

Labor Market Analysis for:
1306.20 Dietetic Services and Management
Inland Empire/Desert Center of Excellence, Oct 2024
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Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	<input type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be 53 annual job openings throughout the Inland Empire/Desert region, which is more than the 1 annual average award conferred by educational institutions over the last 3 years . Supply data includes both community college awards (1) and non-community college awards (0).	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> All (100%) of annual job openings for these two occupations have entry-level hourly wages above the IE/D living wage of 13.74. ¹	
Education	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> Most job postings for target occupations require an associate degree (86%) . See exhibits 8 and 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor’s degree)
 - Dietetic Technicians (29-2051)

Summary of findings

Demand

- The number of jobs related to the listed occupation is projected to increase 15% through 2028, with 53 annual job openings (new and replacement jobs).
- Hourly entry-level wages for the occupation are above living wage at the 25th percentile hourly wage projected to be \$17.21 in IE/D.
- There were 25 online job postings from 3 employers over the past 12-months with the highest postings for dietary aides and dieticians.
- Most job postings for target occupations require an associate degree (86%), followed by high school diploma or equivalent (14%), and bachelor’s degree (0%).

Supply

- On average, there was 1 annual award conferred by educational institutions over the last 3 years in related fields: 1 from community colleges and 0 other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2021-22 academic year earned a median annual wage of \$43,383 (\$20.86 per hour).
- 100% of students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in dietetic management occupations are Hispanic/Latino or White (62%), “early career” or “mid-career” age categories (69%), and female (73%). Because of a lack of student demographic data, this report is unable to provide a similar profile of students in the most recent year.

¹ While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. For these reasons, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Dietetic Services and Management (TOP 1306.20) programs prepare students for employment in programs providing training in institutional food services and the management and supervision of such services, as Dietary Managers, Dietary Service Supervisors, and similar positions. Includes food services in schools, hospitals, nursing facilities, and other noncommercial settings. (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Dietetic Services and Management programs lead to employment in occupations related to dietetic management.

Job Demand

In 2023, there were 400 jobs in occupations related to dietetic management in the IE/D region. Regional employment for this occupation group is projected to increase by 15% through 2028 with 53 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupation related to dietetic management, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Dietetic Technicians	29-2051	400	441	10%	265	53

SOURCE: LIGHTCAST 2024.2

Job Postings

The following analysis for occupations related to dietetic management using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to dietetic management over the last 12 months and the median posting duration. Over the previous 12 months, there were 25 unique job postings for occupations related to dietetic management in the region from 3 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Sep 2023 – Aug 2024

Job Title	Job Ads	Median Posting Duration
Dietetic Technicians	25	20 days

SOURCE: LIGHTCAST 2024.2

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3a displays the hourly earnings for occupations related to medical imaging and Exhibit 3b displays the hourly earnings for job postings of the same occupations and compares both to the UW Self-Sufficiency Standard for the IE/D³ and the MIT IE/D living wage of \$25.73.⁴ The living wage criteria is determined using the data in exhibit 3a but Exhibit 3b is also shown to provide regional context using job posting data.

Exhibit 3a. Projected hourly earnings by percentile, IE/D Region, 2023

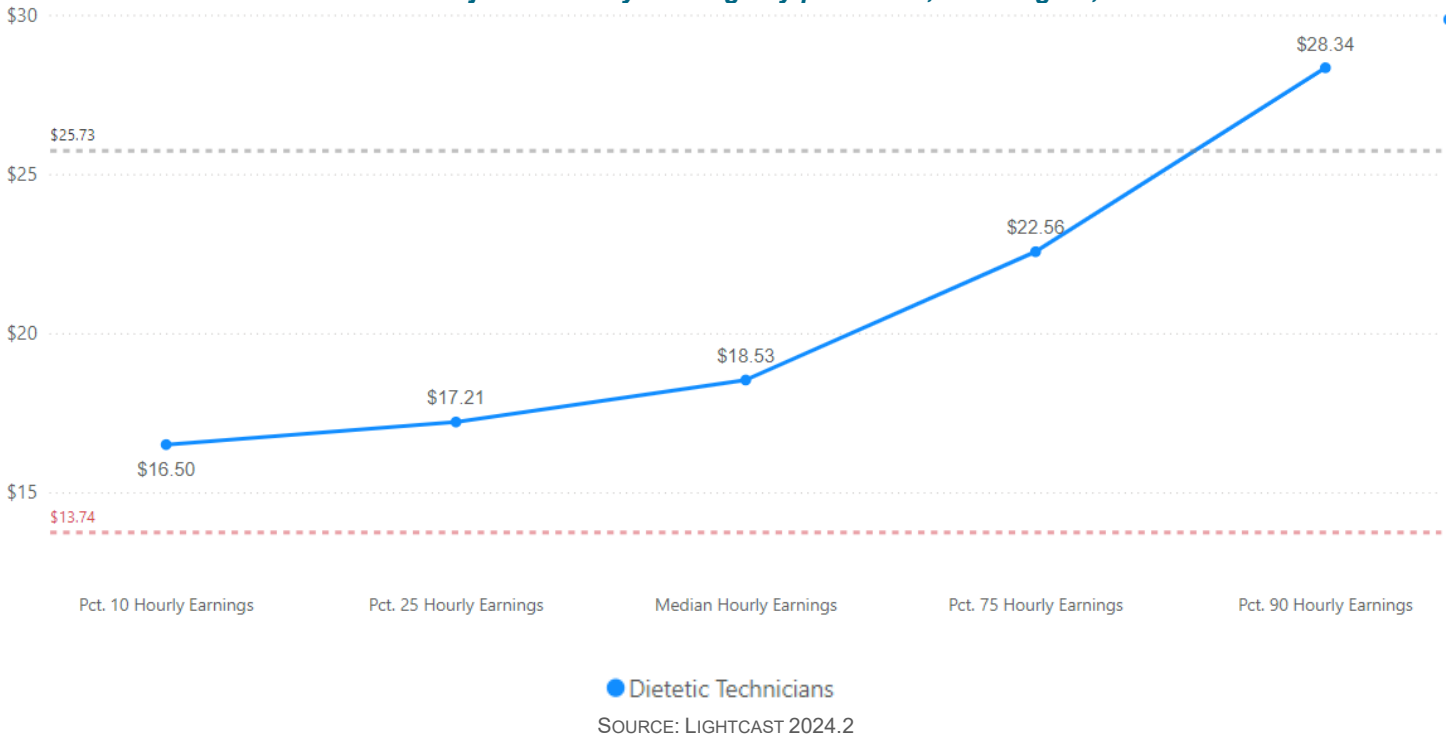
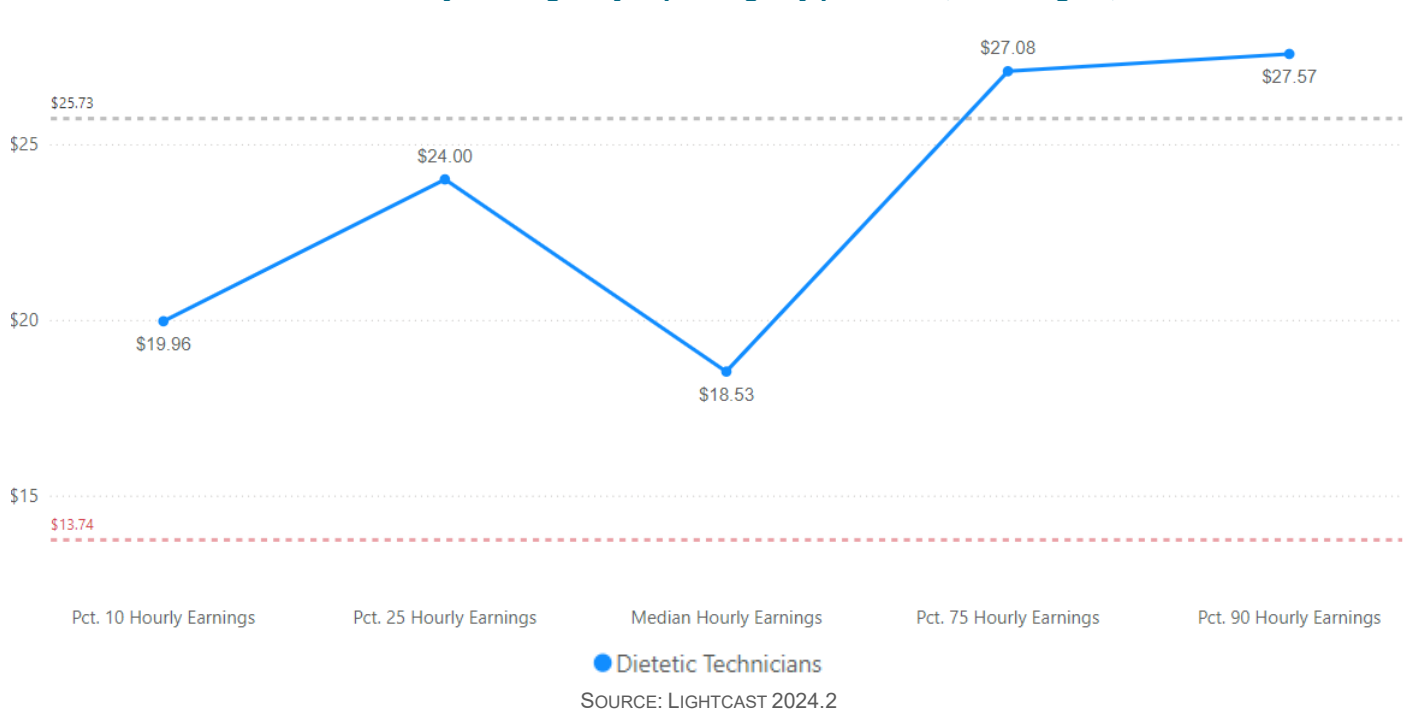


Exhibit 3b. Hourly earnings of job postings by percentile, IE/D Region, 2023



³ While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. While the COE uses this standard for the LMI Wage criteria. For these reasons, this report provides an alternative living wage calculation from MIT in the analysis as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3a). However, the occupation was not above the MIT living wage for an adult with no children (\$25.73) in projected wages (see Exhibit 3a).

Advertised Salary from Online Job Ads

Job posting data was reviewed to determine what income levels are being advertised by employers in the region, however there was insufficient data provided by Lightcast to determine a salary range for this occupation.

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to dietetic management over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Sep 2023 – Aug 2024

Job Title	Unique Postings
Diet Technicians	17
Clinical Nutrition Managers	2
Dietetic Technicians	2
Nutrition Ambassadors	2
Informatics Associates	1
Nutrition Specialists	1

SOURCE: LIGHTCAST 2024.2

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Loma Linda University Health and the County of Riverside had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Sep 2023 – Aug 2024

Top Companies Posting [Give Feedback](#)

Company	Total/Unique (Sep 2023 - Aug 2024)	Posting Intensity	Median Posting Duration
Loma Linda University Health	118 / 22	5 : 1	20 days
County Of Riverside	7 / 2	4 : 1	n/a
Apple Valley Unified School District	1 / 1	1 : 1	n/a

SOURCE: LIGHTCAST 2024.2

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

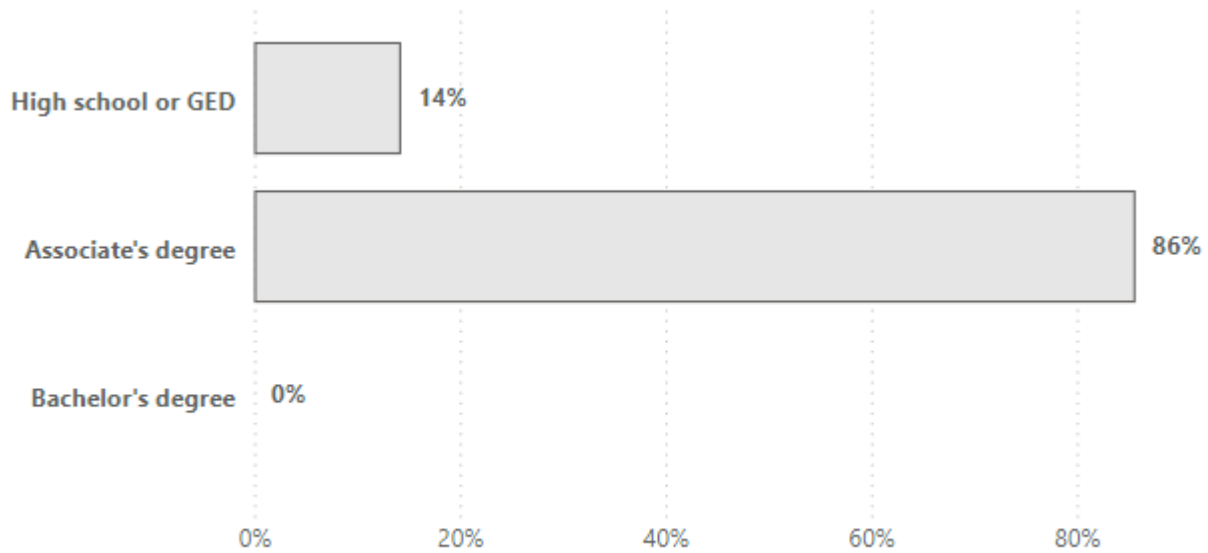
Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Sep 2023 – Aug 2024

Common skills	Total Postings	Skill Growth Relative to Market
Detail Oriented	20	Stable
Troubleshooting (Problem Solving)	20	Growing
English Language	19	Growing
Writing	19	Growing
Assertiveness	17	Stable
Calculators	17	Growing
Critical Thinking	17	Rapidly Growing
Typewriters	17	Stable
Communication	16	Lagging
Spanish Language	14	Lagging
Specialized skills	Total Postings	Skill Growth Relative to Market
Ability To Distinguish Colors	20	Growing
Medical Nutrition Therapy	19	Lagging
Dietetics	18	Stable
Medical Records	18	Growing
General Mathematics	17	Growing
Asepsis	12	Growing
Patient Education And Counseling	10	Growing
Food Science	9	Growing
Meal Planning And Preparation	9	Growing
Nutritional Science	9	
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	3	Growing
Microsoft Outlook	3	Rapidly Growing
Microsoft PowerPoint	3	Rapidly Growing
System Software	1	Growing

SOURCE: LIGHTCAST 2024.2

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with an associate degree (86%), significantly greater to high school diploma or equivalent (14%) and none found requiring a bachelor's degree (0%).

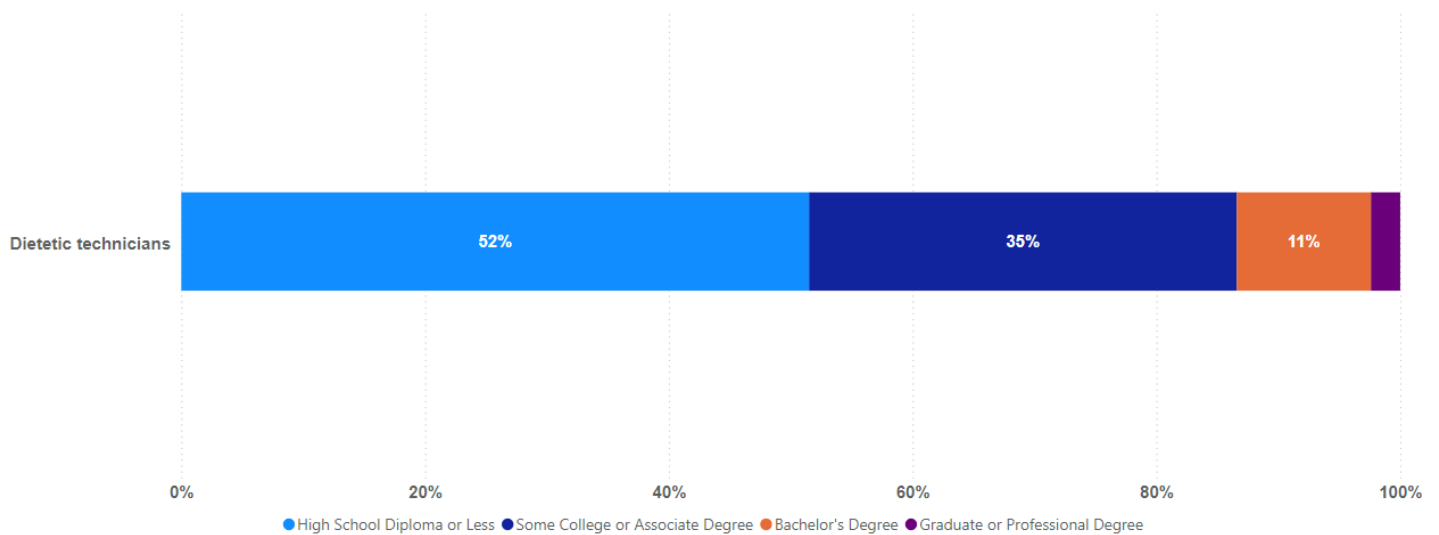
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Sep 2023 – Aug 2024



SOURCE: LIGHTCAST 2024.2

For the middle-skill occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupation of interest indicates that an estimated 35% of workers have completed some college or an associate degree as their highest level of education.

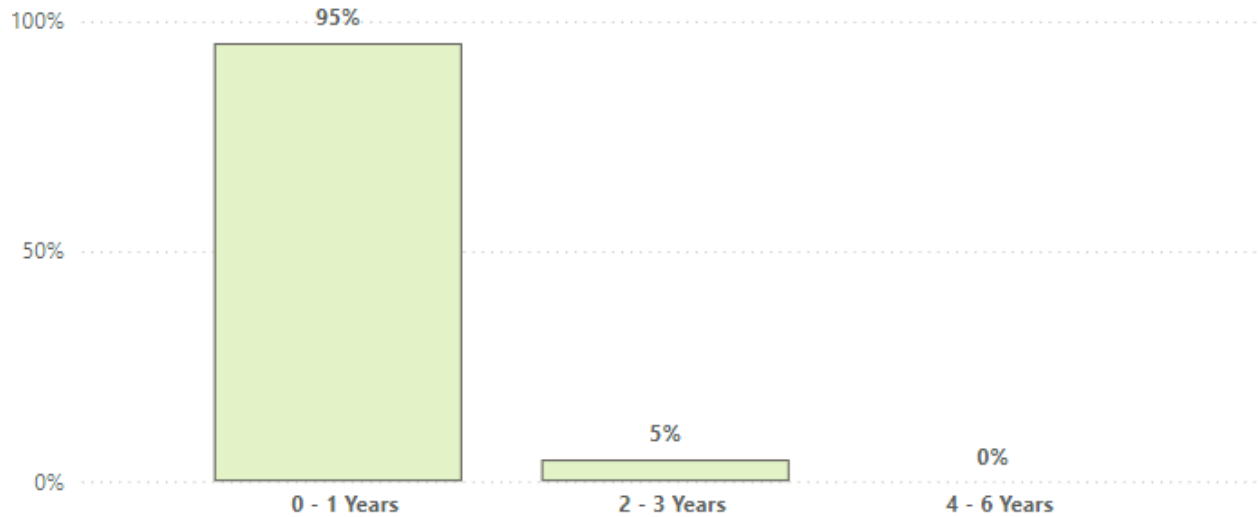
Exhibit 9 National-level Education Attainment for Occupations



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (95%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

**Exhibit 10 Work experience requirements,
IE/D Region, Sep 2023 – Aug 2024**



SOURCE: LIGHTCAST 2024.2

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Dietetic Services and Management (TOP 1306.20) programs over the last three academic years (2020-2023). In the previous three academic years, two regional community colleges issued an average of 1 award in relevant programs.

Exhibit 11 Annual average community college awards for Dietetic Services and Management (TOP 1306.20)

Top Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1306.20	Dietetic Services and Management	San Bernardino	0	2	1	1
1306.20	Dietetic Services and Management	Chaffey	1	0	0	0
Total			1	2	1	1

SOURCE: MIS DATA MART

Non-Community College Supply

Award completion data was not found for related CIPs codes – Foodservice Systems Administration/Management (CIP 19.0505), Dietetic Technician (CIP 51.3103) – in the IE/D for non-community college programs.

Strong Workforce Program Outcomes

California program outcome data may provide useful 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 Dietetic Services and Management strong workforce program outcomes, IE/D, 2021-22

Program metric title	Inland Empire/Desert	Statewide
Attained a living wage (completers and skills-builders)		46%
Completed 9+ career education units in one year	58%	21%
Job closely related to the field of study	100%	50%
Median annual earnings (all exiters)	\$43,383	\$34,510
Students who attained a noncredit workforce milestone in a year		30%
Students who earned a degree, certificate, or attained apprenticeship	16	65
Unduplicated count of enrolled students	10	2,728

SOURCE: LAUNCHBOARD

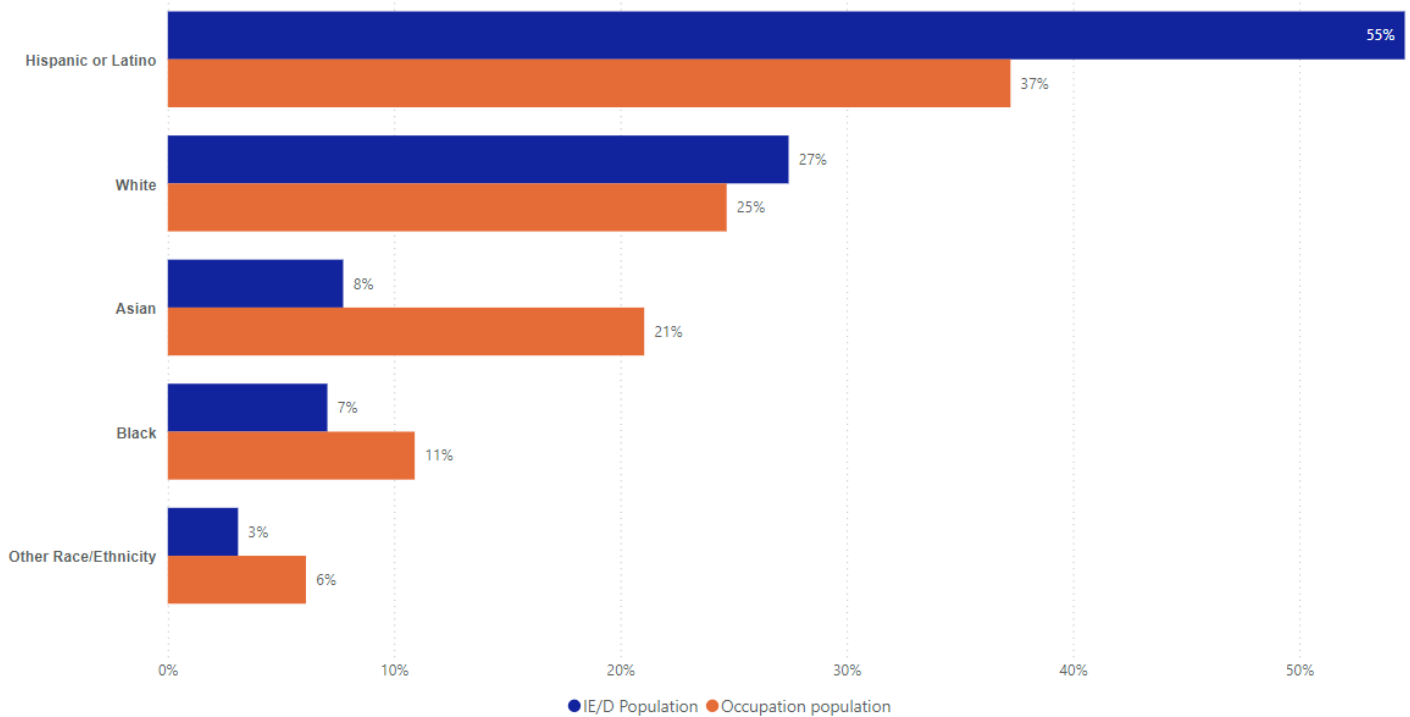
Building an Inclusive Economy

This section is intended to show demographic data for IE/D community college students in Dietetic Services and Management programs compared to the IE/D population. However, there were no students in the most recent year, so this report is unable to provide any details about IE/D students for this program in the most recent year. However, demographics for related occupation data for this occupation related to dietetic management are available. This analysis can be used to:

- Understand the community college system’s current or potential role supporting a diverse talent pipeline into the occupations of interest.
- Inform students (and the faculty and staff working with them) the extent to which individuals from similar demographic groups are over or underrepresented in the professions related to their field of study.

Notably, 37% of the IE/D population that are employed in occupations related to dietetic management are Hispanic/Latino, which is significantly lower than the IE/D population (55%). Also, though 21% of the workers employed in occupations related to dietetic management are Asian, this group accounts for only 8% of the IE/D population.

Exhibit 13 Program and County Demographics by Ethnicity



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Most IE/D professionals in dietetic management occupations are Hispanic/Latino or White (62%), “early career” or “mid-career” age categories (69%), and female (73%). Because of a lack of student demographic data, this report is unable to provide a similar profile of students in the most recent year. Major takeaways:

- Community colleges are an important talent source for employers committed to greater racial/ethnic diversity, especially Hispanic/Latino professionals.
- Women are highly over-represented in the occupation population.

Exhibit 14 compares the age of the IE/D occupation population working in Dietetic Services and Management jobs compared to the IE/D population.

The majority of workers in the field of Dietetic Services and Management are either in the “mid-career” category (40%) or “early career” category (29%) as compared to IE/D population (26% and 15%, respectively) in these two occupations.

Exhibit 14 Program and County Demographics by Age

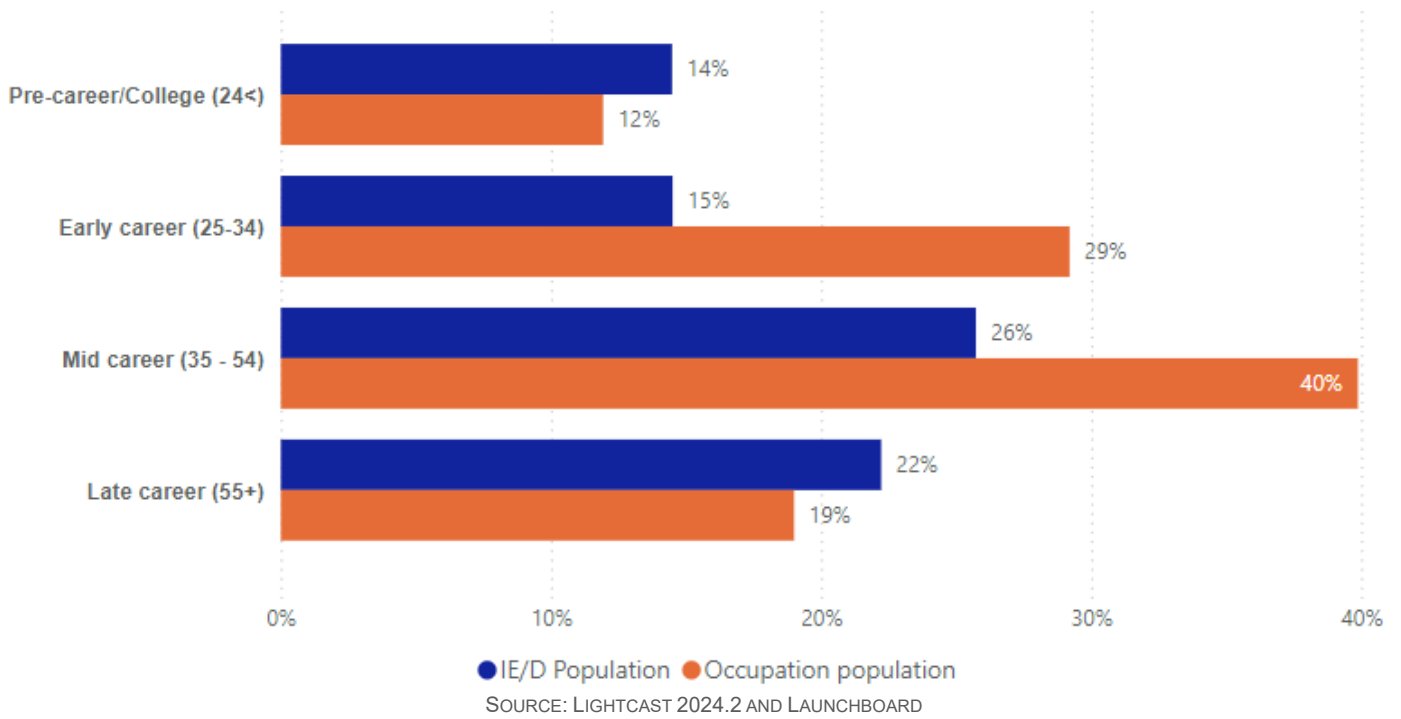
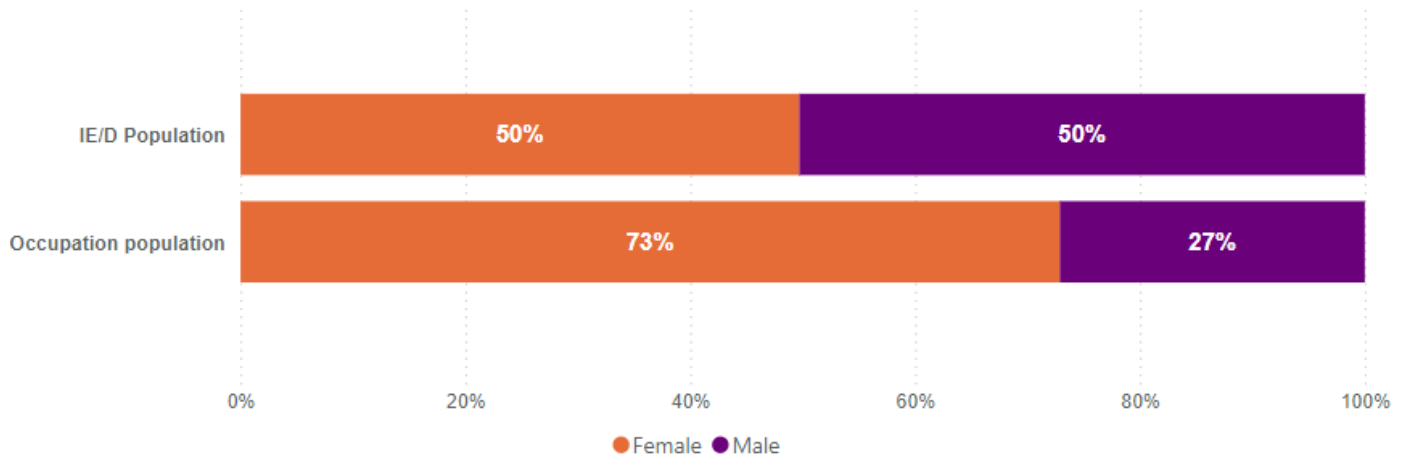


Exhibit 15 compares the gender of the IE/D occupation population working in Dietetic Services and Management jobs to the IE/D population.

Exhibit 15 Program and County Demographics by Gender



Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case 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 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 web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). 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, 2023a).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage	The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCC Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx