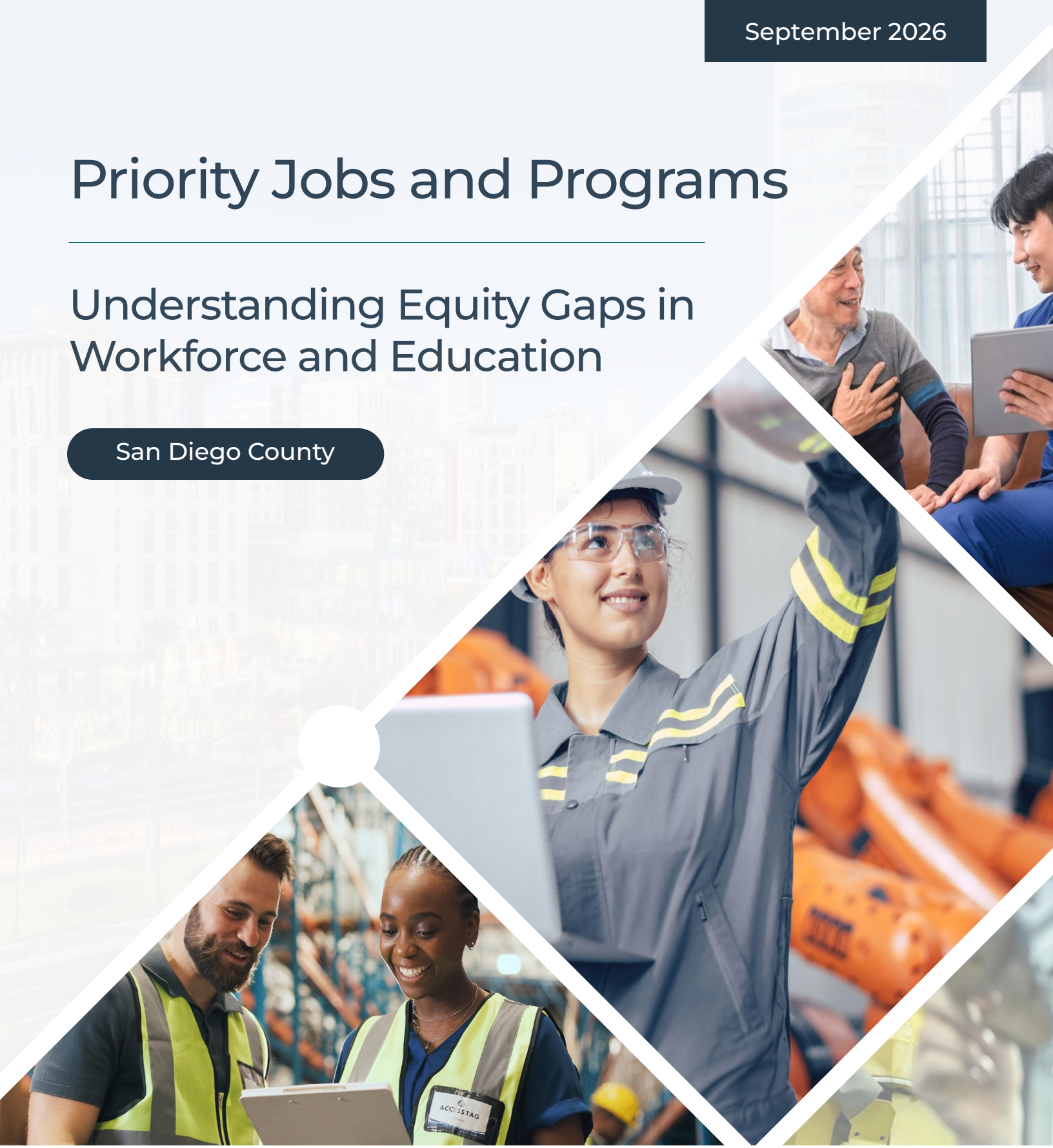
September 2026

# Priority Jobs and Programs

## Understanding Equity Gaps in Workforce and Education

San Diego County



SAN DIEGO & IMPERIAL CENTER OF EXCELLENCE

SAN DIEGO & IMPERIAL REGIONAL CONSORTIUM COMMUNITY COLLEGES

POWERED BY California Community Colleges

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# Executive Summary

Of the 1.8 million jobs in San Diego County, two out of five (40%) are middle-skill occupations. Middle-skill occupations are generally trainable by community colleges and typically require more than a high school diploma, but less than a bachelor's degree.[1] This study focuses on "priority jobs"—middle-skill occupations with at least 80 projected annual job openings, entry-level wages at or above the living wage[2] of $26.01 per hour, and fewer than five years of work experience typically required at entry. These high-demand, high-wage occupations represent strong employment opportunities for students seeking pathways to economic mobility.

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

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

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

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

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

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

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

# Introduction

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

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

Building on the 2025 Priority Jobs and 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 San Diego County;

2) Evaluate equity gaps related to age, gender, and race/ethnicity; and

3) Assess where equity gaps in priority jobs and programs have improved or persisted.

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

4 Definition also includes occupations that 1) have more than one-third of their existing labor force with an educational attainment of some college or associate degree and 2) require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs. 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 80 projected annual openings between 2024 and 2029 in San Diego County, entry-level earnings at or above the $26.01 hourly living wage for a single adult, and fewer than five years of work experience typically required at entry.

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

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

# Priority Jobs in San Diego County

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

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

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

## Fast Facts for 50 Priority Jobs in San Diego County

| Total Employment, 2024 | Projected Growth, 2024-2029 |
|---|---|
| 173,116 | 4% |

| Projected Demand, 2024-2029 | Avg. Entry-Level Earnings |
|---|---|
| 15,190 | $34.55 |

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

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

Exhibit 1 lists the 50 priority jobs identified in this study.[10] Of these, 40 also met the criteria in the 2025 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 San Diego County

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

*=priority job in 2025 report

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

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

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

*=priority job in 2025 report

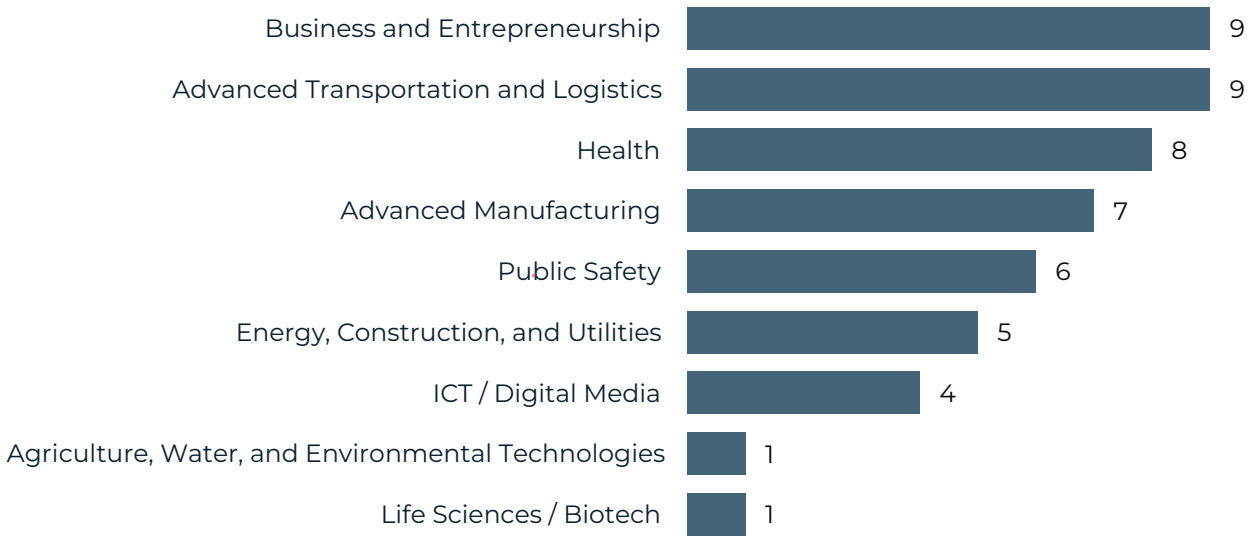
The San Diego & Imperial COE also examined priority jobs and programs in 2023[12] and 2025. Because the methodology has evolved across studies, Appendix B describes the methodological differences in the analyses. Exhibit A3 in the appendix lists the occupations included in the previous study that did not meet the criteria for the current study.

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

## Priority Jobs by Sector

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

### Exhibit 2. Number of Priority Jobs by Sector[13]




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

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

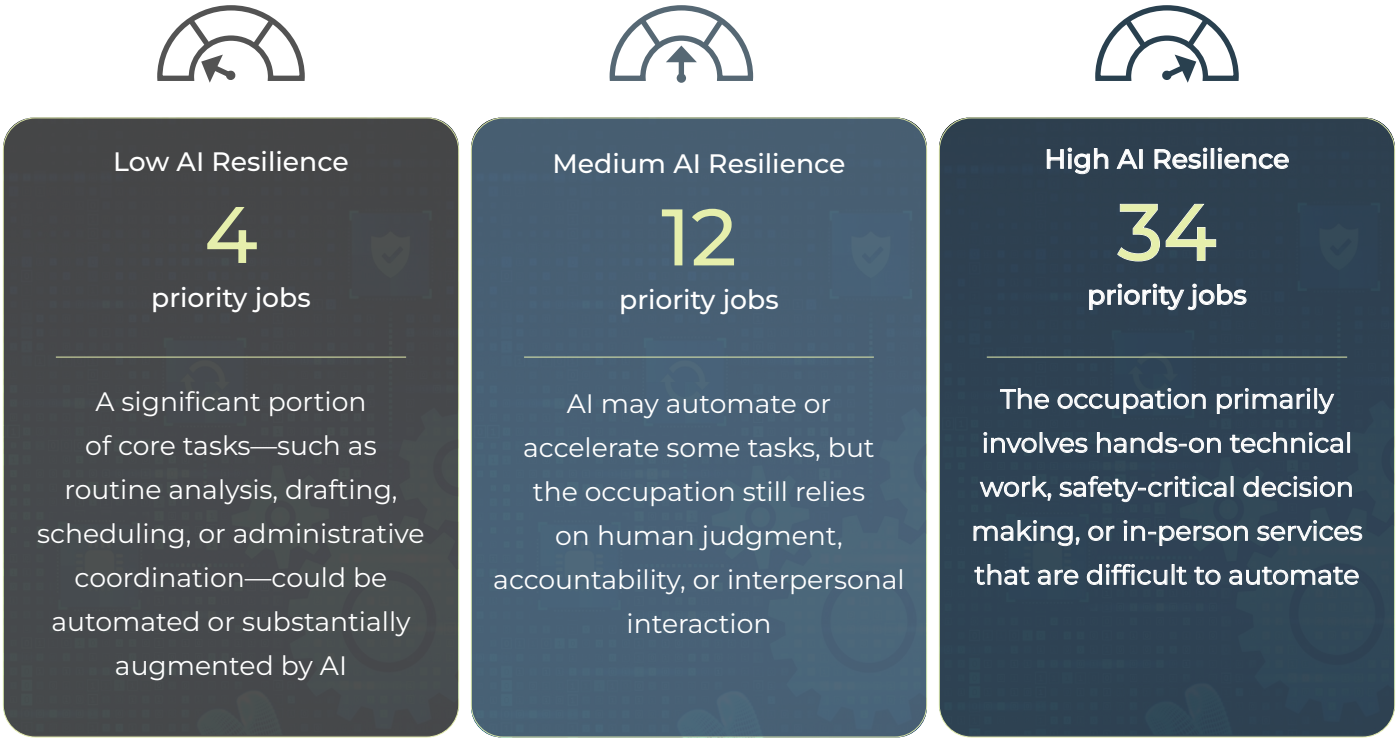
13 No priority jobs in the following sectors met all criteria: Education and Human Development and Retail, Hospitality, and Tourism.

## Priority Jobs and AI Resilience

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

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

Exhibit 4. Priority Jobs and AI Resilience




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

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

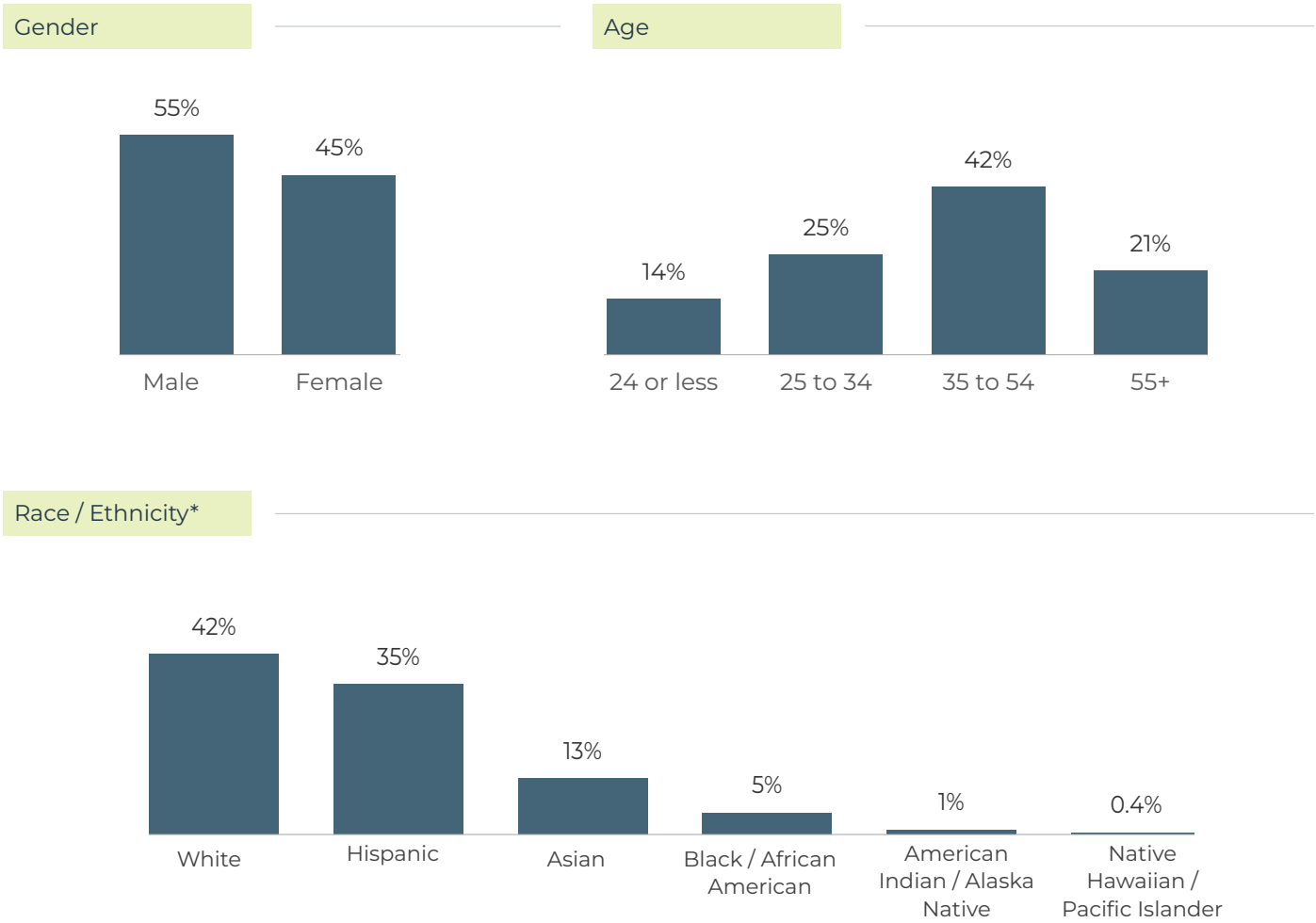
15 Brookings Institution. (2024). Generative AI, the American worker, and the future of work. brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work.

16 Ibid.

## Examining Equity Gaps in Priority Jobs

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

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




*Note. Race/ethnicity categories are not mutually exclusive. Hispanic includes individuals of any race, while racial categories include both Hispanic and non-Hispanic except White. Percentages reflect each group's share of the total labor force and do not sum to 100% due to overlapping categories. See Appendix A, Exhibit A5 for more details.

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

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

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

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

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

| Females | Males | BIPOC | Ages 55+ |
|---|---|---|---|
| 31 | 17 | 11 | 19 |
| priority jobs | priority jobs | priority jobs | priority jobs |

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

## Priority Jobs Underrepresented by Females

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

Exhibit 7. Priority Jobs Significantly Underrepresented by Females, 2024[20]

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

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

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

## Priority Jobs Underrepresented by Males

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

### Exhibit 8. Priority Jobs Significantly Underrepresented by Males[21]

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

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

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

## Priority Jobs Overrepresented by Ages 55+ (Retiring Workforce)

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

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

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

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

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

## Priority Jobs Underrepresented by BIPOC

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

Exhibit 10. Priority Jobs Significantly Underrepresented by BIPOC[23]

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

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

# Priority Programs in San Diego County

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

Exhibit 11. Priority Programs in San Diego County

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

*=priority program in 2025 report

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

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

*=priority program in 2025 report

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

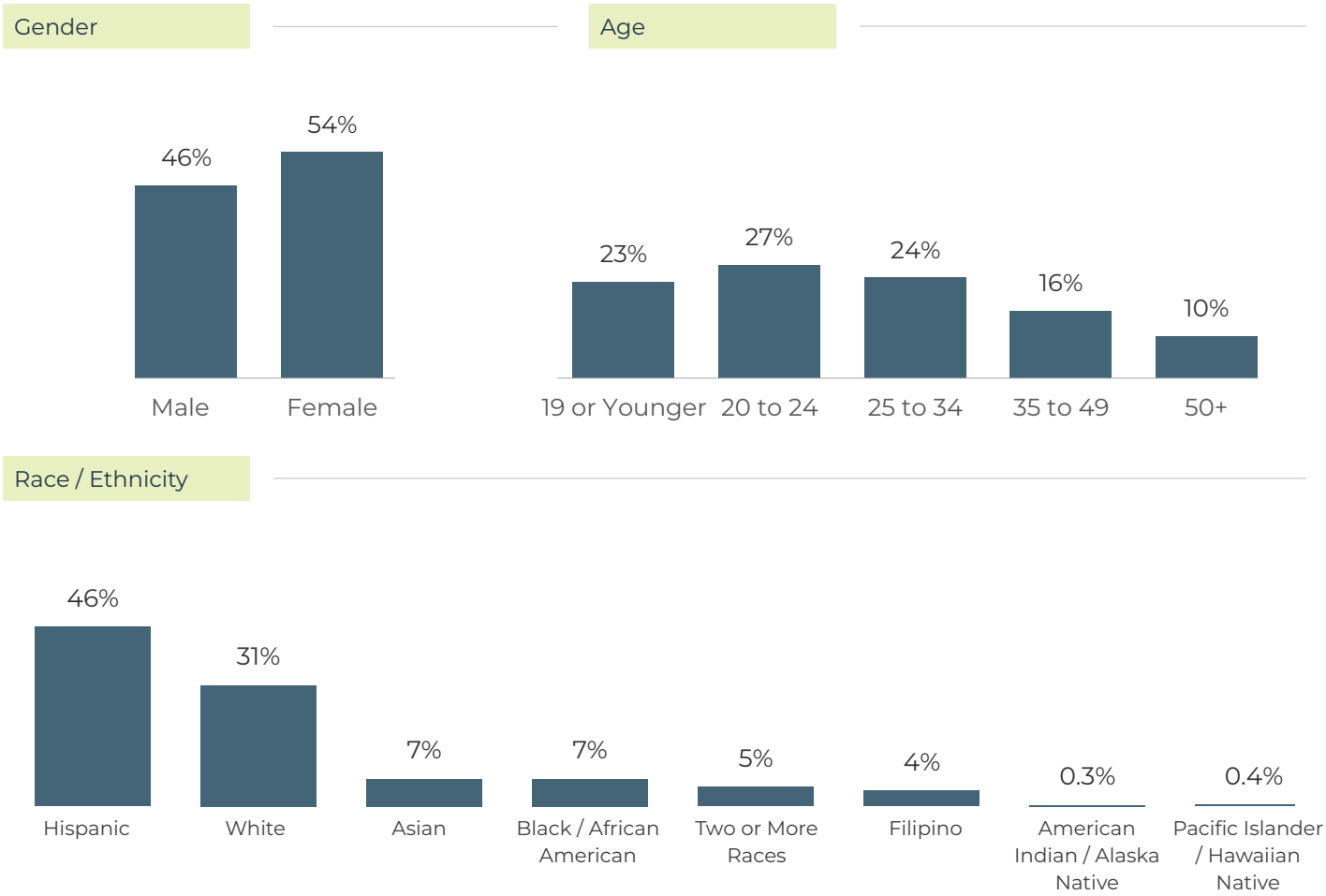
*=priority program in 2025 report

## Examining Equity Gaps in Priority Programs

This section outlines the demographic composition of general admit students[25] enrolled in community college programs in San Diego County. These community colleges include: Cuyamaca College, Grossmont College, MiraCosta College, Palomar College, San Diego City College, San Diego College of Continuing Education (SDCCE), San Diego Mesa College, San Diego Miramar College, and Southwestern College. Exhibit 12 provides the demographic benchmarks used in the analysis.

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

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




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

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

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

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

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

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

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

| Females | Males | BIPOC | Age 19 and Younger |
|---|---|---|---|
| 26 | 7 | 14 | 24 |
| priority programs | priority programs | priority programs | priority programs |

## Priority Programs Underrepresented by Females

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

Exhibit 14. Priority Programs Underrepresented by Females[28]

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

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

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

## Priority Programs Underrepresented by Males

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

### Exhibit 15. Priority Programs Underrepresented by Males[29]

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

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

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

## Priority Programs Underrepresented by 19 and Younger

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

Exhibit 16. Priority Programs Underrepresented by 19 and Younger[30]

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

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

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

## Priority Programs Underrepresented by BIPOC

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

Exhibit 17. BIPOC Students Underrepresented in Priority Programs[31]

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

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

# Recommendations

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

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

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

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

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

Community colleges and workforce partners may consider the following:

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

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

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

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

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

Community colleges and workforce partners may consider the following:

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

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

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

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

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

To guide conversations with employers, community colleges can consider:

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

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

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

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

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

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

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

Community colleges and workforce partners may consider the following:

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

## Conclusion

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

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

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

# Appendix A: Data Tables

## Exhibit A1. Labor Market Information for Priority Jobs in San Diego County, 2024-2029[35]

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

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

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

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

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

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

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

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

## Exhibit A2. Labor Market Information for Priority Jobs in San Diego County, 2024-2029[37]

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

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

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

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

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

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

## Exhibit A3. Priority Jobs in 2025 Report[39] That Did Not Meet the Criteria in the Current Study

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

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

## Exhibit A4. AI Resilience Ratings and Primary Exposure Drivers[40]

| SOC | Description | AI Resilience Rating | Primary AI Exposure Driver |
|---|---|---|---|
| 11-3012 | Administrative Services Managers | Medium | AI streamlines admin workflows; oversight remains |
| 53-2021 | Air Traffic Controllers | High | AI supports traffic flow; real-time safety coordination remains human-led |
| 49-3011 | Aircraft Mechanics and Service Technicians | High | Safety-critical diagnostics and physical aircraft repair persist |
| 17-3011 | Architectural and Civil Drafters | Low | CAD drafting and documentation are highly exposed to AI/generative design |
| 49-2091 | Avionics Technicians | High | Safety-critical diagnostics and repair persists |
| 19-4021 | Biological Technicians | High | Lab protocols + QA + physical procedures persist |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | High | Hands-on repair; AI augments diagnostics |
| 13-1028 | Buyers and Purchasing Agents | Medium | AI automates comparisons; negotiation and risk persist |
| 53-5021 | Captains, Mates, and Pilots of Water Vessels | High | Vessel navigation and safety decisions require real-time human judgment |
| 17-3022 | Civil Engineering Technologists and Technicians | High | Field testing and infrastructure troubleshooting require hands-on judgment |
| 13-1031 | Claims Adjusters, Examiners, and Investigators | Low | Claims review, documentation, and rules-based analysis are highly automatable |
| 53-2012 | Commercial Pilots | High | Automated systems assist; real-time safety judgment and accountability persist |
| 15-1232 | Computer User Support Specialists | Medium | AI chat support reduces tier-1; complex support persists |
| 33-3012 | Correctional Officers and Jailers | High | In-person supervision and safety work persists |
| 13-1051 | Cost Estimators | Medium | AI assists estimation; site/context nuance persists |
| 29-1292 | Dental Hygienists | High | In-person preventive care and procedures require physical execution |
| 33-3021 | Detectives and Criminal Investigators | Medium | AI supports case analysis; interviews, discretion, and accountability persist |

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

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

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

## Exhibit A5. Labor Force Participants in San Diego County, 2024[41]

| | Labor Force, San Diego County | |
|---|---|---|
| | Labor Force, 2024 | % of Labor Force |
| Total | 1,797,348 | 100% |
| **Gender** | | |
| Male | 984,405 | 55% |
| Female | 812,943 | 45% |
| **Race/Ethnicity[42]** | | |
| White, Non-Hispanic | 749,189 | 42% |
| Hispanic (Any race) | 620,234 | 35% |
| Two or More Races | 388,277 | 22% |
| Asian | 241,745 | 13% |
| Black or African American | 87,473 | 5% |
| American Indian or Alaska Native | 20,449 | 1% |
| Native Hawaiian or Other Pacific Islander | 7,533 | 0.4% |
| *Total BIPOC[43]* | *1,048,159* | *58%* |
| **Age*** | | |
| 19 or Younger | 63,788 | 4% |
| 20 to 24 | 172,180 | 10% |
| 25 to 34 | 441,284 | 25% |
| 35 to 54 | 750,688 | 42% |
| 55+ | 369,408 | 21% |

*May not total 100% due to rounding

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

42 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.

43 Black, Indigenous, and People of Color (BIPOC) includes all individuals except those identifying as White Alone, Non-Hispanic. The BIPOC share of the labor force was calculated by subtracting the White Alone, Non-Hispanic population from the total labor force.

Exhibit A6. Equity Gaps in Priority Jobs by Demographics

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

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

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

## Exhibit A7. Priority Jobs by Gender[44]

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

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

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

## Exhibit A8. Priority Jobs by Age[45]

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

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

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

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

## Exhibit A9. Priority Jobs by BIPOC[46]

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

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

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

## Exhibit A10. Priority Jobs with Underrepresentation by Race/Ethnicity[47]

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

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

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

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

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

## Exhibit A11. Priority Programs in 2025 Report[49] That Did Not Meet Criteria in the Current Study

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

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

## Exhibit A12. Enrollment for Community Colleges in San Diego County, 2024-25[50]

| | General Admit Students, All Programs | |
|---|---|---|
| | Enrollment, 2024-25 | % of Enrollment |
| Total | 169,220 | 100% |
| **Gender**[51] | | |
| Female | 88,526 | 54% |
| Male | 76,365 | 46% |
| **Race/Ethnicity**[52] | | |
| Hispanic | 75,020 | 46% |
| White | 50,104 | 31% |
| Asian | 11,342 | 7% |
| Black or African-American | 11,143 | 7% |
| Two or More Races | 8,759 | 5% |
| Filipino | 6,697 | 4% |
| Pacific Islander or Hawaiian Native | 738 | .4% |
| American Indian or Alaska Native | 438 | .3% |
| *Total BIPOC*[53] | *114,137* | 69% |
| **Age** | | |
| 19 or Younger | 39,255 | 23% |
| 20 to 24 | 46,038 | 27% |
| 25 to 34 | 39,713 | 24% |
| 35 to 49 | 26,829 | 16% |
| 50+ | 17,385 | 10% |

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

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

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

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

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

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

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

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

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

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

| TOP Code | TOP Title[54] | Enrollment, 2024-25 | Underrepresented | | | |
|---|---|---|---|---|---|---|
| | | | Female | Male | BIPOC | Age ≤ 19 |
| 0958.00 | Water and Wastewater Technology* | 519 | ✔ Yes | | | ✔ Yes |
| 0959.00 | Marine Technology | No data | | | | |
| 1209.00 | Hospital Central Service Technician | 25 | | | | |
| 1210.00 | Respiratory Care/Therapy* | 76 | | ✔ Yes | | |
| 1217.00 | Surgical Technician* | 30 | | ✔ Yes | | |
| 1222.00 | Physical Therapist Assistant* | 187 | | | | ✔ Yes |
| 1225.00 | Radiologic Technology* | 85 | | | | |
| 1230.10 | Registered Nursing* | 939 | | ✔ Yes | | ✔ Yes |
| 1230.20 | Licensed Vocational Nursing* | 604 | | ✔ Yes | | ✔ Yes |
| 1240.20 | Dental Hygienist* | 73 | | ✔ Yes | | |
| 2102.10 | Public Works* | No data | | | | |
| 2105.10 | Corrections* | 657 | ✔ Yes | | ✔ Yes | ✔ Yes |
| 2105.20 | Probation and Parole | No data | | | | |
| 2105.40 | Forensics, Evidence, and Investigation* | 249 | ✔ Yes | | | |
| 2105.50 | Police Academy* | 2,572 | ✔ Yes | | ✔ Yes | |
| 2133.00 | Fire Technology* | 2,310 | ✔ Yes | | ✔ Yes | ✔ Yes |
| 2133.10 | Wildland Fire Technology | 76 | | | ✔ Yes | |
| 2133.50 | Fire Academy* | 488 | ✔ Yes | | ✔ Yes | ✔ Yes |
| 2199.00 | Other Public and Protective Services* | No data | | | | |
| 3020.20 | Piloting* | 304 | ✔ Yes | | ✔ Yes | |
| 3020.30 | Air Traffic Control | No data | | | | |
| 3020.40 | Flight Attendant | No data | | | | |

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

## Exhibit A14. Priority Programs by Gender, PY 2024-25[55]

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

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

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

## Exhibit A15. Priority Programs by Age, PY 2024-25[56]

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

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

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

## Exhibit A16. Priority Programs by BIPOC, PY 2024-25[57]

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

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

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

## Exhibit A17. Top Priority Programs Underrepresented by Race/Ethnicity, PY 2024-25[58]

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

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

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

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

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

Exhibit A18. Priority Jobs that are AI Resilient, Recession-Resilient, Pandemic-Resilient, or Recession/Pandemic-Resilient Jobs[61]

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

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

## Exhibit A19. Comparing Equity Gaps[62] in Priority Jobs Between 2023[63] and 2024

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

*=priority job in 2025 and 2026 report

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

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

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

*=priority job in 2025 and 2026 report

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

*=priority job in 2025 and 2026 report

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

*=priority job in 2025 and 2026 report

## Exhibit A20. Comparing Equity Gaps[64] in Priority Programs Between 2023-24[65] and 2024-25

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

*=priority program in 2025 and 2026 report

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

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

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

*=priority program in 2025 and 2026 report

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

*=priority program in 2025 and 2026 report

# Appendix B: Methodology

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

## Procedures

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

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

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

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

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

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

To analyze program data, the San Diego & Imperial COE first downloaded general admit student enrollment data for the 2024-25 academic year across all San Diego & Imperial Counties Community Colleges from DataVista in June 2026.[70] At the time of analysis data was not available by county; therefore, the San Diego & Imperial COE downloaded program data for Imperial Valley College to isolate data for Imperial County. The San Diego & Imperial COE then calculated an estimate for San Diego County by subtracting Imperial Valley College data from regional estimates. Please note that in some cases data was masked due to small subgroup sizes, and these estimates may differ slightly if data by county becomes available in the future. Furthermore, to focus on the demographic categories of interest, the San Diego & Imperial COE calculated percentages for demographic categories by excluding the following categories: all masked values, unknown/non-respondent values, and multiple values reported. The San Diego & Imperial COE also combined categories that would be used for analysis. For example, BIPOC included the race/ethnic categories: Hispanic; Asian; Black or African American; Multi-Ethnicity; Filipino; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native. Age categories were also combined for ease of analysis.

Please note that enrollment data for this report differs from program data reported in prior years.[71,72] Previously, the San Diego & Imperial COE used full-time equivalent students (FTES) from California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart[73] because student enrollment data was unavailable by TOP code for the most recent year in DataVista. Following recent updates, these data are now available and will be used as a more accurate measure of student enrollment. To maintain comparability across study years, Exhibit A20 in the Appendix assesses program-level progress by comparing percentages for 2023–24 and 2024–25 calculated using general-admit student enrollment. As a result, these percentages may differ from the previous report.

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

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

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

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

## Equity Analysis

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

PI = (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 San Diego County. The COE then conducted z-tests to analyze differences in proportions, determining whether demographic groups represented within jobs and programs were statistically under- or overrepresented compared to the overall population (i.e., labor force participants or student enrollments). The significance level was set at a threshold of $p<.05$. At p-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

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

- International Labour Organization (2025). Generative AI and Jobs: A Refined Global Index of Occupational Exposure (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.[75],[76] Using this framework, each occupation was assigned an AI resilience rating based on the primary tasks associated with the occupation:

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

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

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

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**Important Disclaimers and Limitations**

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