



FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

WORKFORCE DEMAND ASSESSMENT

High Desert Region

INLAND EMPIRE / DESERT

2026



California
Community
Colleges



IEDRC
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REGIONAL CONSORTIUM

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EXECUTIVE SUMMARY

The two-county Inland Empire/Desert Region is a vast region at over 27,000 square miles, making it geographically larger than 10 U.S. states. With 4.74 million residents, the region is the 12th largest Metropolitan Statistical Area (MSA) in the country by population, with more residents than 26 states. The region is comprised of many diverse communities with unique workforce challenges and opportunities that require further illumination. The Inland Empire/Desert region is divided into four distinct subregions to reflect the unique and varied workforce challenges and economic opportunities across its diverse communities. This structure allows for more targeted analysis and planning, as each subregion faces its own set of conditions that merit deeper exploration.

The High Desert Subregion is the largest of the four subregions by geography. While the population is comparatively small, the number of jobs in the subregion is projected to grow over the next five years. With this growth comes a need for further investment in community college programs to support the next generation of students. The COE has created this report to provide community colleges and K-12 faculty and staff with insights to help them decide where and how best to apply those investments. This report provides labor market information on the current state of the subregion's population and industries, as well as how it is projected to grow and change over the next half decade. By understanding where people live and where they work, the faculty and staff can better anticipate the future needs of all local stakeholders and help meet the coming demand for additional skilled workers in the subregion in the years to come.

Currently, skilled workers in the High Desert Subregion are employed across a wide range of occupations. To support more focused program planning, the COE has established criteria to narrow this list to 104 regional "Quality Job Occupations" (Quality Jobs). These occupations offer entry-level wages at or above the regional living wage, are primarily filled by individuals with a middle-skill education level and are projected to experience strong demand over the next five years. By highlighting these Quality Jobs, community colleges and K-12 faculty and staff across the entire region can focus their efforts on investing in the training needed for occupations that offer students the brightest economic outlook.

To build on the regional Quality Jobs analysis with a focus on the High Desert Subregion, this report incorporates data from the Chancellor's Office Curriculum Inventory (COCI) data on active programs at the subregion's four community colleges. By combining this information with the CCCCO crosswalk that links community college programs to specific occupations, the COE identifies which Quality Jobs are currently supported by active programs and highlights occupations that are not yet being trained for locally. This analysis is intended to assist faculty and staff in identifying where to expand current offerings and possibly re-examine program design to focus on specific skills related to Quality Jobs. The list of occupations not currently aligned with any active programs in the subregion, along with corresponding potential program offerings, is intended to support faculty and staff in identifying opportunities for new programs and prioritizing occupations that could be the focus of future curriculum development.

For community college and K-12 faculty and staff in the High Desert Subregion, this report is intended to be a foundation for understanding the current labor market landscape, forecasted change to that landscape, and how programs in the subregion are or are not focused on the most promising middle-skill

occupations. However, further analysis is still needed. An occupation that aligns well with the workforce needs of one city or town in the region may not be as relevant in another. The same consideration applies to career and technical education (CTE) programs at community colleges, which must reflect the specific economic and community contexts they serve.

Before any investment in new or existing programs, each institution should conduct additional analysis of its service area, local industry, and available resources to determine if its plans align with the hyper-local realities on the ground. As always, the COE wants to make sure community college, and K-12 faculty and staff have the most up-to-date and relevant labor market research available when making the important choices that will help shape the training opportunities available to students in both the High Desert Subregion and the IED region overall.

With that in-mind, this report answers five major questions:

Section 1: What are the Population and Labor Force Characteristics in the High Desert Subregion?

- With 11.8% of the Inland Empire/Desert Region's population within its borders, the High Desert Subregion is the second smallest subregion in terms of population (+555,000 residents).
- The subregion is projected to shed nearly 10,900 residents over the next five years, projecting a 2.0% decline.
- The subregion has had consistently higher unemployment rates than the broader region, potentially impacting residents' ability to access jobs.
- Working-age residents comprise nearly 49% of the subregional population, with this share projected to increase over the next five years. This indicates that workforce development efforts will have a strong residential pool of individuals to work with.
- Hispanic residents account for more than 50% of residents, followed by White residents (32.9%). The share of Hispanic residents is projected to increase while the share of White residents is projected to decrease.
- The subregion has a greater share of residents with a high school diploma or less, 48.3%, than the broader region, 44.5%. This suggests a strong need for foundational skills programs, reengagement strategies for adult learners, and expanded access to associate pathways to strengthen educational and economic outcomes.

Section 2: Which Industries are Important to the High Desert Subregion's Economy?

- The subregion had 183,189 jobs in 2024, accounting for nearly 10% of the region's 1.94 million jobs.
- The subregion is projected to increase industry employment by 4.3% over the next five years, adding 7,907 jobs, accounting for 6.4% of regional job growth.
- The five industry sectors employing the largest number of workers in the High Desert Subregion are Government, Health Care and Social Assistance, Retail Trade, Accommodation and Food Services, and Other Services (except Public Administration).
- While the Government sector is projected to continue its dominance in job volume, the Health Care and Social Assistance industry is projected to drive the most significant employment growth over the next five years.

- The Health Care and Social Assistance and Mining, Quarrying, and Oil and Gas Extraction sectors are highly concentrated in the subregion and are projected to grow significantly, reflecting a growing specialization and opportunity for workforce development.

Section 3: What Jobs are Important to the High Desert Subregion's Economy and Do We Have the Labor Force to Meet the Demand?

- Office and Administrative Support occupations represent the largest number of jobs for the subregion, with 8,396 jobs and 912 annual openings, accounting for more than 10% of all IED annual job openings in this occupational group.
- Transportation and Material Moving occupations represent a major occupational group in the region, with nearly 5,400 jobs and 620 openings, ranking higher in both employment and local workforce concentration.
- Occupational trends by major occupational groups highlight opportunities to scale career education and training programs in public safety, healthcare, skilled trades, and select technical fields, given the concentration of these workers in the subregion.
- The majority of quality jobs occupations in the High Desert Subregion (94.6%) typically require less than a bachelor's degree for entry, indicating that community college training programs provide pathways to in-demand and well-paying positions.

Section 4: Which Quality Jobs Do Community Colleges in the High Desert Subregion Train?

- Subregional community colleges offer training for Quality Jobs in eight of the ten community college sectors.
- Program expansion opportunities exist in the Advanced Transportation and Logistics sector, with quality jobs occupations projected to have 860 annual job openings over the next five years in the subregion.
- Demand for quality jobs workers in the Health; and Information and Communication Technologies/Digital Media sectors is considerable, with each projecting more than 500 job openings annually over the next five years.
- The subregional concentration of quality jobs in the Public Safety and Education and Human Development sectors is high, accounting for nearly 15% of regional demand, indicating this sector may warrant program expansion.
- There are 17 program codes that serve as opportunities for program expansion, as subregional colleges currently offer them, but have not issued awards over the last three academic years.

Section 5: What programs should my college offer to meet the workforce demand in the High Desert Subregion?

- Program development opportunities exist across all 10 community college sectors, suggesting subregional colleges have many opportunities to address subregional workforce needs with new programs.
- The Health sector stands out, with 275 projected subregional job openings annually for quality jobs, representing the most significant opportunity for program development aimed at addressing supply gaps.

- Following the above sector, the Business and Entrepreneurship sector and Energy, Construction, and Utilities sector exhibit the greatest gaps between current program offerings and labor market demand, making them strong candidates for future program development
- Subregional community colleges may have a competitive advantage in supplying library technicians and public safety communicators, as these occupations are concentrated in the subregion.

SECTION 1: WHAT ARE THE POPULATION AND LABOR FORCE CHARACTERISTICS IN THE HIGH DESERT SUBREGION?

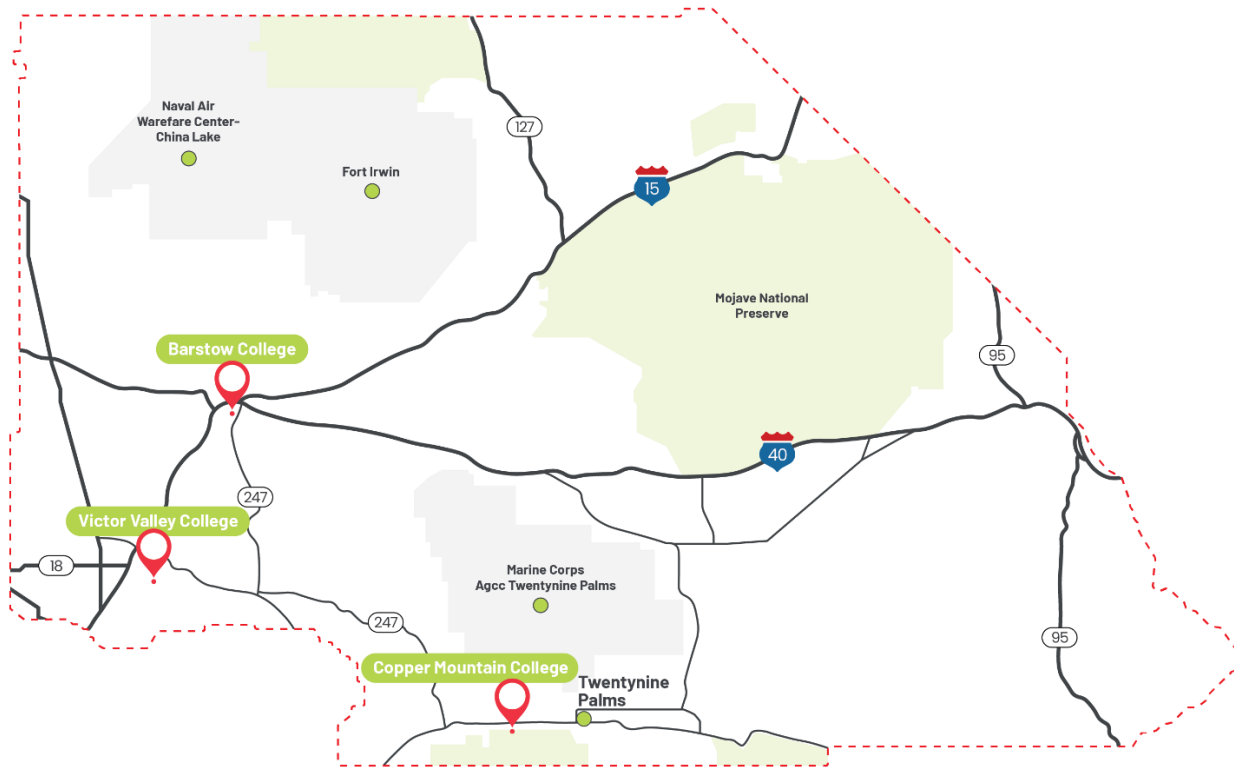
1.1: GEOGRAPHIC OVERVIEW OF THE HIGH DESERT SUBREGION

San Bernardino County's High Desert Subregion extends north from the San Bernardino Mountains and San Gabriel Mountains to the southern border of Inyo County. The subregion extends east from the Los Angeles County border to the Arizona and Nevada state lines. The High Desert Subregion is the largest of the four subregions by area but contains about 11.7% of the regional population and 9.5% of its jobs. The subregion is home to three community colleges and 10 high school districts. See Appendix B for a list of ZIP codes and Cities associated with this subregion.¹

To assist regional community colleges with strategic planning and career education (CE) program development, the Inland Empire/Desert Region Center of Excellence (COE) conducted a series of subregional workforce demand assessments to pinpoint quality job opportunities for program investment. This analysis identifies middle-skill occupations that demonstrate strong workforce demand and offer entry-level hourly earnings above the regional living wage. These roles are typically accessible to individuals with less than a bachelor's degree and are well-aligned with community college training programs, making them highly attainable for students pursuing a career education pathway. The occupations highlighted in this assessment may be used to calibrate or develop CE training programs designed to address the region's in-demand and high-wage job opportunities. This subregional brief presents demographic, industry, and occupation data to facilitate a comprehensive analysis of the Inland Empire-High Desert Subregion. See Appendix A for Methodology and Data Sources used in this report.

¹ ZIP-level data in Lightcast is based on county-level data using U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) dataset. It is important to note that ZIP codes are not geographical areas and are typically points on a map that may be used to approximate geographical boundaries. (kb.lightcast.io/en/articles/6957501-zip-level-employment-data)

Community colleges in the High Desert Subregion



1.2: ECONOMIC OVERVIEW OF THE HIGH DESERT SUBREGION

As shown in Exhibit 1, the number of jobs in the High Desert Subregion grew by 6.1% since 2019, reaching 183,189 jobs in 2024. During the same five-year period, Inland Empire/Desert (IED) regional employment grew by 9%, significantly outpacing the national growth rate of 4%, adding 155,714 jobs. The High Desert Subregion is projected to grow at a slower rate than the region as a whole and the nation, adding 7,907 jobs and growing by 4%, while the region is projected to grow by 6% and the nation is projected to grow by 4%. However, the average earnings per job in the region (\$81.3) remain \$7.2K below the national average, which may present challenges for attracting and retaining skilled talent.

Exhibit 1: Overview of the High Desert Subregion



555,755

Population (2024)

As of 2024, the subregion's population increased by 4.3% since 2019, growing by 22,748. The population is expected to decrease by -2.0% between 2024 and 2029, reducing by 10,899 residents.



\$81.3k

Avg. Earnings Per Job (2024)

Subregional average earnings per job are \$7.2k below the national average earnings of \$88,501 per job.



183,189

Jobs (2024)

In 2024, total employment reached 181,134 jobs, reflecting a five-year growth of 10,560 jobs since 2019. Looking ahead, employment is projected to increase by an additional 7,907 jobs over the next five years.



Top 3 Industries

Jobs (2024)

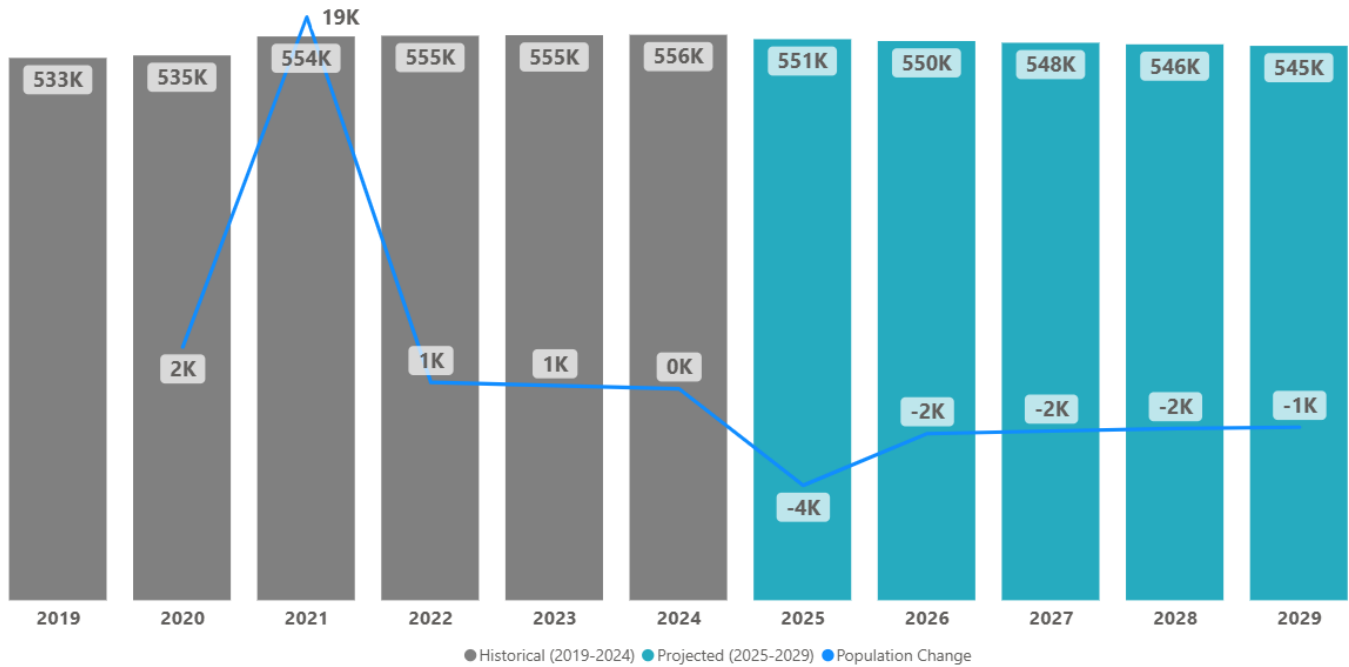
The top three industries by job counts in 2023 are Government, Health Care and Social Assistance, and Retail Trade, adding 6k jobs by 2029.

Source: Lightcast 2026.1 – Economy Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.3: HIGH DESERT SUBREGION POPULATION AND LABOR FORCE

In 2024, the High Desert Subregion was home to 555,755 residents, or 11.7% of the Inland Empire region's 4.74 million residents (Exhibit 2). The subregion added 22,748 residents, growing by 4.3% since 2019. The subregion is projected to decrease by 10,899 residents, or by -2.0%, by 2029.

Exhibit 2: Population, in thousands, High Desert Subregion (2019-2029)



Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

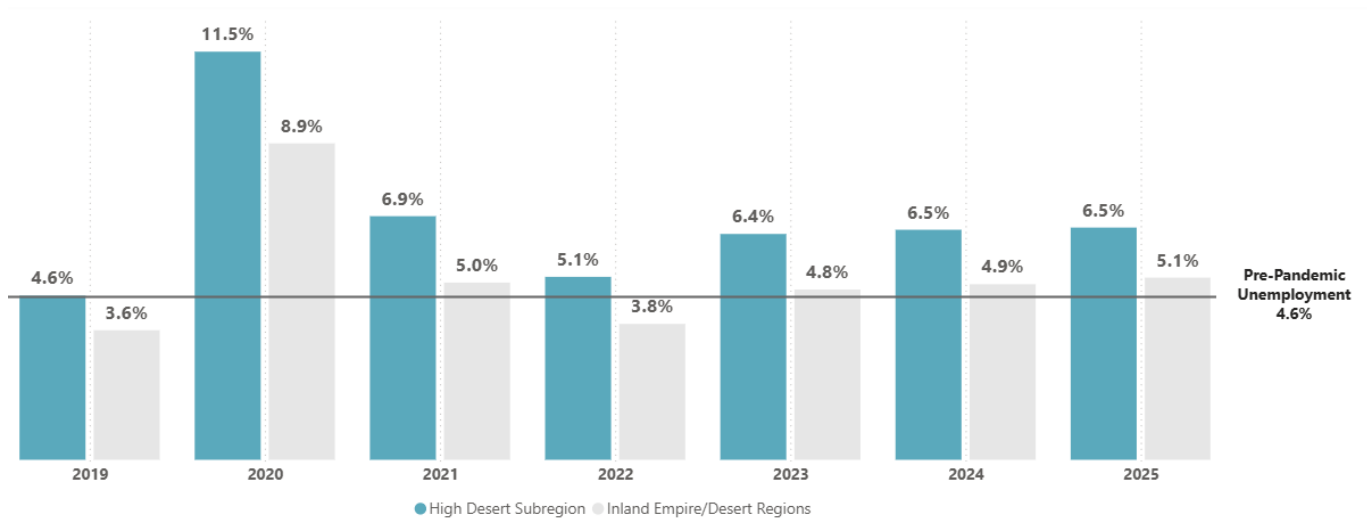
While population data is interesting and an important measure of a region's overall economic health, these data do not represent the number of residents in the labor force.

Labor force data reflects the employment status of people 16-years or older based on where they reside. The labor force is the total of employed residents or those who are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor force.

Exhibit 3 below displays the subregion's combined city-level unemployment rates for cities that have a population greater than 25K. Note that these figures do not represent the entire college service area due to the constraints on this type of data; however, it is helpful to understand the unemployment trends in the larger cities.

Since 2019, the High Desert Subregion has maintained consistently higher unemployment rates compared to the broader Inland Empire region. While both areas experienced a sharp spike in unemployment in 2020 due to the pandemic, the subregion's unemployment has not returned to its pre-pandemic average of 4.6% by the end of the pandemic. From 2024 to 2025, unemployment in the High Desert Subregion rose slightly to 6.5%, remaining higher than the regional rate of 5.1%.

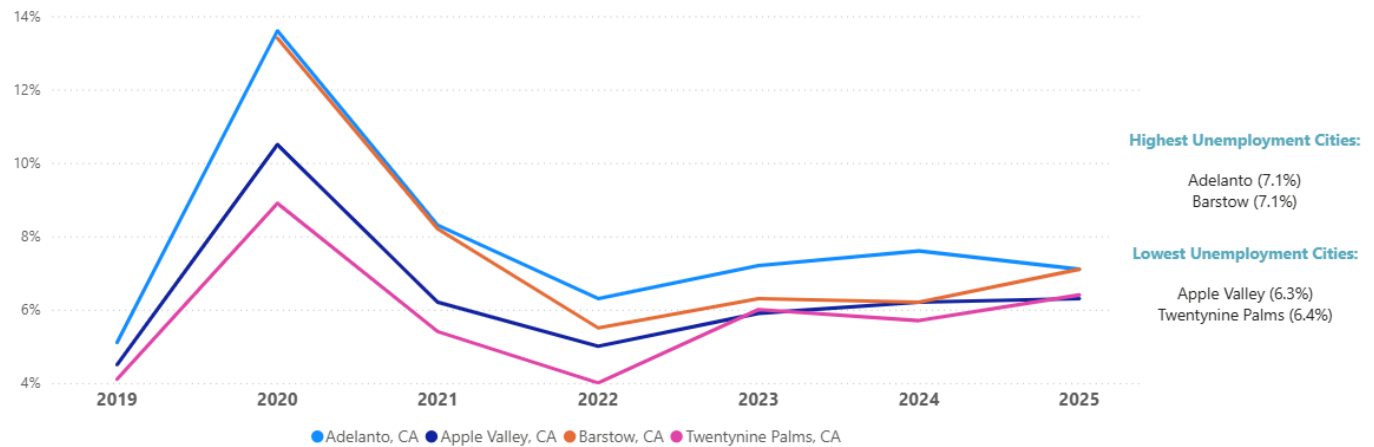
Exhibit 3: Unemployment rate, High Desert Subregion & IED (2019-2025)



Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

Exhibit 4 displays the city-level unemployment rates for four of the thirteen cities in the subregion that have a population greater than 25K. Unemployment trends across High Desert cities showed no full recovery since the pandemic. In 2025, Adelanto and Barstow had the highest unemployment rate at 7.1%. In contrast, Twentynine Palms (6.4%) and Apple Valley (6.3%) maintained the lowest unemployment rates. While all cities experienced a sharp increase in unemployment in 2020, the pace of recovery has not been even across the subregion.

Exhibit 4: Unemployment rate, High Desert Subregion Cities (2019-2025)



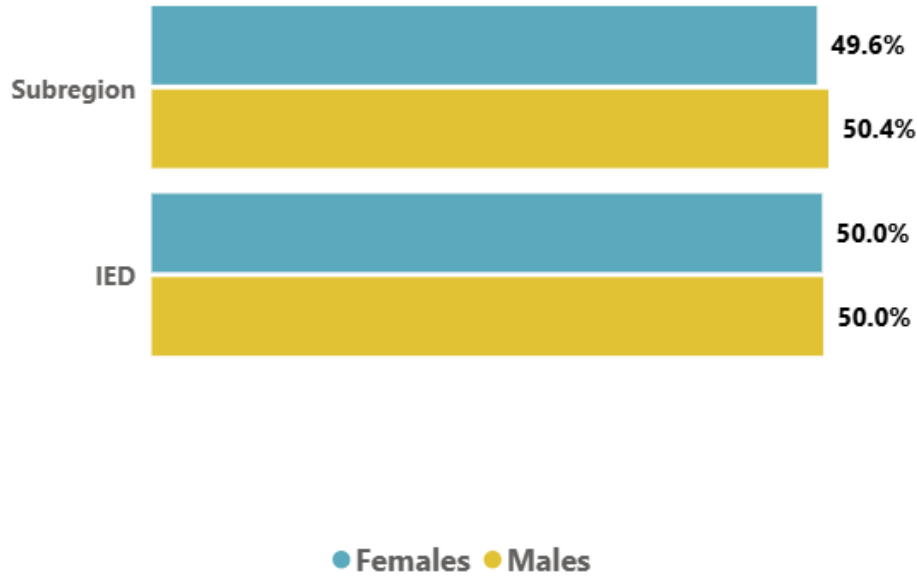
Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

Higher city-level unemployment than regional figures can affect students' ability to find work due to localized labor market dynamics and limited job access. Understanding these factors is essential for community college faculty to effectively support their students in navigating the job market and achieving successful employment outcomes.

1.4: HIGH DESERT SUBREGION POPULATION DEMOGRAPHICS

As shown in Exhibit 5, the High Desert Subregion shows a nearly even gender distribution, with males comprising 50.4% of the population, less than half a percentage point above parity. The IED is exactly balanced at 50.0% male and 50.0% female. These small variations suggest gender parity overall, with the High Desert Subregion having a marginally higher share of males.

Exhibit 5: Population Gender Proportions, High Desert Subregion & IED (2023)



Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Given the near-equal gender balance between the High Desert and the IED, the implications for workforce and educational planning may include:



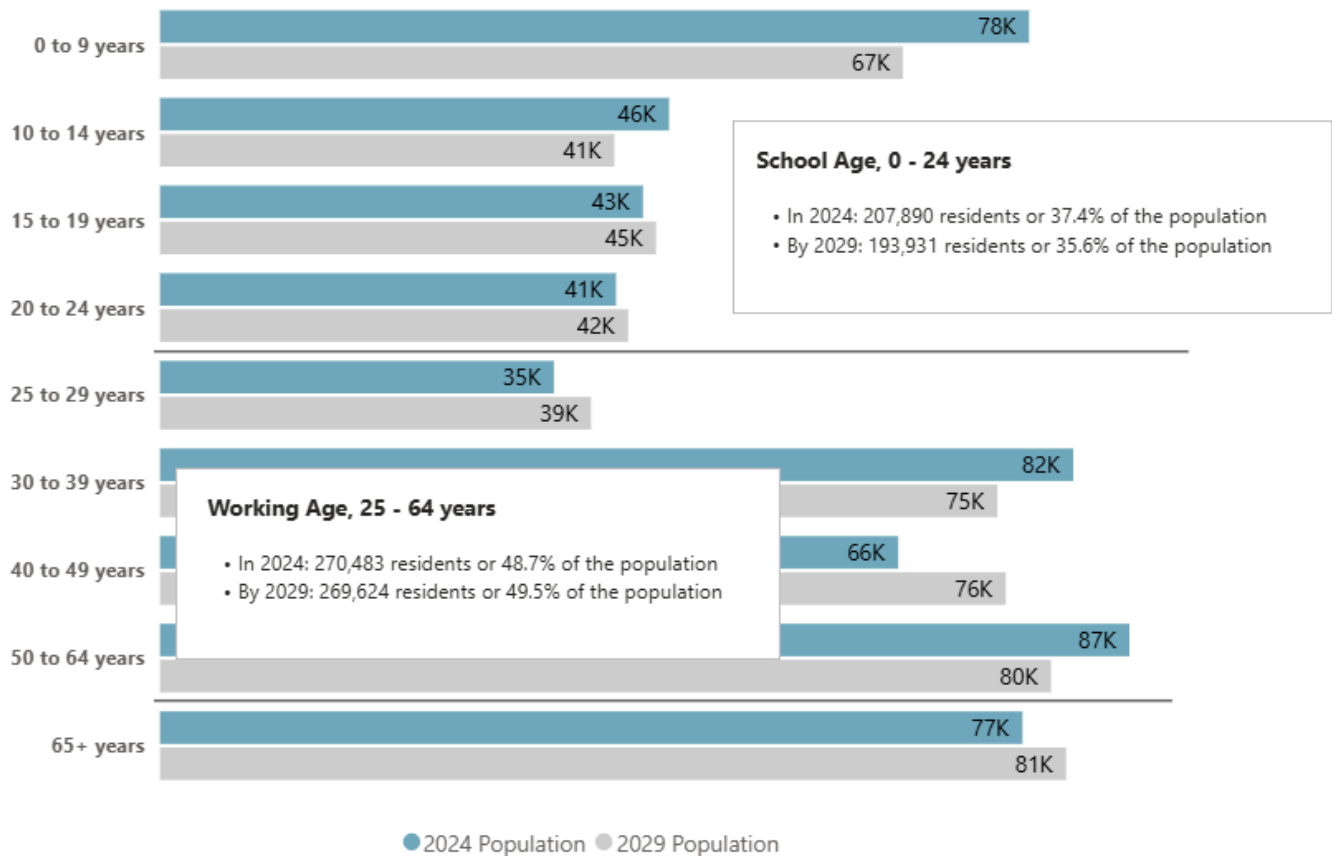
- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment depending on specific demographics in smaller geographies.

Understanding a population's age distribution may provide insight into the future demand for housing, services, and education needs. The age categories displayed in Exhibit 6 include +556k individuals in the High Desert Subregion.

Exhibit 6 illustrates the current and projected age distribution of residents in the High Desert Subregion. The data reveals a slight increase in the population of individuals aged 20 to 24, typically considered the traditional college-going age. Among the working-age population (25 to 64 years), the 25 to 29 and 40 to 49 year-old groups are projected to increase by 2029, while the 30 to 39 and 50 to 56 year-old groups

are expected to decrease by ~7,000 residents. The cohort of residents at retirement age (65+ years) is projected to increase slightly from 77K residents in 2024 to 91K residents by 2029.

Exhibit 6: Population Age Distribution, High Desert Subregion & IED (2024 - 2029)



Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

In 2024, working-age residents made up 48.7% of the subregion’s approximately ~556K population, with projections indicating an increase to 49.5% by 2029. Similarly, the school-age population accounted for 37.4% in 2023 and is expected to increase to 35.6%.

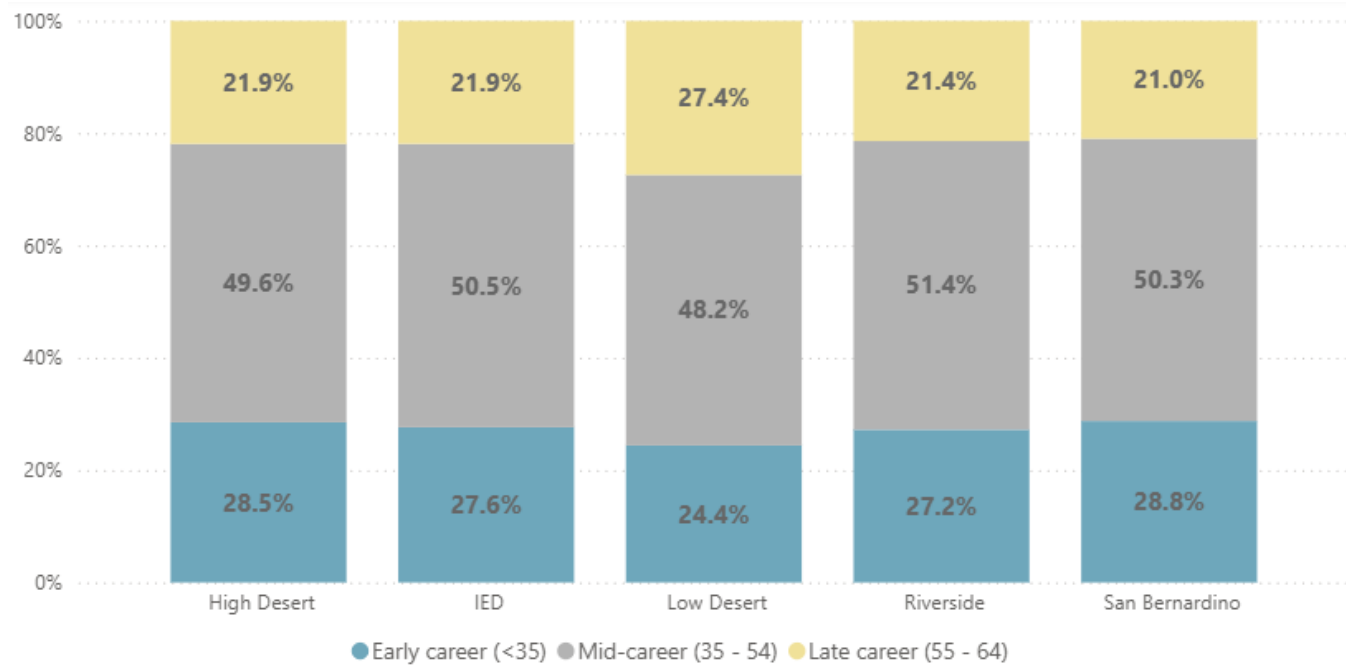
A valuable approach to further disaggregating the population is to analyze residents’ career stages by age. The Bureau of Labor Statistics defines individuals between ages 25 and 54 as being in their “prime working age.”² As shown in Exhibit 7, approximately 271K residents between the ages of 25 and 64 are grouped into early, mid, and late career categories for comparative analysis.

1. Early career (< 35) represents 28.5% of the working-age cohort in 2024 and is projected to decrease to 27.1% by 2029.

² U.S. Bureau of Labor Statistics. (2023, June 7). Labor force participation rate for people ages 25 to 54 in May 2023 highest since January 2007. The Economics Daily. <https://www.bls.gov/opub/ted/2023/labor-force-participation-rate-for-people-ages-25-to-54-in-may-2023-highest-since-january-2007.htm>

2. Mid-career (35 – 54) represents 49.6% of the working-age cohort in 2024 and is projected to increase to 53.4% by 2029.
3. Late career (55 - 64) represents 21.9% of the working-age cohort in 2024 and is projected to decrease to 19.5% by 2029.

Exhibit 7: Population Working-age Distribution, All Subregions & IED (2024)



Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

These findings highlight a relatively balanced population distribution between school-age and working-age residents, both groups are projected to shrink slightly by 2029. The stable share of working-age adults, particularly those in their prime career years, underscores the importance of strengthening education-to-career pipelines and ensuring that regional training programs are aligned with evolving labor market demands.

While age distribution provides insight into the career stages and potential workforce participation of the population, understanding the racial and ethnic composition of the region adds important context for evaluating equity, access, and programmatic needs. Examining demographic patterns by race and ethnicity can help identify population segments that may require targeted workforce and educational interventions, especially as the Inland Empire continues to diversify. The following section explores the racial and ethnic makeup of the High Desert Subregion and how it is projected to shift by 2029.

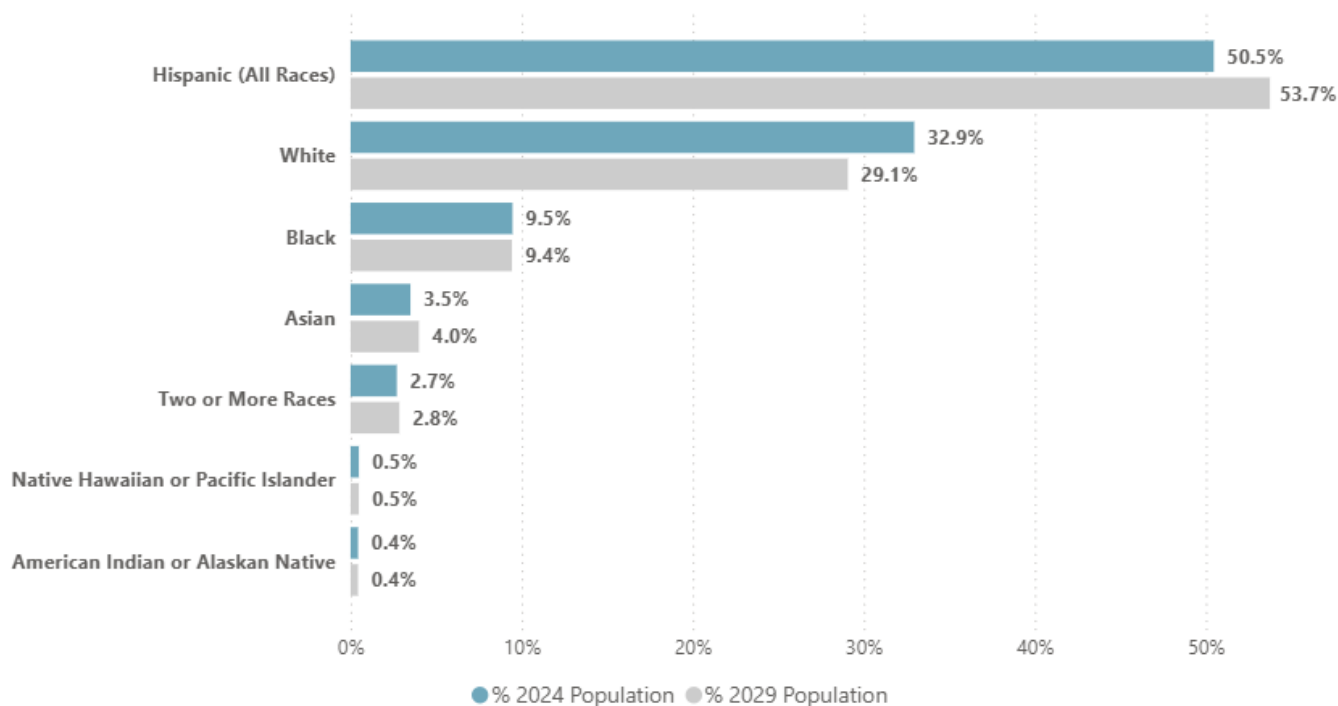
The U.S. Census Bureau collects race and ethnicity data based on standards set by the U.S. Office of Management and Budget.³ Residents are asked to self-identify their race and indicate whether they are of Hispanic or Latino origin. These categories are intended to reflect social and cultural identities, rather than biological, anthropological, or genetic classifications. Race and ethnicity data play a critical role in informing federal and state civil rights policies, supporting efforts to ensure equal employment

³ United States Census Bureau. (2024, December 20). About the Topics of Race. <https://www.census.gov/topics/population/race/about.html>

opportunities, and identifying and addressing disparities in health and environmental outcomes. It's essential to acknowledge that while this approach complies with established guidelines, the COE recognizes that this representation may not fully capture the nuanced diversity within the population.

As shown in Exhibit 8, Hispanic (All Races) individuals comprised 50.5% of the High Desert Subregion's population in 2024, less than the Inland Empire regional share of 54.3%. This proportion is projected to rise to 53.7% by 2029. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 32.9% in 2024 to 29.1% by 2029.

Exhibit 8: Race and Ethnicity Distribution, High Desert Subregion (2024 - 2029)



Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 9 displays gender distribution across racial and ethnic groups in the High Desert Subregion. While several groups maintain a relatively balanced male-female ratio, with differences typically within +/-2% of a 50/50 split, some show more notable disparities. For instance:

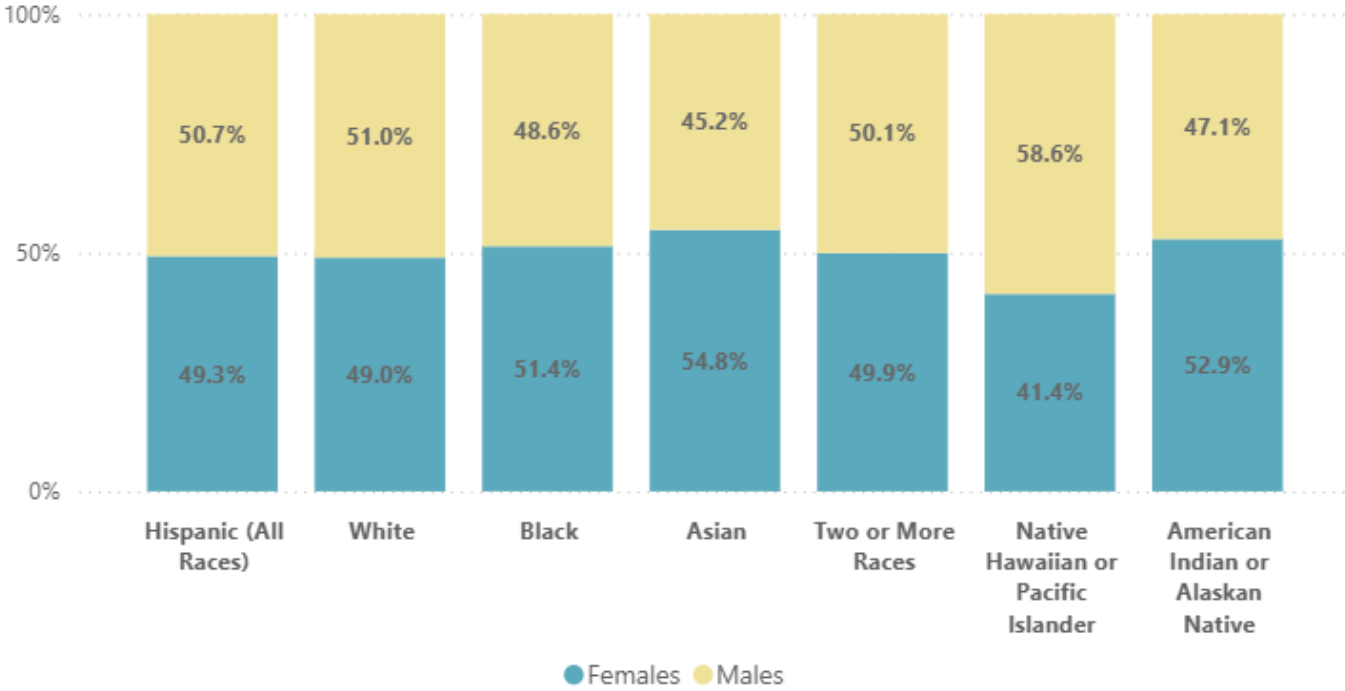
- Native Hawaiian or Pacific Islander residents have the largest gender gap, with males accounting for 58.6% and females 41.4%.
- Asian residents have the greatest male-majority, with 54.8% female and only 45.2% male.
- Black residents show a slight female majority, making up 51.4% of the population.

These gender differences, particularly among Asian, Black, and Native Hawaiian or Pacific Islander residents, may be important to consider when developing targeted educational and workforce strategies.



This could have implications for education or workforce programs aimed at these groups, particularly in addressing any gender-specific needs or opportunities.

Exhibit 9: Gender Distribution by Race and Ethnicity Distribution, High Desert Subregion (2024 - 2029)



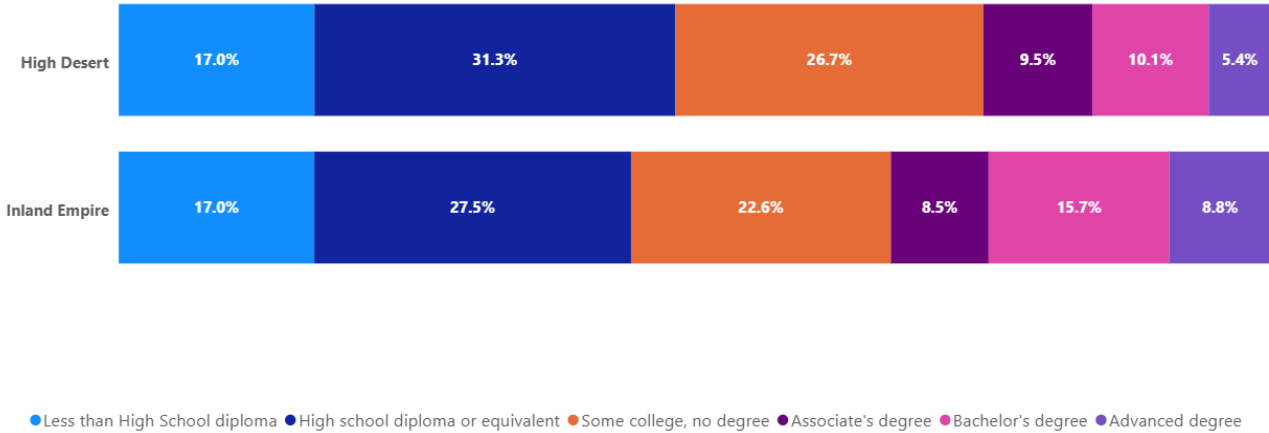
Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.5: HIGH DESERT SUBREGION POPULATION EDUCATION ATTAINMENT

Educational attainment refers to the highest level of education that residents aged 25 and older have completed. Educational attainment data may illuminate mismatches between resident skills and employment needs and the need for additional regional postsecondary program offerings.

The High Desert region has a higher share of residents with no education beyond high school (48.3%) than the Inland Empire (44.5%), indicating a strong need for foundational skills and entry-level pathways. The subregion also has a higher proportion of residents with some college but no degree (26.7% vs. 22.6%), highlighting an opportunity to re-engage and complete initiatives. However, degree attainment lags behind the region, with fewer residents holding a bachelor’s (10.1% vs. 15.7%) or advanced degree (5.4% vs. 8.8%), which may limit access to higher-skill job opportunities.

Exhibit 10: Education attainment, High Desert Subregion and IE/D, 2024

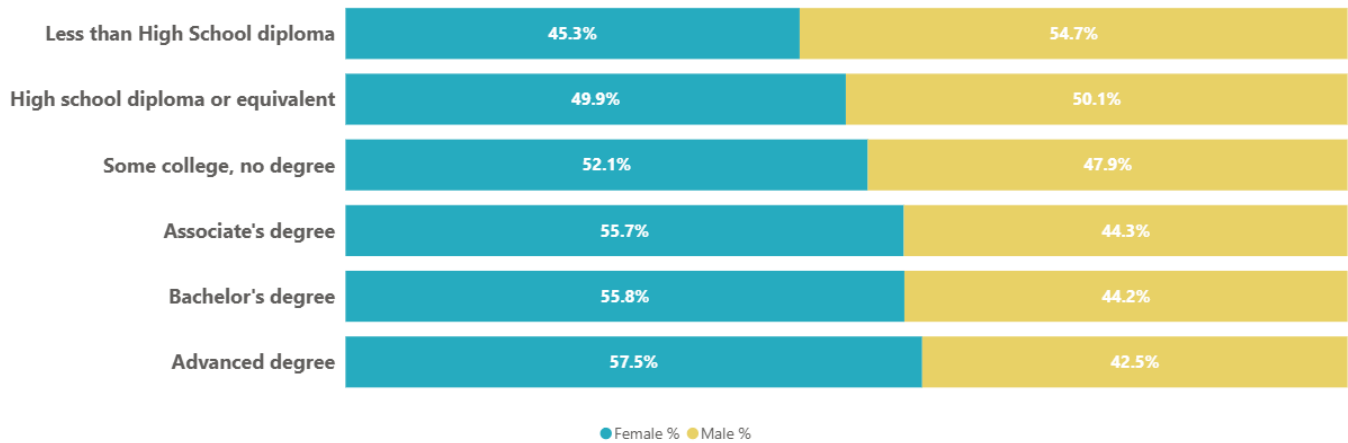


Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2023 American Community Survey 5-Year Estimates.

The High Desert Subregion has a larger population with a high school education or less, and a significantly higher share of residents with some college but no degree. These trends suggest a strong need for foundational skills programs, reengagement strategies for adult learners, and expanded access to associate pathways to strengthen educational and economic outcomes.

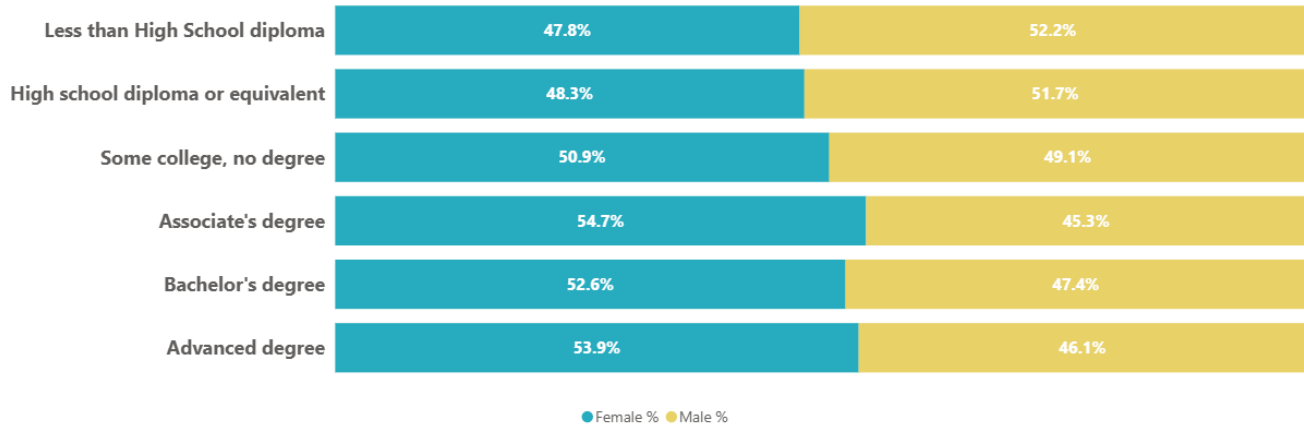
As shown in Exhibit 11, in the High Desert Subregion, women are more likely to have attained postsecondary education across all degree levels. They represent 52.1% of residents with some college but no degree, and a clear majority among those with associate’s degrees (55.7%), bachelor’s degrees (55.8%), and advanced degrees (57.5%). In contrast, men are more likely to fall on the lower end of the education spectrum, making up 54.7% of those with less than a high school diploma and 50.1% of those with only a high school diploma. These trends emphasize the importance of educational strategies that both support men in reengaging with postsecondary education and continue to strengthen degree completion pathways for women, particularly at the associate and bachelor’s levels.

Exhibit 11: Education attainment, High Desert Subregion by Gender, 2024



Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2023 American Community Survey 5-Year Estimates.

Exhibit 12: Educational attainment, Inland Empire Region by Gender, 2024



Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2023 American Community Survey 5-Year Estimates.

SECTION 2: WHICH INDUSTRIES ARE IMPORTANT TO THE HIGH DESERT SUBREGION'S ECONOMY?

Industries are defined as groups of employer establishments classified according to their primary business activity, such as the goods they produce, the services they offer, or what they sell. Data on industries is typically collected through government administrative records and employer reports, such as unemployment insurance filings and payroll tax records. Sources like the U.S. Bureau of Labor Statistics and state labor departments aggregate this information to track employment by industry.

This analysis measures industries by current job counts, projected job change over the next five years, average earnings per worker, and location quotient. It is important to note that industries employ a broad mix of occupations that support business operations, including roles in management, finance, healthcare, food service, sales, and production. All positions, whether full-time or part-time, are counted and typically reported based on the location where the employer processes payroll.

Exhibit 13 displays current and projected employment in the High Desert Subregion by industry sector and subsector, and the share of regional industry employment concentrated in the subregion.

Exhibit 13: Industries (3-Digit; grouped by 2-Digit NAICS), High Desert Subregion (2024 - 2029)

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Accommodation and Food Services					
Accommodation	962	76	7.9%	5%	\$38,027
Food Services and Drinking Places	14,701	582	4.0%	10%	\$33,581
Administrative and Support and Waste Management and Remediation Services					
Administrative and Support Services	5,279	(171)	(3.2%)	4%	\$51,943
Waste Management and Remediation Services	383	7	1.9%	7%	\$81,848
Agriculture, Forestry, Fishing and Hunting					
Animal Production and Aquaculture	124	(64)	(51.2%)	10%	\$69,342
Crop Production	533	17	3.2%	7%	\$54,621
Fishing, Hunting and Trapping	6	0	(3.5%)	19%	\$53,915
Forestry and Logging	6	(1)	(14.0%)	9%	\$61,123
Support Activities for Agriculture and Forestry	148	(17)	(11.4%)	2%	\$60,889
Arts, Entertainment, and Recreation					
Amusement, Gambling, and Recreation Industries	655	58	8.9%	3%	\$36,358
Museums, Historical Sites, and Similar Institutions	39	11	27.7%	5%	\$42,876
Performing Arts, Spectator Sports, and Related Industries	514	37	7.1%	7%	\$42,102
Construction					
Construction of Buildings	1,098	(4)	(0.4%)	4%	\$73,351
Heavy and Civil Engineering Construction	847	0	0.0%	5%	\$123,275
Specialty Trade Contractors	5,948	54	0.9%	6%	\$84,559
Educational Services					
Educational Services	1,325	151	11.4%	4%	\$61,358

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Finance and Insurance					
Credit Intermediation and Related Activities	498	(52)	(10.4%)	5%	\$98,900
Funds, Trusts, and Other Financial Vehicles	2	0	17.9%	4%	\$108,001
Insurance Carriers and Related Activities	738	6	0.8%	5%	\$109,975
Monetary Authorities-Central Bank	0	0		0%	\$204,105
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	114	4	3.6%	4%	\$121,353
Government					
Federal Government	22,899	(753)	(3.3%)	52%	\$86,135
Local Government	39,970	2,506	6.3%	17%	\$111,843
State Government	4,102	(35)	(0.9%)	15%	\$114,678
Health Care and Social Assistance					
Ambulatory Health Care Services	11,653	2,248	19.3%	12%	\$91,499
Hospitals	5,566	1,039	18.7%	11%	\$105,366
Nursing and Residential Care Facilities	3,260	302	9.3%	11%	\$59,190
Social Assistance	5,328	554	10.4%	5%	\$39,021
Information					
Broadcasting and Content Providers	144	(45)	(31.2%)	11%	\$67,839
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	207	121	58.5%	5%	\$164,548
Motion Picture and Sound Recording Industries	392	118	30.1%	11%	\$37,045
Publishing Industries	176	(46)	(26.1%)	14%	\$88,923
Telecommunications	375	(34)	(9.2%)	8%	\$103,718
Web Search Portals, Libraries, Archives, and Other Information Services	53	43	81.2%	15%	\$102,657
Management of Companies and Enterprises					
Management of Companies and Enterprises	366	(16)	(4.2%)	4%	\$131,951
Manufacturing					
Apparel Manufacturing	120	1	0.7%	25%	\$51,055
Beverage and Tobacco Product Manufacturing	66	16	24.7%	2%	\$61,792
Chemical Manufacturing	330	(36)	(11.0%)	6%	\$121,626
Computer and Electronic Product Manufacturing	230	3	1.5%	6%	\$81,654
Electrical Equipment, Appliance, and Component Manufacturing	81	(9)	(10.8%)	3%	\$91,365
Fabricated Metal Product Manufacturing	907	(2)	(0.2%)	6%	\$88,641
Food Manufacturing	1,377	145	10.5%	11%	\$78,123
Furniture and Related Product Manufacturing	147	(25)	(17.1%)	4%	\$71,433
Leather and Allied Product Manufacturing	4	1	30.9%	4%	\$45,154
Machinery Manufacturing	306	(27)	(8.7%)	5%	\$86,255
Miscellaneous Manufacturing	425	(38)	(8.9%)	6%	\$101,493
Nonmetallic Mineral Product Manufacturing	900	(13)	(1.5%)	14%	\$120,738
Paper Manufacturing	25	(3)	(10.6%)	1%	\$90,027
Petroleum and Coal Products Manufacturing	17	(1)	(4.7%)	7%	\$151,643
Plastics and Rubber Products Manufacturing	402	(58)	(14.4%)	4%	\$80,211
Primary Metal Manufacturing	453	2	0.5%	13%	\$128,793
Printing and Related Support Activities	87	(5)	(5.4%)	4%	\$61,319

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Textile Mills	0	0	129.3%	0%	\$210,861
Textile Product Mills	21	2	11.4%	2%	\$50,856
Transportation Equipment Manufacturing	749	(129)	(17.2%)	11%	\$103,734
Wood Product Manufacturing	78	(5)	(6.3%)	2%	\$69,558
☐ Mining, Quarrying, and Oil and Gas Extraction					
Mining (except Oil and Gas)	870	115	13.2%	59%	\$136,906
Oil and Gas Extraction	0	0	0.0%	0%	\$0
Support Activities for Mining	29	(20)	(66.5%)	26%	\$106,805
☐ Other Services (except Public Administration)					
Personal and Laundry Services	4,467	416	9.3%	14%	\$41,935
Private Households	529	(95)	(18.0%)	5%	\$19,137
Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,761	51	1.9%	14%	\$44,332
Repair and Maintenance	4,462	26	0.6%	16%	\$65,248
☐ Professional, Scientific, and Technical Services					
Professional, Scientific, and Technical Services	3,254	117	3.6%	5%	\$87,552
☐ Real Estate and Rental and Leasing					
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	3	2034.5%	0%	\$117,575
Real Estate	1,550	23	1.5%	7%	\$77,185
Rental and Leasing Services	544	44	8.0%	8%	\$78,598
☐ Retail Trade					
Building Material and Garden Equipment and Supplies Dealers	1,455	(88)	(6.1%)	9%	\$54,982
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	1,548	34	2.2%	9%	\$33,578
Food and Beverage Stores	3,817	246	6.5%	9%	\$50,078
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,138	(16)	(1.4%)	12%	\$67,878
Gasoline Stations and Fuel Dealers	1,575	86	5.5%	14%	\$44,322
General Merchandise Retailers	2,820	(204)	(7.2%)	7%	\$37,624
Health and Personal Care Retailers	1,268	30	2.4%	10%	\$58,470
Motor Vehicle and Parts Dealers	2,559	43	1.7%	9%	\$88,745
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	1,652	(12)	(0.7%)	9%	\$40,543
☐ Transportation and Warehousing					
Air Transportation	54	(1)	(1.1%)	5%	\$124,745
Couriers and Messengers	496	6	1.2%	2%	\$54,767
Pipeline Transportation	143	15	10.7%	44%	\$187,957
Postal Service	2	(1)	(36.5%)	1%	\$64,431
Rail Transportation	1,305	(32)	(2.4%)	36%	\$107,651
Scenic and Sightseeing Transportation	10	1	7.9%	7%	\$61,436
Support Activities for Transportation	1,005	114	11.4%	7%	\$70,418
Transit and Ground Passenger Transportation	735	61	8.2%	11%	\$44,308
Truck Transportation	3,943	155	3.9%	10%	\$94,241
Warehousing and Storage	1,165	169	14.5%	1%	\$69,639
Water Transportation	0	0	15.8%	0%	\$144,076
☐ Utilities					
Utilities	1,266	(27)	(2.1%)	22%	\$187,939

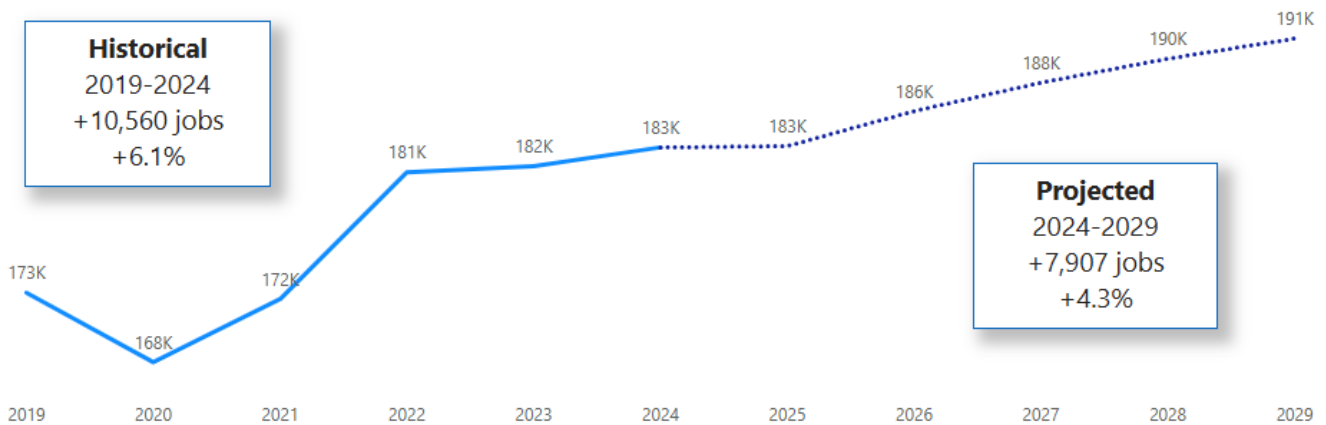
Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Wholesale Trade					
Merchant Wholesalers, Durable Goods	1,046	42	4.0%	3%	\$90,153
Merchant Wholesalers, Nondurable Goods	525	1	0.2%	2%	\$80,950
Wholesale Electronic Markets and Agents and Brokers	32	(2)	(5.4%)	1%	\$79,544

Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

2.1 INDUSTRY EMPLOYMENT OVERVIEW

As shown in Exhibit 14, industry employers reported 183,189 total jobs in 2024, or about 9.5% of the Inland Empire/Desert Region’s total employment of 1.93 million jobs. From 2024 to 2029, the High Desert Subregion is projected to add 7,907 jobs, growing by 4.3%. Over this same time frame, the IED region is projected to add 123,459 jobs, growing by 6.4%, indicating that 6.4% of regional job growth can be attributed to gains made in the High Desert Subregion.

Exhibit 14: Historical and projected change in industry employment, High Desert Subregion (2019 - 2029)



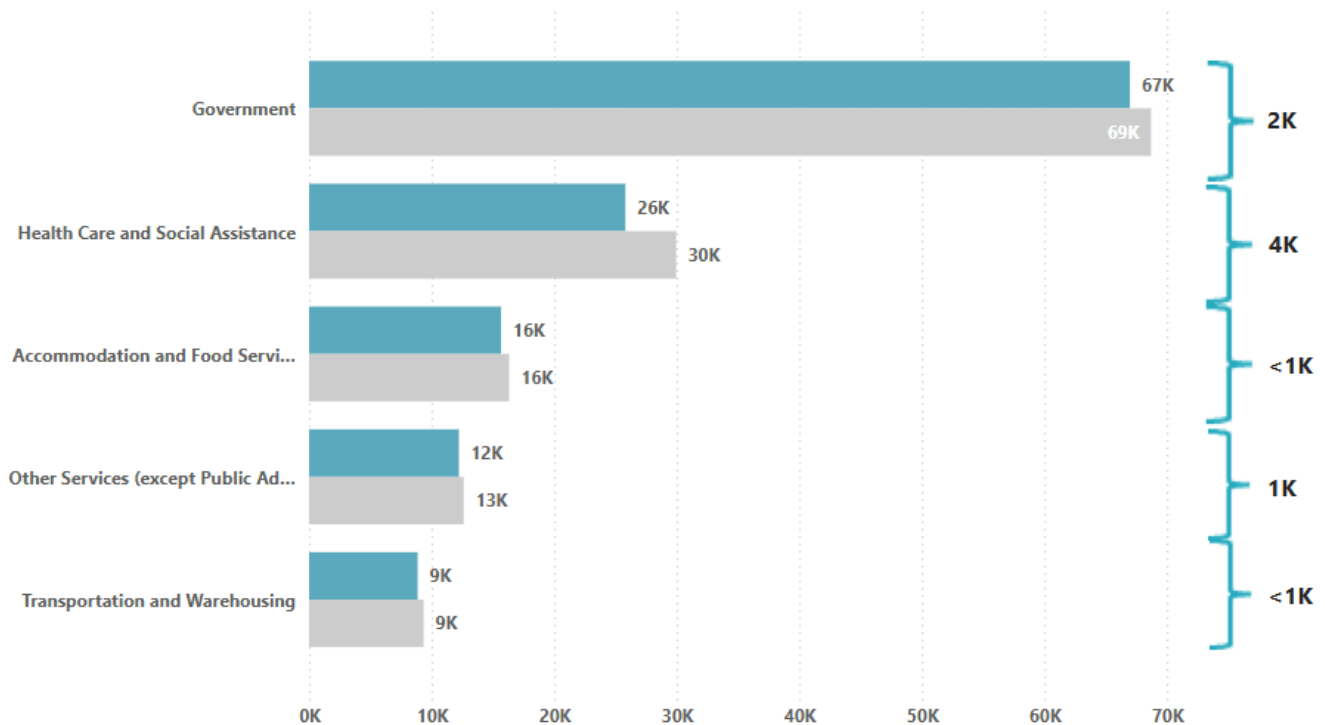
Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 15 highlights the top five industry sectors by job count in 2024 and their projected employment levels in 2029. Job counts include all positions, full-time and part-time, based on where businesses report payroll activity.

In 2024, the five industry sectors employing the largest number of workers in the High Desert Subregion are Government (67K), Health Care and Social Assistance (26K), Accommodation and Food Services (16K), Other Services - except Public Administration (12K), and Transportation and Warehousing (9K). By 2029, the Health Care and Social Assistance sector is projected to experience the most significant growth, adding 4K new jobs for a total of nearly 30K jobs, a 16.1% increase. Together, these top five industry sectors are expected to contribute (7,036 jobs) over 89.0% of the subregion’s overall job growth (7,907 jobs) over the next five years.

Exhibit 15: Job numbers by Industry Sector & Projected Change, High Desert Subregion (2024 - 2029)

2024 Jobs and 2029 Jobs by Industry Sector (2-digit)



Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

While the Government sector continues to dominate job volume, the Health Care and Social Assistance industry is projected to drive the most significant employment growth over the next five years. Service, trade, and logistics sectors remain stable contributors, underscoring the importance of targeted training and career readiness programs in health, hospitality, and transportation.

2.2 NOTABLE INDUSTRIES IN THE HIGH DESERT SUBREGION

Exhibit 16 provides three notable industry subsectors for this subregion based on those that are growing faster than the region overall (at or above 6.0% growth), have average per job earnings above the living wage standard⁴ (\$43,180.80 annually), and have a high location quotient at or above 1.2. Location Quotient (LQ) is a measure that compares the concentration of jobs in a specific industry within a subregion to the national average.

The local government subsector is the largest employer among the subsectors shown, with 39,970 jobs in 2024, and is projected to add 2,506 jobs (6.3%) by 2029. This subsector offers workers' wages slightly higher than the living wage standard, with earnings per job of \$111,843, and is concentrated in the subregion (LQ: 2.6). The mining (except oil and gas) subsector had 870 jobs in 2024 and is projected to

⁴ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024.

grow by 13.2% through 2029, adding 115 jobs. The pipeline transportation subsector had 143 jobs in 2024 and is projected to grow by 10.7% through 2029, adding 15 jobs.

These three industries, though varied in size and scope, all show above-average growth and regional specialization, particularly mining, which combines high wages, rapid growth (13%), and deep local concentration (LQ = 2.5). Meanwhile, other sectors not listed below, such as service and retail-related sectors like personal care and gasoline stations provide accessible employment pathways and contribute significantly to regional job growth, supporting the case for inclusive workforce development across both technical and service-oriented fields.

Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), High Desert Subregion (2024 - 2029)

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 Growth Rate	Share of IED Jobs %	Employment Concentration (L.Q.)	Avg. Earnings Per Job
Government						
Local Government	39,970	2,506	6.3%	17%	2.6	\$111,843
Mining, Quarrying, and Oil and Gas Extraction						
Mining (except Oil and Gas)	870	115	13.2%	59%	4.2	\$136,906
Transportation and Warehousing						
Pipeline Transportation	143	15	10.7%	44%	2.5	\$187,957

Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

2.3 INDUSTRY EMPLOYMENT CONCENTRATION

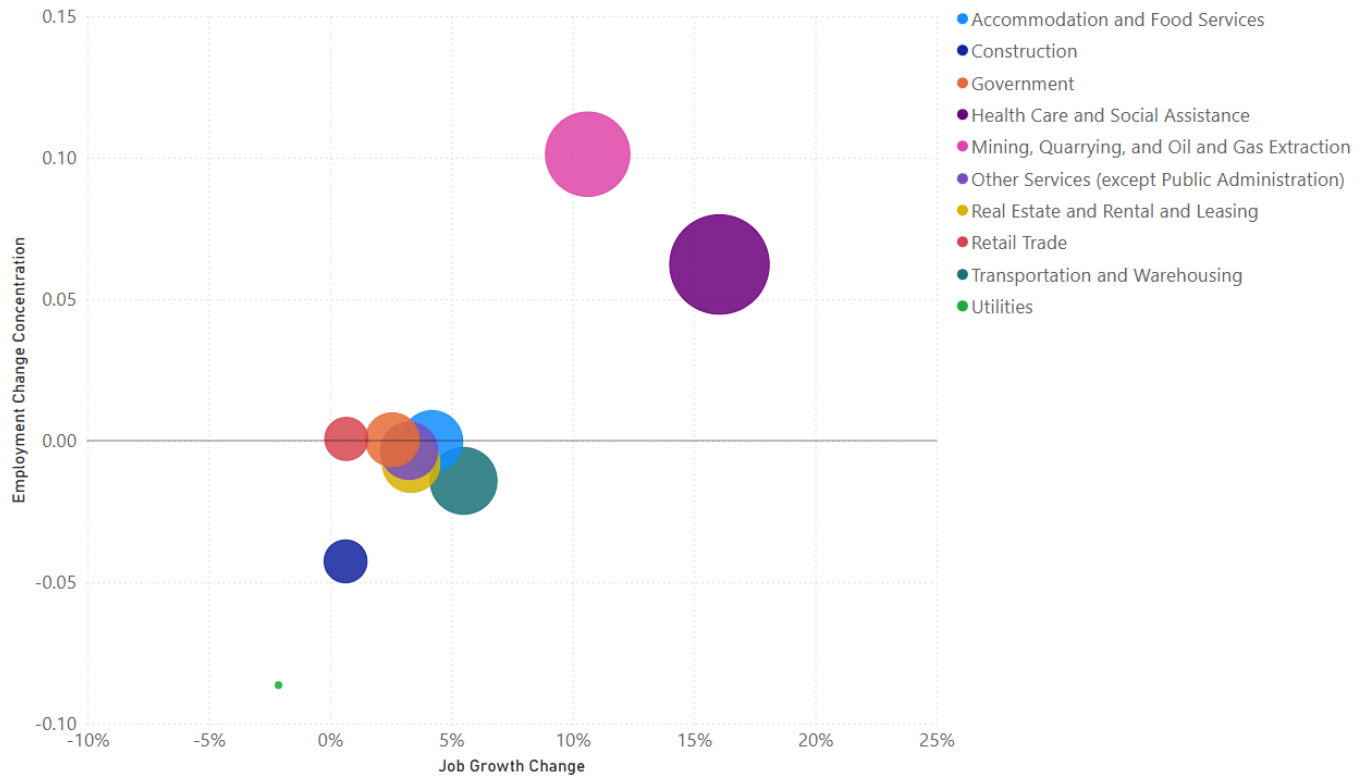
An LQ above 1.0 means the industry is more concentrated locally than nationally, suggesting a regional strength or specialization. This can help identify industries that drive the local economy and may offer strong career opportunities for students. Exhibit 17 displays the industry sectors with the job growth and location quotients, or employment concentrations, in the High Desert Subregion.

Health Care and Social Assistance stands out prominently in the top-right quadrant of the chart, with a large bubble size, indicating it leads all sectors in both job growth (16.1%) and increased employment concentration. Similarly, Mining, Quarrying, and Oil and Gas Extraction stands out in the top-right quadrant of the chart, indicating it leads most sectors in both job growth (10.6%) and increased employment concentration. This positioning reflects strong subregional demand, growing local specialization, and a significant opportunity for workforce development, making it a critical sector for community colleges to target with expanded training programs and career pathways.

Accommodation and Food Services, positioned in the upper-middle area, is projected to experience moderate job growth (4.2%) and a slight increase in concentration. Its relatively large employment base (15,663 jobs) and positive growth signal continued need for workers, especially in roles that may benefit from short-term credentials, supervisory training, or career ladder strategies.

Despite the Transportation and Warehousing sector’s notable job growth (487 jobs or 5.5% change), this sector has a slightly negative change in concentration, indicating that while the industry is growing, it’s not outpacing national growth rates. However, its large bubble suggests it remains a critical regional employer. It remains important to support this sector with targeted logistics, CDL, and automation-focused training programs.

Exhibit 17: Highest Industry Employment Concentration (2-Digit NAICS), High Desert Subregion (2024 - 2029)



Source: Lightcast 2026.1 – Highest Ranked Industries, QCEW Employees, Non-QCEW Employees, and Self-Employed

Health Care and Social Assistance; and Mining, Quarrying, and Oil and Gas Extraction lead regional industry growth and specialization, making them clear workforce development priorities. Accommodation and Transportation also show strength in job creation and scale.

To better understand where targeted training and career pathways can have the greatest impact, the next section highlights the top occupations within these priority sectors, based on high quality job criteria.

SECTION 3: WHAT ARE THE IMPORTANT JOBS FOR THE HIGH DESERT SUBREGION'S ECONOMY, AND DO WE HAVE THE WORKFORCE TO MEET THE DEMAND?

An occupation refers to a group of jobs and job titles that involve similar tasks and require comparable knowledge, skills, and abilities. Individuals performing essentially the same type of work are classified under the same occupation, regardless of the industry in which they are employed. Some occupations are largely concentrated within a single industry, such as police officers, who are typically employed in government, while others, like information technology or maintenance workers, are found across multiple industries.

To identify the best opportunities for new program development in the High Desert Subregion, this report highlights a subset of high-quality jobs, referred to as "Quality Jobs." These occupations meet the following criteria:

- They are **in-demand**, with at least 53 average annual job openings in the Inland Empire/Desert Region.
- They offer **entry-level wages** at or above the regional living wage of \$20.76 per hour.
- They are considered **middle-skill occupations**, defined as jobs that typically require more than a high school diploma and less than a bachelor's degree for entry, or a bachelor's degree only when a significant share of workers (at least one-third) in the occupation have some college or an associate degree. This includes occupations requiring no formal educational credential, a high school diploma, an apprenticeship, a postsecondary certificate, or an associate degree.

Applying the above criteria to occupations in the High Desert Subregion, we identified 104 that qualify as "quality jobs." See Appendix B for a complete list of the 104 Quality Job Occupations identified in this research.

3.1 QUALITY JOB OCCUPATIONS

Exhibit 18 displays the 104 Quality Jobs grouped by the associated Major Occupational Group using the 2-digit occupational profile from the Standard Occupational Classification System.⁵ Analyzing occupations within the context of their broader 2-digit occupational major group is valuable because it reveals patterns in employment demand, specialization, and vulnerability to automation across related job roles. Grouping occupations this way helps align training programs and workforce strategies with sector-wide trends rather than isolated job titles.

The High Desert Subregion plays a major role in the region's labor market, particularly in transportation, production, protection, management, healthcare, office support, installation/maintenance, and construction, where these Major SOC groups contribute over 8% of all IED quality jobs.

Office and Administrative Support Occupations are the largest in volume for the subregion, with 8,396 jobs and 912 annual openings, accounting for over 10% of all IED jobs in this category. Installation,

⁵ U.S. Bureau of Labor Statistics. (2018). 2018 Standard Occupational Classification (SOC) system: Major groups. U.S. Department of Labor. https://www.bls.gov/soc/2018/major_groups.htm

Maintenance, and Repair Occupations are the second largest in job volume with 7,098 jobs and 677 annual job openings, accounting for over 11% of all IED jobs in this category.

Middle-skill, career-technical fields show strong local concentration, specifically in Installation, Maintenance, and Repair (7,098 jobs) and Transportation and Material Moving (5,368 jobs), which together represent over 32% of all subregional jobs listed and have annual openings of 677 and 625, respectively. These occupations offer good wages and are highly aligned with community college programs, making them ideal targets for career education and apprenticeship expansion.

Healthcare Practitioners and Technical Occupations represent 12.0% of IED jobs and 11.9% of average annual openings in this field in the subregion. With 3,483 jobs and 338 annual openings in the subregion, this indicates a critical workforce role in supporting regional healthcare delivery.

The High Desert Subregion plays a critical and often disproportionate role in supplying the Inland Empire with skilled workers across several fields. Most notably, it contributes over one-third of Life, Physical, and Social Science jobs (33.7%), and significant shares in Protective Services (17.4%), Education (15.5%), and Maintenance/Repair (11.6%). These insights reinforce the importance of aligning local training programs with subregional strengths, particularly in public safety, healthcare, skilled trades, and select technical fields.

Exhibit 18: Annual Job Openings per Quality Job by 2-digit Major Occupational Group, High Desert Subregion (2024-2029)

Occupational Major Groups (2-digit SOC Categories)	2024 Jobs (Subregion)	2024 Jobs (Region)	% of Regional Jobs	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	% of Regional Annual Job Openings
Office and Administrative Support Occupations (20 Occupations)	8,396	82,094	10.2%	912	8,919	10.2%
Installation, Maintenance, and Repair Occupations (15 Occupations)	7,098	61,211	11.6%	677	6,107	11.1%
Transportation and Material Moving Occupations (5 Occupations)	5,368	63,633	8.4%	625	7,532	8.3%
Healthcare Practitioners and Technical Occupations (13 Occupations)	3,483	29,041	12.0%	338	2,829	11.9%
Protective Service Occupations (7 Occupations)	3,186	18,268	17.4%	303	1,837	16.5%
Construction and Extraction Occupations (8 Occupations)	2,744	41,129	6.7%	237	3,450	6.9%
Healthcare Support Occupations (7 Occupations)	1,544	12,424	12.4%	242	1,893	12.8%
Management Occupations (6 Occupations)	1,412	17,682	8.0%	144	1,891	7.6%
Computer and Mathematical Occupations (4 Occupations)	1,256	9,859	12.7%	81	646	12.5%
Sales and Related Occupations (3 Occupations)	839	12,499	6.7%	74	1,081	6.8%
Production Occupations (3 Occupations)	799	7,664	10.4%	82	792	10.4%
Business and Financial Operations Occupations (3 Occupations)	571	6,128	9.3%	42	447	9.3%
Architecture and Engineering Occupations (4 Occupations)	330	2,774	11.9%	32	279	11.6%
Legal Occupations (1 Occupation)	255	2,788	9.2%	29	321	9.0%
Food Preparation and Serving Related Occupations (1 Occupation)	230	2,771	8.3%	29	374	7.8%
Life, Physical, and Social Science Occupations (1 Occupation)	213	633	33.7%	26	78	32.7%
Building and Grounds Cleaning and Maintenance Occupations (1 Occupation)	193	2,406	8.0%	27	328	8.1%
Educational Instruction and Library Occupations (1 Occupation)	179	1,157	15.5%	35	220	15.7%
Arts, Design, Entertainment, Sports, and Media Occupations (1 Occupation)	58	640	9.0%	5	58	9.0%
Total	38,154	374,800		3,939	39,082	

Source: Lightcast 2026.1 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

This major occupational group-level analysis helps colleges and workforce planners identify which occupational categories present both strong economic opportunities and an urgent need for program alignment, particularly in their contribution to overall job growth in the Inland Empire/Desert (IED) Region.

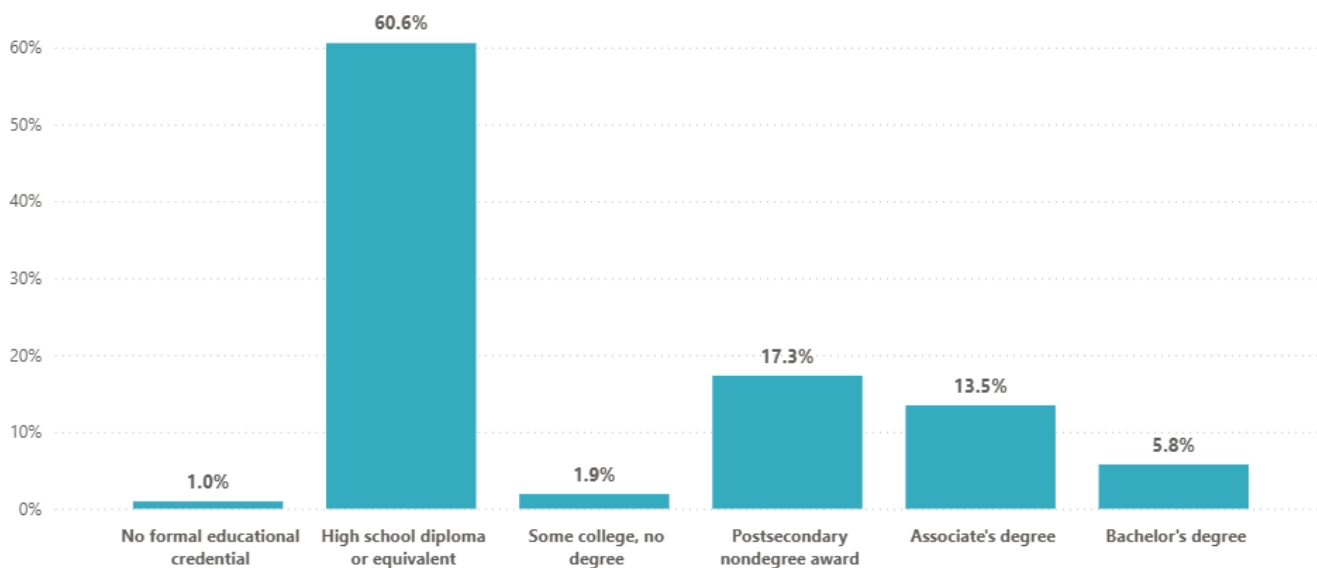
3.2 QUALITY JOB OCCUPATIONAL TYPICAL ENTRY LEVEL EDUCATION

The “Typical Entry Level Education” is an occupational classification developed by the U.S. Bureau of Labor Statistics (BLS) and is assigned at the Standard Occupational Classification (SOC) level. This metric reflects the minimum formal education typically required to enter a given occupation and is informed by data from the Occupational Outlook Handbook (OOH) and the Occupational Employment and Wage Statistics (OEWS) program. BLS determines these education requirements using a combination of employer surveys, labor market expert input, and analysis of job duties and training needs.⁶

The data is updated biennially, in alignment with the release schedule of the Occupational Outlook Handbook. Educational levels are standardized into the following categories: less than a high school diploma, high school diploma or equivalent, postsecondary nondegree award, associate degree, bachelor’s degree, and advanced degrees. This classification is widely used by educators, workforce planners, and policy makers to identify middle-skill jobs, support program alignment, and design career pathways based on real-world labor market needs.

Exhibit 19 displays the proportion of Quality Jobs typical entry-level education classification for the Inland Empire-Desert region. The vast majority of Quality Jobs occupations in the region (94.2%) typically require less than a bachelor’s degree for entry. Specifically, 61.6% require at most a high school diploma or equivalent, and 32.7% require a middle skill level of education from “some college, no degree” to an associate’s degree.

Exhibit 19: Typical Entry Level Education Requirement for Quality Jobs, IED Region (2024)



Source: Lightcast 2026.1 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

⁶ U.S. Bureau of Labor Statistics. (2023). Education and training assignments by detailed occupation. Occupational Outlook Handbook. U.S. Department of Labor. <https://www.bls.gov/emp/documentation/education/tech.htm>

SECTION 4: WHICH QUALITY JOBS DO COMMUNITY COLLEGES IN THE HIGH DESERT SUBREGION TRAIN?

This section outlines programs that prepare students for employment in quality jobs¹ and provides labor market information for subregional faculty and staff to review these programs to assess whether expanding them in the subregion would help address unmet workforce demand.

To ensure our research included active programs, we analyzed the program offerings listed as “active” or “approved” in the Chancellor’s Office Curriculum Inventory (COCI). COCI is a repository of locally approved curricula² that contains the most up-to-date inventory of current community college program offerings. Some programs displayed below are considered active despite having issued an average of zero awards over the last three academic years. Active programs without awards represent opportunities for potential program expansion or increased marketing efforts. However, please note that the most recent award data is through the 2024-2025 academic year, and programs developed after this timeframe will not be reflected in the awards data.

Programs shown in this section are categorized by priority sectors using a crosswalk developed by the California Community College Chancellor’s Office (CCCCO). To identify the vocational occupations for each program, we used a crosswalk developed by the CCCCCO in collaboration with regional COEs that associates occupation codes with program codes.

The sector sub-sections display the following:

- Active subregional program offerings aligned with regional quality jobs, organized by CCCCCO priority sector. This information provides insight into how subregional community colleges currently address employer demand through their program offerings.
- The subregional colleges that offer each program that prepares students for quality jobs occupations. Knowing which institutions currently supply workers for quality jobs may provide context for colleges considering program expansion.
- The average number of awards conferred annually by subregional colleges in each program, during the academic years 2022-2025.³ Awards data illuminates the scale of subregional supply efforts, highlighting opportunities for program expansion.
- Labor market information for quality jobs trained by subregional program offerings in each sector. This includes employment characteristics, such as current employment, projected demand, and entry-level earnings, for each quality job occupation. Knowing the employer demand for individual quality jobs occupations may assist focused program expansion efforts.

Advanced Manufacturing Sector

Exhibit 20 displays the existing programs in the advanced manufacturing sector that prepare students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, two colleges currently offer programs that train students for quality jobs in the advanced manufacturing sector.

Exhibit 20: Existing Advanced Manufacturing Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0934.00	Electronics and Electric Technology	1	Victor Valley	18
0934.10	Computer Electronics	1	Victor Valley	8
0945.00	Industrial Systems Technology and Maintenance	1	Barstow	51
0950.00	Aeronautical and Aviation Technology	1	Victor Valley	60
0950.50	Aircraft Fabrication	1	Victor Valley	0

Source: COCI, MIS DATA MART

The five advanced manufacturing programs highlighted above train students for eight quality job occupations as shown in Exhibit 21. In 2024, these occupations accounted for 3,463 jobs in the subregion and are projected to grow by 2%, adding 77 jobs through 2029. On average, these occupations are expected to produce 330 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 21: Quality Jobs Trained by Existing Advanced Manufacturing Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-3013	Facilities Managers	166	15	164	\$37.75
17-3023	Electrical and Electronic Engineering Technologists and Technicians	106	10	61	\$29.91
47-2231	Solar Photovoltaic Installers	96	9	111	\$24.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	142	11	63	\$30.67
49-3011	Aircraft Mechanics and Service Technicians	703	55	222	\$29.79
49-9041	Industrial Machinery Mechanics	318	30	308	\$27.62
49-9071	Maintenance and Repair Workers, General	1,590	167	1,722	\$21.42
49-9099	Installation, Maintenance, and Repair Workers, All Other	342	33	356	\$20.96
Total		3,463	330	3,007	

Source: Lightcast 2026.1

Advanced Transportation and Logistics Sector

Exhibit 22 displays the existing programs in the advanced transportation and logistics sector that prepare students for employment in quality jobs. All three community colleges in the High Desert Subregion currently offer programs in the advanced transportation and logistics sector that train students for quality jobs.

Exhibit 22: Existing Advanced Transportation and Logistics Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0510.00	Logistics and Materials Transportation	2	Victor Valley, Barstow	32
0947.00	Diesel Technology	1	Barstow	20
0947.50	Truck and Bus Driving	1	Victor Valley	65
0948.00	Automotive Technology	3	Victor Valley, Barstow, Copper Mountain	71
0948.40	Alternative Fuels and Advanced Transportation Technology	1	Copper Mountain	0
0950.10	Aviation Airframe Mechanics	1	Victor Valley	40
0950.20	Aviation Powerplant Mechanics	1	Victor Valley	52

Source: COCI, MIS DATA MART

The seven advanced transportation and logistics programs highlighted above train students for nine quality job occupations as shown in Exhibit 23. In 2024, these occupations accounted for 8,519 jobs in the subregion and are projected to grow by 4%, adding 308 jobs through 2029. On average, these occupations are expected to produce 866 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 23: Quality Jobs Trained by Existing Advanced Transportation and Logistics Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-3071	Transportation, Storage, and Distribution Managers	363	31	444	\$37.47
43-5061	Production, Planning, and Expediting Clerks	356	33	491	\$21.21
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	730	67	565	\$31.54
49-3011	Aircraft Mechanics and Service Technicians	703	55	222	\$29.79
49-3023	Automotive Service Technicians and Mechanics	1,412	137	989	\$22.63
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	578	53	435	\$24.99
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	285	25	267	\$27.74
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,875	431	5,530	\$23.20
53-3052	Bus Drivers, Transit and Intercity	217	34	249	\$23.18
Total		8,519	866	9,192	

Source: Lightcast 2026.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 24 displays an existing program in the agriculture, water, and environmental technologies sector that prepares students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, one currently offers programs in the agriculture, water, and environmental technologies sector that train students for quality jobs.

Exhibit 24: Existing Agriculture, Water, and Environmental Technologies Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0115.00	Natural Resources	1	Victor Valley	3

Source: COCI, MIS DATA MART

The one agriculture, water, and environmental technologies program highlighted above trains students for one quality job occupation as shown in Exhibit 25. In 2024, this occupation accounted for 213 jobs in the subregion but is projected to shrink by 6%, losing 12 jobs through 2029. On average, this occupation is expected to produce 26 annual job openings in the subregion, reflecting sustained demand for skilled workers.

Exhibit 25: Quality Jobs Trained by Existing Agriculture, Water, and Environmental Technologies Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
19-4071	Forest and Conservation Technicians	213	26	78	\$28.04

Source: Lightcast 2026.1

Business and Entrepreneurship Sector

Exhibit 26 displays the existing programs in the business and entrepreneurship sector that prepare students for employment in quality jobs. All three community colleges in the High Desert Subregion currently offer programs in the business and entrepreneurship sector that train students for quality jobs.

Exhibit 26: Existing Business and Entrepreneurship Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0501.00	Business and Commerce, General	3	Victor Valley, Barstow, Copper Mountain	133
0502.00	Accounting	2	Barstow, Copper Mountain	18
0505.00	Business Administration	3	Victor Valley, Barstow, Copper Mountain	145
0506.00	Business Management	2	Victor Valley, Barstow	14
0506.40	Small Business and Entrepreneurship	2	Victor Valley, Barstow	6
0511.00	Real Estate	1	Victor Valley	106
0511.10	Escrow	1	Victor Valley	15
1402.00	Paralegal	1	Victor Valley	13
3007.00	Cosmetology and Barbering	2	Victor Valley, Barstow	143

Source: COCI, MIS DATA MART

The nine business and entrepreneurship programs highlighted above train students for 10 quality job occupations as shown in Exhibit 27. In 2024, these occupations accounted for 3,323 jobs in the subregion and are projected to see a very slight decline, losing nine jobs through 2029. On average, these occupations are expected to produce 340 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 27: Quality Jobs Trained by Existing Business and Entrepreneurship Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-3013	Facilities Managers	166	15	164	\$37.75
11-3071	Transportation, Storage, and Distribution Managers	363	31	444	\$37.47
11-9072	Entertainment and Recreation Managers, Except Gambling	71	9	110	\$28.22
11-9141	Property, Real Estate, and Community Association Managers	304	27	384	\$24.27
13-1051	Cost Estimators	184	15	224	\$28.74
23-2011	Paralegals and Legal Assistants	255	29	321	\$23.76
41-9021	Real Estate Brokers	90	8	105	\$23.40
41-9022	Real Estate Sales Agents	432	38	524	\$21.21
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,291	151	1,745	\$21.49
43-3051	Payroll and Timekeeping Clerks	168	18	186	\$24.25
Total		3,323	340	4,207	

Source: Lightcast 2026.1

Education and Human Development Sector

Exhibit 28 displays the existing programs in the education and human development sector that prepare students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, one college currently offers programs in the education and human development sector that train students for quality jobs.

Exhibit 28: Existing Education and Human Development Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0835.60	Coaching	1	Victor Valley	0

Source: COCI, MIS DATA MART

The single education and human development program highlighted above trains students for one quality job occupation, as shown in Exhibit 29. In 2024, this occupation accounted for 71 jobs in the subregion and is projected to grow by 6%, adding 4 jobs through 2029. On average, these occupations are expected to produce 9 annual job openings in the subregion, reflecting sustained demand for skilled workers.

Exhibit 29: Quality Jobs Trained by Existing Energy, Construction, and Utilities Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-9072	Entertainment and Recreation Managers, Except Gambling	71	9	110	\$28.22

Source: Lightcast 2026.1

Energy, Construction, and Utilities Sector

Exhibit 28 displays the existing programs in the energy, construction, and utilities sector that prepare students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, two colleges currently offer programs in the energy, construction, and utilities sector that train students for quality jobs.

Exhibit 28: Existing Energy, Construction, and Utilities Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0934.40	Electrical Systems and Power Transmission	1	Victor Valley	0
0946.00	Environmental Control Technology (HVAC)	1	Victor Valley	0
0952.00	Construction Crafts Technology	2	Victor Valley, Copper Mountain	7
0952.20	Electrical	1	Victor Valley	0
0952.30	Plumbing, Pipefitting and Steamfitting	1	Victor Valley	0
0953.00	Drafting Technology	2	Victor Valley, Copper Mountain	6
0953.10	Architectural Drafting	1	Victor Valley	17
0957.00	Civil and Construction Management Technology	1	Victor Valley	2
0957.20	Construction Inspection	1	Victor Valley	1

Source: COCI, MIS DATA MART

The nine energy, construction, and utilities programs highlighted above train students for 10 quality job occupations as shown in Exhibit 29. In 2024, these occupations accounted for 3,196 jobs in the subregion and are projected to grow by 5%, adding 145 jobs through 2029. On average, these occupations are expected to produce 308 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 29: Quality Jobs Trained by Existing Energy, Construction, and Utilities Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-3013	Facilities Managers	166	15	164	\$37.75
17-3011	Architectural and Civil Drafters	48	5	81	\$26.71
17-3022	Civil Engineering Technologists and Technicians	132	12	76	\$30.45
47-2111	Electricians	813	78	872	\$24.73
47-2152	Plumbers, Pipefitters, and Steamfitters	403	38	521	\$23.32
47-4011	Construction and Building Inspectors	183	21	175	\$30.83
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	730	67	565	\$31.54
49-2098	Security and Fire Alarm Systems Installers	37	4	86	\$23.45
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	454	45	611	\$24.56
49-9051	Electrical Power-Line Installers and Repairers	230	22	173	\$39.72
Total		3,196	308	3,324	

Source: Lightcast 2026.1

Health Sector

Exhibit 30 displays the existing programs in the health sector that prepare students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, two currently offer programs in the health sector that train students for quality jobs.

Exhibit 30: Existing Health Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0430.00	Biotechnology and Biomedical Technology	1	Victor Valley	0
0514.20	Medical Office Technology	1	Victor Valley	2
1208.00	Medical Assisting	1	Victor Valley	35
1210.00	Respiratory Care/Therapy	1	Victor Valley	28
1221.00	Pharmacy Technology	1	Victor Valley	0
1222.00	Physical Therapist Assistant	1	Victor Valley	0
1230.20	Licensed Vocational Nursing	1	Copper Mountain	0
1251.00	Paramedic	1	Victor Valley	250
1306.00	Nutrition, Foods, and Culinary Arts	1	Victor Valley	2

Source: COCI, MIS DATA MART

The nine health programs highlighted above train students for 11 quality job occupations as shown in Exhibit 31. In 2024, these occupations accounted for 5,118 jobs in the subregion and are projected to grow by 7%, adding 344 jobs through 2029. On average, these occupations are expected to produce 508 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 31: Quality Jobs Trained by Health Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
15-1299	Computer Occupations, All Other	601	38	230	\$29.59
29-1126	Respiratory Therapists	247	22	174	\$37.07
29-2043	Paramedics	244	15	65	\$29.86
29-2052	Pharmacy Technicians	496	52	516	\$22.05
29-2061	Licensed Practical and Licensed Vocational Nurses	1,111	109	865	\$31.37
29-2072	Medical Records Specialists	158	14	122	\$22.01
29-2099	Health Technologists and Technicians, All Other	300	31	257	\$22.51
31-2021	Physical Therapist Assistants	85	19	158	\$35.52
31-9099	Healthcare Support Workers, All Other	319	44	288	\$21.77
35-1011	Chefs and Head Cooks	230	29	374	\$24.18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,327	135	1,572	\$28.24
Total		5,118	508	4,619	

Source: Lightcast 2026.1

Information and Communication Technologies/Digital Media Sector

Exhibit 32 displays the existing programs in the information and communication technologies/digital media sector that prepare students for employment in quality jobs. All three community colleges in the High Desert Subregion currently offer programs in the information and communication technologies/digital media sector that train students for quality jobs.

Exhibit 32: Existing Information and Communication Technologies/Digital Media Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0514.00	Office Technology/Office Computer Applications	1	Victor Valley	27
0614.00	Digital Media	1	Victor Valley	5
0702.00	Computer Information Systems	3	Victor Valley, Barstow, Copper Mountain	90
0702.10	Software Applications	2	Victor Valley, Copper Mountain	0
0707.10	Computer Programming	2	Victor Valley, Copper Mountain	4
0708.10	Computer Networking	1	Copper Mountain	0

Source: COCI, MIS DATA MART

The six information and communication technologies/digital media programs highlighted above train students for 12 quality job occupations as shown in Exhibit 33. In 2024, these occupations accounted for 5,029 jobs in the subregion and are projected to grow by 2%, adding 114 jobs through 2029. On average, these occupations are expected to produce 507 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 33: Quality Jobs Trained by Information and Communication Technologies/Digital Media Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-9072	Entertainment and Recreation Managers, Except Gambling	71	9	110	\$28.22
15-1231	Computer Network Support Specialists	73	5	54	\$28.26
15-1244	Network and Computer Systems Administrators	214	12	97	\$38.08
15-1299	Computer Occupations, All Other	601	38	230	\$29.59
17-3023	Electrical and Electronic Engineering Technologists and Technicians	106	10	61	\$29.91
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,327	135	1,572	\$28.24
43-3061	Procurement Clerks	80	7	61	\$21.02
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	163	17	147	\$23.52
43-6011	Executive Secretaries and Executive Administrative Assistants	401	45	415	\$29.45
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,734	204	1,891	\$21.06
43-9022	Word Processors and Typists	164	17	103	\$22.76
43-9041	Insurance Claims and Policy Processing Clerks	95	8	130	\$21.12
Total		5,029	507	4,869	

Source: Lightcast 2026.1

Public Safety Sector

Exhibit 34 displays the existing programs in the public safety sector that prepare students for employment in quality jobs. All three community colleges in the High Desert Subregion currently offer programs in the public safety sector that train students for quality jobs.

Exhibit 34: Existing Public Safety Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
2105.00	Administration of Justice	3	Victor Valley, Barstow, Copper Mountain	185
2105.10	Corrections	1	Barstow	3
2133.00	Fire Technology	2	Victor Valley, Copper Mountain	221
2133.10	Wildland Fire Technology	1	Copper Mountain	0
2133.50	Fire Academy	1	Victor Valley	0

Source: COCI, MIS DATA MART

The five public safety programs highlighted above train students for eight quality job occupations as shown in Exhibit 35. In 2024, these occupations accounted for 3,809 jobs in the subregion and are projected to grow by 6%, adding 227 jobs through 2029. On average, these occupations are expected to produce 345 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 35: Quality Jobs Trained by Public Safety Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-9072	Entertainment and Recreation Managers, Except Gambling	71	9	110	\$28.22
15-1299	Computer Occupations, All Other	601	38	230	\$29.59
33-1011	First-Line Supervisors of Correctional Officers	113	10	56	\$56.94
33-1012	First-Line Supervisors of Police and Detectives	289	24	133	\$66.14
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	93	9	63	\$47.10
33-2011	Firefighters	487	49	311	\$29.14
33-3012	Correctional Officers and Jailers	896	85	483	\$36.11
33-3051	Police and Sheriff's Patrol Officers	1,259	119	684	\$38.79
Total		3,809	345	2,070	

Source: Lightcast 2026.1

Retail, Hospitality, and Tourism Sector

Exhibit 36 displays the existing programs in the retail, hospitality, and tourism sector that prepare students for employment in quality jobs. Of the three community colleges in the High Desert Subregion, two currently offer programs in the retail, hospitality, and tourism sector that train students for quality jobs.

Exhibit 36: Existing Retail, Hospitality, and Tourism Programs that Train Quality Jobs, High Desert Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
1306.30	Culinary Arts	1	Copper Mountain	0
1307.00	Hospitality	1	Copper Mountain	0
1307.10	Restaurant and Food Services and Management	1	Victor Valley	13

Source: COCI, MIS DATA MART

The three retail, hospitality, and tourism programs highlighted above train students for four quality job occupations as shown in Exhibit 37. In 2024, these occupations accounted for 808 jobs in the subregion and are projected to grow by 6%, adding 45 jobs through 2029. On average, these occupations are expected to produce 101 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 37: Quality Jobs Trained by Retail, Hospitality, and Tourism Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
11-9051	Food Service Managers	474	59	734	\$25.81
11-9072	Entertainment and Recreation Managers, Except Gambling	71	9	110	\$28.22
11-9081	Lodging Managers	34	4	55	\$30.43
35-1011	Chefs and Head Cooks	230	29	374	\$24.18
Total		808	101	1,272	

Source: Lightcast 2026.1

Key Takeaways

The programs displayed in this section represent some of the best opportunities for current students to graduate and enter jobs with a bright outlook. Despite these programs being listed as active in the curriculum inventory, the awards data suggest opportunities for program expansion. Community college staff and faculty are encouraged to consider their current program offerings to determine if their programs are supplying enough students to meet subregional employment demand.

Program expansion across the eight sectors shown in this section would strengthen the subregional economy by supplying employers with qualified candidates to fill essential roles. While each sector has room for program expansion, the scale of demand in certain sectors warrants further illumination. For example, the Advanced Transportation and Logistics sector represents the greatest opportunity for program expansion, with 866 projected annual job openings for quality jobs in the subregion, accounting for more than 9% of regional employer demand in this sector.

Demand for quality jobs workers in the Health; and Information and Communication Technologies/Digital Media sectors is considerable, with each projecting more than 500 job openings annually over the next five years, respectively. While the subregional concentration of good workers in the Health sector (11%) and Information and Communication Technologies/Digital Media sector (10%) is not high, the number of job openings projected in these sectors warrants consideration. The subregional concentration of quality jobs in the Public Safety sector is high, accounting for nearly 17% of regional demand. While smaller in scale, the single quality job occupation in the Agriculture, Water, and Environmental Technologies sector (forest and conservation technicians) has a very high concentration of regional jobs at more than 33%, indicating that subregional community colleges may have a competitive advantage offering programs in this sector.

Several active programs in the subregion have not issued awards over the last three academic years, potentially representing opportunities for program expansion or increased marketing efforts. These programs are listed in Exhibit 38 below. Please note that these programs were displayed in their respective sectors and are consolidated for this Exhibit. Furthermore, the Exhibit may display programs that have issued one award over the last three academic years, as the average is less than one award per

year, and, therefore, are worthy of program expansion consideration. Newly developed programs may be displayed because awards have not yet been conferred in these program codes.

Exhibit 38: Existing Programs that Train Quality Jobs with Less Than One Average Award Reported Over the Past Three Years, High Desert Subregion

TOP Code	TOP Title	CCCCO Sector	# Colleges Offering Programs (Subregion)	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0430.00	Biotechnology and Biomedical Technology	Health	1	Victor Valley	0
0702.10	Software Applications	Information and Communication Technologies - Digital Media	2	Victor Valley, Copper Mountain	0
0708.10	Computer Networking	Information and Communication Technologies - Digital Media	1	Copper Mountain	0
0835.60	Coaching	Education and Human Development	1	Victor Valley	0
0934.40	Electrical Systems and Power Transmission	Energy, Construction and Utilities	1	Victor Valley	0
0946.00	Environmental Control Technology (HVAC)	Energy, Construction and Utilities	1	Victor Valley	0
0948.40	Alternative Fuels and Advanced Transportation Technology	Advanced Transportation and Logistics	1	Copper Mountain	0
0950.50	Aircraft Fabrication	Advanced Manufacturing	1	Victor Valley	0
0952.20	Electrical	Energy, Construction and Utilities	1	Victor Valley	0
0952.30	Plumbing, Pipefitting and Steamfitting	Energy, Construction and Utilities	1	Victor Valley	0
1221.00	Pharmacy Technology	Health	1	Victor Valley	0
1222.00	Physical Therapist Assistant	Health	1	Victor Valley	0
1230.20	Licensed Vocational Nursing	Health	1	Copper Mountain	0
1306.30	Culinary Arts	Retail, Hospitality and Tourism	1	Copper Mountain	0
1307.00	Hospitality	Retail, Hospitality and Tourism	1	Copper Mountain	0
2133.10	Wildland Fire Technology	Public Safety	1	Copper Mountain	0
2133.50	Fire Academy	Public Safety	1	Victor Valley	0

Source: COCI, MIS DATA MART

SECTION 5: WHAT PROGRAMS SHOULD MY COLLEGE OFFER TO MEET THE WORKFORCE DEMAND IN THE HIGH DESERT SUBREGION?

This section examines the alignment of subregional training programs with quality jobs occupations. By comparing programs not currently active in the subregion to the quality job occupations that could be trained by those programs, this section aims to identify the best opportunities for program development. The goal is to identify the programs that train students for quality jobs occupations that are currently not covered by subregional program offerings.

To identify the best opportunities for new program development, we analyzed COCI's list of program offerings through March 2026 and identified programs not currently offered in the subregion that are linked to quality jobs. Occupations already served by existing subregional programs were excluded from this analysis to ensure the findings highlight unmet workforce needs and lack alignment with local subregional program offerings.

Programs shown in this section are categorized by priority sectors using a crosswalk developed by the California Community College Chancellor's Office (CCCCO). To identify the vocational occupations for each program, we used a crosswalk that was developed by the CCCCCO in collaboration with regional COEs that associate occupation codes to program codes.

Each sub-section displays the following:

- Inactive program offerings aligned with regional quality jobs, organized by CCCCCO priority sector. This list of programs may serve as a foundation for program development efforts, as each program leads to employment in quality jobs.
- Labor market information for associated quality jobs that students could be trained for by the addition of programs for each sector. This displays employment characteristics, such as current employment, projected demand, and entry-level earnings, for each quality job occupation. Knowing the employer demand for individual quality jobs occupations may assist focused program development efforts.

The intention of this section is to highlight inactive programs with the greatest potential to prepare students for quality jobs. Additionally, it encourages subregional faculty and staff to review these programs and assess whether their college should develop a program that trains students for the identified occupations.

Advanced Manufacturing Sector

Exhibit 39 highlights advanced manufacturing program development opportunities. High Desert Subregion community colleges do not currently offer two advanced manufacturing programs that may prepare students for employment in quality jobs.

Exhibit 39: Advanced Manufacturing Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0957.30	Surveying
0961.00	Optics

Source: COCI

The advanced manufacturing programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 40. In 2024, these occupations accounted for 127 jobs in the subregion and are projected to grow by 5%, adding 6 jobs through 2029. On average, these occupations are expected to produce 14 annual job openings in this subregion.

Exhibit 40: Quality Jobs Not Trained by Existing Advanced Manufacturing Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
17-3031	Surveying and Mapping Technicians	44	6	61	\$23.18
29-2081	Opticians, Dispensing	83	8	93	\$22.39
Total		127	14	154	

Source: Lightcast 2026.1

Advanced Transportation and Logistics Sector

Exhibit 41 highlights an advanced transportation and logistics program development opportunity. High Desert Subregion community colleges do not currently offer one advanced transportation and logistics program that may prepare students for employment in quality jobs.

Exhibit 41: Advanced Transportation and Logistics Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0947.40	Railroad and Light Rail Operations

Source: COCI

The advanced transportation and logistics program highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 42. In 2024, these occupations accounted for 865 jobs in the subregion and are projected to grow by 3%, adding 23 jobs through 2029. On average, these occupations are expected to produce 86 annual job openings in this subregion.

Exhibit 42: Quality Jobs Not Trained by Existing Advanced Transportation and Logistics Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	596	64	1,196	\$24.63
53-4031	Railroad Conductors and Yardmasters	268	23	66	\$41.77
Total		865	86	1,262	

Source: Lightcast 2026.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 43 highlights agriculture, water, and environmental technologies program development opportunities. High Desert Subregion community colleges do not currently offer three agriculture, water, and environmental technologies programs that may prepare students for employment in quality jobs.

Exhibit 43: Agriculture, Water, and Environmental Technologies Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0102.10	Veterinary Technician (Licensed)
0102.20	Artificial Inseminator (Licensed)
0112.00	Agriculture Business, Sales and Service

Source: COCI

The agriculture, water, and environmental technologies programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 44. In 2024, these occupations accounted for 438 jobs in the subregion and are projected to grow by 3%, adding 14 jobs through 2029. On average, these occupations are expected to produce 33 annual job openings in this subregion.

Exhibit 44: Quality Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
15-1232	Computer User Support Specialists	368	25	266	\$25.23
29-2056	Veterinary Technologists and Technicians	71	8	111	\$21.88
Total		438	33	376	

Source: Lightcast 2026.1

Business and Entrepreneurship Sector

Exhibit 45 highlights business and entrepreneurship program development opportunities. High Desert Subregion community colleges do not currently offer five business and entrepreneurship programs that may prepare students for employment in quality jobs.

Exhibit 45: Business and Entrepreneurship Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0504.00	Banking and Finance
0506.30	Management Development and Supervision
0512.00	Insurance
0514.10	Legal Office Technology
3005.00	Custodial Services

Source: COCI

The business and entrepreneurship programs highlighted above may train students with the knowledge, skills, and abilities necessary for the four quality job occupations shown in Exhibit 46. In 2024, these occupations accounted for 1,676 jobs in the subregion and are projected to grow by 2%, adding 33 jobs through 2029. On average, these occupations are expected to produce 166 annual job openings in this subregion.

Exhibit 46: Quality Jobs Not Trained by Existing Business and Entrepreneurship Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
13-1031	Claims Adjusters, Examiners, and Investigators	267	17	113	\$35.32
13-2072	Loan Officers	121	9	110	\$23.64
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	193	27	328	\$21.53
41-3021	Insurance Sales Agents	317	29	452	\$21.87
43-4031	Court, Municipal, and License Clerks	285	35	227	\$25.85
43-4131	Loan Interviewers and Clerks	40	4	59	\$22.07
51-1011	First-Line Supervisors of Production and Operating Workers	453	46	559	\$26.00
Total		1,676	166	1,848	

Source: Lightcast 2026.1

Education and Human Development Sector

Exhibit 47 highlights an education and human development program development opportunity. High Desert Subregion community colleges do not currently offer the one education and human development program that may prepare students for employment in quality jobs.

Exhibit 47: Education and Human Development Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
1602.00	Library Technician (Aide)

Source: COCI

The education and human development program highlighted above may train students with the knowledge, skills, and abilities necessary for the one quality job occupation shown in Exhibit 48. In 2024, this occupation accounted for 179 jobs in the subregion and is projected to grow by 4%, adding eight jobs through 2029. On average, this occupation is expected to produce 35 annual job openings in this subregion.

Exhibit 48: Quality Jobs Not Trained by Existing Education and Human Development Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
25-4031	Library Technicians	179	35	220	\$23.55

Source: Lightcast 2026.1

Energy, Construction, and Utilities Sector

Exhibit 49 highlights energy, construction, and utilities program development opportunities. High Desert Subregion community colleges do not currently offer five energy, construction, and utilities programs that may prepare students for employment in quality jobs.

Exhibit 49: Energy, Construction, and Utilities Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0946.10	Energy Systems Technology
0952.10	Carpentry
0952.40	Glazing
0956.40	Sheet Metal and Structural Metal
0958.00	Water and Wastewater Technology

Source: COCI

The energy, construction, and utilities programs highlighted above may train students with the knowledge, skills, and abilities necessary for the six quality job occupations shown in Exhibit 50. In 2024, these occupations accounted for 1,594 jobs in the subregion and are projected to shrink by 3%, losing 41 jobs through 2029. On average, these occupations are expected to produce 128 annual job openings in this subregion.

Exhibit 50: Quality Jobs Not Trained by Existing Energy, Construction, and Utilities Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
47-2031	Carpenters	1,052	75	1,507	\$25.58
47-2121	Glaziers	53	4	74	\$24.47
47-2211	Sheet Metal Workers	65	6	82	\$24.29
47-2221	Structural Iron and Steel Workers	78	6	108	\$21.46
51-8021	Stationary Engineers and Boiler Operators	74	9	65	\$23.20
51-8031	Water and Wastewater Treatment Plant and System Operators	272	28	169	\$31.74
Total		1,594	128	2,006	

Source: Lightcast 2026.1

Health Sector

Exhibit 51 highlights health program development opportunities. High Desert Subregion community colleges do not currently offer 12 health programs that may prepare students for employment in quality jobs.

Exhibit 51: Health Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
1205.10	Phlebotomy
1209.00	Hospital Central Service Technician
1217.00	Surgical Technician
1218.00	Occupational Therapy Technology
1219.00	Optical Technology
1223.00	Health Information Technology
1225.00	Radiologic Technology
1226.00	Radiation Therapy Technician
1227.00	Diagnostic Medical Sonography
1239.00	Psychiatric Technician
1240.00	Dental Occupations
1240.10	Dental Assistant

Source: COCI

The health programs highlighted above may train students with the knowledge, skills, and abilities necessary for the 11 quality job occupations shown in Exhibit 52. In 2024, these occupations accounted for 2,275 jobs in the subregion and are projected to grow by 12%, adding 273 jobs through 2029. On average, these occupations are expected to produce 275 annual job openings in this subregion.

Exhibit 52: Quality Jobs Not Trained by Existing Health Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
15-1232	Computer User Support Specialists	368	25	266	\$25.23
29-1292	Dental Hygienists	176	16	128	\$50.90
29-2032	Diagnostic Medical Sonographers	98	9	74	\$40.49
29-2034	Radiologic Technologists and Technicians	243	22	168	\$39.53
29-2053	Psychiatric Technicians	122	19	157	\$20.87
29-2055	Surgical Technologists	133	13	100	\$30.20
29-2081	Opticians, Dispensing	83	8	93	\$22.39
31-2011	Occupational Therapy Assistants	39	7	61	\$33.63
31-9091	Dental Assistants	748	112	911	\$22.29
31-9093	Medical Equipment Preparers	94	16	138	\$23.14
31-9097	Phlebotomists	171	28	211	\$21.55
Total		2,275	275	2,307	

Source: Lightcast 2026.1

Information and Communication Technologies/Digital Media Sector

Exhibit 53 highlights opportunities to develop information and communication technologies/digital media programs. High Desert Subregion community colleges do not currently offer six information and communication technologies/digital media programs that may prepare students for employment in quality jobs.

Exhibit 53: Information and Communication Technologies/Digital Media Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
0708.00	Computer Infrastructure and Support
0708.20	Computer Support
0934.30	Telecommunications Technology
1005.00	Commercial Music
1012.00	Applied Photography
2206.10	Geographic Information Systems

Source: COCI

The information and communication technologies/digital media program highlighted above may train students with the knowledge, skills, and abilities necessary for the five quality job occupations shown in Exhibit 54. In 2024, these occupations accounted for 709 jobs in the subregion and are projected to remain relatively stable, losing one job through 2029. On average, this occupation is expected to produce 59 annual job openings in this subregion.

Exhibit 54: Quality Job Not Trained by Existing Information and Communication Technologies/Digital Media Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
15-1232	Computer User Support Specialists	368	25	266	\$25.23
17-3031	Surveying and Mapping Technicians	44	6	61	\$23.18
27-4011	Audio and Video Technicians	58	5	58	\$21.33
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	168	16	138	\$26.98
49-9052	Telecommunications Line Installers and Repairers	72	7	104	\$28.98
Total		709	59	627	

Source: Lightcast 2026.1

Public Safety Sector

Exhibit 55 highlights an opportunity to develop a public safety program. High Desert Subregion community colleges do not currently offer two public safety programs that may prepare students for employment in quality jobs.

Exhibit 55: Public Safety Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
2105.30	Industrial and Transportation Security
2199.00	Other Public and Protective Services

Source: COCI

The public safety programs highlighted above may train students with the knowledge, skills, and abilities necessary for two quality job occupations shown in Exhibit 56. In 2024, this occupation accounted for 183 jobs in the subregion and is projected to grow by 10%, adding 19 jobs through 2029. On average, this occupation is expected to produce 22 annual job openings in this subregion.

Exhibit 56: Quality Job Not Trained by Existing Public Safety Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
33-1091	First-Line Supervisors of Security Workers	49	5	106	\$22.39
43-5031	Public Safety Telecommunicators	134	17	117	\$30.09
Total		183	22	223	

Source: Lightcast 2026.1

Retail, Hospitality, and Tourism Sector

Exhibit 57 highlights a retail, hospitality, and tourism program development opportunity. High Desert Subregion community colleges do not currently offer one retail, hospitality, and tourism program that may prepare students for employment in quality jobs.

Exhibit 57: Retail, Hospitality, and Tourism Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
3020.40	Flight Attendant

Source: COCI

The retail, hospitality, and tourism program highlighted above may train students with the knowledge, skills, and abilities necessary for the one quality job occupation shown in Exhibit 58. In 2024, this occupation accounted for 596 jobs in the subregion and is projected to grow by 4%, adding 26 jobs through 2029. On average, this occupation is expected to produce 64 annual job openings in the subregion.

Exhibit 58: Quality Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	596	64	1,196	\$24.63

Source: Lightcast 2026.1

Unassigned Sector

Exhibit 59 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. High Desert Subregion community colleges do not currently offer one program that is not assigned to a CCCCCO sector and may prepare students for employment in quality jobs.

Exhibit 59: Non-Sector Specific Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
2101.00	Community Services, General

Source: COCI

The program highlighted above may train students with the knowledge, skills, and abilities necessary for the one quality job occupation shown in Exhibit 60. In 2024, this occupation accounted for 673 jobs in the subregion and is projected to grow by 1%, adding 5 jobs through 2029. On average, this occupation is expected to produce 60 annual job openings in this subregion.

Exhibit 60: Quality Jobs Not Trained by Existing Programs, High Desert Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
43-4061	Eligibility Interviewers, Government Programs	673	60	302	\$22.01

Source: Lightcast 2026.1

Key Takeaways

The sectors above represent opportunities to build pipelines for students to find employment in high-paying, in-demand middle-skill occupations, which no community college in the subregion appears to offer based on our research. The number of annual job openings and the lack of current program offerings in the subregion demonstrate demand that could be met by new local programs. However, colleges are encouraged to consider the entirety of regional program offerings prior to program development since the program approval process views labor market needs and community college supply from a regional perspective. While the program development opportunities highlighted in this section would assist subregional colleges in addressing workforce demand in their subregion, the COE recommends a comprehensive labor market assessment before focused program development efforts.

While all 10 CCCCCO sectors present program development opportunities for the subregional community colleges, some sectors warrant closer attention due to the scale of the projected workforce demand, specifically, the projected annual openings. The Health sector stands out, with 275 projected subregional job openings annually for quality jobs, representing the most significant opportunity for program development to address supply gaps. Following this sector, the Business and Entrepreneurship and Energy, Construction, and Utilities sectors exhibit the largest gaps between current program offerings and labor market demand, making them strong candidates for future program development.

The demand for Library Technicians (Education and Human Development) and Public Safety Communicators (Public Safety) occupations is strong and concentrated in the High Desert Subregion, with local demand accounting for nearly 15% of all regional demand, greater than the share of subregional jobs in the region. As a result, community colleges in this subregion may have a competitive advantage in supplying workers for these occupations.

Faculty and institutions considering new program development should consider the supply gap analysis provided in this research, available instructional capacity, and potential student interest before proceeding. While each college is encouraged to conduct its own in-depth assessment of program feasibility, the COE has identified these programs as strong candidates for further exploration, given current labor market demand and alignment with quality jobs.

APPENDIX A: RESEARCH METHODOLOGIES

This subregional brief presents demographic, labor force, industry, and occupation data to facilitate a comprehensive analysis of the High Desert Subregion and provides insight into the alignment of community college training programs and the middle-skill workforce. Demographic information, including population, gender, age, race and ethnicity, and educational attainment, helps frame the subregion, displaying unique features that differentiate the subregion from the broader regional population. Labor force information provides insight into the subregion's ability to mobilize the population into entering the workforce and contribute to the subregional economy.

Industry data is presented to describe the activities of businesses in the subregion, illuminating the types of businesses that employ the subregional workforce. This information may be used to identify which businesses make the greatest impact on the subregional economy, potentially guiding future workforce planning investments. Occupation data is presented in this report to identify the occupational characteristics most impactful to workforce planners and community colleges. This report exclusively displays occupational information for those occupations that meet the quality job criteria. These are the jobs most likely to focus decision-makers on making investments that provide the best opportunities for residents.

The California Community College Chancellor's Office Curriculum Inventory (COCI), as a repository for community college programs, illuminated the programs that community colleges currently offer in the subregion. By comparing active programs to related occupations, as identified in the CCCCCO and COE TOP-SOC crosswalk, the quality jobs occupations trained by existing programs could be highlighted. Programs with little supply from community colleges aligned with quality jobs with considerable demand are presented as opportunities for program expansion. Quality jobs occupations, not trained by existing programs, were identified as opportunities for program development.

Definitions

Labor market information was pulled from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the Bureau of Economic Analysis.⁷ These combined resources provide comprehensive insights into employment trends, wage patterns, and quality job workforce characteristics. The baseline year of 2024 was used to offer the maximum comparability with the student data available, and the projected data is through 2029.

Annual job openings include the projected growth (new jobs) and replacement needs of an occupation annually. This figure is often used to assess the expected employer demand for an occupation, providing a number of job openings that will require new workers to fill.

Demand is the number of job openings projected every year over the next five years. This represents job openings due to new job growth as well as job replacements due to retirements and workers leaving an occupation.

Supply in this report is represented by the average number of awards issued by subregional community colleges over the last three academic years. Averaging recent award figures smooths uneven award issuance and provides an estimate of how many awards may be issued in the future. While a student may earn more than one award, it is assumed that each award represents one student exiting a subregional program.

Educational attainment is the highest level of education attained by workers aged 25 years or older. This information may illuminate mismatches between resident skills and employment needs.

Industry Employment is a count of jobs in a given geography. Businesses operating within the same industry produce similar goods and services and share comparable production processes for creating these goods and services. The North American Industry Classification System (NAICS) is the federal system used to classify all business establishments into specific industries. Staffing patterns show the distribution of occupational employment and demand for each industry. For example, Community Colleges employ faculty, but the institutions also hire a variety of administrators and support staff to maintain operations. The same is true for most industries. Regional educational institutions should be aware of the types of industries in their area to help inform the needed industry-specific occupational skills that may be required by local employers.

Location quotient quantifies how concentrated a particular industry, cluster, occupation, or demographic group is in a region compared to the nation. It can reveal what makes a particular region “unique.” A high location quotient (1.2 times or greater concentration in the local region compared to the nation) reveals industries that are highly represented and make the area unique. Conversely, industries with a low location quotient account for a smaller share of jobs than the national average, indicating that while job seekers may find work in these industries, they are more likely to find a higher concentration of these jobs elsewhere in the nation.

An **occupation** is a set of activities or tasks employees are paid to perform. Employees who perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. For example, jobs for registered nurses are concentrated in the healthcare industry sector, but educational industries may also employ these jobs.

SOC code: The Standard Occupational Classification system is a federally defined system used to classify workers into occupational categories that are grouped together according to job duties.⁸

TOP code: The Taxonomy of Programs is a system of codes used by the State of California to compare differently named academic programs with similar outcomes across community colleges.⁹ Each course offered by California Community Colleges is assigned to a TOP code.

Living wage: The living wage for this study is based on the University of Washington’s Self-Sufficiency Standards, which measure the minimum income necessary for an individual (under age 65 and without disability) or family to afford basic expenses in the Inland Empire/Desert Region.¹⁰ The living wage is \$20.76 in Riverside County and \$20.07 in San Bernardino County. This report uses the higher rate of \$20.76 as the benchmark to identify quality jobs that provide workers with high-quality employment opportunities.

NAICS Code: The North American Industry Classification System (NAICS) is a system of codes used to classify business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.¹¹

Quality job: A middle-skill job that requires at least a high school diploma and typically less than a bachelor’s degree; entry-level earnings are above the living wage for a single adult in the Inland Empire/Desert regions; and has at least 53 projected annual job openings in the Inland Empire/Desert between 2024 and 2029.

APPENDIX B: QUALITY JOB OCCUPATIONS

Quality Jobs Occupational Overview, High Desert Subregion, 2024

Major Occupational Group	2024 Jobs (Subregion)	2024 Jobs (Region)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Typical Entry Level Education
Architecture and Engineering Occupations						
17-3011 Architectural and Civil Drafters	48	846	5	81	\$26.71	Associate's degree
17-3022 Civil Engineering Technologists and Technicians	132	797	12	76	\$30.45	Associate's degree
17-3023 Electrical and Electronic Engineering Technologists and Technicians	106	675	10	61	\$29.91	Associate's degree
17-3031 Surveying and Mapping Technicians	44	456	6	61	\$23.18	High school diploma or equivalent
Arts, Design, Entertainment, Sports, and Media Occupations						
27-4011 Audio and Video Technicians	58	640	5	58	\$21.33	Postsecondary nondegree award
Building and Grounds Cleaning and Maintenance Occupations						
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	193	2406	27	328	\$21.53	High school diploma or equivalent
Business and Financial Operations Occupations						
13-1031 Claims Adjusters, Examiners, and Investigators	267	1698	17	113	\$35.32	High school diploma or equivalent
13-1051 Cost Estimators	184	2673	15	224	\$28.74	Bachelor's degree
13-2072 Loan Officers	121	1757	9	110	\$23.64	Bachelor's degree
Computer and Mathematical Occupations						
15-1231 Computer Network Support Specialists	73	738	5	54	\$28.26	Associate's degree
15-1232 Computer User Support Specialists	368	3998	25	266	\$25.23	Some college, no degree
15-1244 Network and Computer Systems Administrators	214	1787	12	97	\$38.08	Bachelor's degree
15-1299 Computer Occupations, All Other	601	3337	38	230	\$29.59	Bachelor's degree
Construction and Extraction Occupations						
47-2031 Carpenters	1052	20513	75	1507	\$25.58	High school diploma or equivalent
47-2111 Electricians	813	9127	78	872	\$24.73	High school diploma or equivalent
47-2121 Glaziers	53	946	4	74	\$24.47	High school diploma or equivalent
47-2152 Plumbers, Pipefitters, and Steamfitters	403	5637	38	521	\$23.32	High school diploma or equivalent
47-2211 Sheet Metal Workers	65	907	6	82	\$24.29	High school diploma or equivalent
47-2221 Structural Iron and Steel Workers	78	1392	6	108	\$21.46	High school diploma or equivalent
47-2231 Solar Photovoltaic Installers	96	1095	9	111	\$24.26	High school diploma or equivalent
47-4011 Construction and Building Inspectors	183	1514	21	175	\$30.83	High school diploma or equivalent

Major Occupational Group	2024 Jobs (Subregion)	2024 Jobs (Region)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Typical Entry Level Education
▣ Educational Instruction and Library Occupations						
25-4031 Library Technicians	179	1157	35	220	\$23.55	Postsecondary nondegree award
▣ Food Preparation and Serving Related Occupations						
35-1011 Chefs and Head Cooks	230	2771	29	374	\$24.18	High school diploma or equivalent
▣ Healthcare Practitioners and Technical Occupations						
29-1126 Respiratory Therapists	247	2222	22	174	\$37.07	Associate's degree
29-1292 Dental Hygienists	176	1510	16	128	\$50.90	Associate's degree
29-2032 Diagnostic Medical Sonographers	98	871	9	74	\$40.49	Associate's degree
29-2034 Radiologic Technologists and Technicians	243	2019	22	168	\$39.53	Associate's degree
29-2043 Paramedics	244	874	15	65	\$29.86	Postsecondary nondegree award
29-2052 Pharmacy Technicians	496	4876	52	516	\$22.05	High school diploma or equivalent
29-2053 Psychiatric Technicians	122	945	19	157	\$20.87	Postsecondary nondegree award
29-2055 Surgical Technologists	133	1134	13	100	\$30.20	Postsecondary nondegree award
29-2056 Veterinary Technologists and Technicians	71	968	8	111	\$21.88	Associate's degree
29-2061 Licensed Practical and Licensed Vocational Nurses	1111	8712	109	865	\$31.37	Postsecondary nondegree award
29-2072 Medical Records Specialists	158	1387	14	122	\$22.01	Postsecondary nondegree award
29-2081 Opticians, Dispensing	83	953	8	93	\$22.39	High school diploma or equivalent
29-2099 Health Technologists and Technicians, All Other	300	2571	31	257	\$22.51	Postsecondary nondegree award
▣ Healthcare Support Occupations						
31-1132 Orderlies	88	768	15	126	\$21.16	High school diploma or equivalent
31-2011 Occupational Therapy Assistants	39	340	7	61	\$33.63	Associate's degree
31-2021 Physical Therapist Assistants	85	775	19	158	\$35.52	Associate's degree
31-9091 Dental Assistants	748	6299	112	911	\$22.29	Postsecondary nondegree award
31-9093 Medical Equipment Preparers	94	849	16	138	\$23.14	High school diploma or equivalent
31-9097 Phlebotomists	171	1396	28	211	\$21.55	Postsecondary nondegree award
31-9099 Healthcare Support Workers, All Other	319	1998	44	288	\$21.77	High school diploma or equivalent
▣ Installation, Maintenance, and Repair Occupations						
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	730	5967	67	565	\$31.54	High school diploma or equivalent
49-2022 Telecommunications Equipment Installers and Repairers, Except Line Installers	168	1601	16	138	\$26.98	Postsecondary nondegree award
49-2094 Electrical and Electronics Repairers, Commercial and Industrial Equipment	142	732	11	63	\$30.67	Postsecondary nondegree award
49-2098 Security and Fire Alarm Systems Installers	37	801	4	86	\$23.45	High school diploma or equivalent

Major Occupational Group	2024 Jobs (Subregion)	2024 Jobs (Region)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Typical Entry Level Education
49-3011 Aircraft Mechanics and Service Technicians	703	2195	55	222	\$29.79	Postsecondary nondegree award
49-3023 Automotive Service Technicians and Mechanics	1412	10439	137	989	\$22.63	Postsecondary nondegree award
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	578	4676	53	435	\$24.99	High school diploma or equivalent
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	285	2925	25	267	\$27.74	High school diploma or equivalent
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	454	6252	45	611	\$24.56	Postsecondary nondegree award
49-9041 Industrial Machinery Mechanics	318	3002	30	308	\$27.62	High school diploma or equivalent
49-9051 Electrical Power-Line Installers and Repairers	230	1912	22	173	\$39.72	High school diploma or equivalent
49-9052 Telecommunications Line Installers and Repairers	72	1098	7	104	\$28.98	High school diploma or equivalent
49-9071 Maintenance and Repair Workers, General	1590	15513	167	1722	\$21.42	High school diploma or equivalent
49-9091 Coin, Vending, and Amusement Machine Servicers and Repairers	37	517	5	67	\$21.79	High school diploma or equivalent
49-9099 Installation, Maintenance, and Repair Workers, All Other	342	3583	33	356	\$20.96	High school diploma or equivalent
Legal Occupations						
23-2011 Paralegals and Legal Assistants	255	2788	29	321	\$23.76	Associate's degree
Life, Physical, and Social Science Occupations						
19-4071 Forest and Conservation Technicians	213	633	26	78	\$28.04	Associate's degree
Management Occupations						
11-3013 Facilities Managers	166	1688	15	164	\$37.75	Bachelor's degree
11-3071 Transportation, Storage, and Distribution Managers	363	4622	31	444	\$37.47	High school diploma or equivalent
11-9051 Food Service Managers	474	5737	59	734	\$25.81	High school diploma or equivalent
11-9072 Entertainment and Recreation Managers, Except Gambling	71	798	9	110	\$28.22	Bachelor's degree
11-9081 Lodging Managers	34	506	4	55	\$30.43	High school diploma or equivalent
11-9141 Property, Real Estate, and Community Association Managers	304	4331	27	384	\$24.27	High school diploma or equivalent
Office and Administrative Support Occupations						
43-1011 First-Line Supervisors of Office and Administrative Support Workers	1327	15437	135	1572	\$28.24	High school diploma or equivalent
43-3021 Billing and Posting Clerks	307	3450	37	388	\$21.10	High school diploma or equivalent
43-3031 Bookkeeping, Accounting, and Auditing Clerks	1291	14985	151	1745	\$21.49	Some college, no degree
43-3051 Payroll and Timekeeping Clerks	168	1779	18	186	\$24.25	High school diploma or equivalent
43-3061 Procurement Clerks	80	688	7	61	\$21.02	High school diploma or equivalent
43-4031 Court, Municipal, and License Clerks	285	1811	35	227	\$25.85	High school diploma or equivalent
43-4061 Eligibility Interviewers, Government Programs	673	3259	60	302	\$22.01	High school diploma or equivalent

Major Occupational Group	2024 Jobs (Subregion)	2024 Jobs (Region)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Typical Entry Level Education
43-4111 Interviewers, Except Eligibility and Loan	244	2401	30	285	\$20.84	High school diploma or equivalent
43-4131 Loan Interviewers and Clerks	40	800	4	59	\$22.07	High school diploma or equivalent
43-4161 Human Resources Assistants, Except Payroll and Timekeeping	163	1351	17	147	\$23.52	Associate's degree
43-4199 Information and Record Clerks, All Other	370	1929	44	248	\$23.16	High school diploma or equivalent
43-5031 Public Safety Telecommunicators	134	889	17	117	\$30.09	High school diploma or equivalent
43-5052 Postal Service Mail Carriers	369	3116	28	224	\$22.13	High school diploma or equivalent
43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators	99	812	9	67	\$21.23	High school diploma or equivalent
43-5061 Production, Planning, and Expediting Clerks	356	5047	33	491	\$21.21	High school diploma or equivalent
43-5111 Weighers, Measurers, Checkers, and Samplers, Recordkeeping	98	2123	12	261	\$22.38	High school diploma or equivalent
43-6011 Executive Secretaries and Executive Administrative Assistants	401	3719	45	415	\$29.45	High school diploma or equivalent
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1734	15928	204	1891	\$21.06	High school diploma or equivalent
43-9022 Word Processors and Typists	164	978	17	103	\$22.76	High school diploma or equivalent
43-9041 Insurance Claims and Policy Processing Clerks	95	1592	8	130	\$21.12	High school diploma or equivalent
▣ Production Occupations						
51-1011 First-Line Supervisors of Production and Operating Workers	453	5474	46	559	\$26.00	High school diploma or equivalent
51-8021 Stationary Engineers and Boiler Operators	74	549	9	65	\$23.20	High school diploma or equivalent
51-8031 Water and Wastewater Treatment Plant and System Operators	272	1641	28	169	\$31.74	High school diploma or equivalent
▣ Protective Service Occupations						
33-1011 First-Line Supervisors of Correctional Officers	113	642	10	56	\$56.94	High school diploma or equivalent
33-1012 First-Line Supervisors of Police and Detectives	289	1416	24	133	\$66.14	High school diploma or equivalent
33-1021 First-Line Supervisors of Firefighting and Prevention Workers	93	592	9	63	\$47.10	Postsecondary nondegree award
33-1091 First-Line Supervisors of Security Workers	49	953	5	106	\$22.39	High school diploma or equivalent
33-2011 Firefighters	487	2893	49	311	\$29.14	Postsecondary nondegree award
33-3012 Correctional Officers and Jailers	896	5169	85	483	\$36.11	High school diploma or equivalent
33-3051 Police and Sheriff's Patrol Officers	1259	6603	119	684	\$38.79	High school diploma or equivalent
▣ Sales and Related Occupations						
41-3021 Insurance Sales Agents	317	5342	29	452	\$21.87	High school diploma or equivalent
41-9021 Real Estate Brokers	90	1219	8	105	\$23.40	High school diploma or equivalent
41-9022 Real Estate Sales Agents	432	5938	38	524	\$21.21	High school diploma or equivalent

Major Occupational Group	2024 Jobs (Subregion)	2024 Jobs (Region)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Typical Entry Level Education
Transportation and Material Moving Occupations						
53-1047 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	596	10283	64	1196	\$24.63	High school diploma or equivalent
53-3032 Heavy and Tractor-Trailer Truck Drivers	3875	48288	431	5530	\$23.20	Postsecondary nondegree award
53-3051 Bus Drivers, School	412	2774	73	492	\$23.50	No formal educational credential
53-3052 Bus Drivers, Transit and Intercity	217	1520	34	249	\$23.18	High school diploma or equivalent
53-4031 Railroad Conductors and Yardmasters	268	768	23	66	\$41.77	High school diploma or equivalent

Source: Lightcast 2026.1