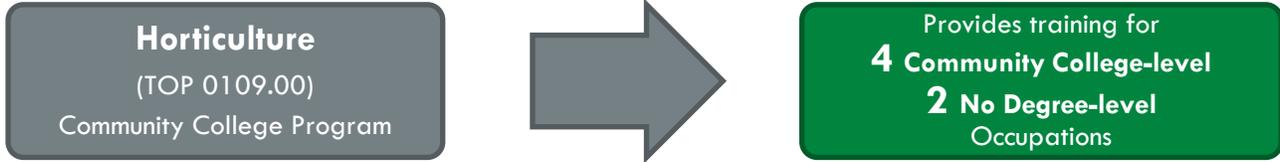


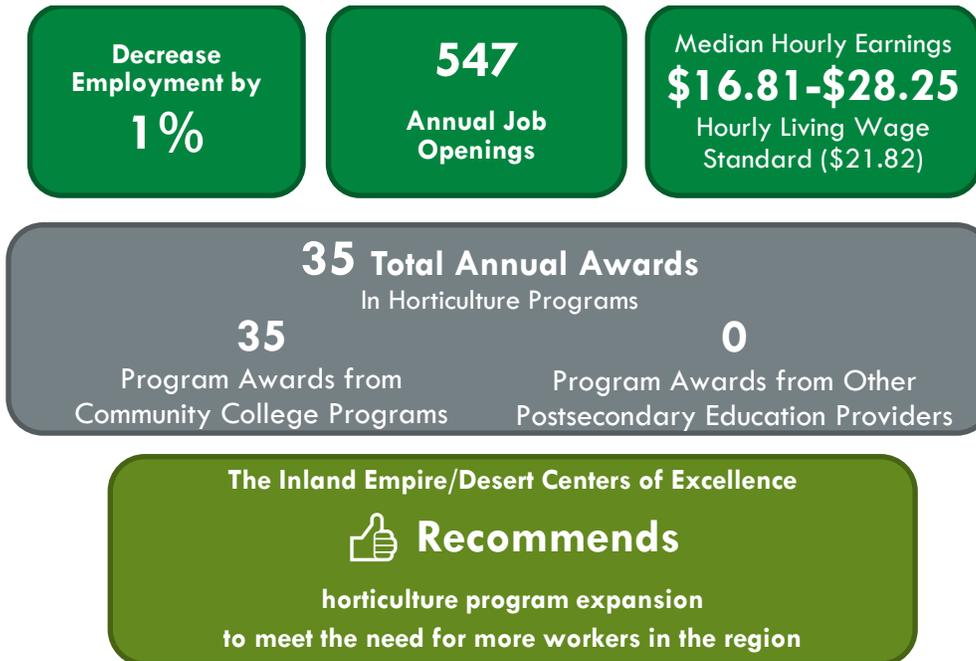
Horticulture

Inland Empire/Desert Region (Riverside and San Bernardino counties)

Summary



Over the next five years (2021-2026), community-college-level horticulture employment is projected to



Introduction

The California Community College horticulture program (TOP 0109.00) prepares students for employment through instruction related to the production of flowers, foliage, and related plant materials in fields and greenhouses for garden and ornamental purposes (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by horticulture programs lead to six distinct occupations, collectively referred to as the horticulture occupational group in this report. The horticulture occupational group is separated into no degree-level and community college-level occupations to illuminate job opportunities for individuals with varying levels of education.

The **community college-level horticulture occupations** are classified as technicians, first-line supervisors, or managers jobs. These jobs typically require a high school diploma and years of work experience or an associate degree and moderate on-the-job training to enter employment. Between 21% and 36% of

incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest level of education. The community college-level occupations included in the horticulture occupational group are:

- Agricultural Technicians (SOC 19-4012)
- Farmers, Ranchers, and Other Agricultural Managers (11-9013)
- First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)
- First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)

The **no degree-level horticulture occupations** in this report do not typically require formal education to enter employment but require short-term on-the-job training. These occupations may benefit from a community college program to immerse students in horticulture terminology and prepare them for various work tasks. Between 15% and 20% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest educational attainment. The no degree-level occupations included in the horticulture occupational group are:

- Farmworkers and Laborers, Crop, Nursery, and Greenhouse (SOC 45-2092)
- Landscaping and Groundskeeping Workers (37-3011)

This report's educational supply and employment demand portions focus solely on the community college-level jobs students are likely to obtain after completing a community college horticulture program.

In 2021, there were 25,285 total horticulture jobs in the region; approximately 20% of the regional horticulture jobs were community college-level, and 80% were no degree-level. Despite a projected 1% decrease in community college-level employment by 2026, 547 job openings are expected annually due to the region's replacement needs. Exhibit 1 displays the job counts, five-year projected job growth, openings, and the share of incumbent workers aged 55 years and older.

Exhibit 1: Five-year projections, Inland Empire/Desert Region, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Community College-level						
Farmers, Ranchers, and Other Agricultural Managers	2,673	2,511	(6%)	1,269	254	50%
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,577	1,711	9%	980	196	26%
First-Line Supervisors of Farming, Fishing, and Forestry Workers	599	588	(2%)	425	85	37%
Agricultural Technicians	92	95	3%	62	12	~18%
Community College-level Total	4,941	4,905	(1%)	2,736	547	40%
No Degree-level						
Landscaping and Groundskeeping Workers	12,702	13,779	8%	9,603	1,921	26%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	7,642	7,307	(4%)	5,943	1,189	25%
No Degree-level Total	20,344	21,086	4%	15,546	3,109	25%
Total	25,285	25,991	3%	18,282	3,656	28%

Source: Lightcast 2022.4

An online job advertisement (ad) search for jobs in the horticulture occupational group revealed the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the last 12 months, there were 100 job ads posted for the community college-level horticulture occupational group and 915 job ads posted for the no degree-level horticulture occupational group in the region.

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time to fill these jobs. On average, employers in the region fill open horticulture positions in 38 days, one day shorter than the statewide average time to fill. Time to fill information indicates regional employers likely face similar challenges filling open positions as other employers in California.

Exhibit 2: Job ads and time to fill, Inland Empire/Desert Region, December 2021 through November 2022

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Community College-level			
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	60	40	42
Farmers, Ranchers, and Other Agricultural Managers	33	39	33
Agricultural Technicians	4	29	46
First-Line Supervisors of Farming, Fishing, and Forestry Workers	3	-	62
Community College-level Total	100	39	39
No Degree-level			
Landscaping and Groundskeeping Workers	877	39	40
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	38	17	28
No Degree-level Total	915	38	39
Total	1,015	38	39

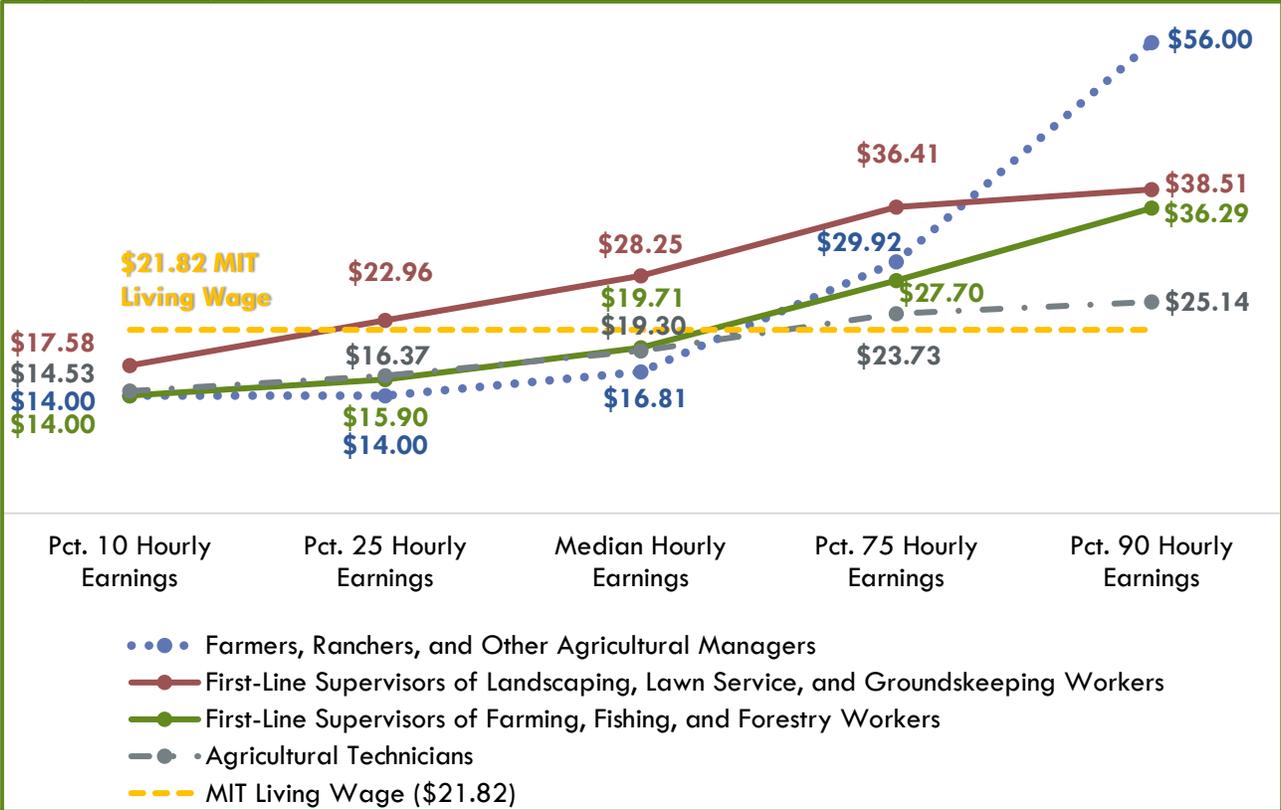
Source: Burning Glass – Labor Insights

Earnings

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California to be self-sufficient (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for the community college-level horticulture occupational group in the Inland Empire/Desert Region. The 75th percentile hourly earnings for the community college-level horticulture occupational group surpass the living wage standard, indicating that at least the top 25% of workers earn a living wage. The hourly earnings for first-line supervisors of landscaping, lawn service, and groundskeeping workers exceed the living wage standard at the 25th percentile.

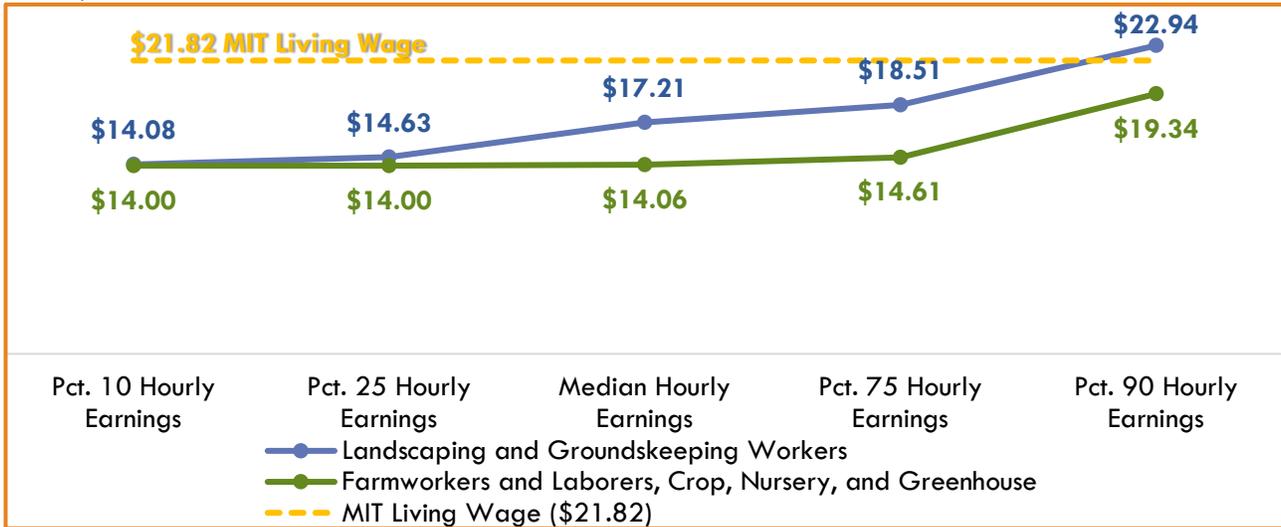
Exhibit 3: Hourly earnings by percentile for the community college-level horticulture occupational group, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.4

Exhibit 4 displays the hourly earnings for the no degree-level horticulture occupational group in the Inland Empire/Desert Region. The 90th percentile hourly earnings for landscaping and groundskeeping workers are above the living wage standard, indicating that the top 10% of workers earn a living wage. The hourly earnings for farmworkers and laborers, crop, nursery, and greenhouse do not surpass the living wage standard, indicating that these workers may struggle to support themselves.

Exhibit 4: Hourly earnings by percentile for the no degree-level horticulture occupational group, Inland Empire/Desert Region, 2021



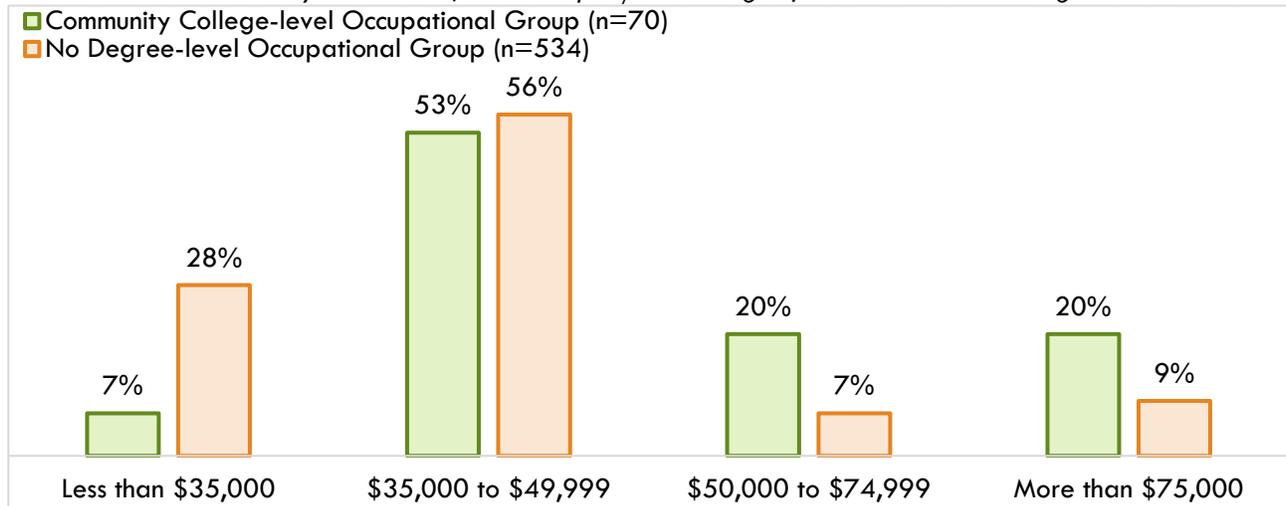
Source: Lightcast 2022.4

Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for the horticulture occupational group over the last 12 months.

Online job ad salary information reveals that employers are willing to pay community college-level horticulture workers \$55,000 annually and no degree-level horticulture workers \$43,000 annually. The advertised wages for the community college-level horticulture occupational group are above the region’s \$45,386 annual (\$21.82 hourly) living wage standard, while the advertised wages for no degree-level horticulture occupational group do not surpass this standard. Consider the salary information with caution since only 60% (604 out of 1,015) of job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 5: Advertised salary information, Inland Empire/Desert Region, December 2021 through November 2022



Source: Burning Glass – Labor Insights

Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 6 displays the job titles most frequently included in ads for the horticulture occupational group over the last 12 months. Displaying job titles may provide insight into the positions available to students after completing a program. The most frequently sought community college-level job title was landscaping crew leader, and the most frequently sought no degree-level job title was the groundskeeper.

Exhibit 6: Job titles most frequently included in job ads for the horticulture occupational group, Inland Empire/Desert Region, December 2021 through November 2022

Occupational Group	Top Job Titles
Community College-level Horticulture Occupations (n=100)	<ul style="list-style-type: none"> • Landscaping Crew Leader • Cultivation Technician • Landscape Construction Foreman • Landscape Foreman
No Degree-level Horticulture Occupations (n=915)	<ul style="list-style-type: none"> • Groundskeeper • Landscaper • Irrigation Technician • Grounds Specialist

Source: Burning Glass – Labor Insights

Exhibit 7 displays the employers that posted the most job ads during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. BrightView, a commercial landscaping company, posted the most job ads for the horticulture occupational group.

Exhibit 7: Employers posting the most job ads for the horticulture occupational group, Inland Empire/Desert Region, December 2021 through November 2022

Occupational Group	Top Employers
Community College-level Horticulture Occupations (n=100)	<ul style="list-style-type: none"> • BrightView • Park West • University of California, Riverside • Moon Valley Nurseries • Yaamava' Resort & Casino at San Manuel
No Degree-level Horticulture Occupations (n=915)	<ul style="list-style-type: none"> • BrightView • Yaamava' Resort & Casino at San Manuel • Marriott International • Park West

Source: Burning Glass – Labor Insights

Exhibit 8 lists a sample of specialized and employability skills employers seek for workers to fill positions in the horticulture occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

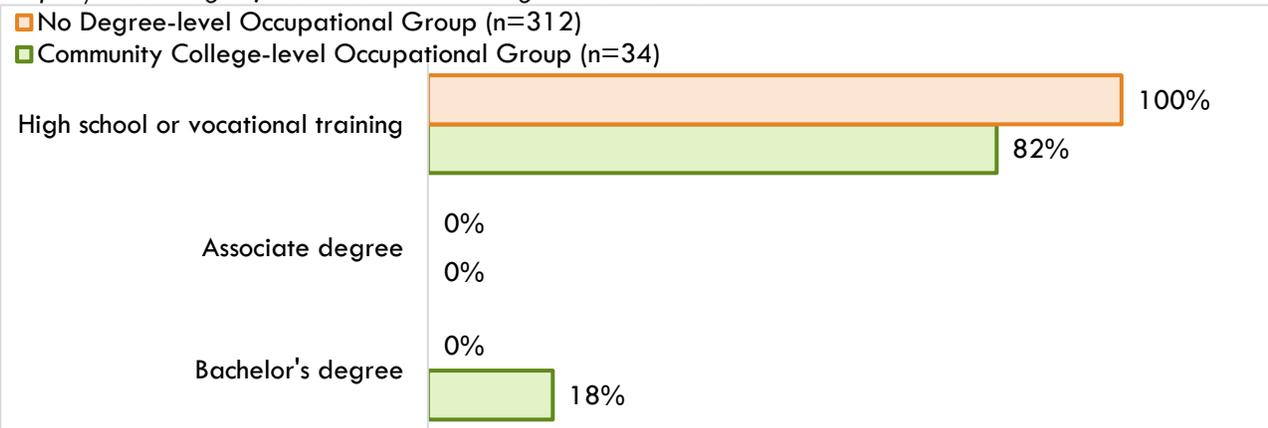
Exhibit 8: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, December 2021 through November 2022

Occupational Group	Specialized skills	Employability skills
Community College-level Horticulture Occupations (n=83)	<ul style="list-style-type: none"> Landscaping Production Management Scheduling Budgeting Farm Management 	<ul style="list-style-type: none"> Leadership Preventative Maintenance Detail-Oriented Planning Communication Skills
No Degree-level Horticulture Occupations (n=859)	<ul style="list-style-type: none"> Repair Irrigation Systems Hand Tools Customer Service Landscaping 	<ul style="list-style-type: none"> Physical Abilities Communication Skills Bilingual (English/Spanish) Teamwork/Collaboration Planning

Source: Burning Glass – Labor Insights

Exhibit 9 displays the minimum advertised education requirements for the horticulture occupational group. Only 34% of employer job ads (336 job ads) contained minimum education requirements. Most job ads for the horticulture occupational group (82% to 100%) sought candidates with a high school diploma or vocational training.

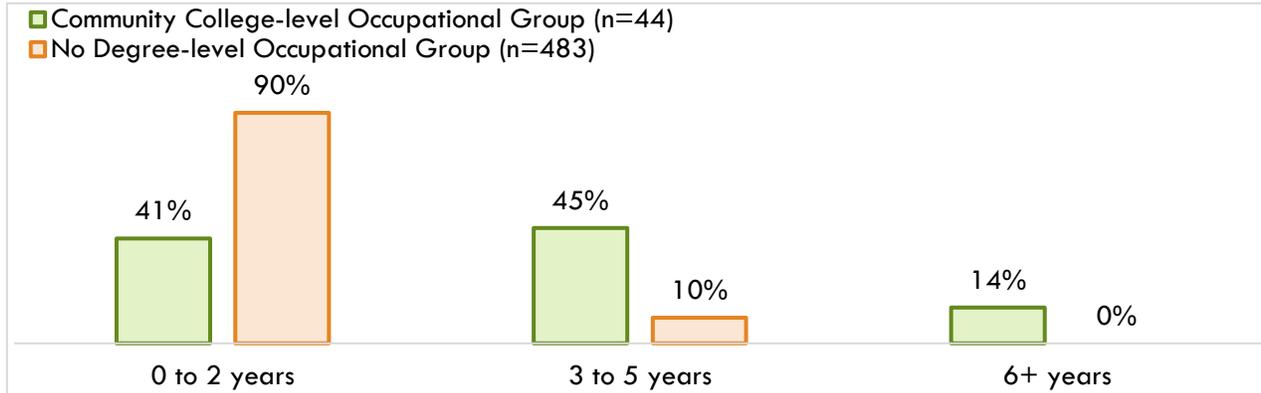
Exhibit 9: Minimum advertised education requirements for the horticulture occupational group, Inland Empire/Desert Region, December 2021 through November 2022



Source: Burning Glass – Labor Insights

Exhibit 10 displays the real-time work experience requirements from employer job ads. Approximately 90% of job ads for the no degree-level occupational group sought candidates with zero to two years of previous work experience. Nearly half of employers (45%) posting job ads for the community college-level horticulture occupational group sought candidates with three to five years of previous work experience, while 41% of employers indicated they were willing to accept horticulture workers with zero to two years of previous work experience.

Exhibit 10: Real-time work experience requirements, Inland Empire/Desert Region, December 2021 through November 2022



Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 11 displays student completions for regional horticulture (TOP 0109.00) programs over the last three academic years, 2019-2022. Regional community colleges have issued 35 awards annually in horticulture programs over the previous three academic years (2019-22). Program completion and student outcome methodologies can be found in the appendix.

Exhibit 11: Annual average community college awards for horticulture programs, Inland Empire/Desert Region, Academic Years 2019-2022

TOP 0109.00 – Horticulture (Local Program Title)	Academic Year 2019-20	Academic Year 2020-21	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
College of the Desert (Arborist Technician/Environmental Horticulture/ Landscape & Irrigation Technician/Pest Management Technician)				24
Associate Degree	4	6	5	5
Certificate 30 < 60-semester units	7	1	1	3
Certificate 16 < 30-semester units	31	8	10	16
Mt. San Jacinto (Horticulture)				2
Associate Degree	0	0	3	1
Certificate 16 < 30-semester units	0	0	2	1
Victor Valley (Environmental Horticulture/Environmental Horticulture and Landscaping)				9
Associate Degree	13	5	8	9
Certificate 6 < 18-semester units	1	0	0	0
Total	56	20	29	35

Source: MIS Data Mart, COCI

California program outcome data may provide helpful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12: 0109.00 – Horticulture strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2019-2020 (Unless Noted)

Strong Workforce Program Metrics: 0109.00 – Horticulture Academic Year 2019-20, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2020-21)	237	5,370
Completed 9+ career education units in one year (2020-21)	32%	32%
Students who attained a noncredit workforce milestone in a year (2020-21)	-	63%
Students who earned a degree, certificate, or attained apprenticeship (2020-21)	15	116
Transferred to a four-year institution (transfers)	-	333
Job closely related to the field of study (2018-19)	100%	66%
Median annual earnings (all exiters)	\$42,620	\$36,694
Median change in earnings (all exiters)	63%	19%
Attained a living wage (completers and skills-builders)	75%	46%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Other postsecondary institutions may utilize the applied horticulture/horticulture operations, general CIP code (01.0601) for their horticulture programs. However, over the last three academic years, no other regional postsecondary education institutions issued awards using this program code. The following is the program description for applied horticulture/horticulture operations, general CIP programs.

A program that focuses on the general production and processing of domesticated plants, shrubs, flowers, foliage, trees, groundcovers, and related plant materials; the management of technical and business operations connected with horticultural services; and the basic scientific principles needed to understand plants and their management and care (IPEDS, 2022).

Summary of Findings

Community college horticulture programs provide the knowledge, skills, and abilities that prepare students for employment in four community college-level occupations. The community college-level horticulture occupational group is expected to have 547 annual job openings through 2026, despite decreasing employment by 1%. The 75th percentile hourly earnings for the community college-level horticulture occupational group surpass the living wage standard, indicating that at least the top 25% of workers earn a living wage. The hourly earnings for first-line supervisors of landscaping, lawn service, and groundskeeping workers exceed the living wage standard at the 25th percentile. Online job ad salary information reveals that employers are willing to pay the community college-level horticulture occupational group \$55,000 annually, above the region's \$45,386 annual living wage (\$21.82 hourly).

Regional community colleges have issued 35 awards annually in horticulture (TOP 0109.00) programs over the previous three academic years (2019-22). No other regional postsecondary educational institutions issued awards related to horticulture training over the last three academic years.

The COE recommends expanding horticulture programs to meet the regional demand for community college-level horticulture workers. Colleges considering horticulture programs should meet with relevant employers to ensure that students are equipped with the requisite skills to earn a living wage shortly after exiting a program.

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for horticulture occupations

Occupation Definitions (SOC code), Education and Training Requirements, Community College Education Attainment

Farmers, Ranchers, and Other Agricultural Managers (11-9013)

Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, timber tracts, or other agricultural establishments. May hire, train, and supervise farm workers or contract for services to carry out the day-to-day activities of the managed operation. May engage in or supervise planting, cultivating, harvesting, and financial and marketing activities.

Sample job titles: Aquaculture Director, Farm Manager, Farm Operations Technical Director, Fish Hatchery Manager, Greenhouse Manager, Harvesting Manager, Hatchery Manager, Hatchery Supervisor, Nursery Manager, Ranch Manager

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Work Experience: Five years or more

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 31%

Agricultural Technicians (19-4012)

Work with agricultural scientists in plant, fiber, and animal research, or assist with animal breeding and nutrition. Set up or maintain laboratory equipment and collect samples from crops or animals. Prepare specimens or record data to assist scientists in biology or related life science experiments. Conduct tests and experiments to improve yield and quality of crops or to increase the resistance of plants and animals to disease or insects.

Sample job titles: Agricultural Research Technician, Agricultural Research Technologist, Agricultural Technician, Laboratory Technician (Lab Tech), Research Assistant, Research Associate, Research Specialist, Research Technician, Seed Analyst

Entry-Level Educational Requirement: Associate degree

Training Requirement: Between one- and twelve months of on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 36%

First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)

Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering

inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.

Sample job titles: Field Manager, Golf Course Superintendent, Grounds Crew Supervisor, Grounds Foreman, Grounds Maintenance Supervisor, Grounds Manager, Grounds Supervisor, Groundskeeper Supervisor, Landscape Manager, Landscape Supervisor

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Work Experience: Less than five years

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 30%

Landscaping and Groundskeeping Workers (37-3011)

Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.

Sample job titles: Gardener, Greenskeeper, Grounds Maintenance Worker, Grounds Person, Grounds Specialist, Grounds Worker, Groundskeeper, Landscape Specialist, Landscape Technician, Outside Maintenance Worker

Entry-Level Educational Requirement: No formal education credential

Training Requirement: Less than one-month on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 20%

First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)

Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers.

Sample job titles: Animal Research Facility Supervisor, Cattle Manager, Farm Supervisor, Fish Hatchery Manager, Harvesting Supervisor, Hatchery Manager, Logging Crew Foreman, Logging Supervisor, Pest Management Supervisor, Wildlife Manager

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Work Experience: Less than five years

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 21%

Farmworkers and Laborers, Crop, Nursery, and Greenhouse (45-2092)

Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities.

Sample job titles: Farm Laborer, Farmer, Field Irrigation Worker, Gardener, Greenhouse Worker, Grower, Harvester, Nursery Worker, Orchard Worker, Picker

Entry-Level Educational Requirement: No formal education credential

Training Requirement: Less than one-month on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 15%

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and is based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2022a).

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear

online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for the horticulture occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Community College-level									
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	2,673	(162)	(6%)	254	\$14.00 to \$56.00	\$16.81	\$56,200	High school diploma or equivalent & None	Five years or more
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	1,577	134	9%	196	\$17.58 to \$38.51	\$28.25	\$60,100	High school diploma or equivalent & None	Less than five years
First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)	599	(11)	(2%)	85	\$14.00 to \$36.29	\$19.71	\$47,500	High school diploma or equivalent & None	Less than five years
Agricultural Technicians (19-4012)	92	3	3%	12	\$14.53 to \$25.14	\$19.30	\$42,800	Associate's degree & One to twelve months	None
Community College-level Total	4,941	(36)	(1%)	547	-	-	-	-	-
No Degree-level									
Landscaping and Groundskeeping Workers (37-3011)	12,702	1,077	8%	1,921	\$14.08 to \$22.94	\$17.21	\$37,400	No formal educational credential & One month or less	None
Farmworkers and Laborers, Crop, Nursery, and Greenhouse (45-2092)	7,642	(335)	(4%)	1,189	\$14.00 to \$19.34	\$14.06	\$30,500	No formal educational credential & One month or less	None
No Degree-level Total	20,344	742	4%	3,109	-	-	-	-	-
Total	25,285	706	3%	3,656	-	-	-	-	-

Source: Lightcast 2022.4