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Priority Jobs and Programs

Understanding Equity Gaps in Workforce and Education

Imperial County



SAN DIEGO & IMPERIAL
CENTER OF EXCELLENCE

SAN DIEGO & IMPERIAL REGIONAL CONSORTIUM COMMUNITY COLLEGES

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Executive Summary

Of the 74,863 jobs in Imperial County, nearly half are from middle-skill occupations (or nearly 34,000 jobs). 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 12 projected annual job openings, entry-level wages at or above the living wage[2] of $15.14 per hour, and fewer than five years of work experience typically required at entry. These high-demand, high-wage occupations represent 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 Imperial County; evaluates equity gaps by age, gender, and race/ethnicity; and assesses where equity gaps have improved or persisted 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 21 occupations, males in 24 occupations, and Black, Indigenous, and People of Color (BIPOC) in 29 occupations, while workers nearing retirement age were overrepresented in 36 occupations. Of the 56 priority programs that train for at least one priority job, females were underrepresented in six programs, males in six programs, students ages 19 and younger in six programs, and Black / African American students in 16 programs. Compared with the previous study, however, the number of priority jobs with a retiring workforce increased from 25 priority jobs to 36 and only five occupations showed progress towards balancing this age group, suggesting continued efforts are necessary to shift 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 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.

2 Living wage for a single adult in Imperial 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: Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

Introduction

In 2024, Imperial County had more than 74,800 jobs, including nearly 34,000 (45%) 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 Programs[7] 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 Imperial 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. Occupational Demand Dashboard, accessed September 2026, datastudio.google.com/u/0/reporting/c01114ab-6bc3-4529-bace-e933fe293b86/page/1v72D.

5 Priority jobs are middle-skill jobs with at least 12 projected annual openings between 2024 and 2029 in Imperial County, entry-level earnings at or above the $15.14 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, cccco.edu/About-Us/Vision-2030.

7 "Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

Priority Jobs in Imperial 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 12 projected annual job openings between 2024 and 2029 in Imperial County;
- **High-Wage:** entry-level earnings at or above the living wage of $15.14 per hour for a single adult in Imperial 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) system.[9] These occupations employed 25,166 workers in 2024 and are projected to grow by 9% by 2029. Together, these priority jobs are projected to generate 3,503 annual job openings from new jobs and replacement needs, such as turnover and retirement. Average entry-level earnings across the 50 occupations are $23.27 per hour.

Fast Facts for 50 Priority Jobs in Imperial County

Total Employment, 2024	Projected Growth, 2024-2029
25,166	9%

Projected Demand, 2024-2029	Avg. Entry-Level Earnings
3,503	$23.27

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, 43 also met the criteria in the 2025 study[11] 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 Imperial County

SOC Code	SOC Occupational Title
49-3023	Automotive Service Technicians and Mechanics*
43-3031	Bookkeeping, Accounting, and Auditing Clerks*
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
13-1028	Buyers and Purchasing Agents
47-2031	Carpenters*
33-3012	Correctional Officers and Jailers*
43-4031	Court, Municipal, and License Clerks
43-4051	Customer Service Representatives*
31-9091	Dental Assistants*
33-3021	Detectives and Criminal Investigators*
47-2111	Electricians*
19-4042	Environmental Science and Protection Technicians, Including Health
33-2011	Firefighters*
33-1011	First-Line Supervisors of Correctional Officers*
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers*
35-1012	First-Line Supervisors of Food Preparation and Serving Workers*
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers*
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*
43-1011	First-Line Supervisors of Office and Administrative Support Workers*
51-1011	First-Line Supervisors of Production and Operating Workers*
41-1011	First-Line Supervisors of Retail Sales Workers*
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors*
11-9051	Food Service Managers*
31-9099	Healthcare Support Workers, All Other*
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers*

*=priority job in 2025 report

10 Priority jobs are middle-skill occupations with at least 12 projected annual openings between 2024 and 2029 in Imperial County, entry-level earnings at or above the $15.14 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 Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

SOC Code	SOC Occupational Title
53-3032	Heavy and Tractor-Trailer Truck Drivers*
31-1128	Home Health and Personal Care Aides*
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers*
43-9041	Insurance Claims and Policy Processing Clerks
29-2061	Licensed Practical and Licensed Vocational Nurses*
31-9092	Medical Assistants*
43-6013	Medical Secretaries and Administrative Assistants*
31-1131	Nursing Assistants*
43-9061	Office Clerks, General*
47-2073	Operating Engineers and Other Construction Equipment Operators*
29-2052	Pharmacy Technicians*
47-2152	Plumbers, Pipefitters, and Steamfitters*
33-3051	Police and Sheriff's Patrol Officers*
25-2011	Preschool Teachers, Except Special Education*
31-1133	Psychiatric Aides
43-4171	Receptionists and Information Clerks*
29-1141	Registered Nurses*
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*
33-9032	Security Guards*
39-5094	Skincare Specialists
21-1093	Social and Human Service Assistants*
47-2231	Solar Photovoltaic Installers*
25-9045	Teaching Assistants, Except Postsecondary*
25-9044	Teaching Assistants, Postsecondary*

*=priority job in 2025 report

The San Diego & Imperial COE also examined priority jobs and programs in 2023[12] 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: Imperial County," San Diego & Imperial COE, July 2023, coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2.

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. Health had the greatest projected demand, with nearly 2,000 annual job openings across 13 priority jobs (Exhibit 3). Exhibit A2 in Appendix A lists each priority job by assigned sector.

Exhibit 2. Number of Priority Jobs by Sector

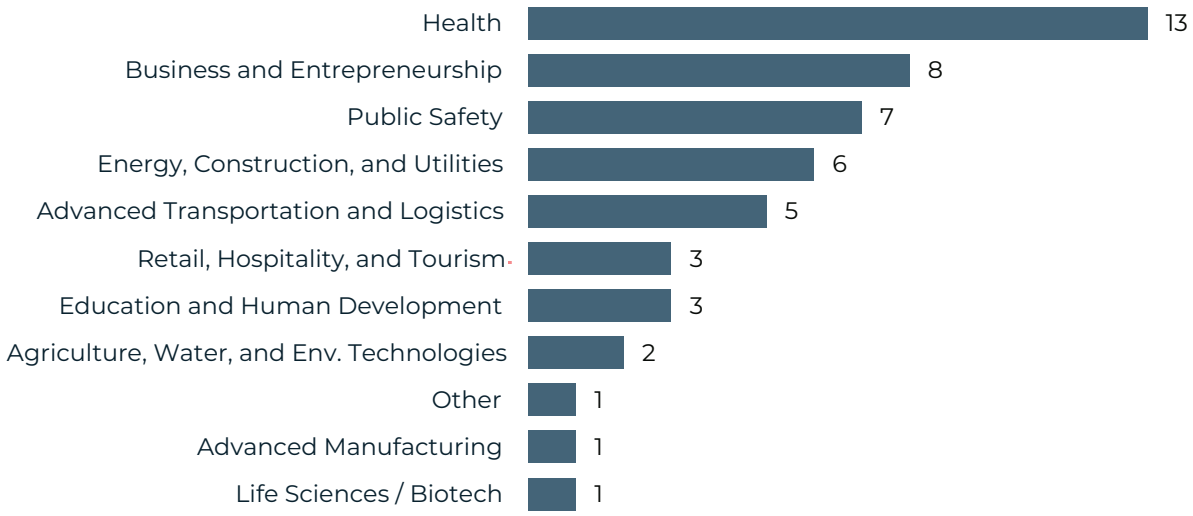


Exhibit 3. Employment and Projected Demand for Priority Jobs by Sector

Sector	2024 Jobs	Annual Job Openings, 2024-2029
Health	11,535	1,999
Public Safety	3,526	344
Business and Entrepreneurship	3,278	364
Advanced Transportation and Logistics	2,277	227
Retail, Hospitality, and Tourism	1,299	158
Education and Human Development	1,241	177
Energy, Construction, and Utilities	1,156	130
Agriculture, Water, and Environmental Technologies	441	55
Advanced Manufacturing	176	18
Life Sciences / Biotech	127	16
Other	110	15

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,[13] 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.[14]

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



Low AI Resilience	Medium AI Resilience	High AI Resilience
7 priority jobs	9 priority jobs	34 priority jobs
A significant portion of core tasks—such as routine analysis, drafting, scheduling, or administrative coordination—could be automated or substantially augmented by AI	AI may automate or accelerate some tasks, but the occupation still relies on human judgment, accountability, or interpersonal interaction	The occupation primarily involves hands-on technical work, safety-critical decision making, or in-person services that are difficult to automate

These ratings do not predict job loss. Research suggests that AI will affect specific tasks within occupations rather than eliminate entire roles.[15] 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.

13 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.

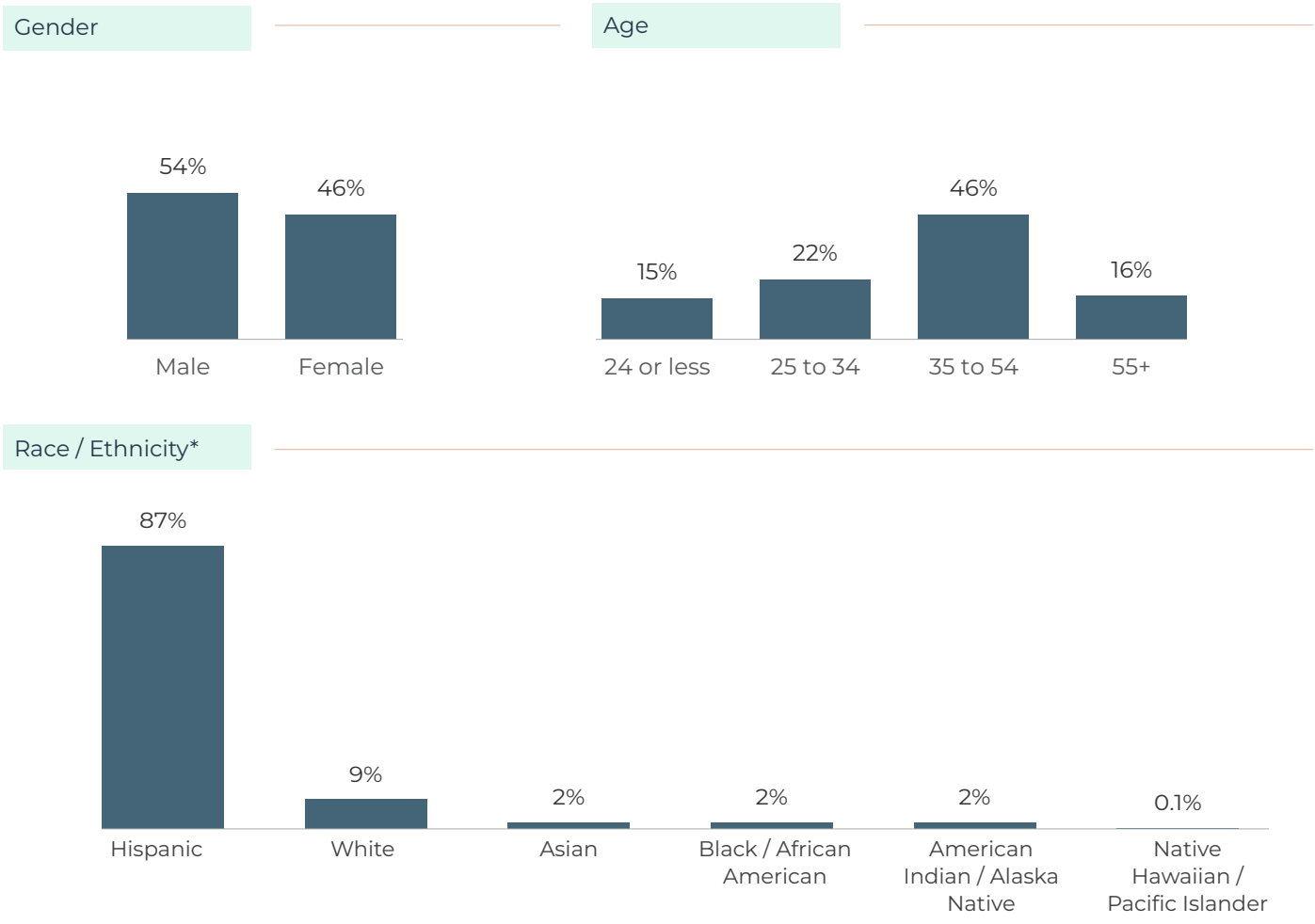
14 Brookings Institution. (2024). Generative AI, the American worker, and the future of work. brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work.

15 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 Imperial County's overall labor force. Exhibit 5 presents the labor force benchmarks used for these comparisons. Imperial County's labor force consisted of nearly 74,600 workers in 2024,[16] with 54% identifying as male and 46% as female. Approximately two-thirds of the labor force (68%) were of "prime working-age" (ages 25 to 54), while 16% of workers were nearing retirement age (ages 55+). Black, Indigenous, and People of Color (BIPOC) workers accounted for 91% of the labor force, and 87% identified as Hispanic.[17] Exhibit A5 in Appendix A provides additional details.

Exhibit 5. Imperial County Labor Force Demographic Benchmarks, 2024



*Note. Race/ethnicity categories are not mutually exclusive. Hispanic or Latino includes individuals of any race, while racial categories include both Hispanic and non-Hispanic individuals except White. Percentages reflect each group's share of the total labor force and do not sum to 100% due to overlapping categories. Some Other Race Alone is excluded.

16 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.

17 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.

To evaluate workforce equity, the San Diego & Imperial COE compared the demographic composition in each priority job to Imperial 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 21 occupations, males in 24 occupations, and BIPOC in 29 occupations. Workers nearing retirement age were overrepresented in 36 occupations compared to the labor force.

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

Females	Males	BIPOC	Ages 55+
21	24	29	36
priority jobs	priority jobs	priority jobs	priority jobs



Priority Jobs Underrepresented by Females

Females accounted for 46% Imperial County's labor force but were significantly underrepresented in 21 of the 50 priority jobs. In 13 of these occupations, females represented less than 20% of workers (Exhibit 7). By sector, these equity gaps were concentrated in Energy, Construction and Utilities, as well as Public Safety. Exhibit A7 in Appendix A provides gender representation for all priority jobs.

Exhibit 7. Priority Jobs Significantly Underrepresented by Females, 2024[18]

SOC	Occupational Title	% Female
49-3023	Automotive Service Technicians and Mechanics	1%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2%
47-2031	Carpenters	2%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%
47-2152	Plumbers, Pipefitters, and Steamfitters	3%
47-2111	Electricians	3%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%
53-3032	Heavy and Tractor-Trailer Truck Drivers	5%
47-2231	Solar Photovoltaic Installers	5%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	6%
33-2011	Firefighters	7%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	14%
51-1011	First-Line Supervisors of Production and Operating Workers	19%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	20%
33-3051	Police and Sheriff's Patrol Officers	20%
41-4012	Sales Representatives, Wholesale and Manufacturing	21%
33-9032	Security Guards	24%
33-3021	Detectives and Criminal Investigators	31%
33-3012	Correctional Officers and Jailers	35%
33-1011	First-Line Supervisors of Correctional Officers	36%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	37%

18 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

Priority Jobs Underrepresented by Males

Males accounted for 54% of Imperial County's labor force but were significantly underrepresented in 24 of the 50 priority jobs. In 16 of these occupations, males represented less than 20% of the workers (Exhibit 8). By sector, 13 equity gaps were in Health and six were in Business and Entrepreneurship. Exhibit A7 in Appendix A provides gender representation for all priority jobs.

Exhibit 8. Priority Jobs Significantly Underrepresented by Males[19]

SOC	Occupational Title	% Male
25-2011	Preschool Teachers, Except Special Education	3%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4%
39-5094	Skincare Specialists	7%
43-6013	Medical Secretaries and Administrative Assistants	8%
43-4171	Receptionists and Information Clerks	10%
31-9092	Medical Assistants	10%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	11%
25-9045	Teaching Assistants, Except Postsecondary	11%
31-9091	Dental Assistants	11%
29-2061	Licensed Practical and Licensed Vocational Nurses	12%
29-1141	Registered Nurses	12%
43-4031	Court, Municipal, and License Clerks	12%
31-1131	Nursing Assistants	13%
43-9041	Insurance Claims and Policy Processing Clerks	15%
31-1128	Home Health and Personal Care Aides	16%
43-9061	Office Clerks, General	16%
21-1093	Social and Human Service Assistants	22%
29-2052	Pharmacy Technicians	22%
31-1133	Psychiatric Aides	25%
31-9099	Healthcare Support Workers, All Other	28%
25-9044	Teaching Assistants, Postsecondary	29%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	32%
43-4051	Customer Service Representatives	32%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	41%

19 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

Priority Jobs Overrepresented by Ages 55+ (Retiring Workforce)

Workers ages 55 and over accounted for 16% of Imperial County's labor force but were significantly overrepresented in 36 priority jobs. In five of these occupations, this age group represented more than one-third of workers (Exhibit 9). The Health sector had the most equity gaps, with 13 occupations. Exhibit A8 in Appendix A provides age representation for all priority jobs.

Exhibit 9. Priority Jobs Significantly Overrepresented by Age 55+[20]

SOC	Occupational Title	% Age 55+
43-3031	Bookkeeping, Accounting, and Auditing Clerks	41%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	40%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	37%
31-1128	Home Health and Personal Care Aides	36%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	34%
53-3032	Heavy and Tractor-Trailer Truck Drivers	33%
43-4031	Court, Municipal, and License Clerks	33%
13-1028	Buyers and Purchasing Agents	33%
43-9061	Office Clerks, General	32%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	32%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	31%
47-2073	Operating Engineers and Other Construction Equipment Operators	31%
51-1011	First-Line Supervisors of Production and Operating Workers	29%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	29%
47-2031	Carpenters	28%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	28%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	28%
11-9051	Food Service Managers	26%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	26%
47-2111	Electricians	26%
47-2152	Plumbers, Pipefitters, and Steamfitters	26%

20 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Age 55+
43-6013	Medical Secretaries and Administrative Assistants	26%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	25%
21-1093	Social and Human Service Assistants	25%
43-4171	Receptionists and Information Clerks	25%
33-9032	Security Guards	24%
31-1133	Psychiatric Aides	24%
25-9045	Teaching Assistants, Except Postsecondary	24%
29-1141	Registered Nurses	24%
43-9041	Insurance Claims and Policy Processing Clerks	23%
29-2061	Licensed Practical and Licensed Vocational Nurses	23%
41-1011	First-Line Supervisors of Retail Sales Workers	22%
33-1011	First-Line Supervisors of Correctional Officers	22%
43-4051	Customer Service Representatives	21%
49-3023	Automotive Service Technicians and Mechanics	20%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	20%

Priority Jobs Underrepresented by BIPOC

BIPOC workers accounted for 91% of the labor force in Imperial County but were significantly underrepresented in 29 of the 50 priority jobs. “Firefighters” was the lowest occupation in which BIPOC represented just over half of workers (Exhibit 10). By sector, most equity gaps were in Public Safety (six occupations). Exhibit A9 in Appendix A provides BIPOC representation for all priority jobs.

Exhibit 10. Priority Jobs Significantly Underrepresented by BIPOC[21]

SOC	Occupational Title	% BIPOC
33-2011	Firefighters	53%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	59%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	61%
13-1028	Buyers and Purchasing Agents	62%

21 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% BIPOC
33-3021	Detectives and Criminal Investigators	62%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	63%
33-1011	First-Line Supervisors of Correctional Officers	64%
33-3051	Police and Sheriff's Patrol Officers	64%
47-2073	Operating Engineers and Other Construction Equipment Operators	64%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	65%
41-1011	First-Line Supervisors of Retail Sales Workers	66%
43-4031	Court, Municipal, and License Clerks	66%
25-9044	Teaching Assistants, Postsecondary	68%
25-9045	Teaching Assistants, Except Postsecondary	69%
33-3012	Correctional Officers and Jailers	70%
19-4042	Environmental Science and Protection Technicians, Including Health	71%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	71%
25-2011	Preschool Teachers, Except Special Education	73%
29-1141	Registered Nurses	73%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	74%
11-9051	Food Service Managers	74%
47-2031	Carpenters	75%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	75%
47-2111	Electricians	75%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	75%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	76%
51-1011	First-Line Supervisors of Production and Operating Workers	76%
47-2152	Plumbers, Pipefitters, and Steamfitters	76%
43-9061	Office Clerks, General	77%

Priority Programs in Imperial 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 56 TOP codes, or priority programs in this study (Exhibit 11). When comparing TOP codes analyzed in the report published in March 2025,[22] 46 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 Imperial County

TOP Code	TOP Title
0102.00	Animal Science*
0114.00	Forestry*
0115.00	Natural Resources*
0303.00	Environmental Technology
0502.00	Accounting*
0506.30	Management Development and Supervision*
0506.50	Retail Store Operations and Management*
0509.00	Marketing and Distribution
0509.20	Purchasing
0509.40	Sales and Salesmanship*
0509.60	Display*
0510.00	Logistics and Materials Transportation*
0512.00	Insurance
0514.00	Office Technology/Office Computer Applications*
0514.10	Legal Office Technology
0514.20	Medical Office Technology*
0514.40	Office Management*
0518.00	Customer Service*
0802.00	Educational Aide (Teacher Assistant)*
0802.10	Educational Aide (Teacher Assistant), Bilingual*
0946.00	Environmental Control Technology (HVAC)*
0946.10	Energy Systems Technology*

*=priority program in 2025 report

22 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

TOP Code	TOP Title
0947.00	Diesel Technology
0947.30	Heavy Equipment Operation*
0947.50	Truck and Bus Driving*
0948.00	Automotive Technology*
0948.40	Alternative Fuels and Advanced Transportation Technology
0952.10	Carpentry*
0952.20	Electrical*
0952.30	Plumbing, Pipefitting, and Steamfitting*
0956.00	Manufacturing and Industrial Technology*
0956.80	Industrial Quality Control*
1208.00	Medical Assisting*
1208.20	Administrative Medical Assisting*
1221.00	Pharmacy Technology*
1230.10	Registered Nursing*
1230.20	Licensed Vocational Nursing*
1230.30	Certified Nurse Assistant*
1230.80	Home Health Aide*
1239.00	Psychiatric Technician
1240.10	Dental Assistant*
1299.00	Other Health Occupations*
1305.00	Child Development/Early Care and Education*
1305.40	Preschool Age Children*
1307.10	Restaurant and Food Services and Management*
2104.00	Human Services*
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*
3005.00	Custodial Services*
3007.00	Cosmetology and Barbering

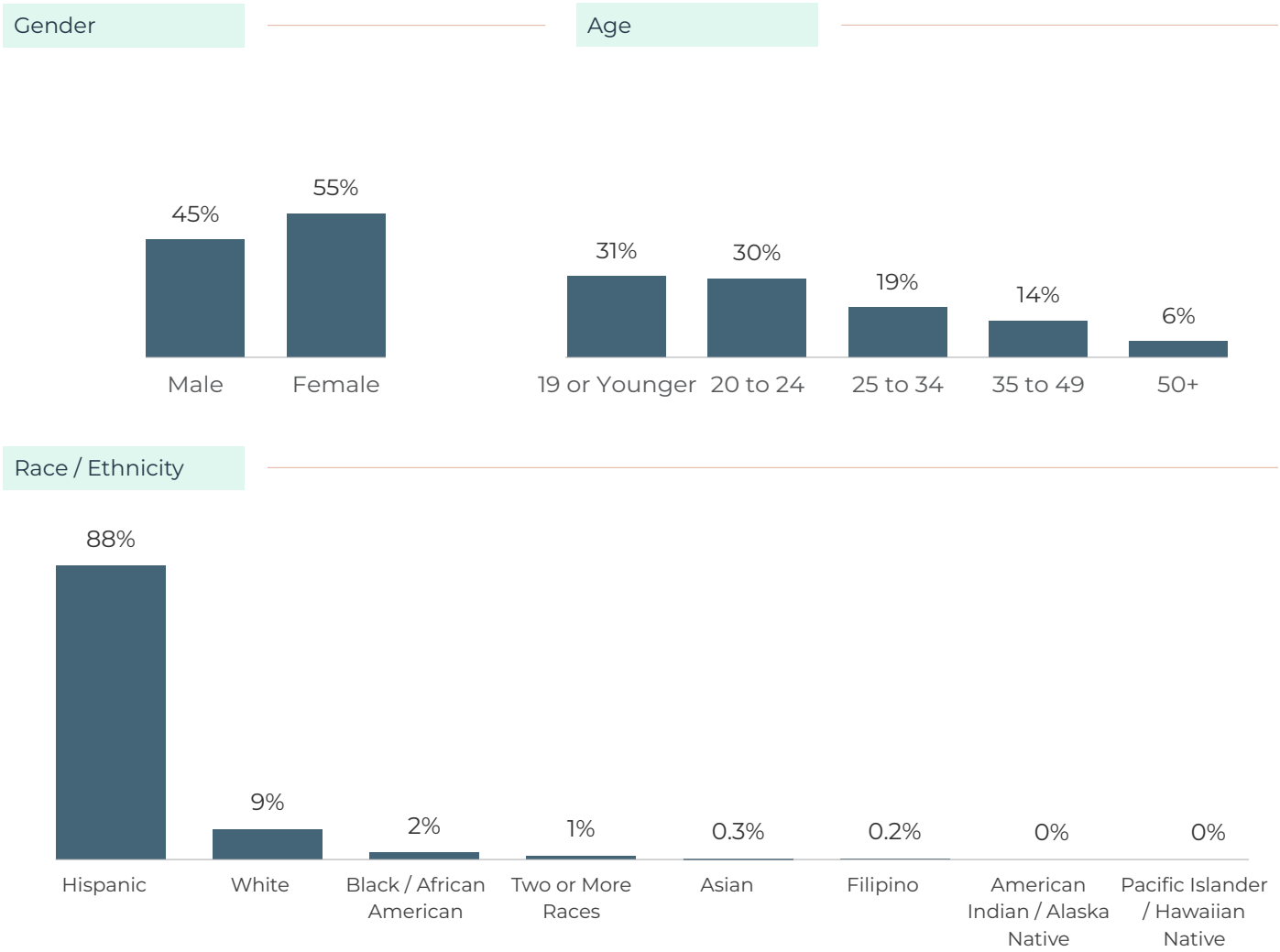
*=priority program in 2025 report

Examining Equity Gaps in Priority Programs

This section outlines the demographic composition of general admit students[23] enrolled in Imperial Valley College. Exhibit 12 provides the demographic benchmarks used in the analysis.

In program year (PY) 2024-25, 11,572 general admit students enrolled in all programs at Imperial Valley College.[24] Of these students, 55% identified as female and 45% as male (Exhibit 12). Nearly two-thirds of students were under 24 years old (61%), with 31% aged 19 or younger. In terms of race/ethnicity, the majority (91%) identified as BIPOC,[25] including 88% as Hispanic. See Appendix, Exhibit A12 for additional details about student demographics.

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



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

23 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.

24 In the 2024-25 program year, 180,792 general admit students enrolled across all programs in San Diego & Imperial Community Colleges. When focusing on Imperial Valley College, 11,572 general admit students were enrolled across all programs. DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.

25 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. See Appendix: Methodology for more details.

For this analysis, equity suggests that the demographic composition of students in each priority program closely reflects student enrollment in Imperial Valley College. Appendix B: Methodology provides the full methodology. Exhibit 13 summarizes the number of programs with significant underrepresentation by demographic group.

Females were underrepresented in six programs, males in six programs, Black / African American (AA) students in 16 programs, and students aged 19 and younger in six 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

Females	Males	Black / AA	Age 19 and Younger
6	6	16	6
priority programs	priority programs	priority programs	priority programs

Of the 56 priority programs, 19 programs had reported general-admit enrollment data at Imperial Valley College in PY 2024-25. The remaining 37 programs had no reported enrollment data and were excluded from the equity analyses (Exhibit 14). Exhibit A13 lists all active or approved programs.

Exhibit 14. Priority Programs Without Enrollment Data, PY 2024-25

TOP Code	TOP Title
0102.00	Animal Science
0114.00	Forestry
0303.00	Environmental Technology
0506.30	Management Development and Supervision
0506.50	Retail Store Operations and Management
0509.00	Marketing and Distribution
0509.20	Purchasing
0509.40	Sales and Salesmanship
0509.60	Display
0510.00	Logistics and Materials Transportation
0512.00	Insurance

TOP Code	TOP Title
0514.10	Legal Office Technology
0514.20	Medical Office Technology
0514.40	Office Management
0518.00	Customer Service
0802.00	Educational Aide (Teacher Assistant)
0802.10	Educational Aide (Teacher Assistant), Bilingual
0946.10	Energy Systems Technology
0947.30	Heavy Equipment Operation
0947.50	Truck and Bus Driving
0948.40	Alternative Fuels and Advanced Transportation Technology
0952.30	Plumbing, Pipefitting, and Steamfitting
0956.00	Manufacturing and Industrial Technology
0956.80	Industrial Quality Control
1208.20	Administrative Medical Assisting
1221.00	Pharmacy Technology
1239.00	Psychiatric Technician
1240.10	Dental Assistant
1299.00	Other Health Occupations
1305.40	Preschool Age Children
1307.10	Restaurant and Food Services and Management
2105.20	Probation and Parole
2105.40	Forensics, Evidence, and Investigation
2133.10	Wildland Fire Technology
2199.00	Other Public and Protective Services
3005.00	Custodial Services
3007.00	Cosmetology and Barbering

Priority Programs Underrepresented by Females

Females accounted for 55% of students enrolled at Imperial Valley College, but were significantly underrepresented in six programs (Exhibit 15). Female subgroup counts were masked due to small sample sizes in three programs: Environmental Control Technology (TOP 0946.00), Electrical (TOP 0952.20), and Fire Technology (TOP 2133.00). Appendix, Exhibit A14 provides a full summary of student enrollment by gender.

Exhibit 15. Priority Programs Underrepresented by Females[26]

TOP	Program Title	Enrollment, 2024-25	% Female
0946.00	Environmental Control Technology (HVAC)	112	N/A*
0952.20	Electrical	148	N/A*
2133.00	Fire Technology	62	N/A*
0948.00	Automotive Technology	152	15%
2105.50	Police Academy	46	33%
2105.10	Corrections	157	46%

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

Priority Programs Underrepresented by Males

Males accounted for 45% of students enrolled at Imperial Valley College, and were significantly underrepresented in six programs (Exhibit 16). Male subgroup counts were masked due to small sample sizes in two programs, Licensed Vocational Nursing (TOP 1230.20) and Certified Nurse Assistant (TOP 1230.30), and they represented less than 10% of students in Child Development/Early Care and Education (TOP 1305.00). Appendix, Exhibit A14 provides a full summary of student enrollment by gender.

Exhibit 16. Priority Programs Underrepresented by Males[27]

TOP	Program Title	Enrollment, 2024-25	% Male
1230.20	Licensed Vocational Nursing	31	N/A*
1230.30	Certified Nurse Assistant	48	N/A*
1305.00	Child Development/Early Care and Education	587	8%
1230.10	Registered Nursing	531	23%

26 "General Admit Students, All Programs, Program Year 2024-25," DataVista, accessed June 1, 2026, datavista.cccco.edu/data_views/single_metric_nsa.
27 "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	% Male
0514.00	Office Technology/Office Computer Applications	223	27%
2104.00	Human Services	298	34%

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

Priority Programs Underrepresented by 19 and Younger

Students ages 19 and younger accounted for 31% of students enrolled at Imperial Valley College, and these students were significantly underrepresented in six programs (Exhibit 17). Age subgroup counts were masked due to small sample sizes in four programs, Medical Assisting (TOP 1208.00), Licensed Vocational Nursing (TOP 1230.20), Certified Nurse Assistant (TOP 1230.30), and Police Academy (TOP 2105.50). Appendix, Exhibit A15 provides a summary of student enrollment by age group.

Exhibit 17. Priority Programs Underrepresented by 19 and Younger[28]

TOP	Program Title	Enrollment, 2024-25	% 19 and Younger
1208.00	Medical Assisting	42	N/A*
1230.20	Licensed Vocational Nursing	31	N/A*
1230.30	Certified Nurse Assistant	48	N/A*
2105.50	Police Academy	46	N/A*
0514.00	Office Technology/Office Computer Applications	223	14%
1305.00	Child Development/Early Care and Education	587	26%

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

28 "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 Black / African American

In terms of race/ethnicity, BIPOC students represented 91% of students in Imperial Valley College, but only Hispanic students were represented in priority programs that made up the category. However, race/ethnicity values were masked due to low student counts. There was only one program in which Hispanic students were underrepresented compared with overall student enrollment: Fire Technology (TOP 2133.00; see Exhibit A16 in the Appendix).

In May 2023, the San Diego & Imperial COE published Black Student Equity: Overcoming Barriers and Providing Support,[29] a report examining the challenges Black/African American community college students face in completing their degrees. Black/African American students represented 2% of students enrolled at Imperial Valley College, but based on available data, they did not represented any students in 16 of the 19 priority programs (Exhibit 18)

Exhibit 18. Black / African American Students Underrepresented in Priority Programs[30]

TOP	Program Title	Enrollment, 2024-25	% Black / African American
0502.00	Accounting	477	N/A*
0514.00	Office Technology/Office Computer Applications	223	N/A*
0946.00	Environmental Control Technology (HVAC)	112	N/A*
0947.00	Diesel Technology	29	N/A*
0948.00	Automotive Technology	152	N/A*
0952.10	Carpentry	67	N/A*
0952.20	Electrical	148	N/A*
1208.00	Medical Assisting	42	N/A*
1230.10	Registered Nursing	531	N/A*
1230.30	Certified Nurse Assistant	48	N/A*
1230.80	Home Health Aide	14	N/A*
1305.00	Child Development/Early Care and Education	587	N/A*
2104.00	Human Services	298	N/A*
2105.10	Corrections	157	N/A*
2105.50	Police Academy	46	N/A*
2133.50	Fire Academy	60	N/A*

Note. Race/ethnic subgroup data were masked because of low student counts

29 "Black Student Equity: Overcoming Barriers and Providing Support," May 2023, accessed July 1, 2026, coeccc.net/san-diego-imperial/2023/05/black-student-equity.

30 "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 Imperial 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, 43 of which also met the criteria in the 2025 study (Exhibit 1). Similarly, 46 of the 56 priority programs met the criteria in both studies, but only 19 programs at Imperial Valley College reported student enrollment data in PY 2024-25 (Exhibit A13). Their continued presence across multiple studies reinforces their relevance to regional workforce and education planning. Exhibit A18 and A19 in the Appendix feature progress made towards addressing equity gaps since the last report.

The 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 21 occupations, males in 24 occupations, and BIPOC workers in 29 occupations. Among the 19 priority programs with student enrollment data, females were underrepresented in six programs, males in six programs, students ages 19 and younger in six programs, and Black / African American students in 16 programs.

In some fields, equity gaps were evident in both the labor market and related community college programs. For example, females accounted for 2% of "Heating, Air Conditioning, and Refrigeration Mechanics and Installers," but based on available data, no female students enrolled in the related Environmental Control Technology (TOP 0946.00) program. A similar pattern appeared among males in health-related fields. Males accounted for 12% of Licensed Practical and Licensed Vocational Nurses in the labor force, while no students identified as male in Licensed Vocational Nursing (TOP 1230.20) programs based on available enrollment data.

Imperial Valley College 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 36 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.[31, 32] 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). 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?

31 "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.

32 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). Twenty-three priority jobs demonstrated resilience and/or growth during at least one of these economic downturns, and eight were resilient and grew during both periods (Exhibit A17). Six 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.[33] The findings can also inform equity-centered planning, targeted recruitment and retention strategies, employer engagement, and continued collaboration among regional partners.



33 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 Imperial County, 2024-2029[34]

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings[35]	Median Earnings
49-3023	Automotive Service Technicians and Mechanics	394	417	6%	37	$18.62	$23.46
43-3031	Bookkeeping, Accounting, and Auditing Clerks	626	609	(3%)	71	$19.21	$22.51
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	141	144	2%	12	$23.40*	$31.45
13-1028	Buyers and Purchasing Agents	110	120	9%	13	$27.62*	$37.54
47-2031	Carpenters	280	283	1%	21	$18.58	$28.91
33-3012	Correctional Officers and Jailers	1,326	1,330	0%	120	$43.89*	$50.04
43-4031	Court, Municipal, and License Clerks	111	120	8%	13	$22.89*	$27.65
43-4051	Customer Service Representatives	402	416	3%	56	$18.16	$21.03
31-9091	Dental Assistants	125	130	4%	17	$21.88	$25.87
33-3021	Detectives and Criminal Investigators	710	738	4%	54	$50.23*	$58.33
47-2111	Electricians	207	236	14%	24	$26.40*	$35.02
19-4042	Environmental Science and Protection Technicians, Including Health	131	138	5%	19	$16.15	$18.80

*=above the MIT living wage, $22.37 per hour

34 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

35 Although the self-sufficiency standard is used as the living wage threshold in this study, and $15.14 per hour in Imperial County, the Massachusetts Institute of Technology (MIT) Living Wage Calculator denotes the living wage as $22.37 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/06025.

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings[35]	Median Earnings
33-2011	Firefighters	162	179	11%	16	$19.87	$25.91
33-1011	First-Line Supervisors of Correctional Officers	205	211	3%	17	$58.62*	$61.50
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	310	262	(15%)	36	$18.49	$26.07
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	431	460	7%	68	$20.57	$21.96
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	110	119	8%	15	$19.13	$26.81
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	185	199	7%	18	$31.16*	$39.82
43-1011	First-Line Supervisors of Office and Administrative Support Workers	485	502	3%	49	$25.70*	$31.32
51-1011	First-Line Supervisors of Production and Operating Workers	176	180	2%	18	$27.96*	$39.77
41-1011	First-Line Supervisors of Retail Sales Workers	735	730	(1%)	73	$18.26	$22.11
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	233	244	5%	25	$22.32	$29.94
11-9051	Food Service Managers	133	143	8%	17	$19.15	$31.89
31-9099	Healthcare Support Workers, All Other	109	114	5%	15	$19.75	$21.97
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	136	147	8%	14	$23.19*	$27.68
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,324	1,314	(1%)	135	$20.28	$24.46

*=above the MIT living wage, $22.37 per hour

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings[35]	Median Earnings
31-1128	Home Health and Personal Care Aides	7,603	9,208	21%	1,536	$16.04	$16.04
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	127	133	5%	16	$17.92	$21.77
43-9041	Insurance Claims and Policy Processing Clerks	405	399	(1%)	34	$18.84	$22.23
29-2061	Licensed Practical and Licensed Vocational Nurses	296	316	7%	29	$30.22*	$35.43
31-9092	Medical Assistants	375	413	10%	54	$18.61	$19.03
43-6013	Medical Secretaries and Administrative Assistants	282	297	5%	31	$18.75	$21.70
31-1131	Nursing Assistants	100	124	24%	21	$16.59	$19.98
43-9061	Office Clerks, General	1,213	1,214	0%	144	$16.98	$19.40
47-2073	Operating Engineers and Other Construction Equipment Operators	228	241	6%	21	$23.92*	$30.81
29-2052	Pharmacy Technicians	167	174	4%	17	$18.05	$22.83
47-2152	Plumbers, Pipefitters, and Steamfitters	188	198	5%	18	$22.79*	$29.42
33-3051	Police and Sheriff's Patrol Officers	300	332	11%	29	$30.27*	$36.80
25-2011	Preschool Teachers, Except Special Education	151	160	6%	19	$17.57	$20.04
31-1133	Psychiatric Aides	118	122	4%	17	$23.31*	$25.43
43-4171	Receptionists and Information Clerks	183	192	5%	26	$16.94	$18.15

*=above the MIT living wage, $22.37 per hour

SOC	Description	2024 Jobs	2029 Jobs	% Change, 2024-2029	Avg. Annual Openings, 2024-2029	25th Percentile Earnings[35]	Median Earnings
29-1141	Registered Nurses	601	660	10%	43	$48.33*	$56.90
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	416	417	0%	37	$23.98*	$33.74
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	662	689	4%	78	$19.66	$23.32
33-9032	Security Guards	712	729	2%	95	$16.95	$17.36
39-5094	Skincare Specialists	172	179	4%	26	$16.13	$17.70
21-1093	Social and Human Service Assistants	363	410	13%	49	$19.84	$22.78
47-2231	Solar Photovoltaic Installers	117	212	81%	32	$26.51*	$30.10
25-9045	Teaching Assistants, Except Postsecondary	896	991	11%	133	$17.65	$21.14
25-9044	Teaching Assistants, Postsecondary	194	200	3%	25	$16.04	$16.84
		25,166	27,495	9%	3,503	$23.27	$28.22

*=above the MIT living wage, $22.37 per hour

Exhibit A2. Labor Market Information for Priority Jobs in Imperial County, 2024-2029[36]

SOC	Description	Priority Job in 2025[37]	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
49-3023	Automotive Service Technicians and Mechanics	✔ Yes	Postsecondary non-degree	None	Short-term OJT	Advanced Transportation and Logistics
43-3031	Bookkeeping, Accounting, and Auditing Clerks	✔ Yes	Some college, no degree	None	Moderate-term OJT	Business and Entrepreneurship
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists		HS or equivalent	None	Long-term OJT	Advanced Transportation and Logistics
13-1028	Buyers and Purchasing Agents		Bachelor's	None	Moderate-term OJT	Business and Entrepreneurship
47-2031	Carpenters	✔ Yes	HS or equivalent	None	Apprenticeship	Energy, Construction, and Utilities
33-3012	Correctional Officers and Jailers	✔ Yes	HS or equivalent	None	Moderate-term OJT	Public Safety
43-4031	Court, Municipal, and License Clerks		HS or equivalent	None	Long-term OJT	Public Safety
43-4051	Customer Service Representatives	✔ Yes	HS or equivalent	None	Short-term OJT	Business and Entrepreneurship
31-9091	Dental Assistants	✔ Yes	Postsecondary non-degree	None	None	Health
33-3021	Detectives and Criminal Investigators	✔ Yes	HS or equivalent	<5 years	Moderate-term OJT	Public Safety
47-2111	Electricians	✔ Yes	HS or equivalent	None	Apprenticeship	Energy, Construction, and Utilities
19-4042	Environmental Science and Protection Technicians, Including Health		Associate	None	None	Agriculture, Water, and Environmental Technologies

36 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

37 "Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, March 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

SOC	Description	Priority Job in 2025[37]	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
33-2011	Firefighters	✔ Yes	Postsecondary non-degree	None	Long-term OJT	Public Safety
33-1011	First-Line Supervisors of Correctional Officers	✔ Yes	HS or equivalent	<5 years	None	Public Safety
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	✔ Yes	HS or equivalent	<5 years	None	Agriculture, Water, and Environmental Technologies
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	✔ Yes	HS or equivalent	<5 years	None	Retail, Hospitality and Tourism
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	✔ Yes	HS or equivalent	<5 years	None	Other
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	✔ Yes	HS or equivalent	<5 years	None	Advanced Transportation and Logistics
43-1011	First-Line Supervisors of Office and Administrative Support Workers	✔ Yes	HS or equivalent	<5 years	None	Business and Entrepreneurship
51-1011	First-Line Supervisors of Production and Operating Workers	✔ Yes	HS or equivalent	<5 years	None	Advanced Manufacturing
41-1011	First-Line Supervisors of Retail Sales Workers	✔ Yes	HS or equivalent	<5 years	None	Retail, Hospitality and Tourism
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	✔ Yes	HS or equivalent	<5 years	None	Advanced Transportation and Logistics
11-9051	Food Service Managers	✔ Yes	HS or equivalent	<5 years	None	Retail, Hospitality and Tourism
31-9099	Healthcare Support Workers, All Other	✔ Yes	HS or equivalent	None	None	Health

SOC	Description	Priority Job in 2025[37]	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	✔ Yes	Postsecondary non-degree	None	Long-term OJT	Energy, Construction, and Utilities
53-3032	Heavy and Tractor-Trailer Truck Drivers	✔ Yes	Postsecondary non-degree	None	Short-term OJT	Advanced Transportation and Logistics
31-1128	Home Health and Personal Care Aides	✔ Yes	HS or equivalent	None	Short-term OJT	Health
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	✔ Yes	HS or equivalent	None	Moderate-term OJT	Life Sciences
43-9041	Insurance Claims and Policy Processing Clerks		HS or equivalent	None	Moderate-term OJT	Business and Entrepreneurship
29-2061	Licensed Practical and Licensed Vocational Nurses	✔ Yes	Postsecondary non-degree	None	None	Health
31-9092	Medical Assistants	✔ Yes	Postsecondary non-degree	None	None	Health
43-6013	Medical Secretaries and Administrative Assistants	✔ Yes	HS or equivalent	None	Moderate-term OJT	Health
31-1131	Nursing Assistants	✔ Yes	Postsecondary non-degree	None	None	Health
43-9061	Office Clerks, General	✔ Yes	HS or equivalent	None	Short-term OJT	Health
47-2073	Operating Engineers and Other Construction Equipment Operators	✔ Yes	HS or equivalent	None	Moderate-term OJT	Energy, Construction, and Utilities
29-2052	Pharmacy Technicians	✔ Yes	HS or equivalent	None	Moderate-term OJT	Health
47-2152	Plumbers, Pipefitters, and Steamfitters	✔ Yes	HS or equivalent	None	Apprenticeship	Energy, Construction, and Utilities
33-3051	Police and Sheriff's Patrol Officers	✔ Yes	HS or equivalent	None	Moderate-term OJT	Public Safety

SOC	Description	Priority Job in 2025[37]	Typical Entry Level Education	Work Experience Required	Typical On-the-Job Training (OJT)	Sector
25-2011	Preschool Teachers, Except Special Education	✔ Yes	Associate	None	None	Education and Human Development
31-1133	Psychiatric Aides		HS or equivalent	None	Short-term OJT	Health
43-4171	Receptionists and Information Clerks	✔ Yes	HS or equivalent	None	Short-term OJT	Health
29-1141	Registered Nurses	✔ Yes	Bachelor's	None	None	Health
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	✔ Yes	HS or equivalent	None	Moderate-term OJT	Business and Entrepreneurship
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	✔ Yes	HS or equivalent	None	Short-term OJT	Business and Entrepreneurship
33-9032	Security Guards	✔ Yes	HS or equivalent	None	Short-term OJT	Public Safety
39-5094	Skincare Specialists		Postsecondary non-degree	None	None	Business and Entrepreneurship
21-1093	Social and Human Service Assistants	✔ Yes	HS or equivalent	None	Short-term OJT	Health
47-2231	Solar Photovoltaic Installers	✔ Yes	HS or equivalent	None	Moderate-term OJT	Energy, Construction, and Utilities
25-9045	Teaching Assistants, Except Postsecondary	✔ Yes	Some college, no degree	None	None	Education and Human Development
25-9044	Teaching Assistants, Postsecondary	✔ Yes	Bachelor's	None	None	Education and Human Development

Exhibit A3. Priority Jobs in 2025 Report[38] That Did Not Meet the Criteria in the Current Study

SOC Code	SOC Occupational Title
15-1232	Computer User Support Specialists
19-4099	Life, Physical, and Social Science Technicians, All Other
31-9097	Phlebotomists
33-9031	Gambling Surveillance Officers and Gambling Investigators
33-9093	Transportation Security Screeners
43-5061	Production, Planning, and Expediting Clerks
49-9041	Industrial Machinery Mechanics
51-4121	Welders, Cutters, Solderers, and Brazers
51-8013	Power Plant Operators

38 "Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, March 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

Exhibit A4. AI Resilience Ratings and Primary Exposure Drivers[39]

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
49-3023	Automotive Service Technicians and Mechanics	High	Hands-on diagnostics and repair persist; AI augments troubleshooting
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Low	Transaction coding, reconciliation, and routine reporting are highly automatable
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
47-2031	Carpenters	High	Manual construction in variable jobsite conditions requires physical execution
33-3012	Correctional Officers and Jailers	High	In-person supervision and safety work persists
43-4031	Court, Municipal, and License Clerks	Low	Records processing, scheduling, and licensing workflows are highly automatable
43-4051	Customer Service Representatives	Low	Routine inquiries and scripted responses are highly automatable; complex problem-solving persists
31-9091	Dental Assistants	High	Chairside care, sterilization, and patient procedures require hands-on work
33-3021	Detectives and Criminal Investigators	Medium	AI supports case analysis; interviews, discretion, and accountability persist
47-2111	Electricians	High	Field troubleshooting + code compliance persists
19-4042	Environmental Science and Protection Technicians, Including Health	Medium	AI automates analysis and reporting; field sampling and site inspection persist
33-2011	Firefighters	High	Physical emergency response persists

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

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
33-1011	First-Line Supervisors of Correctional Officers	High	Safety-critical onsite supervision and accountability persist
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	High	Supervises field operations; safety and real-time judgment persist
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	High	Supervises in-person service, food safety, and real-time operations
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	High	Onsite supervision of physical work, quality, and safety 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
51-1011	First-Line Supervisors of Production and Operating Workers	High	Supervises physical operations; accountability persists
41-1011	First-Line Supervisors of Retail Sales Workers	Medium	AI supports scheduling and inventory; customer and team leadership persist
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	High	Supervises safety-critical physical logistics and exception handling
11-9051	Food Service Managers	High	In-person operations, food safety, staffing, and service recovery persist
31-9099	Healthcare Support Workers, All Other	High	Hands-on patient support and in-person care remain central
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	High	Field service + troubleshooting persists
53-3032	Heavy and Tractor-Trailer Truck Drivers	High	Vehicle operation remains safety-critical; AI assists routing and monitoring

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
31-1128	Home Health and Personal Care Aides	High	In-person personal care, mobility support, and relationship-based work persist
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Medium	AI and machine vision automate routine inspection; physical testing and accountability remain
43-9041	Insurance Claims and Policy Processing Clerks	Low	Rules-based claims processing, data entry, and document review are highly automatable
29-2061	Licensed Practical and Licensed Vocational Nurses	High	Hands-on care persists; AI supports documentation
31-9092	Medical Assistants	High	Hands-on patient intake and clinical procedures persist; AI supports documentation
43-6013	Medical Secretaries and Administrative Assistants	Low	Scheduling, records, and routine documentation are highly automatable
31-1131	Nursing Assistants	High	Hands-on patient care, mobility support, and observation require human presence
43-9061	Office Clerks, General	Low	Routine clerical processing, filing, and data entry are highly automatable
47-2073	Operating Engineers and Other Construction Equipment Operators	High	Field constraints; automation limited by environments
29-2052	Pharmacy Technicians	Medium	Automation supports prescription processing and inventory; physical dispensing and compliance remain
47-2152	Plumbers, Pipefitters, and Steamfitters	High	Field installation, repair, code compliance, and safety require hands-on work
33-3051	Police and Sheriff's Patrol Officers	High	Field response and discretion persist
25-2011	Preschool Teachers, Except Special Education	High	In-person instruction, care, and developmental support require human interaction
31-1133	Psychiatric Aides	High	In-person monitoring, de-escalation, and patient safety require human presence

SOC	Description	AI Resilience Rating	Primary AI Exposure Driver
43-4171	Receptionists and Information Clerks	Medium	AI handles phone routing; physical visitor management and greeting persist
29-1141	Registered Nurses	High	In-person clinical care persists; AI reduces documentation
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Medium	AI supports prospecting and order processing; negotiation and client relationships persist
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Low	Scheduling, drafting, and administrative coordination are highly automatable
33-9032	Security Guards	High	Physical security presence, visual patrolling, and incident intervention
39-5094	Skincare Specialists	High	Hands-on personal services and client-specific treatment require physical execution
21-1093	Social and Human Service Assistants	High	In-person support and complex client needs persist; AI assists documentation
47-2231	Solar Photovoltaic Installers	High	Field installation and electrical safety require hands-on execution
25-9045	Teaching Assistants, Except Postsecondary	High	In-person student supervision and support persist; AI aids materials prep
25-9044	Teaching Assistants, Postsecondary	High	Mentorship and classroom or lab support persist; AI supports grading and routine tutoring

Exhibit A5. Labor Force Participants in Imperial County, 2024[40]

	Labor Force, Imperial County	
	Labor Force, 2024	% of Labor Force
Total	74,622	100%
Gender		
Male	40,374	54%
Female	34,248	46%
Race/Ethnicity[41]		
White, Non-Hispanic	6,416	9%
Hispanic (Any race)	64,688	87%
Two or More Races	29,220	39%
Asian	1,248	2%
Black or African American	1,468	2%
American Indian or Alaska Native	1,175	2%
Native Hawaiian or Other Pacific Islander	74	<1%
Total BIPOC[42]	*68,206*	*91%*
Age*		
19 or Younger	3,033	4%
20 to 24	8,402	11%
25 to 34	16,376	22%
35 to 54	34,592	46%
55+	12,219	16%

*May not total 100% due to rounding

40 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.

41 Race/ethnicity categories are not mutually exclusive. Hispanic or Latino includes individuals of any race, while racial categories include both Hispanic and non-Hispanic individuals unless otherwise specified. Racial categories reflect individuals identifying with that race alone, except Two or More Races. Percentages reflect each group's share of the total labor force and do not sum to 100% due to overlapping categories. Some Other Race Alone is excluded.

42 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
49-3023	Automotive Service Technicians and Mechanics	✔ Yes			✔ Yes
43-3031	Bookkeeping, Accounting, and Auditing Clerks		✔ Yes	✔ Yes	✔ Yes
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	✔ Yes		✔ Yes	✔ Yes
13-1028	Buyers and Purchasing Agents			✔ Yes	✔ Yes
47-2031	Carpenters	✔ Yes		✔ Yes	✔ Yes
33-3012	Correctional Officers and Jailers	✔ Yes		✔ Yes	
43-4031	Court, Municipal, and License Clerks		✔ Yes	✔ Yes	✔ Yes
43-4051	Customer Service Representatives		✔ Yes		✔ Yes
31-9091	Dental Assistants		✔ Yes		
33-3021	Detectives and Criminal Investigators	✔ Yes		✔ Yes	
47-2111	Electricians	✔ Yes		✔ Yes	✔ Yes
19-4042	Environmental Science and Protection Technicians, Including Health			✔ Yes	
33-2011	Firefighters	✔ Yes		✔ Yes	
33-1011	First-Line Supervisors of Correctional Officers	✔ Yes		✔ Yes	✔ Yes
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	✔ Yes			✔ Yes
35-1012	First-Line Supervisors of Food Preparation and Serving Workers		✔ Yes	✔ Yes	✔ Yes
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers				✔ Yes

		Female Underrepresented	Male Underrepresented	BIPOC Underrepresented	Age 55+ Overrepresented
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	✔ Yes
51-1011	First-Line Supervisors of Production and Operating Workers	✔ Yes		✔ Yes	✔ Yes
41-1011	First-Line Supervisors of Retail Sales Workers			✔ Yes	✔ Yes
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	✔ Yes		✔ Yes	✔ Yes
11-9051	Food Service Managers			✔ Yes	✔ Yes
31-9099	Healthcare Support Workers, All Other		✔ Yes		
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	✔ Yes		✔ Yes	✔ Yes
53-3032	Heavy and Tractor-Trailer Truck Drivers	✔ Yes			✔ Yes
31-1128	Home Health and Personal Care Aides		✔ Yes		✔ Yes
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	✔ Yes			✔ Yes
43-9041	Insurance Claims and Policy Processing Clerks		✔ Yes		✔ Yes
29-2061	Licensed Practical and Licensed Vocational Nurses		✔ Yes		✔ Yes
31-9092	Medical Assistants		✔ Yes		
43-6013	Medical Secretaries and Administrative Assistants		✔ Yes		✔ Yes
31-1131	Nursing Assistants		✔ Yes		
43-9061	Office Clerks, General		✔ Yes	✔ Yes	✔ Yes

		Female Underrepresented	Male Underrepresented	BIPOC Underrepresented	Age 55+ Overrepresented
47-2073	Operating Engineers and Other Construction Equipment Operators	✔ Yes		✔ Yes	✔ Yes
29-2052	Pharmacy Technicians		✔ Yes		
47-2152	Plumbers, Pipefitters, and Steamfitters	✔ Yes		✔ Yes	✔ Yes
33-3051	Police and Sheriff's Patrol Officers	✔ Yes		✔ Yes	
25-2011	Preschool Teachers, Except Special Education		✔ Yes	✔ Yes	
31-1133	Psychiatric Aides		✔ Yes		✔ Yes
43-4171	Receptionists and Information Clerks		✔ Yes		✔ Yes
29-1141	Registered Nurses		✔ Yes	✔ Yes	✔ Yes
41-4012	Sales Representatives, Wholesale and Manufacturing	✔ Yes		✔ Yes	✔ Yes
43-6014	Secretaries and Administrative Assistants		✔ Yes	✔ Yes	✔ Yes
33-9032	Security Guards	✔ Yes			✔ Yes
39-5094	Skincare Specialists		✔ Yes		
21-1093	Social and Human Service Assistants		✔ Yes		✔ Yes
47-2231	Solar Photovoltaic Installers	✔ Yes			
25-9045	Teaching Assistants, Except Postsecondary		✔ Yes	✔ Yes	✔ Yes
25-9044	Teaching Assistants, Postsecondary		✔ Yes	✔ Yes	

Exhibit A7. Priority Jobs by Gender[43]

SOC	Occupational Title	% Female	% Male
49-3023	Automotive Service Technicians and Mechanics	1%	99%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	89%	11%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2%	98%
13-1028	Buyers and Purchasing Agents	51%	49%
47-2031	Carpenters	2%	98%
33-3012	Correctional Officers and Jailers	35%	65%
43-4031	Court, Municipal, and License Clerks	88%	12%
43-4051	Customer Service Representatives	68%	32%
31-9091	Dental Assistants	89%	11%
33-3021	Detectives and Criminal Investigators	31%	69%
47-2111	Electricians	3%	97%
19-4042	Environmental Science and Protection Technicians, Including Health	50%	50%
33-2011	Firefighters	7%	93%
33-1011	First-Line Supervisors of Correctional Officers	36%	64%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	14%	86%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	59%	41%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	41%	59%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	6%	94%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	68%	32%
51-1011	First-Line Supervisors of Production and Operating Workers	19%	81%
41-1011	First-Line Supervisors of Retail Sales Workers	44%	56%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	20%	80%
11-9051	Food Service Managers	46%	54%
31-9099	Healthcare Support Workers, All Other	72%	28%

43 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 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% Female	% Male
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%	98%
53-3032	Heavy and Tractor-Trailer Truck Drivers	5%	95%
31-1128	Home Health and Personal Care Aides	84%	16%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	37%	63%
43-9041	Insurance Claims and Policy Processing Clerks	85%	15%
29-2061	Licensed Practical and Licensed Vocational Nurses	88%	12%
31-9092	Medical Assistants	90%	10%
43-6013	Medical Secretaries and Administrative Assistants	92%	8%
31-1131	Nursing Assistants	87%	13%
43-9061	Office Clerks, General	84%	16%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%	97%
29-2052	Pharmacy Technicians	78%	22%
47-2152	Plumbers, Pipefitters, and Steamfitters	3%	97%
33-3051	Police and Sheriff's Patrol Officers	20%	80%
25-2011	Preschool Teachers, Except Special Education	97%	3%
31-1133	Psychiatric Aides	75%	25%
43-4171	Receptionists and Information Clerks	90%	10%
29-1141	Registered Nurses	88%	12%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21%	79%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	96%	4%
33-9032	Security Guards	24%	76%
39-5094	Skincare Specialists	93%	7%
21-1093	Social and Human Service Assistants	78%	22%
47-2231	Solar Photovoltaic Installers	5%	95%
25-9045	Teaching Assistants, Except Postsecondary	89%	11%
25-9044	Teaching Assistants, Postsecondary	71%	29%

Exhibit A8. Priority Jobs by Age[44]

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
49-3023	Automotive Service Technicians and Mechanics	5%	5%	70%	20%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1%	2%	55%	41%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3%	4%	67%	26%
13-1028	Buyers and Purchasing Agents	1%	3%	64%	33%
47-2031	Carpenters	2%	4%	66%	28%
33-3012	Correctional Officers and Jailers	2%	5%	77%	16%
43-4031	Court, Municipal, and License Clerks	1%	2%	64%	33%
43-4051	Customer Service Representatives	6%	7%	66%	21%
31-9091	Dental Assistants	8%	10%	69%	13%
33-3021	Detectives and Criminal Investigators	0%	1%	83%	16%
47-2111	Electricians	4%	4%	66%	26%
19-4042	Environmental Science and Protection Technicians, Including Health	7%	8%	67%	19%
33-2011	Firefighters	2%	4%	87%	8%
33-1011	First-Line Supervisors of Correctional Officers	0%	1%	77%	22%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%	2%	57%	40%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	7%	7%	66%	20%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1%	1%	67%	31%

44 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 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0%	1%	67%	32%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1%	2%	69%	29%
51-1011	First-Line Supervisors of Production and Operating Workers	0%	2%	69%	29%
41-1011	First-Line Supervisors of Retail Sales Workers	3%	5%	70%	22%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1%	2%	69%	28%
11-9051	Food Service Managers	2%	3%	68%	26%
31-9099	Healthcare Support Workers, All Other	5%	7%	66%	22%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3%	4%	68%	25%
53-3032	Heavy and Tractor-Trailer Truck Drivers	1%	2%	64%	33%
31-1128	Home Health and Personal Care Aides	3%	3%	59%	36%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2%	5%	65%	28%
43-9041	Insurance Claims and Policy Processing Clerks	1%	4%	71%	23%
29-2061	Licensed Practical and Licensed Vocational Nurses	2%	4%	71%	23%
31-9092	Medical Assistants	5%	11%	76%	9%
43-6013	Medical Secretaries and Administrative Assistants	2%	4%	68%	26%
31-1131	Nursing Assistants	6%	7%	66%	21%
43-9061	Office Clerks, General	5%	5%	58%	32%
47-2073	Operating Engineers and Other Construction Equipment Operators	2%	3%	64%	31%
29-2052	Pharmacy Technicians	6%	11%	71%	12%

SOC	Occupational Title	Under 21	22 to 24	25 to 54	55+
47-2152	Plumbers, Pipefitters, and Steamfitters	3%	4%	68%	26%
33-3051	Police and Sheriff's Patrol Officers	1%	4%	84%	11%
25-2011	Preschool Teachers, Except Special Education	2%	5%	71%	22%
31-1133	Psychiatric Aides	6%	5%	65%	24%
43-4171	Receptionists and Information Clerks	9%	9%	57%	25%
29-1141	Registered Nurses	0%	2%	74%	24%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1%	2%	63%	34%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2%	3%	59%	37%
33-9032	Security Guards	6%	9%	61%	24%
39-5094	Skincare Specialists	4%	7%	77%	12%
21-1093	Social and Human Service Assistants	2%	3%	70%	25%
47-2231	Solar Photovoltaic Installers	4%	4%	77%	15%
25-9045	Teaching Assistants, Except Postsecondary	3%	6%	67%	24%
25-9044	Teaching Assistants, Postsecondary	27%	7%	47%	19%

Exhibit A9. Priority Jobs by BIPOC[45]

SOC	Occupational Title	% BIPOC
49-3023	Automotive Service Technicians and Mechanics	82%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	63%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	75%
13-1028	Buyers and Purchasing Agents	62%
47-2031	Carpenters	75%
33-3012	Correctional Officers and Jailers	70%
43-4031	Court, Municipal, and License Clerks	66%
43-4051	Customer Service Representatives	79%
31-9091	Dental Assistants	87%
33-3021	Detectives and Criminal Investigators	62%
47-2111	Electricians	75%
19-4042	Environmental Science and Protection Technicians, Including Health	71%
33-2011	Firefighters	53%
33-1011	First-Line Supervisors of Correctional Officers	64%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	85%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	75%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	80%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	65%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	71%
51-1011	First-Line Supervisors of Production and Operating Workers	76%
41-1011	First-Line Supervisors of Retail Sales Workers	66%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	76%
11-9051	Food Service Managers	74%
31-9099	Healthcare Support Workers, All Other	79%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	74%
53-3032	Heavy and Tractor-Trailer Truck Drivers	83%
31-1128	Home Health and Personal Care Aides	92%

45 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 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	% BIPOC
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	82%
43-9041	Insurance Claims and Policy Processing Clerks	81%
29-2061	Licensed Practical and Licensed Vocational Nurses	78%
31-9092	Medical Assistants	92%
43-6013	Medical Secretaries and Administrative Assistants	81%
31-1131	Nursing Assistants	82%
43-9061	Office Clerks, General	77%
47-2073	Operating Engineers and Other Construction Equipment Operators	64%
29-2052	Pharmacy Technicians	77%
47-2152	Plumbers, Pipefitters, and Steamfitters	76%
33-3051	Police and Sheriff's Patrol Officers	64%
25-2011	Preschool Teachers, Except Special Education	73%
31-1133	Psychiatric Aides	84%
43-4171	Receptionists and Information Clerks	82%
29-1141	Registered Nurses	73%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	59%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	61%
33-9032	Security Guards	81%
39-5094	Skincare Specialists	86%
21-1093	Social and Human Service Assistants	84%
47-2231	Solar Photovoltaic Installers	84%
25-9045	Teaching Assistants, Except Postsecondary	69%
25-9044	Teaching Assistants, Postsecondary	68%

Exhibit A10. Priority Jobs with Underrepresentation by Race/Ethnicity[46]

SOC	Occupational Title	%
		% Asian
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%
47-2073	Operating Engineers and Other Construction Equipment Operators	1%
		%Black
39-5094	Skincare Specialists	1%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1%
47-2031	Carpenters	1%
47-2231	Solar Photovoltaic Installers	2%
		% Hispanic
29-1141	Registered Nurses	26%
33-2011	Firefighters	34%
33-1011	First-Line Supervisors of Correctional Officers	38%
33-3021	Detectives and Criminal Investigators	39%
43-4031	Court, Municipal, and License Clerks	40%
19-4042	Environmental Science and Protection Technicians, Including Health	40%
25-9044	Teaching Assistants, Postsecondary	40%
33-3051	Police and Sheriff's Patrol Officers	41%
13-1028	Buyers and Purchasing Agents	42%
33-3012	Correctional Officers and Jailers	45%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	48%
25-9045	Teaching Assistants, Except Postsecondary	50%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	50%
31-9099	Healthcare Support Workers, All Other	50%
11-9051	Food Service Managers	51%

46 Priority jobs with significant underrepresentation for each race or ethnic category. Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

SOC	Occupational Title	%
31-1133	Psychiatric Aides	52%
29-2061	Licensed Practical and Licensed Vocational Nurses	54%
29-2052	Pharmacy Technicians	54%
41-1011	First-Line Supervisors of Retail Sales Workers	54%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	54%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	55%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	55%
25-2011	Preschool Teachers, Except Special Education	58%
47-2073	Operating Engineers and Other Construction Equipment Operators	58%
31-1131	Nursing Assistants	59%
43-9061	Office Clerks, General	60%
39-5094	Skincare Specialists	60%
33-9032	Security Guards	64%
43-6013	Medical Secretaries and Administrative Assistants	64%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	64%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	65%
43-4051	Customer Service Representatives	65%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	66%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	67%
21-1093	Social and Human Service Assistants	67%
51-1011	First-Line Supervisors of Production and Operating Workers	68%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	69%
47-2111	Electricians	69%
43-9041	Insurance Claims and Policy Processing Clerks	70%
47-2031	Carpenters	70%
47-2152	Plumbers, Pipefitters, and Steamfitters	71%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	72%

SOC	Occupational Title	%
43-4171	Receptionists and Information Clerks	73%
49-3023	Automotive Service Technicians and Mechanics	74%
		% White
31-1128	Home Health and Personal Care Aides	8%
		% Other[47]
25-9045	Teaching Assistants, Except Postsecondary	0%
31-1128	Home Health and Personal Care Aides	0%
31-9092	Medical Assistants	0%
41-1011	First-Line Supervisors of Retail Sales Workers	0%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0%
43-4051	Customer Service Representatives	0%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0%
43-9041	Insurance Claims and Policy Processing Clerks	0%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	0%
47-2031	Carpenters	0%
49-3023	Automotive Service Technicians and Mechanics	0%
53-3032	Heavy and Tractor-Trailer Truck Drivers	0%
29-1141	Registered Nurses	1%
33-3012	Correctional Officers and Jailers	1%
33-3021	Detectives and Criminal Investigators	1%
33-9032	Security Guards	1%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1%
43-9061	Office Clerks, General	1%

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

Exhibit A11. Priority Programs in 2025 Report[48] That Did Not Meet Criteria in the Current Study

TOP Code	TOP Title
2105.00	Administration of Justice
0430.00	Biotechnology and Biomedical Technology
0702.00	Computer Information Systems
0708.00	Computer Infrastructure and Support
0708.10	Computer Networking
0708.20	Computer Support
0934.40	Electrical Systems and Power Transmission
2105.30	Industrial and Transportation Security
0945.00	Industrial Systems Technology and Maintenance
1920.00	Ocean Technology
1205.10	Phlebotomy
1307.30	Resort and Club Management
0956.50	Welding Technology

48 "Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, March 2025, accessed June 1, 2026, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

Exhibit A12. Enrollment for Community Colleges in Imperial County, 2024-25[49]

	General Admit Students, All Programs	
	Enrollment, 2024-25	% of Enrollment
Total	11,572	100%
Gender[50]		
Female	6,226	55%
Male	5,036	45%
Race/Ethnicity[51]		
Hispanic	9,810	88%
White	1,059	9%
Black or African-American	169	2%
Two or More Races	57	1%
Asian	35	0.3%
Filipino	18	0.2%
Pacific Islander or Hawaiian Native	0	0%
American Indian or Alaska Native	0	0%
Total BIPOC[52]	*10,089*	*91%*
Age		
19 or Younger	3,622	31%
20 to 24	3,438	30%
25 to 34	2,247	19%
35 to 49	1,618	14%
50+	647	6%

49 General admit student enrollment by demographics at 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.

50 Excludes Non-Binary = 25; Unknown/Non-Respondent/Multiple Values Reported = 285

51 Excludes Unknown/Non-Respondent/Multiple Values Reported =424

52 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[53]	Enrollment, 2024-25	Underrepresented			
			Female	Male	Black / African American	19 or Younger
0102.00	Animal Science	No data				
0114.00	Forestry	No data				
0115.00	Natural Resources	317				
0303.00	Environmental Technology	No data				
0502.00	Accounting*	477			✔ Yes	
0506.30	Management Development and Supervision	No data				
0506.50	Retail Store Operations and Management*	No data				
0509.00	Marketing and Distribution	No data				
0509.20	Purchasing	No data				
0509.40	Sales and Salesmanship	No data				
0509.60	Display	No data				
0510.00	Logistics and Materials Transportation	No data				
0512.00	Insurance	No data				
0514.00	Office Technology/Office Computer Applications*	223		✔ Yes	✔ Yes	✔ Yes
0514.10	Legal Office Technology	No data				
0514.20	Medical Office Technology	No data				
0514.40	Office Management*	No data				

*=active or approved program in Imperial Valley College

53 San Diego and Imperial Counties Community Colleges Catalog, June 2026. Data for Imperial Valley College 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[53]	Enrollment, 2024-25	Underrepresented			
			Female	Male	Black / African American	19 or Younger
0518.00	Customer Service	No data				
0802.00	Educational Aide (Teacher Assistant)	No data				
0802.10	Educational Aide (Teacher Assistant), Bilingual	No data				
0946.00	Environmental Control Technology (HVAC)	112	✔ Yes		✔ Yes	
0946.10	Energy Systems Technology	No data				
0947.00	Diesel Technology*	29			✔ Yes	
0947.30	Heavy Equipment Operation	No data				
0947.50	Truck and Bus Driving	No data				
0948.00	Automotive Technology*	152	✔ Yes		✔ Yes	
0948.40	Alternative Fuels and Advanced Transportation Technology	No data				
0952.10	Carpentry	67			✔ Yes	
0952.20	Electrical*	148	✔ Yes		✔ Yes	
0952.30	Plumbing, Pipefitting, and Steamfitting	No data				
0956.00	Manufacturing and Industrial Technology	No data				
0956.80	Industrial Quality Control	No data				
1208.00	Medical Assisting*	42			✔ Yes	✔ Yes
1208.20	Administrative Medical Assisting	No data				
1221.00	Pharmacy Technology	No data				
1230.10	Registered Nursing*	531		✔ Yes	✔ Yes	
1230.20	Licensed Vocational Nursing*	31		✔ Yes		✔ Yes

*=active or approved program in Imperial Valley College

TOP Code	TOP Title[53]	Enrollment, 2024-25	Underrepresented			
			Female	Male	Black / African American	19 or Younger
1230.30	Certified Nurse Assistant	48		✔ Yes	✔ Yes	✔ Yes
1230.80	Home Health Aide*	14			✔ Yes	
1239.00	Psychiatric Technician	No data				
1240.10	Dental Assistant	No data				
1299.00	Other Health Occupations	No data				
1305.00	Child Development/Early Care and Education*	587		✔ Yes	✔ Yes	✔ Yes
1305.40	Preschool Age Children	No data				
1307.10	Restaurant and Food Services and Management	No data				
2104.00	Human Services	298		✔ Yes	✔ Yes	
2105.10	Corrections*	157	✔ Yes		✔ Yes	
2105.20	Probation and Parole	No data				
2105.40	Forensics, Evidence, and Investigation	No data				
2105.50	Police Academy*	46	✔ Yes		✔ Yes	✔ Yes
2133.00	Fire Technology*	62	✔ Yes			
2133.10	Wildland Fire Technology	No data				
2133.50	Fire Academy*	60			✔ Yes	
2199.00	Other Public and Protective Services	No data				
3005.00	Custodial Services	No data				
3007.00	Cosmetology and Barbering	No data				

*=active or approved program in Imperial Valley College

Exhibit A14. Priority Programs by Gender, PY 2024-25[54]

TOP	Program Title	Enrollment, 2024-25	% Female	% Male
0115.00	Natural Resources	317	56%	44%
0502.00	Accounting	477	56%	44%
0514.00	Office Technology/Office Computer Applications	223	73%	27%
0946.00	Environmental Control Technology (HVAC)	112	0%	100%
0948.00	Automotive Technology	152	15%	85%
0952.20	Electrical	148	0%	100%
1230.10	Registered Nursing	531	77%	23%
1230.20	Licensed Vocational Nursing	31	100%	0%
1230.30	Certified Nurse Assistant	48	100%	0%
1305.00	Child Development/Early Care and Education	587	92%	8%
2104.00	Human Services	298	66%	34%
2105.10	Corrections	157	46%	54%
2105.50	Police Academy	46	33%	67%
2133.00	Fire Technology	62	0%	100%
0947.00	Diesel Technology	29	N/A	N/A
0952.10	Carpentry	67	N/A	N/A
1208.00	Medical Assisting	42	N/A	N/A
1230.80	Home Health Aide	14	N/A	N/A
2133.50	Fire Academy	60	N/A	N/A

Note. Percentages exclude masked values. A value of 0% does not necessarily indicate that no students from that demographic group were enrolled.

54 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.

Exhibit A15. Priority Programs by Age, PY 2024-25[55]

TOP	Program Title	Enrollment, 2024-25	19 or Younger	20 to 24	25 to 34	35 to 49	50+
0115.00	Natural Resources	317	52%	30%	18%	0%	0%
0502.00	Accounting	477	39%	29%	18%	12%	2%
0514.00	Office Technology/Office Computer Applications	223	14%	21%	22%	33%	10%
0946.00	Environmental Control Technology (HVAC)	112	43%	41%	0%	16%	0%
0947.00	Diesel Technology	29	100%	0%	0%	0%	0%
0948.00	Automotive Technology	152	53%	36%	11%	0%	0%
0952.10	Carpentry	67	46%	54%	0%	0%	0%
0952.20	Electrical	148	34%	36%	21%	10%	0%
1208.00	Medical Assisting	42	0%	64%	36%	0%	0%
1230.10	Registered Nursing	531	27%	42%	24%	7%	0%
1230.20	Licensed Vocational Nursing	31	0%	100%	0%	0%	0%
1230.30	Certified Nurse Assistant	48	0%	100%	0%	0%	0%
1305.00	Child Development/Early Care and Education	587	26%	26%	25%	18%	4%
2104.00	Human Services	298	49%	25%	14%	8%	4%
2105.10	Corrections	157	41%	42%	17%	0%	0%
2105.50	Police Academy	46	0%	100%	0%	0%	0%
2133.00	Fire Technology	62	49%	51%	0%	0%	0%
2133.50	Fire Academy	60	45%	55%	0%	0%	0%

Note. Percentages exclude masked values. A value of 0% does not necessarily indicate that no students from that demographic group were enrolled.

55 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.

Exhibit A16. Priority Programs by Race/Ethnicity, PY 2024-25[56]

TOP	Program Title	Enrollment, 2024-25	% Hispanic	% White
0115.00	Natural Resources	317	84%	16%
0502.00	Accounting	477	95%	5%
0514.00	Office Technology/Office Computer Applications	223	95%	5%
0946.00	Environmental Control Technology (HVAC)	112	100%	0%
0947.00	Diesel Technology	29	100%	0%
0948.00	Automotive Technology	152	100%	0%
0952.10	Carpentry	67	100%	0%
0952.20	Electrical	148	100%	0%
1208.00	Medical Assisting	42	100%	0%
1230.10	Registered Nursing	531	97%	3%
1230.30	Certified Nurse Assistant	48	100%	0%
1230.80	Home Health Aide	14	100%	0%
1305.00	Child Development/Early Care and Education	587	95%	5%
2104.00	Human Services	298	95%	5%
2105.10	Corrections	157	100%	0%
2105.50	Police Academy	46	100%	0%
2133.00	Fire Technology	62	71%	29%
2133.50	Fire Academy	60	100%	0%

Note. Percentages exclude masked values. A value of 0% does not necessarily indicate that no students from that demographic group were enrolled.

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.

Exhibit A17. Priority Jobs that are AI Resilient, Recession-Resilient, Pandemic-Resilient, or Recession/Pandemic-Resilient Jobs[57]

SOC	Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession/Pandemic Resilient	AI Resilience
43-3031	Bookkeeping, Accounting, and Auditing Clerks		✔ Yes		Low
43-4051	Customer Service Representatives		✔ Yes		Low
31-9091	Dental Assistants	✔ Yes			High
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	✔ Yes	✔ Yes	✔ Yes	High
43-1011	First-Line Supervisors of Office and Administrative Support Workers	✔ Yes	✔ Yes	✔ Yes	Medium
41-1011	First-Line Supervisors of Retail Sales Workers		✔ Yes		Medium
11-9051	Food Service Managers		✔ Yes		High
53-3032	Heavy and Tractor-Trailer Truck Drivers		✔ Yes		High
31-1128	Home Health and Personal Care Aides		✔ Yes		High
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	✔ Yes	✔ Yes	✔ Yes	Medium
29-2061	Licensed Practical and Licensed Vocational Nurses	✔ Yes	✔ Yes	✔ Yes	High
31-9092	Medical Assistants	✔ Yes	✔ Yes	✔ Yes	High
43-6013	Medical Secretaries and Administrative Assistants	✔ Yes	✔ Yes	✔ Yes	Low
43-9061	Office Clerks, General		✔ Yes		Low
33-3051	Police and Sheriff's Patrol Officers	✔ Yes			High

57 "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.

SOC	Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession/Pandemic Resilient	AI Resilience
43-4171	Receptionists and Information Clerks		✔ Yes		Medium
29-1141	Registered Nurses	✔ Yes	✔ Yes	✔ Yes	High
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		✔ Yes		Medium
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	✔ Yes	✔ Yes	✔ Yes	Low
33-9032	Security Guards		✔ Yes		High
21-1093	Social and Human Service Assistants	✔ Yes			High
25-9045	Teaching Assistants, Except Postsecondary	✔ Yes			High
25-9044	Teaching Assistants, Postsecondary	✔ Yes			High

Exhibit A18. Comparing Equity Gaps[58] in Priority Jobs Between 2023[59] and 2024

SOC	Occupational Title	% 2023	% 2024	% Point Change
Females Underrepresented in Priority Jobs:				
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers*	35%	41%	+6%
33-1011	First-Line Supervisors of Correctional Officers*	31%	36%	+5%
33-3012	Correctional Officers and Jailers*	31%	35%	+4%
33-9031	Gambling Surveillance Officers and Gambling Investigators	30%	34%	+4%
15-1232	Computer User Support Specialists	26%	30%	+4%
33-3051	Police and Sheriff's Patrol Officers*	17%	20%	+3%
33-3021	Detectives and Criminal Investigators*	28%	31%	+3%
33-2011	Firefighters*	5%	7%	+2%
51-8013	Power Plant Operators	4%	5%	+1%
33-9032	Security Guards*	23%	24%	+1%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors*	19%	20%	+1%
47-2031	Carpenters*	1%	2%	+1%
49-3023	Automotive Service Technicians and Mechanics*	1%	1%	0%
33-9093	Transportation Security Screeners	35%	35%	0%
49-9041	Industrial Machinery Mechanics	2%	2%	0%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	6%	6%	0%
53-3032	Heavy and Tractor-Trailer Truck Drivers*	5%	5%	0%
47-2073	Operating Engineers and Other Construction Equipment Operators*	3%	3%	0%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers*	2%	2%	0%
51-4121	Welders, Cutters, Solderers, and Brazers	4%	4%	0%

*=priority job in 2025 and 2026 report

58 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.

59 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county.

SOC	Occupational Title	% 2023	% 2024	% Point Change
51-1011	First-Line Supervisors of Production and Operating Workers*	19%	19%	0%
47-2152	Plumbers, Pipefitters, and Steamfitters*	3%	3%	0%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*	22%	21%	-1%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers*	15%	14%	-1%
47-2111	Electricians*	4%	3%	-1%
47-2231	Solar Photovoltaic Installers*	7%	5%	-2%
Males Underrepresented in Priority Jobs:				
25-9044	Teaching Assistants, Postsecondary*	25%	29%	+4%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers*	40%	41%	+1%
31-9099	Healthcare Support Workers, All Other*	27%	28%	+1%
31-1128	Home Health and Personal Care Aides*	15%	16%	+1%
31-9091	Dental Assistants*	10%	11%	+1%
43-4171	Receptionists and Information Clerks*	9%	10%	+1%
29-2052	Pharmacy Technicians*	22%	22%	0%
25-9045	Teaching Assistants, Except Postsecondary*	11%	11%	0%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	4%	4%	0%
31-9097	Phlebotomists	23%	23%	0%
43-9061	Office Clerks, General*	16%	16%	0%
43-3031	Bookkeeping, Accounting, and Auditing Clerks*	11%	11%	0%
43-6013	Medical Secretaries and Administrative Assistants*	8%	8%	0%
25-2011	Preschool Teachers, Except Special Education*	3%	3%	0%
43-4051	Customer Service Representatives*	33%	32%	-1%
29-2061	Licensed Practical and Licensed Vocational Nurses*	13%	12%	-1%
29-1141	Registered Nurses*	13%	12%	-1%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	% Point Change
31-9092	Medical Assistants*	11%	10%	-1%
43-1011	First-Line Supervisors of Office and Administrative Support Workers*	34%	32%	-2%
21-1093	Social and Human Service Assistants*	24%	22%	-2%
31-1131	Nursing Assistants*	15%	13%	-2%
Age 55+ Overrepresented in Priority Jobs:				
29-1141	Registered Nurses*	27%	24%	-3%
43-6013	Medical Secretaries and Administrative Assistants*	28%	26%	-2%
29-2061	Licensed Practical and Licensed Vocational Nurses*	25%	23%	-2%
51-8013	Power Plant Operators	28%	27%	-1%
47-2111	Electricians*	27%	26%	-1%
47-2031	Carpenters*	28%	28%	0%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*	34%	34%	0%
25-9045	Teaching Assistants, Except Postsecondary*	24%	24%	0%
51-1011	First-Line Supervisors of Production and Operating Workers*	29%	29%	0%
43-9061	Office Clerks, General*	32%	32%	0%
43-4171	Receptionists and Information Clerks*	25%	25%	0%
21-1093	Social and Human Service Assistants*	25%	25%	0%
47-2152	Plumbers, Pipefitters, and Steamfitters*	26%	26%	0%
43-1011	First-Line Supervisors of Office and Administrative Support Workers*	28%	29%	+1%
49-9041	Industrial Machinery Mechanics	30%	31%	+1%
47-2073	Operating Engineers and Other Construction Equipment Operators*	30%	31%	+1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	31%	32%	+1%
53-3032	Heavy and Tractor-Trailer Truck Drivers*	32%	33%	+1%
31-1128	Home Health and Personal Care Aides*	35%	36%	+1%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	% Point Change
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	36%	37%	+1%
43-3031	Bookkeeping, Accounting, and Auditing Clerks*	40%	41%	+1%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors*	27%	28%	+1%
33-9032	Security Guards*	22%	24%	+2%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers*	29%	31%	+2%
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers*	38%	40%	+2%
BIPOC Underrepresented in Priority Jobs:				
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers*	75%	80%	+5%
33-2011	Firefighters*	49%	53%	+4%
33-3021	Detectives and Criminal Investigators*	58%	62%	+4%
33-3051	Police and Sheriff's Patrol Officers*	60%	64%	+4%
29-1141	Registered Nurses*	69%	73%	+4%
47-2031	Carpenters*	71%	75%	+4%
21-1093	Social and Human Service Assistants*	80%	84%	+4%
25-9045	Teaching Assistants, Except Postsecondary*	66%	69%	+3%
15-1232	Computer User Support Specialists	68%	71%	+3%
19-4099	Life, Physical, and Social Science Technicians, All Other	68%	71%	+3%
29-2061	Licensed Practical and Licensed Vocational Nurses*	75%	78%	+3%
31-9099	Healthcare Support Workers, All Other*	76%	79%	+3%
43-6013	Medical Secretaries and Administrative Assistants*	78%	81%	+3%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	59%	61%	+2%
33-1011	First-Line Supervisors of Correctional Officers*	62%	64%	+2%
47-2073	Operating Engineers and Other Construction Equipment Operators*	62%	64%	+2%
33-3012	Correctional Officers and Jailers*	68%	70%	+2%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	% Point Change
11-9051	Food Service Managers*	72%	74%	+2%
47-2111	Electricians*	73%	75%	+2%
33-9093	Transportation Security Screeners	79%	81%	+2%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*	58%	59%	+1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers*	64%	65%	+1%
25-9044	Teaching Assistants, Postsecondary*	67%	68%	+1%
43-5061	Production, Planning, and Expediting Clerks	69%	70%	+1%
43-1011	First-Line Supervisors of Office and Administrative Support Workers*	70%	71%	+1%
25-2011	Preschool Teachers, Except Special Education*	72%	73%	+1%
47-2152	Plumbers, Pipefitters, and Steamfitters*	75%	76%	+1%
43-9061	Office Clerks, General*	76%	77%	+1%
29-2052	Pharmacy Technicians*	76%	77%	+1%
33-9031	Gambling Surveillance Officers and Gambling Investigators	78%	79%	+1%
33-9032	Security Guards*	80%	81%	+1%
43-4171	Receptionists and Information Clerks*	81%	82%	+1%
43-3031	Bookkeeping, Accounting, and Auditing Clerks*	63%	63%	0%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers*	74%	74%	0%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers*	75%	75%	0%
51-1011	First-Line Supervisors of Production and Operating Workers*	76%	76%	0%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors*	76%	76%	0%
43-4051	Customer Service Representatives*	79%	79%	0%
51-8013	Power Plant Operators	62%	61%	-1%
49-3023	Automotive Service Technicians and Mechanics*	83%	82%	-1%
49-9041	Industrial Machinery Mechanics	77%	75%	-2%

*=priority job in 2025 and 2026 report

SOC	Occupational Title	% 2023	% 2024	% Point Change
41-1011	First-Line Supervisors of Retail Sales Workers*	69%	66%	-3%

Exhibit A19. Comparing Equity Gaps[60] in Priority Programs Between 2023-24[61] and 2024-25

TOP	Program Title	% 2023-24	% 2024-25	% Point Change
Females Underrepresented in Priority Programs:				
2105.50	Police Academy*	30%	33%	+3%
0952.20	Electrical*	0%	0%	0%
0956.50	Welding Technology	11%	9%	-2%
2105.00	Administration of Justice	46%	44%	-2%
0708.10	Computer Networking	24%	17%	-7%
Males Underrepresented in Priority Programs:				
1230.10	Registered Nursing*	21%	23%	+2%
1305.00	Child Development/Early Care and Education*	6%	8%	+2%
0514.00	Office Technology/Office Computer Applications*	26%	27%	+1%
1230.20	Licensed Vocational Nursing*	0%	0%	0%
1230.30	Certified Nurse Assistant*	21%	0%	-21%
Age 19 and Younger Underrepresented in Priority Programs:				
0502.00	Accounting*	34%	39%	+5%
2105.10	Corrections*	37%	41%	+4%

*=priority program in 2025 and 2026 report

60 Note that this exhibit does not show all priority programs in the 2025 priority jobs 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.

61 Note that the percentages in this report may differ from those reported in the 2025 priority jobs 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.

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.[62] 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 Imperial County residents aged 16 and over from the United States Census Bureau's American Community Survey (ACS).[63] The COE used ACS one-year estimates for 2024 in Imperial 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.[64] 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.[65] 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 12 projected annual job openings in Imperial County between 2024 and 2029; pays entry-level earnings at or above the living wage for a single adult in Imperial 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 Imperial County as benchmarks for comparison.

62 Lightcast 2026.2; QCEW, Non-QCEW, Self-Employed.

63 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.

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

65 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 56 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 in Imperial Valley College from DataVista in June 2026.[66] 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.[67,68] Previously, the San Diego & Imperial COE used full-time equivalent students (FTES) from California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart[69] 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 A19 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.

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.[70]

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

67 "Equity Gaps in Priority Jobs and Programs: Imperial County," San Diego & Imperial COE, July 2023, coeccc.net/san-diego-imperial/2023/07/equity-gaps-in-priority-jobs-and-programs-2.

68 "Priority Jobs and Programs: Addressing Equity Gaps for a Diverse Workforce in Imperial County," San Diego & Imperial COE, March 2025, coeccc.net/san-diego-imperial/2025/03/priority-jobs-and-programs-addressing-equity-gaps-for-a-diverse-workforce-imperial-county/.

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

70 "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.

PI = (Representation in Priority Job %) / (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 Imperial 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 a two-sided significance level of p-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. arxiv.org/abs/2303.10130
- 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
- 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/
- OECD (2016). The Risk of Automation for Jobs in OECD Countries (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.[71],[72] 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.

71 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.

72 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.