	High	In-person supervision and safety work persists
13-1051	Cost Estimators	Medium	AI assists estimation; site/context nuance persists
29-1292	Dental Hygienists	High	In-person preventive care and procedures require physical execution
33-3021	Detectives and Criminal Investigators	Medium	AI supports case analysis; interviews, discretion, and accountability persist

⁴⁰ See Appendix B: Methodology for more information about AI resilience ratings.

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
17-3023	Electrical and Electronic Engineering Technologists and Technicians	High	Hands-on testing/instrumentation persists
47-2111	Electricians	High	Field troubleshooting + code compliance persists
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	High	Hands-on diagnostics/testing persists
43-6011	Executive Secretaries and Executive Administrative Assistants	Low	Scheduling/drafting/coordination highly automatable
11-3013	Facilities Managers	Medium	AI optimizes facilities workflows; onsite safety/vendor accountability persists
33-2011	Firefighters	High	Physical emergency response persists
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	High	Supervises hands-on work; safety/accountability persists
43-1011	First-Line Supervisors of Office and Administrative Support Workers	Medium	AI reduces clerical volume; coordination persists
33-1012	First-Line Supervisors of Police and Detectives	High	Safety-critical field supervision and accountability persist
51-1011	First-Line Supervisors of Production and Operating Workers	High	Supervises physical operations; accountability persists
53-2031	Flight Attendants	High	In-person passenger safety and emergency response require human presence
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	High	Field service + troubleshooting persists
49-9041	Industrial Machinery Mechanics	High	Physical maintenance; downtime risk sustains demand
29-2061	Licensed Practical and Licensed Vocational Nurses	High	Hands-on care persists; AI supports documentation
13-1081	Logisticians	Medium	AI optimizes routing/forecasting; coordination and risk judgment persist
31-9093	Medical Equipment Preparers	High	Physical sterilization and compliance protocols persist
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	High	Specialized repair in field conditions

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
15-1244	Network and Computer Systems Administrators	Medium	Automation reduces routine ops; complex systems persist
47-2073	Operating Engineers and Other Construction Equipment Operators	High	Field constraints; automation limited by environments
43-3051	Payroll and Timekeeping Clerks	Low	Routine payroll data entry, rules checks, and reporting are highly automatable
31-2021	Physical Therapist Assistants	High	Hands-on therapy and patient monitoring require interpersonal judgment
33-3051	Police and Sheriff's Patrol Officers	High	Field response and discretion persist
43-5031	Public Safety Telecommunicators	Medium	AI supports triage; accountability and high-stakes judgment remain
29-2034	Radiologic Technologists and Technicians	High	Imaging acquisition is hands-on; AI augments interpretation
41-9021	Real Estate Brokers	Medium	AI automates listings/valuation; negotiation and client trust persist
29-1141	Registered Nurses	High	In-person clinical care persists; AI reduces documentation
29-1126	Respiratory Therapists	High	Hands-on clinical care persists; AI supports charting/protocols
47-2211	Sheet Metal Workers	High	Fabrication/installation in variable contexts
47-2231	Solar Photovoltaic Installers	High	Field installation and electrical safety require hands-on execution
29-2055	Surgical Technologists	High	In-person sterile field work persists
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	High	Physical install/repair; site variability persists
51-8031	Water and Wastewater Treatment Plant and System Operators	High	Public infrastructure operations; compliance persists
15-1255	Web and Digital Interface Designers	Medium	AI drafts interfaces; human UX research persists

Exhibit A5. Labor Force Participants in San Diego County, 2024⁴¹

	Labor Force, San Diego County	
	Labor Force, 2024	% of Labor Force
Total	1,797,348	100%
Gender		
Male	984,405	55%
Female	812,943	45%
Race/Ethnicity⁴²		
White, Non-Hispanic	749,189	42%
Hispanic (Any race)	620,234	35%
Two or More Races, Non-Hispanic	388,277	22%
Asian, Non-Hispanic	241,745	13%
Black or African American, Non-Hispanic	87,473	5%
American Indian or Alaska Native, Non-Hispanic	20,449	1%
Native Hawaiian or Other Pacific Islander, Non-Hispanic	7,533	0.4%
<i>Total BIPOC⁴³</i>	<i>1,048,159</i>	<i>58%</i>
Age*		
19 or Younger	63,788	4%
20 to 24	172,180	10%
25 to 34	441,284	25%
35 to 54	750,688	42%
55+	369,408	21%

*May not total 100% due to rounding

41 U.S. Census Bureau. "Sex by Age by Employment Status for the Population 16 Years and Over, 2024." American Community Survey, ACS 1-Year Estimates Selected Population Detailed Exhibits. data.census.gov.

42 Hispanic or Latino can include any race, while race categories are non-Hispanic, following the U.S. Census Bureau ACS definition. Percentages reflect each group's share of the 2024 labor force. "Some other race" is excluded.

43 Black, Indigenous, and People of Color (BIPOC) includes the total labor force except White, Non-Hispanic. The BIPOC share of the labor force was calculated by subtracting the White, Non-Hispanic category from the total labor force.

Exhibit A6. Equity Gaps in Priority Jobs by Demographics

		Female Underrepresented	Male Underrepresented	BIPOC Underrepresented	Age 55+ Overrepresented
11-3012	Administrative Services Managers		✓ Yes		✓ Yes
53-2021	Air Traffic Controllers	✓ Yes			
49-3011	Aircraft Mechanics and Service Technicians	✓ Yes			
17-3011	Architectural and Civil Drafters	✓ Yes		✓ Yes	✓ Yes
49-2091	Avionics Technicians	✓ Yes			
19-4021	Biological Technicians				
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	✓ Yes			
13-1028	Buyers and Purchasing Agents		✓ Yes		✓ Yes
53-5021	Captains, Mates, and Pilots of Water Vessels	✓ Yes		✓ Yes	
17-3022	Civil Engineering Technologists and Technicians	✓ Yes			
13-1031	Claims Adjusters, Examiners, and Investigators		✓ Yes		
53-2012	Commercial Pilots	✓ Yes		✓ Yes	
15-1232	Computer User Support Specialists	✓ Yes			
33-3012	Correctional Officers and Jailers	✓ Yes			
13-1051	Cost Estimators	✓ Yes		✓ Yes	✓ Yes
29-1292	Dental Hygienists		✓ Yes	✓ Yes	
33-3021	Detectives and Criminal Investigators	✓ Yes			

		Female Underrepresented	Male Underrepresented	BIPOC Underrepresented	Age 55+ Overrepresented
17-3023	Electrical and Electronic Engineering Technologists and Technicians	✓ Yes			✓ Yes
47-2111	Electricians	✓ Yes			
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	✓ Yes			
43-6011	Executive Secretaries and Executive Administrative Assistants		✓ Yes	✓ Yes	✓ Yes
11-3013	Facilities Managers	✓ Yes		✓ Yes	✓ Yes
33-2011	Firefighters	✓ Yes			
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	✓ Yes		✓ Yes	✓ Yes
43-1011	First-Line Supervisors of Office and Administrative Support Workers		✓ Yes		✓ Yes
33-1012	First-Line Supervisors of Police and Detectives	✓ Yes			
51-1011	First-Line Supervisors of Production and Operating Workers	✓ Yes			✓ Yes
53-2031	Flight Attendants		✓ Yes	✓ Yes	✓ Yes
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	✓ Yes			
49-9041	Industrial Machinery Mechanics	✓ Yes			✓ Yes
29-2061	Licensed Practical and Licensed Vocational Nurses		✓ Yes		✓ Yes
13-1081	Logisticians	✓ Yes			
31-9093	Medical Equipment Preparers		✓ Yes		
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	✓ Yes		✓ Yes	✓ Yes

		Female Underrepresented	Male Underrepresented	BIPOC Underrepresented	Age 55+ Overrepresented
15-1244	Network and Computer Systems Administrators	✓ Yes			
47-2073	Operating Engineers and Other Construction Equipment Operators	✓ Yes			✓ Yes
43-3051	Payroll and Timekeeping Clerks		✓ Yes		✓ Yes
31-2021	Physical Therapist Assistants		✓ Yes		
33-3051	Police and Sheriff's Patrol Officers	✓ Yes			
43-5031	Public Safety Telecommunicators		✓ Yes		
29-2034	Radiologic Technologists and Technicians		✓ Yes		
41-9021	Real Estate Brokers		✓ Yes	✓ Yes	✓ Yes
29-1141	Registered Nurses		✓ Yes		✓ Yes
29-1126	Respiratory Therapists		✓ Yes		
47-2211	Sheet Metal Workers	✓ Yes			
47-2231	Solar Photovoltaic Installers	✓ Yes			
29-2055	Surgical Technologists		✓ Yes		
49-2022	Telecommunications Equipment Installers and Repairers	✓ Yes			
51-8031	Water and Wastewater Treatment Plant and System Operators	✓ Yes			✓ Yes
15-1255	Web and Digital Interface Designers				

Exhibit A7. Priority Jobs by Gender⁴⁴

SOC	Occupational Title	% Female	% Male
11-3012	Administrative Services Managers	55%	45%
53-2021	Air Traffic Controllers	20%	80%
49-3011	Aircraft Mechanics and Service Technicians	8%	92%
17-3011	Architectural and Civil Drafters	23%	77%
49-2091	Avionics Technicians	13%	87%
19-4021	Biological Technicians	49%	51%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3%	97%
13-1028	Buyers and Purchasing Agents	55%	45%
53-5021	Captains, Mates, and Pilots of Water Vessels	13%	87%
17-3022	Civil Engineering Technologists and Technicians	20%	80%
13-1031	Claims Adjusters, Examiners, and Investigators	58%	42%
53-2012	Commercial Pilots	8%	92%
15-1232	Computer User Support Specialists	27%	73%
33-3012	Correctional Officers and Jailers	34%	66%
13-1051	Cost Estimators	17%	83%
29-1292	Dental Hygienists	94%	6%
33-3021	Detectives and Criminal Investigators	28%	72%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	16%	84%
47-2111	Electricians	3%	97%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	20%	80%
43-6011	Executive Secretaries and Executive Administrative Assistants	95%	5%
11-3013	Facilities Managers	29%	71%
33-2011	Firefighters	7%	93%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7%	93%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	68%	32%
33-1012	First-Line Supervisors of Police and Detectives	22%	78%

⁴⁴ Cells highlighted in yellow are significantly underrepresented compared to the overall labor market, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Female	% Male
51-1011	First-Line Supervisors of Production and Operating Workers	23%	77%
53-2031	Flight Attendants	77%	23%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%	98%
49-9041	Industrial Machinery Mechanics	4%	96%
29-2061	Licensed Practical and Licensed Vocational Nurses	86%	14%
13-1081	Logisticians	35%	65%
31-9093	Medical Equipment Preparers	69%	31%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2%	98%
15-1244	Network and Computer Systems Administrators	19%	81%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%	97%
43-3051	Payroll and Timekeeping Clerks	87%	13%
31-2021	Physical Therapist Assistants	65%	35%
33-3051	Police and Sheriff's Patrol Officers	20%	80%
43-5031	Public Safety Telecommunicators	73%	27%
29-2034	Radiologic Technologists and Technicians	64%	36%
41-9021	Real Estate Brokers	54%	46%
29-1141	Registered Nurses	87%	13%
29-1126	Respiratory Therapists	60%	40%
47-2211	Sheet Metal Workers	5%	95%
47-2231	Solar Photovoltaic Installers	5%	95%
29-2055	Surgical Technologists	70%	30%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	9%	91%
51-8031	Water and Wastewater Treatment Plant and System Operators	8%	92%
15-1255	Web and Digital Interface Designers	40%	60%

Exhibit A8. Priority Jobs by Age⁴⁵

SOC	Occupational Title	24 or Younger	25 to 34	35 to 54	55+
11-3012	Administrative Services Managers	2%	14%	51%	33%
53-2021	Air Traffic Controllers	19%	36%	37%	8%
49-3011	Aircraft Mechanics and Service Technicians	30%	34%	27%	9%
17-3011	Architectural and Civil Drafters	8%	25%	42%	24%
49-2091	Avionics Technicians	39%	36%	20%	5%
19-4021	Biological Technicians	14%	35%	37%	14%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	16%	26%	38%	19%
13-1028	Buyers and Purchasing Agents	4%	20%	45%	31%
53-5021	Captains, Mates, and Pilots of Water Vessels	23%	32%	32%	14%
17-3022	Civil Engineering Technologists and Technicians	15%	26%	38%	21%
13-1031	Claims Adjusters, Examiners, and Investigators	3%	22%	51%	24%
53-2012	Commercial Pilots	8%	40%	39%	13%
15-1232	Computer User Support Specialists	9%	28%	46%	18%
33-3012	Correctional Officers and Jailers	8%	29%	49%	15%
13-1051	Cost Estimators	3%	17%	40%	40%
29-1292	Dental Hygienists	4%	25%	50%	21%
33-3021	Detectives and Criminal Investigators	3%	21%	63%	14%

⁴⁵ Cells highlighted in yellow are significantly overrepresented compared to the overall labor market, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	24 or Younger	25 to 34	35 to 54	55+
17-3023	Electrical and Electronic Engineering Technologists and Technicians	8%	21%	40%	32%
47-2111	Electricians	11%	27%	44%	18%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	11%	23%	42%	24%
43-6011	Executive Secretaries and Executive Administrative Assistants	5%	16%	45%	34%
11-3013	Facilities Managers	2%	11%	50%	37%
33-2011	Firefighters	9%	33%	51%	7%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4%	18%	51%	28%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3%	19%	51%	27%
33-1012	First-Line Supervisors of Police and Detectives	7%	19%	61%	13%
51-1011	First-Line Supervisors of Production and Operating Workers	2%	17%	52%	28%
53-2031	Flight Attendants	2%	19%	44%	35%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	10%	26%	45%	19%
49-9041	Industrial Machinery Mechanics	5%	18%	46%	30%
29-2061	Licensed Practical and Licensed Vocational Nurses	7%	23%	46%	24%
13-1081	Logisticians	9%	35%	40%	16%
31-9093	Medical Equipment Preparers	12%	24%	42%	21%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	10%	22%	44%	25%
15-1244	Network and Computer Systems Administrators	7%	28%	51%	14%

SOC	Occupational Title	24 or Younger	25 to 34	35 to 54	55+
47-2073	Operating Engineers and Other Construction Equipment Operators	8%	20%	45%	28%
43-3051	Payroll and Timekeeping Clerks	5%	19%	46%	29%
31-2021	Physical Therapist Assistants	21%	31%	37%	11%
33-3051	Police and Sheriff's Patrol Officers	12%	34%	46%	9%
43-5031	Public Safety Telecommunicators	8%	30%	47%	16%
29-2034	Radiologic Technologists and Technicians	5%	26%	50%	19%
41-9021	Real Estate Brokers	2%	12%	40%	45%
29-1141	Registered Nurses	3%	23%	50%	24%
29-1126	Respiratory Therapists	2%	22%	53%	23%
47-2211	Sheet Metal Workers	9%	25%	45%	21%
47-2231	Solar Photovoltaic Installers	17%	36%	38%	9%
29-2055	Surgical Technologists	9%	31%	47%	13%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	13%	24%	44%	18%
51-8031	Water and Wastewater Treatment Plant and System Operators	6%	19%	48%	27%
15-1255	Web and Digital Interface Designers	8%	37%	46%	9%

Exhibit A9. Priority Jobs by BIPOC⁴⁶

SOC	Occupational Title	% BIPOC
11-3012	Administrative Services Managers	51%
53-2021	Air Traffic Controllers	52%
49-3011	Aircraft Mechanics and Service Technicians	52%
17-3011	Architectural and Civil Drafters	49%
49-2091	Avionics Technicians	53%
19-4021	Biological Technicians	64%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	57%
13-1028	Buyers and Purchasing Agents	50%
53-5021	Captains, Mates, and Pilots of Water Vessels	37%
17-3022	Civil Engineering Technologists and Technicians	56%
13-1031	Claims Adjusters, Examiners, and Investigators	58%
53-2012	Commercial Pilots	26%
15-1232	Computer User Support Specialists	55%
33-3012	Correctional Officers and Jailers	69%
13-1051	Cost Estimators	37%
29-1292	Dental Hygienists	44%
33-3021	Detectives and Criminal Investigators	60%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	56%
47-2111	Electricians	56%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	56%
43-6011	Executive Secretaries and Executive Administrative Assistants	49%
11-3013	Facilities Managers	46%
33-2011	Firefighters	53%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	47%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	54%
33-1012	First-Line Supervisors of Police and Detectives	50%
51-1011	First-Line Supervisors of Production and Operating Workers	57%

⁴⁶ Cells highlighted in yellow are significantly underrepresented compared to the overall labor market, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes. Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% BIPOC
53-2031	Flight Attendants	47%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	56%
49-9041	Industrial Machinery Mechanics	53%
29-2061	Licensed Practical and Licensed Vocational Nurses	67%
13-1081	Logisticians	64%
31-9093	Medical Equipment Preparers	70%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	49%
15-1244	Network and Computer Systems Administrators	52%
47-2073	Operating Engineers and Other Construction Equipment Operators	53%
43-3051	Payroll and Timekeeping Clerks	54%
31-2021	Physical Therapist Assistants	54%
33-3051	Police and Sheriff's Patrol Officers	61%
43-5031	Public Safety Telecommunicators	61%
29-2034	Radiologic Technologists and Technicians	56%
41-9021	Real Estate Brokers	41%
29-1141	Registered Nurses	60%
29-1126	Respiratory Therapists	62%
47-2211	Sheet Metal Workers	54%
47-2231	Solar Photovoltaic Installers	68%
29-2055	Surgical Technologists	66%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	58%
51-8031	Water and Wastewater Treatment Plant and System Operators	54%
15-1255	Web and Digital Interface Designers	50%

Exhibit A10. Priority Jobs with Underrepresentation by Race/Ethnicity⁴⁷

SOC	Occupational Title	%
		% White
31-9093	Medical Equipment Preparers	30%
33-3012	Correctional Officers and Jailers	31%
47-2231	Solar Photovoltaic Installers	32%
29-2061	Licensed Practical and Licensed Vocational Nurses	33%
29-2055	Surgical Technologists	34%
19-4021	Biological Technicians	36%
		% Hispanic
53-2012	Commercial Pilots	12%
53-2031	Flight Attendants	19%
53-5021	Captains, Mates, and Pilots of Water Vessels	19%
19-4021	Biological Technicians	20%
29-1141	Registered Nurses	20%
15-1244	Network and Computer Systems Administrators	22%
15-1255	Web and Digital Interface Designers	22%
41-9021	Real Estate Brokers	22%
15-1232	Computer User Support Specialists	24%
13-1051	Cost Estimators	25%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	25%
29-1292	Dental Hygienists	25%
49-2091	Avionics Technicians	26%
53-2021	Air Traffic Controllers	26%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	27%
13-1028	Buyers and Purchasing Agents	28%
29-1126	Respiratory Therapists	28%
31-2021	Physical Therapist Assistants	28%
33-1012	First-Line Supervisors of Police and Detectives	28%
49-3011	Aircraft Mechanics and Service Technicians	28%

⁴⁷ Priority jobs with significant underrepresentation for each race or ethnic category. Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	%
11-3012	Administrative Services Managers	29%
11-3013	Facilities Managers	29%
13-1031	Claims Adjusters, Examiners, and Investigators	29%
17-3022	Civil Engineering Technologists and Technicians	29%
		% Asian
47-2073	Operating Engineers and Other Construction Equipment Operators	1%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3%
33-3012	Correctional Officers and Jailers	4%
47-2111	Electricians	4%
47-2231	Solar Photovoltaic Installers	4%
53-5021	Captains, Mates, and Pilots of Water Vessels	4%
33-1012	First-Line Supervisors of Police and Detectives	5%
33-2011	Firefighters	5%
47-2211	Sheet Metal Workers	5%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5%
53-2012	Commercial Pilots	5%
43-5031	Public Safety Telecommunicators	6%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6%
51-8031	Water and Wastewater Treatment Plant and System Operators	7%
53-2021	Air Traffic Controllers	7%
11-3013	Facilities Managers	8%
13-1051	Cost Estimators	8%
33-3021	Detectives and Criminal Investigators	8%
33-3051	Police and Sheriff's Patrol Officers	8%
49-9041	Industrial Machinery Mechanics	8%
43-6011	Executive Secretaries and Executive Administrative Assistants	9%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	9%
49-2091	Avionics Technicians	9%

SOC	Occupational Title	%
49-3011	Aircraft Mechanics and Service Technicians	9%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	10%
43-3051	Payroll and Timekeeping Clerks	10%
51-1011	First-Line Supervisors of Production and Operating Workers	10%
11-3012	Administrative Services Managers	11%
		% Black
13-1051	Cost Estimators	1%
29-1292	Dental Hygienists	2%
53-2012	Commercial Pilots	2%
17-3011	Architectural and Civil Drafters	3%
19-4021	Biological Technicians	3%
41-9021	Real Estate Brokers	3%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3%
15-1255	Web and Digital Interface Designers	4%
47-2073	Operating Engineers and Other Construction Equipment Operators	4%
47-2111	Electricians	4%
47-2211	Sheet Metal Workers	4%
		% Other ⁴⁸
13-1051	Cost Estimators	0.4%
15-1255	Web and Digital Interface Designers	0.4%
15-1244	Network and Computer Systems Administrators	1%
15-1232	Computer User Support Specialists	1%
29-1141	Registered Nurses	1%
33-3051	Police and Sheriff's Patrol Officers	1%
41-9021	Real Estate Brokers	1%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1%
43-6011	Executive Secretaries and Executive Administrative Assistants	1%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1%

⁴⁸ Other = American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander.

Exhibit A11. Priority Programs in 2025 Report⁴⁹ That Did Not Meet Criteria in the Current Study

TOP Code	TOP Title
2105.00	Administration of Justice
0702.00	Computer Information Systems
0707.10	Computer Programming
0707.00	Computer Software Development
0707.30	Computer Systems Analysis
0614.00	Digital Media
0953.00	Drafting Technology
0934.40	Electrical Systems and Power Transmission
0934.20	Industrial Electronics
1218.00	Occupational Therapy Technology
0999.00	Other Engineering and Related Industrial Technologies
1402.00	Paralegal
0506.50	Retail Store Operations and Management
0702.10	Software Applications
0709.00	World Wide Web Administration

⁴⁹ "Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, January 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

Exhibit A12. Enrollment for Community Colleges in San Diego County, 2024-25⁵⁰

	General Admit Students, All Programs	
	Enrollment, 2024-25	% of Enrollment
Total	169,220	100%
Gender⁵¹		
Female	88,526	54%
Male	76,365	46%
Race/Ethnicity⁵²		
Hispanic	75,020	46%
White	50,104	31%
Asian	11,342	7%
Black or African-American	11,143	7%
Two or More Races	8,759	5%
Filipino	6,697	4%
Pacific Islander or Hawaiian Native	738	.4%
American Indian or Alaska Native	438	.3%
<i>Total BIPOC⁵³</i>	<i>114,137</i>	<i>69%</i>
Age		
19 or Younger	39,255	23%
20 to 24	46,038	27%
25 to 34	39,713	24%
35 to 49	26,829	16%
50+	17,385	10%

50 General admit student enrollment by demographics across all community colleges in the San Diego & Imperial region, except Imperial Valley College. "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

51 Excludes Non-Binary = 1,178; Unknown/Non-Respondent/Multiple Values Reported = 3,151

52 Excludes Unknown/Non-Respondent/Multiple Values Reported = 4,979

53 Black, Indigenous, and People of Color (BIPOC) included: American Indian or Alaska Native, Asian, Black or African American, Filipino, Hispanic, Pacific Islander or Hawaiian Native, and Two or More Races.

Exhibit A13. Equity Gaps in Priority Programs by Demographics, PY 2024-25

TOP Code	TOP Title ⁵⁴	Enrollment, 2024-25	Underrepresented			
			Female	Male	BIPOC	Age ≤ 19
0116.00	Agricultural Power Equipment Technology	No data				
0201.00	Architecture and Architectural Technology*	1,221				
0430.00	Biotechnology and Biomedical Technology*	1,098		✓ Yes		
0502.00	Accounting*	9,980				
0506.00	Business Management*	6,091	✓ Yes			✓ Yes
0506.30	Management Development and Supervision*	396	✓ Yes			✓ Yes
0509.00	Marketing and Distribution*	1,092				
0509.20	Purchasing	No data				
0509.60	Display	No data				
0510.00	Logistics and Materials Transportation*	172	✓ Yes		✓ Yes	✓ Yes
0511.00	Real Estate*	1,601			✓ Yes	✓ Yes
0511.10	Escrow	No data				
0512.00	Insurance	72	✓ Yes		✓ Yes	
0514.00	Office Technology/Office Computer Applications*	4,236		✓ Yes		✓ Yes
0514.40	Office Management	No data				
0614.30	Website Design and Development*	714				✓ Yes
0708.00	Computer Infrastructure and Support*	1,525	✓ Yes			✓ Yes
0708.10	Computer Networking*	241	✓ Yes			✓ Yes
0708.20	Computer Support*	347	✓ Yes			✓ Yes
0934.00	Electronics and Electric Technology*	284	✓ Yes			✓ Yes

*=active or approved program in one or more community colleges in San Diego County

⁵⁴ San Diego and Imperial Counties Community Colleges Catalog, June 2026. Data was pulled from Chancellor's Office Curriculum Inventory (COCI) 2.0. Please note that the status of programs may have changed since the data was pulled, or an existing program may be related but listed under a different TOP code. For example, many nursing programs in the region are listed under TOP 1230.10 Registered Nursing, but no existing programs are under TOP 1230.00 Nursing. coci2.ccctechcenter.org/programs.

TOP Code	TOP Title ⁵⁴	Enrollment, 2024-25	Underrepresented			
			Female	Male	BIPOC	Age ≤ 19
0934.10	Computer Electronics*	No data				
0934.30	Telecommunications Technology*	No data				
0943.00	Instrumentation Technology	No data				
0945.00	Industrial Systems Technology and Maintenance	No data				
0946.00	Environmental Control Technology (HVAC)	559	✓ Yes			✓ Yes
0946.10	Energy Systems Technology*	No data				
0947.00	Diesel Technology*	219	✓ Yes		✓ Yes	
0947.20	Heavy Equipment Maintenance*	20				
0947.30	Heavy Equipment Operation	No data				
0948.00	Automotive Technology*	1,844	✓ Yes			
0950.00	Aeronautical and Aviation Technology*	256	✓ Yes		✓ Yes	✓ Yes
0950.10	Aviation Airframe Mechanics*	170	✓ Yes		✓ Yes	✓ Yes
0950.20	Aviation Powerplant Mechanics*	105	✓ Yes		✓ Yes	
0950.40	Aircraft Electronics (Avionics)	No data				
0950.50	Aircraft Fabrication	No data				
0952.00	Construction Crafts Technology*	295	✓ Yes			✓ Yes
0952.20	Electrical*	966	✓ Yes			✓ Yes
0953.10	Architectural Drafting*	No data				
0953.20	Civil Drafting	No data				
0956.00	Manufacturing and Industrial Technology*	223	✓ Yes		✓ Yes	✓ Yes
0956.40	Sheet Metal and Structural Metal*	212	✓ Yes			
0957.00	Civil and Construction Management Technology*	82	✓ Yes			✓ Yes

*=active or approved program in one or more community colleges in San Diego County

TOP Code	TOP Title ⁵⁺	Enrollment, 2024-25	Underrepresented			
			Female	Male	BIPOC	Age ≤ 19
0958.00	Water and Wastewater Technology*	519	✓ Yes			✓ Yes
0959.00	Marine Technology	No data				
1209.00	Hospital Central Service Technician	25				
1210.00	Respiratory Care/Therapy*	76		✓ Yes		
1217.00	Surgical Technician*	30		✓ Yes		
1222.00	Physical Therapist Assistant*	187				✓ Yes
1225.00	Radiologic Technology*	85				
1230.10	Registered Nursing*	939		✓ Yes		✓ Yes
1230.20	Licensed Vocational Nursing*	604		✓ Yes		✓ Yes
1240.20	Dental Hygienist*	73		✓ Yes		
2102.10	Public Works*	No data				
2105.10	Corrections*	657	✓ Yes		✓ Yes	✓ Yes
2105.20	Probation and Parole	No data				
2105.40	Forensics, Evidence, and Investigation*	249	✓ Yes			
2105.50	Police Academy*	2,572	✓ Yes		✓ Yes	
2133.00	Fire Technology*	2,310	✓ Yes		✓ Yes	✓ Yes
2133.10	Wildland Fire Technology	76			✓ Yes	
2133.50	Fire Academy*	488	✓ Yes		✓ Yes	✓ Yes
2199.00	Other Public and Protective Services*	No data				
3020.20	Piloting*	304	✓ Yes		✓ Yes	
3020.30	Air Traffic Control	No data				
3020.40	Flight Attendant	No data				

*=active or approved program in one or more community colleges in San Diego County

Exhibit A14. Priority Programs by Gender, PY 2024-25⁵⁵

TOP	Program Title	Enrollment, 2024-25	% Female	% Male
3020.20	Piloting	304	25%	75%
2133.50	Fire Academy	488	7%	93%
2133.00	Fire Technology	2,310	11%	89%
2105.50	Police Academy	2,572	16%	84%
2105.40	Forensics, Evidence, and Investigation	249	45%	55%
2105.10	Corrections	657	20%	80%
1240.20	Dental Hygienist	73	100%	N/A
1230.20	Licensed Vocational Nursing	604	86%	14%
1230.10	Registered Nursing	939	77%	23%
1225.00	Radiologic Technology	85	61%	39%
1222.00	Physical Therapist Assistant	187	55%	45%
1217.00	Surgical Technician	30	100%	N/A
1210.00	Respiratory Care/Therapy	76	71%	29%
0958.00	Water and Wastewater Technology	519	12%	88%
0957.00	Civil and Construction Management Technology	82	27%	73%
0956.40	Sheet Metal and Structural Metal	212	7%	93%
0956.00	Manufacturing and Industrial Technology	223	15%	85%
0952.20	Electrical	966	6%	94%
0952.00	Construction Crafts Technology	295	4%	96%
0950.20	Aviation Powerplant Mechanics	105	11%	89%
0950.10	Aviation Airframe Mechanics	170	10%	90%
0950.00	Aeronautical and Aviation Technology	256	16%	84%
0948.00	Automotive Technology	1,844	17%	83%
0947.00	Diesel Technology	219	5%	95%
0946.00	Environmental Control Technology (HVAC)	559	6%	94%
0934.00	Electronics and Electric Technology	284	17%	83%
0708.20	Computer Support	347	24%	76%
0708.10	Computer Networking	241	26%	74%
0708.00	Computer Infrastructure and Support	1,525	28%	72%
0614.30	Website Design and Development	714	50%	50%

55 Non-Binary; Unknown/Non-Respondent; and Multiple Values Reported were not included in analyses or the calculation of percentages. Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes, and the total may not equal 100 percent due to rounding.

TOP	Program Title	Enrollment, 2024-25	% Female	% Male
0514.00	Office Technology/Office Computer Applications	4,236	62%	38%
0512.00	Insurance	72	39%	61%
0511.00	Real Estate	1,601	52%	48%
0510.00	Logistics and Materials Transportation	172	45%	55%
0509.00	Marketing and Distribution	1,092	56%	44%
0506.30	Management Development and Supervision	396	41%	59%
0506.00	Business Management	6,091	42%	58%
0502.00	Accounting	9,980	48%	52%
0430.00	Biotechnology and Biomedical Technology	1,098	66%	34%
0201.00	Architecture and Architectural Technology	1,221	46%	54%

Exhibit A15. Priority Programs by Age, PY 2024-25⁵⁶

TOP	Program Title	Enrollment, 2024-25	19 or Younger	20 to 24	25 to 34	35 to 49	50+
0201.00	Architecture and Architectural Technology	1,221	30%	31%	21%	12%	5%
0430.00	Biotechnology and Biomedical Technology	1,098	20%	43%	24%	11%	2%
0502.00	Accounting	9,980	30%	35%	20%	11%	3%
0506.00	Business Management	6,091	19%	31%	30%	15%	4%
0506.30	Management Development and Supervision	396	6%	12%	38%	33%	12%
0509.00	Marketing and Distribution	1,092	35%	27%	20%	15%	4%
0510.00	Logistics and Materials Transportation	172	12%	23%	47%	18%	0%
0511.00	Real Estate	1,601	19%	18%	23%	25%	15%
0514.00	Office Technology/Office Computer Applications	4,236	11%	20%	23%	27%	19%
0614.30	Website Design and Development	714	8%	22%	30%	28%	12%
0708.00	Computer Infrastructure and Support	1,525	11%	24%	36%	23%	6%
0708.10	Computer Networking	241	9%	19%	48%	16%	7%
0708.20	Computer Support	347	7%	16%	36%	30%	10%
0934.00	Electronics and Electric Technology	284	14%	16%	37%	26%	8%
0946.00	Environmental Control Technology (HVAC)	559	18%	18%	28%	24%	12%
0947.00	Diesel Technology	219	27%	32%	26%	11%	4%
0948.00	Automotive Technology	1,844	35%	28%	16%	9%	11%
0950.00	Aeronautical and Aviation Technology	256	9%	21%	32%	20%	18%
0950.10	Aviation Airframe Mechanics	170	12%	34%	44%	10%	0%
0952.00	Construction Crafts Technology	295	6%	26%	43%	21%	5%
0952.20	Electrical	966	4%	23%	49%	22%	3%
0956.00	Manufacturing and Industrial Technology	223	11%	17%	36%	27%	9%

56 Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes, and the total may not equal 100 percent due to rounding.

TOP	Program Title	Enrollment, 2024-25	19 or Younger	20 to 24	25 to 34	35 to 49	50+
0957.00	Civil and Construction Management Technology	82	3%	32%	18%	47%	0%
0958.00	Water and Wastewater Technology	519	6%	14%	34%	33%	11%
1222.00	Physical Therapist Assistant	187	11%	36%	42%	10%	0%
1230.10	Registered Nursing	939	1%	25%	45%	25%	4%
1230.20	Licensed Vocational Nursing	604	15%	30%	33%	18%	4%
2105.10	Corrections	657	3%	5%	34%	40%	17%
2105.40	Forensics, Evidence, and Investigation	249	32%	37%	22%	9%	0%
2133.00	Fire Technology	2,310	15%	24%	27%	26%	8%
2133.50	Fire Academy	488	15%	40%	41%	5%	0%
3020.20	Piloting	304	25%	26%	22%	15%	11%

Exhibit A16. Priority Programs by BIPOC, PY 2024-25⁵⁷

TOP	Program Title	Enrollment, 2024-25	% BIPOC
0201.00	Architecture and Architectural Technology	1,221	71%
0430.00	Biotechnology and Biomedical Technology	1,098	85%
0502.00	Accounting	9,980	68%
0506.00	Business Management	6,091	68%
0506.30	Management Development and Supervision	396	71%
0509.00	Marketing and Distribution	1,092	66%
0510.00	Logistics and Materials Transportation	172	47%
0511.00	Real Estate	1,601	57%
0512.00	Insurance	72	37%
0514.00	Office Technology/Office Computer Applications	4,236	72%
0614.30	Website Design and Development	714	69%
0708.00	Computer Infrastructure and Support	1,525	73%
0708.10	Computer Networking	241	62%
0708.20	Computer Support	347	77%
0934.00	Electronics and Electric Technology	284	66%
0946.00	Environmental Control Technology (HVAC)	559	83%
0947.00	Diesel Technology	219	58%
0947.20	Heavy Equipment Maintenance	20	100%
0948.00	Automotive Technology	1,844	78%
0950.00	Aeronautical and Aviation Technology	256	53%
0950.10	Aviation Airframe Mechanics	170	49%
0950.20	Aviation Powerplant Mechanics	105	50%
0952.00	Construction Crafts Technology	295	84%
0952.20	Electrical	966	71%
0956.00	Manufacturing and Industrial Technology	223	47%
0956.40	Sheet Metal and Structural Metal	212	60%
0957.00	Civil and Construction Management Technology	82	68%
0958.00	Water and Wastewater Technology	519	63%
1209.00	Hospital Central Service Technician	25	100%
1210.00	Respiratory Care/Therapy	76	68%

⁵⁷ Cells highlighted in yellow are significantly underrepresented compared to the community colleges overall, $p < .05$. Please note that equivalent percentages may not be significant due to differences in sample sizes.

TOP	Program Title	Enrollment, 2024-25	% BIPOC
1217.00	Surgical Technician	30	100%
1222.00	Physical Therapist Assistant	187	74%
1225.00	Radiologic Technology	85	73%
1230.10	Registered Nursing	939	75%
1230.20	Licensed Vocational Nursing	604	78%
1240.20	Dental Hygienist	73	69%
2105.10	Corrections	657	48%
2105.40	Forensics, Evidence, and Investigation	249	85%
2105.50	Police Academy	2,572	54%
2133.00	Fire Technology	2,310	47%
2133.10	Wildland Fire Technology	76	35%
2133.50	Fire Academy	488	57%
3020.20	Piloting	304	57%

Exhibit A17. Top Priority Programs Underrepresented by Race/Ethnicity, PY 2024-25⁵⁸

TOP	Program Title	Enrollment, 2024-25	%
			% Asian
2105.10	Corrections	657	2%
2133.00	Fire Technology	2,310	2%
0952.20	Electrical	966	2%
2105.50	Police Academy	2,572	2%
0958.00	Water and Wastewater Technology	519	2%
0511.00	Real Estate	1,601	4%
0948.00	Automotive Technology	1,844	4%
1230.20	Licensed Vocational Nursing	604	5%
0201.00	Architecture and Architectural Technology	1,221	4%
			% Black / African American
0201.00	Architecture and Architectural Technology	1,221	5%
2133.00	Fire Technology	2,310	3%
0502.00	Accounting	9,980	5%
0948.00	Automotive Technology	1,844	4%
3020.20	Piloting	304	4%
0430.00	Biotechnology and Biomedical Technology	1,098	4%
2133.50	Fire Academy	488	4%
1230.10	Registered Nursing	939	4%
2105.10	Corrections	657	4%
0952.20	Electrical	966	4%
2105.50	Police Academy	2,572	5%
			% Filipino
2133.00	Fire Technology	2,310	2%
0946.00	Environmental Control Technology (HVAC)	559	2%
0958.00	Water and Wastewater Technology	519	2%
0511.00	Real Estate	1,601	3%
2105.50	Police Academy	2,572	3%
			% Hispanic
0950.00	Aeronautical and Aviation Technology	256	31%
0510.00	Logistics and Materials Transportation	172	35%

⁵⁸ DataVista, California Community Colleges Chancellor's Office, 2024-25, accessed June 1, 2026, datavista.cccco.edu.

TOP	Program Title	Enrollment, 2024-25	%
2133.00	Fire Technology	2,310	35%
2105.10	Corrections	657	35%
0708.10	Computer Networking	241	36%
0950.20	Aviation Powerplant Mechanics	105	36%
2105.50	Police Academy	2,572	39%
0950.10	Aviation Airframe Mechanics	170	38%
% Two or More Races			
0506.30	Management Development and Supervision	396	3%
0514.00	Office Technology/Office Computer Applications	4,236	4%
2105.10	Corrections	657	3%
% White			
2105.40	Forensics, Evidence, and Investigation	249	15%
0430.00	Biotechnology and Biomedical Technology	1,098	15%
0952.00	Construction Crafts Technology	295	16%
0946.00	Environmental Control Technology (HVAC)	559	17%
1230.20	Licensed Vocational Nursing	604	22%
0948.00	Automotive Technology	1,844	22%
0708.20	Computer Support	347	23%
1230.10	Registered Nursing	939	25%
Pacific Islander or Hawaiian Native ⁵⁹			
American Indian or Alaska Native ⁶⁰			

⁵⁹ Note that representation of Pacific Islander or Hawaiian Native was less than 1% across community colleges in San Diego County, and no priority programs were significantly below this value due to limited sample size.

⁶⁰ Note that representation of American Indian or Alaska Native was less than 1% across community colleges in San Diego County, and no priority programs were significantly below this value due to limited sample size.

Exhibit A18. Priority Jobs that are AI Resilient, Recession-Resilient, Pandemic-Resilient, or Recession/Pandemic-Resilient Jobs⁶¹

SOC	Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession/ Pandemic Resilient	AI Resilience
11-3012	Administrative Services Managers	✓ Yes			Medium
49-3011	Aircraft Mechanics and Service Technicians	✓ Yes			High
19-4021	Biological Technicians	✓ Yes			High
15-1232	Computer User Support Specialists	✓ Yes	✓ Yes	✓ Yes	Medium
17-3023	Electrical and Electronic Engineering Technologists and Technicians	✓ Yes			High
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other		✓ Yes		High
43-1011	First-Line Supervisors of Office and Administrative Support Workers	✓ Yes	✓ Yes	✓ Yes	Medium
29-2061	Licensed Practical and Licensed Vocational Nurses	✓ Yes	✓ Yes	✓ Yes	High
13-1081	Logisticians	✓ Yes			Medium
15-1244	Network and Computer Systems Administrators	✓ Yes	✓ Yes	✓ Yes	Medium
33-3051	Police and Sheriff's Patrol Officers	✓ Yes			High
29-1141	Registered Nurses	✓ Yes	✓ Yes	✓ Yes	High

⁶¹ "Resilient Jobs: Top Jobs During the Great Recession and COVID-19 Pandemic," San Diego & Imperial COE, August 2020, sdiregionalconsortium.org/wp-content/uploads/2023/06/Resilient-Jobs_2020-08-27v4.pdf.

Exhibit A19. Comparing Equity Gaps⁶² in Priority Jobs Between 2023⁶³ and 2024

SOC	Occupational Title	% 2023	% 2024	Percentage-Point Change
Females Underrepresented in Priority Jobs:				
33-1012	First-Line Supervisors of Police and Detectives*	18%	22%	+4%
13-2028	Property Appraisers and Assessors	38%	42%	+4%
33-3051	Police and Sheriff's Patrol Officers*	17%	20%	+3%
33-3012	Correctional Officers and Jailers*	31%	34%	+3%
49-2091	Avionics Technicians*	11%	13%	+2%
17-3022	Civil Engineering Technologists and Technicians*	18%	20%	+2%
15-1255	Web and Digital Interface Designers*	38%	40%	+2%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists*	2%	3%	+1%
47-2221	Structural Iron and Steel Workers	3%	4%	+1%
47-2211	Sheet Metal Workers*	4%	5%	+1%
33-2011	Firefighters*	6%	7%	+1%
49-3011	Aircraft Mechanics and Service Technicians*	7%	8%	+1%
53-2012	Commercial Pilots*	7%	8%	+1%
51-8031	Water and Wastewater Treatment Plant and System Operators*	7%	8%	+1%
53-2021	Air Traffic Controllers*	19%	20%	+1%
51-1011	First-Line Supervisors of Production and Operating Workers*	22%	23%	+1%
33-3021	Detectives and Criminal Investigators*	27%	28%	+1%
13-1081	Logisticians*	34%	35%	+1%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines*	2%	2%	0%
49-9051	Electrical Power-Line Installers and Repairers	3%	3%	0%
47-2073	Operating Engineers and Other Construction Equipment Operators*	3%	3%	0%
49-9052	Telecommunications Line Installers and Repairers	5%	5%	0%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	7%	7%	0%

*=priority job in 2025 and 2026 report

62 Note that this exhibit does not show all priority jobs in the 2025 report, and only shows priority jobs that demonstrated equity gaps for each category.

63 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in San Diego County," San Diego & Imperial COE, January 2025, coecc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

SOC	Occupational Title	% 2023	% 2024	Percentage-Point Change
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	8%	8%	0%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers*	9%	9%	0%
17-3023	Electrical and Electronic Engineering Technologists and Technicians*	16%	16%	0%
13-1051	Cost Estimators*	17%	17%	0%
15-1244	Network and Computer Systems Administrators*	19%	19%	0%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other*	20%	20%	0%
17-3026	Industrial Engineering Technologists and Technicians	21%	21%	0%
17-3011	Architectural and Civil Drafters*	23%	23%	0%
15-1231	Computer Network Support Specialists	27%	27%	0%
11-3013	Facilities Managers*	30%	29%	-1%
15-1254	Web Developers	34%	33%	-1%
Males Underrepresented in Priority Jobs:				
53-2031	Flight Attendants*	20%	23%	+3%
31-2021	Physical Therapist Assistants*	33%	35%	+2%
13-1031	Claims Adjusters, Examiners, and Investigators*	41%	42%	+1%
29-1126	Respiratory Therapists*	39%	40%	+1%
29-2034	Radiologic Technologists and Technicians*	35%	36%	+1%
29-2055	Surgical Technologists*	29%	30%	+1%
29-2061	Licensed Practical and Licensed Vocational Nurses*	13%	14%	+1%
29-1141	Registered Nurses*	12%	13%	+1%
13-1028	Buyers and Purchasing Agents*	45%	45%	0%
23-2011	Paralegals and Legal Assistants	16%	16%	0%
43-6011	Executive Secretaries and Executive Administrative Assistants*	5%	5%	0%
43-1011	First-Line Supervisors of Office and Administrative Support Workers*	33%	32%	-1%
31-2011	Occupational Therapy Assistants	17%	16%	-1%
29-1292	Dental Hygienists*	7%	6%	-1%
43-5031	Public Safety Telecommunicators*	30%	27%	-3%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	Percentage-Point Change
11-3012	Administrative Services Managers*	49%	45%	-4%
Ages 55+ Overrepresented in Priority Jobs:				
29-1141	Registered Nurses*	25%	24%	-1%
29-2061	Licensed Practical and Licensed Vocational Nurses*	25%	24%	-1%
17-3011	Architectural and Civil Drafters*	25%	24%	-1%
23-2011	Paralegals and Legal Assistants	22%	22%	0%
29-1126	Respiratory Therapists*	23%	23%	0%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other*	24%	24%	0%
51-1011	First-Line Supervisors of Production and Operating Workers*	28%	28%	0%
17-3026	Industrial Engineering Technologists and Technicians	28%	28%	0%
47-2073	Operating Engineers and Other Construction Equipment Operators*	28%	28%	0%
13-1028	Buyers and Purchasing Agents*	31%	31%	0%
17-3023	Electrical and Electronic Engineering Technologists and Technicians*	32%	32%	0%
43-6011	Executive Secretaries and Executive Administrative Assistants*	34%	34%	0%
53-2031	Flight Attendants*	35%	35%	0%
13-1051	Cost Estimators*	40%	40%	0%
13-1031	Claims Adjusters, Examiners, and Investigators*	23%	24%	+1%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines*	24%	25%	+1%
43-1011	First-Line Supervisors of Office and Administrative Support Workers*	26%	27%	+1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	27%	28%	+1%
11-3012	Administrative Services Managers*	32%	33%	+1%
11-3013	Facilities Managers*	36%	37%	+1%
51-8031	Water and Wastewater Treatment Plant and System Operators*	25%	27%	+2%
13-2028	Property Appraisers and Assessors	43%	47%	+4%
BIPOC Underrepresented in Priority Jobs:				
13-2028	Property Appraisers and Assessors	32%	36%	+4%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	Percentage-Point Change
51-8031	Water and Wastewater Treatment Plant and System Operators*	50%	54%	+4%
33-1012	First-Line Supervisors of Police and Detectives*	47%	50%	+3%
11-3012	Administrative Services Managers*	48%	51%	+3%
31-2011	Occupational Therapy Assistants	48%	51%	+3%
33-2011	Firefighters*	50%	53%	+3%
53-2012	Commercial Pilots*	24%	26%	+2%
13-1051	Cost Estimators*	35%	37%	+2%
11-3013	Facilities Managers*	44%	46%	+2%
53-2031	Flight Attendants*	45%	47%	+2%
43-6011	Executive Secretaries and Executive Administrative Assistants*	47%	49%	+2%
49-9051	Electrical Power-Line Installers and Repairers	48%	50%	+2%
23-2011	Paralegals and Legal Assistants	50%	52%	+2%
29-1292	Dental Hygienists*	43%	44%	+1%
15-1254	Web Developers	44%	45%	+1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	46%	47%	+1%
17-3011	Architectural and Civil Drafters*	48%	49%	+1%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines*	48%	49%	+1%
13-1028	Buyers and Purchasing Agents*	49%	50%	+1%
15-1255	Web and Digital Interface Designers*	49%	50%	+1%
15-1244	Network and Computer Systems Administrators*	51%	52%	+1%

*=priority job in 2025 and 2026 report

Exhibit A20. Comparing Equity Gaps⁶⁴ in Priority Programs Between 2023-24⁶⁵ and 2024-25

TOP	Program Title	% 2023-24	% 2024-25	Percentage-Point Change
Females Underrepresented in Priority Programs:				
0707.10	Computer Programming	28%	30%	+2%
0201.00	Architecture and Architectural Technology*	44%	46%	+2%
0708.10	Computer Networking*	24%	26%	+2%
3020.20	Piloting*	23%	25%	+2%
0953.00	Drafting Technology	24%	25%	+1%
0952.20	Electrical*	5%	6%	+1%
0948.00	Automotive Technology*	16%	17%	+1%
0506.00	Business Management*	43%	42%	-1%
0947.00	Diesel Technology*	6%	5%	-1%
2133.00	Fire Technology*	12%	11%	-1%
0958.00	Water and Wastewater Technology*	14%	12%	-2%
2133.50	Fire Academy*	9%	7%	-2%
0950.10	Aviation Airframe Mechanics*	12%	10%	-2%
0950.00	Aeronautical and Aviation Technology*	19%	16%	-3%
0702.00	Computer Information Systems	43%	39%	-4%
0934.00	Electronics and Electric Technology*	23%	17%	-6%
0708.20	Computer Support*	31%	24%	-7%
0956.00	Manufacturing and Industrial Technology*	26%	15%	-11%
Males Underrepresented in Priority Programs:				
1210.00	Respiratory Care/Therapy*	23%	29%	+6%
1402.00	Paralegal	26%	31%	+5%
0514.00	Office Technology/Office Computer Applications*	35%	38%	+3%
1230.10	Registered Nursing*	21%	23%	+2%

*=priority program in 2025 and 2026 report

64 Note that this exhibit does not show all priority programs in the 2025 report, and only shows priority programs that demonstrated equity gaps for each category. Furthermore, these percentages may differ from percentages reported in the previous report, as this Exhibit is showing percentages for general admit student enrollment. See Appendix B: Methodology for more information.

65 Note that the percentages in this report may differ from those reported in the 2025 report. To make comparable comparisons across years, 2023-24 and 2024-25 academic years were calculated from DataVista. "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

TOP	Program Title	% 2023-24	% 2024-25	Percentage-Point Change
1218.00	Occupational Therapy Technology	31%	27%	-4%
1230.20	Licensed Vocational Nursing*	19%	14%	-5%
1217.00	Surgical Technician*	25%	N/A	N/A
Age 19 and Younger Underrepresented in Priority Programs:				
3020.20	Piloting*	16%	25%	+9%
0707.30	Computer Systems Analysis	20%	27%	+7%
0614.00	Digital Media	21%	28%	+7%
2133.50	Fire Academy*	11%	15%	+4%
0708.20	Computer Support*	3%	7%	+4%
1230.20	Licensed Vocational Nursing*	12%	15%	+3%
0934.00	Electronics and Electric Technology*	11%	14%	+3%
0514.00	Office Technology/Office Computer Applications*	9%	11%	+2%
0953.00	Drafting Technology	22%	24%	+2%
0708.00	Computer Infrastructure and Support*	9%	11%	+2%
0950.10	Aviation Airframe Mechanics*	0%	12%	+12%
0958.00	Water and Wastewater Technology*	5%	6%	+1%
0702.10	Software Applications	5%	6%	+1%
0708.10	Computer Networking*	8%	9%	+1%
0702.00	Computer Information Systems	20%	21%	+1%
0950.00	Aeronautical and Aviation Technology*	8%	9%	+1%
0957.00	Civil and Construction Management Technology*	3%	3%	0%
1222.00	Physical Therapist Assistant*	11%	11%	0%
0614.30	Website Design and Development*	8%	8%	0%
1402.00	Paralegal	8%	8%	0%
0506.00	Business Management*	19%	19%	0%
0952.20	Electrical*	4%	4%	0%
0201.00	Architecture and Architectural Technology*	30%	30%	0%

*=priority program in 2025 and 2026 report

TOP	Program Title	% 2023-24	% 2024-25	Percentage-Point Change
0506.30	Management Development and Supervision*	7%	6%	-1%
1230.10	Registered Nursing*	2%	1%	-1%
2133.00	Fire Technology*	17%	15%	-2%
0952.00	Construction Crafts Technology*	9%	6%	-3%
0511.00	Real Estate*	22%	19%	-3%
BIPOC Underrepresented in Priority Programs:				
0958.00	Water and Wastewater Technology*	56%	63%	+7%
2133.50	Fire Academy*	51%	57%	+6%
0956.40	Sheet Metal and Structural Metal*	54%	60%	+6%
0950.00	Aeronautical and Aviation Technology*	48%	53%	+5%
1222.00	Physical Therapist Assistant*	70%	74%	+4%
2105.50	Police Academy*	52%	54%	+2%
0953.00	Drafting Technology	63%	64%	+1%
2133.00	Fire Technology*	46%	47%	+1%
0506.00	Business Management*	68%	68%	0%
3020.20	Piloting*	61%	57%	-4%
0950.10	Aviation Airframe Mechanics*	54%	49%	-5%

*=priority program in 2025 and 2026 report

Appendix B: Methodology

The San Diego & Imperial COE used four primary sources for this report. First, traditional labor market information was obtained from Lightcast, a data company that compiles data from various sources, including government organizations such as the Bureau of Labor Statistics and the US Census Bureau.⁶⁶ Labor market information in this report included projected annual job openings between 2024 and 2029, entry-level (25th percentile) and median earnings (50th percentile), typical entry-level education, and the demographic characteristics of people employed in priority jobs in 2024 (the most recently available data). Second, we obtained labor force participation and employment information for San Diego County residents aged 16 and over from the United States Census Bureau's American Community Survey (ACS).⁶⁷ The COE used ACS one-year estimates for 2024 in San Diego County as this was the most recent data available. We used the demographic characteristics of the labor force as benchmarks for the analysis in this report because these estimates include individuals who may not be currently employed but are seeking employment, while population demographic characteristics include people who are not part of the labor force. Third, we obtained general admit student enrollment data from the California Community Colleges Chancellor's Office DataVista.⁶⁸ Data from the 2024-25 academic year was the most recent year available. Finally, using the San Diego and Imperial Counties Community Colleges Catalog we identified active or approved for-credit programs as of June 2026 listed in the catalog.⁶⁹ Please note that the status of programs may have changed since the publication of this report, or an existing program may be related but listed under a TOP code. Please contact the San Diego & Imperial COE if you have any questions or comments regarding program information.

Procedures

The San Diego & Imperial COE selected the 50 priority jobs using four criteria: middle-skill occupation, as defined by the COE; has at least 80 projected annual job openings in San Diego County between 2024 and 2029; pays entry-level earnings at or above the living wage for a single adult in San Diego County; and typically requires fewer than five years of work experience at entry. The methodology is consistent with previous reports, except that the minimum threshold for projected annual job openings was increased to focus on occupations with greater employer demand and identify the top 50 priority jobs. The San Diego & Imperial COE then used data from Lightcast to analyze the demographic characteristics of workers employed in priority jobs in 2024. The COE used the demographic characteristics of the labor force in San Diego County as benchmarks for comparison.

⁶⁶ Lightcast 2026.1; QCEW, Non-QCEW, Self-Employed.

⁶⁷ U.S. Census Bureau. "Sex By Age by Employment Status for The Population 16 Years and Over." American Community Survey, ACS 1-Year Estimates Selected Population Detailed Exhibits, Exhibit B23001, 2024, data.census.gov.

⁶⁸ "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

⁶⁹ San Diego and Imperial Counties Community Colleges Catalog, 2026. Data was pulled from Chancellor's Office Curriculum Inventory (COCI) 2.0. Only active or approved programs listed were included as part of this report, and note that the status of these programs may have changed since the data was pulled. coci2.ccctechcenter.org/programs.

To identify priority programs, the San Diego & Imperial COE used a crosswalk between TOP and SOC codes created by the Centers of Excellence to determine alignment between priority jobs and programs. From that list, we identified 64 TOP codes, or priority programs. Please note that in an effort to concentrate on programs that were specifically focused on training for priority jobs and that were less general, not all TOP codes associated with an occupation were included. Although the San Diego & Imperial COE cross-referenced programs, there may be some programs that exist under a different TOP code that were not included in this report.

To analyze program data, the San Diego & Imperial COE first downloaded general admit student enrollment data for the 2024-25 academic year across all San Diego & Imperial Counties Community Colleges from DataVista in June 2026.⁷⁰ At the time of analysis data was not available by county; therefore, the San Diego & Imperial COE downloaded program data for Imperial Valley College to isolate data for Imperial County. The San Diego & Imperial COE then calculated an estimate for San Diego County by subtracting Imperial Valley College data from regional estimates. Please note that in some cases data was masked due to small subgroup sizes, and these estimates may differ slightly if data by county becomes available in the future. Furthermore, to focus on the demographic categories of interest, the San Diego & Imperial COE calculated percentages for demographic categories by excluding the following categories: all masked values, unknown/non-respondent values, and multiple values reported. The San Diego & Imperial COE also combined categories that would be used for analysis. For example, BIPOC included the race/ethnic categories: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native. Age categories were also combined for ease of analysis.

Please note that enrollment data for this report differs from program data reported in prior years.^{71,72} Previously, the San Diego & Imperial COE used full-time equivalent students (FTES) from California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart⁷³ because student enrollment data was unavailable by TOP code for the most recent year in DataVista. Following recent updates, these data are now available and will be used as a more accurate measure of student enrollment. To maintain comparability across study years, Exhibit A20 in the Appendix assesses program-level progress by comparing percentages for 2023-24 and 2024-25 calculated using general-admit student enrollment. As a result, these percentages may differ from the previous report.

70 "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

71 "Equity Gaps in Priority Jobs and Programs: San Diego County," San Diego & Imperial COE, February 2023, coeccc.net/san-diego-imperial/2023/02/equity-gaps-in-priority-jobs-and-programs.

72 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in San Diego County," San Diego & Imperial COE, January 2025, coeccc.net/san-diego-imperial/2024/12/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce.

73 California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, datamart.cccco.edu.

Equity Analysis

The San Diego & Imperial COE used two analyses to identify equity gaps: the Proportionality Index (PI), which measures whether an equity gap exists, and z-tests to determine whether the differences are statistically significant. The COE calculated the PI using the share of a demographic subgroup in a priority job compared to the share of that subgroup in the labor force. The PI threshold was set to .85 to determine underrepresentation, and 1.15 to determine overrepresentation.⁷⁴

$$PI = (\text{Representation in Priority Job \%}) / (\text{Share of Labor Force \%})$$

The same methodology was applied for priority programs, except the representation of a subgroup was compared against the share of that subgroup across community college students in San Diego County. The COE then conducted z-tests to analyze differences in proportions, determining whether demographic groups represented within jobs and programs were statistically under- or overrepresented compared to the overall population (i.e., labor force participants or student enrollments). The significance level was set at a threshold of $p < .05$. At $p\text{-value} < 0.05$ (95% confidence interval) the critical z-values are ± 1.96 , meaning that z-scores above 1.96 indicate a significant overrepresentation, while a score below -1.96 indicate a significant underrepresentation. Note that statistical significance may vary for equivalent percentages due to differences in sample sizes.

Throughout the report, the terms “overrepresentation” and “underrepresentation” refer to the results of statistical methods used to assess whether a demographic group’s share within a specific population differs meaningfully from that group’s share in a broader comparison group, such as the regional labor force. These terms are intended to describe proportional differences, not to assign value or imply whether a pattern is positive or negative. For example, the overrepresentation of Hispanic/Latino students in certain educational programs may reflect alignment with regional labor force patterns, industry demographics, or existing program pipelines.

Defining AI Resilience

To assess the potential impact of artificial intelligence (AI) on priority jobs, the San Diego & Imperial COE evaluated the 50 high-wage, high-demand priority jobs identified in this report using findings from recent national studies examining occupational exposure to AI. These studies consistently show that AI is most likely to automate or augment routine cognitive tasks, such as documentation, administrative coordination, and standardized analysis, while occupations that rely on hands-on technical work, equipment operation, safety-critical decision making, or in-person services are generally less susceptible to automation:

- OpenAI & University of Pennsylvania (2023). [GPTs are GPTs: An Early Look at the Labor Market Impact Potential of Large Language Models](https://arxiv.org/abs/2303.10130). arxiv.org/abs/2303.10130

⁷⁴ “Using Disproportionate Impact Methods to Identify Equity Gaps,” The RP Group, July 2017, accessed June 2026, rpgroup.org/resources/using-disproportionate-impact-methods-to-identify-equity-gaps?ver=2022-09-23-170556-467e.

- International Labour Organization (2025). [Generative AI and Jobs: A Refined Global Index of Occupational Exposure](https://ilo.org/publications/generative-ai-and-jobs-refined-global-index-occupational-exposure) (ILO Working Paper 140). ilo.org/publications/generative-ai-and-jobs-refined-global-index-occupational-exposure
- Brookings Institution (2024). [Generative AI, the American worker, and the future of work](https://brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work/). brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work/
- OECD (2016). [The Risk of Automation for Jobs in OECD Countries](https://oecd.org/els/emp/automation-and-independent-work-in-a-digital-economy-policy-brief.pdf) (Social, Employment and Migration Working Paper No. 189). oecd.org/els/emp/automation-and-independent-work-in-a-digital-economy-policy-brief.pdf

These studies consistently show that clerical and administrative roles have the highest exposure to generative AI, while many skilled trades, healthcare occupations, and technical fields remain more resilient due to their reliance on physical execution, regulatory oversight, or complex judgment.^{75,76} Using this framework, each occupation was assigned an AI resilience rating based on the primary tasks associated with the occupation:

- High AI resilience – Occupations that primarily involve hands-on technical work, equipment operation, infrastructure maintenance, or safety-critical responsibilities that require physical execution and real-time decision making.
- Medium AI resilience – Occupations where AI may automate or augment certain tasks, but where human judgment, accountability, or interpersonal interaction remains essential.
- Low AI resilience – Occupations where a substantial share of core tasks involves routine documentation, administrative coordination, or standardized analytical work that may be more easily automated or augmented by AI.

⁷⁵ International Labour Organization. (2025). Generative AI and Jobs: A Refined Global Index of Occupational Exposure. ILO Working Paper 140. ilo.org/publications/generative-ai-and-jobs-refined-global-index-occupational-exposure.

⁷⁶ OECD. (2016). The Risk of Automation for Jobs in OECD Countries. OECD Social, Employment and Migration Working Papers No. 189. oecd.org/els/emp/automation-and-independent-work-in-a-digital-economy-policy-brief.pdf.

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Important Disclaimers and Limitations

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 represent data that is available and to qualify and validate the accuracy of the data; however, neither the California Community Colleges Centers of Excellence (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this report or its recommendations.