



FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

WORKFORCE DEMAND ASSESSMENT

Riverside Metro Region

INLAND EMPIRE

2026



California
Community
Colleges



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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 Riverside Metro Subregion is the largest of the four subregions by population and is projected to continue 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 Riverside Metro 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 Riverside Metro 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 CCCC 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 Riverside Metro 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 subregion and the region overall.

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

SECTION 1: WHAT ARE THE POPULATIONS AND LABOR FORCE CHARACTERISTICS IN RIVERSIDE METRO SUBREGION?

- With 43.0% of the Inland Empire/Desert Region's population within its borders in 2024, the Riverside Metro Subregion is the largest subregion in terms of population (2.04 million residents).
- The subregion is projected to remain the largest over the next five years, projecting an increase of 65,701 residents.
- The subregion has had consistently lower unemployment rates than the broader region, indicating that individuals in the subregion may have access to more job opportunities than the other subregions, potentially a product of its proximity to Los Angeles and Orange counties.
- Working-age residents comprise nearly 52% 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 nearly 52% of residents, followed by White residents (29.2%). 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 college education, 16.3%, than the broader region, 15.7%, but slightly lags in advanced degree educational attainment.

SECTION 2: WHICH INDUSTRIES ARE IMPORTANT TO THE RIVERSIDE METRO SUBREGION'S ECONOMY?

- The subregion had more than 762,000 jobs in 2024, accounting for nearly 40% of the region's 1.94 million jobs.
- The subregion is projected to increase industry employment by 7.5% over the next five years, adding 57,347 jobs, accounting for 46.5% of regional job growth.

- The five industry sectors employing the largest number of workers in the Riverside Metro Subregion are Government, Health Care and Social Assistance, Retail Trade, Construction, Transportation and Warehousing.
- The Health Care and Social Assistance sector is highly concentrated in the subregion and is projected to grow significantly, reflecting a growing specialization and opportunity for workforce development.

SECTION 3: WHAT JOBS ARE IMPORTANT TO THE RIVERSIDE METRO SUBREGION'S ECONOMY AND DO WE HAVE THE LABOR FORCE TO MEET THE DEMAND?

- Office and Administrative Support occupations are the largest in volume for the subregion, with 33,168 jobs and 3,738 annual openings, accounting for over 40% of all IED activity in this category.
- Construction and Installation/Repair occupations represent a major occupational group in the region, with nearly 20,000 jobs and over 2,400 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 infrastructure, logistics, public safety, and healthcare support. At the same time, sectors like IT, business, and professional services, while smaller, present important growth opportunities for future-proof, higher-wage occupations.
- The majority of quality jobs occupations in the Riverside Metro Subregion (94.2%) 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 RIVERSIDE METRO SUBREGION TRAIN?

- Subregional community colleges offer training for Quality Jobs in 9 of the 10 community college sectors.
- Program expansion opportunities exist in the Advanced Transportation and Logistics sector, with quality jobs occupations projected to have nearly 3,000 annual job openings over the next five years in the subregion.
- With Energy, Construction, and Utilities employment concentrated in the subregion, there are opportunities to expand program offerings to meet the considerable subregional demand.
- There are nine 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 Riverside Metro Subregion?

- Program development opportunities exist across 9 of the 10 community college sectors, suggesting subregional colleges have many opportunities to address subregional workforce needs with new programs.
- The Health sector contains the greatest number of annual job openings for occupations not currently trained by subregional community colleges.

- Following Health, the Advanced Transportation and Logistics; Energy, Construction, and Utilities; and Retail, Tourism, and Hospitality sectors 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 RIVERSIDE METRO SUBREGION?

1.1: GEOGRAPHIC OVERVIEW OF THE RIVERSIDE METRO SUBREGION

The Inland Empire-Riverside Metro Subregion encompasses the western portion of Riverside County, extending north to the San Bernardino County line, including San Geronio Pass communities, and south to the San Diego County border. The Inland Empire-Riverside Metro Subregion is the largest of the region's four subregions in terms of current population size, and it represents 43% of the Inland Empire/Desert Region's total population. This subregion is home to four community colleges within the Riverside Community College District and Mt. San Jacinto Community College District, 16 high school districts, and the University of California, Riverside. 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-Riverside Metro 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 Riverside Subregion



1.2: ECONOMIC OVERVIEW OF THE RIVERSIDE METRO SUBREGION

As shown in Exhibit 1, the number of jobs in the Riverside Metro Subregion grew by 9.6% since 2019, reaching 762,339 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 Riverside Metro Subregion is projected to grow at a faster rate than the region as a whole and the nation, adding 57,347 jobs and growing by 7.5%, while the region is projected to grow by 6.4% and the nation by 4.4%. However, the average earnings per job in the region (\$73,235) remain \$15,266 below the national average, which may present challenges for attracting and retaining skilled talent.

Exhibit 1: Overview of the Riverside Metro Subregion



2,039,204

Population (2024)

As of 2024, the subregion's population increased by 2.1% since 2019, growing by 43,155. The population is expected to increase by 3.2% between 2024 and 2029, adding 65,701.



\$73k

Avg. Earnings Per Job (2024)

Subregional average earnings per job are \$15,266 below the national average earnings of \$88,501 per job.



762,339

Jobs (2024)

In 2024, total employment reached 762,339 jobs, reflecting a five-year growth of 66,872 jobs since 2019. Looking ahead, employment is projected to increase by an additional 57,347 jobs over the next five years.



Top 3 Industries

Jobs (2024)

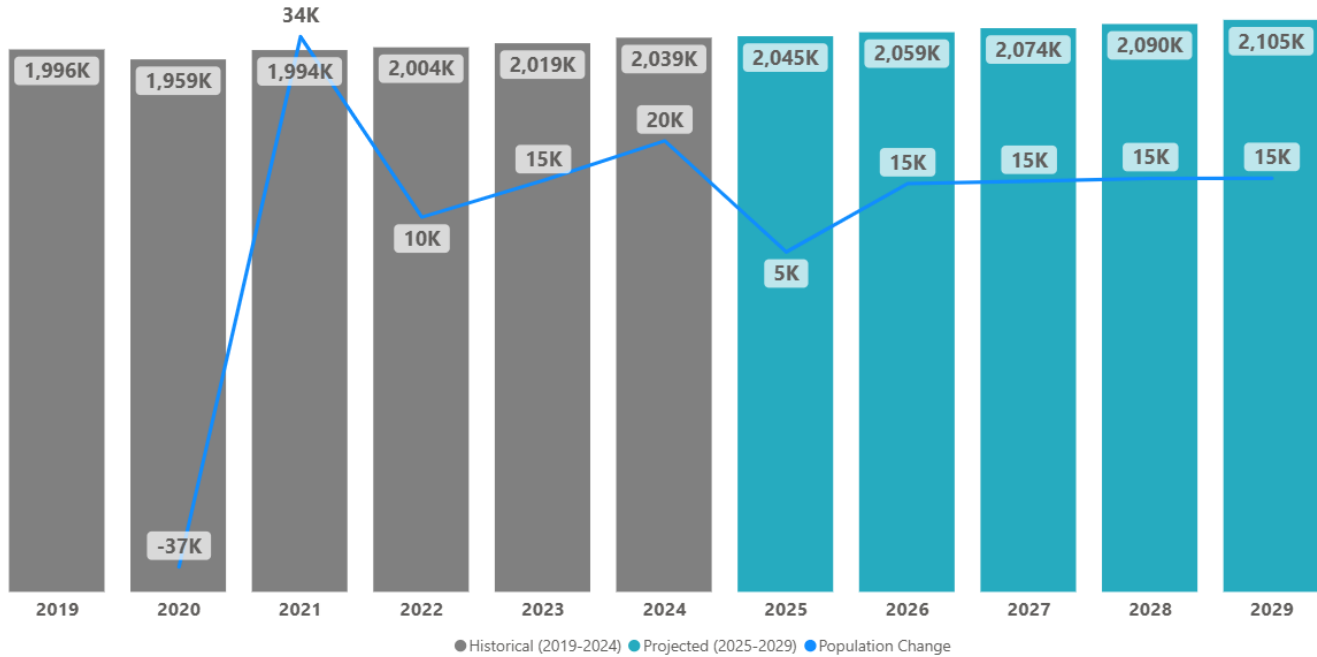
The top three industries by job counts in 2024 are Government, Health Care and Social Assistance, and Retail Trade.

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

1.3: RIVERSIDE METRO SUBREGION POPULATION AND LABOR FORCE

In 2024, the Riverside Metro Subregion was home to 2.04 million residents, or 43.0% of the Inland Empire region's 4.74 million residents (Exhibit 2). The subregion added 37,794 residents, a 1.9% increase since 2019. The subregion is projected to remain the largest in the region, adding 65,701 residents, growing by 3.2% through 2029.

Exhibit 2: Population, in thousands, Riverside Metro 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.

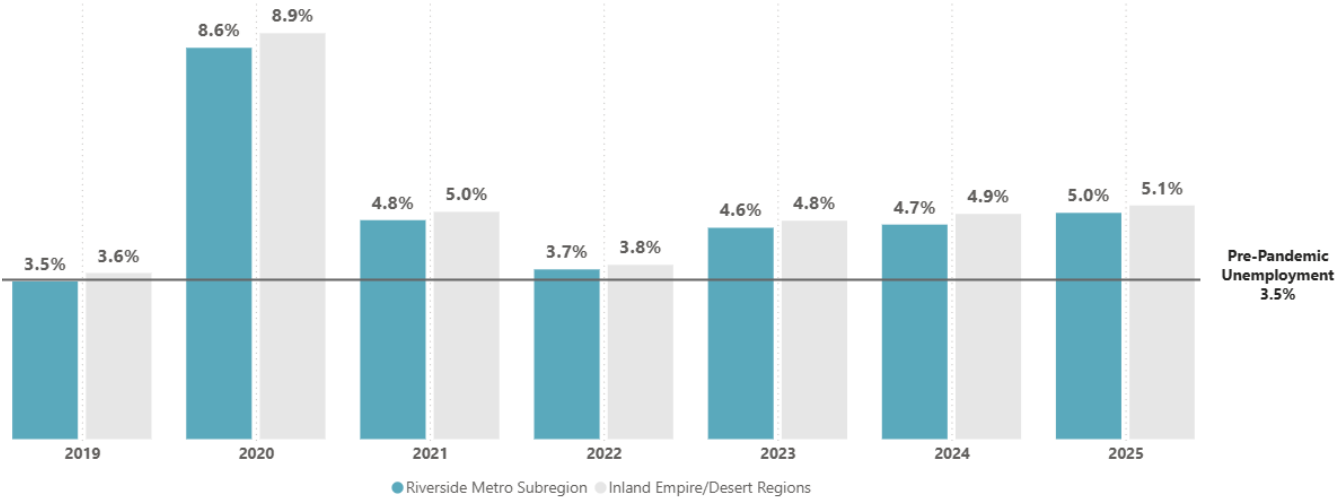
Labor force data reflects the employment status of people 16-years or older based on where they reside. The labor force is the total of employed residents or those who are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor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

Exhibit 3 below displays the subregion's combined city-level unemployment rates for cities that have a population greater than 25K and contain community college campuses. 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.

Across all years, the Riverside Metro Subregion's unemployment tracks closely with the IED region's overall, with no more than a 0.3% difference in any year. While both areas experienced a sharp spike in unemployment in 2020 due to the pandemic, the subregion's unemployment nearly returned to its pre-

pandemic average of 3.5% by 2022. From 2024 to 2025, unemployment in the Riverside Metro Subregion rose slightly to 5.0%, remaining lower than the regional rate of 5.1%. The alignment of regional and subregional unemployment rates is likely due to the subregion comprising a significant portion of the region’s population and jobs. The Riverside Metro Subregion’s consistently lower unemployment rates may reflect commuting patterns, with residents accessing greater employment opportunities in nearby Los Angeles, Orange, and San Diego counties.

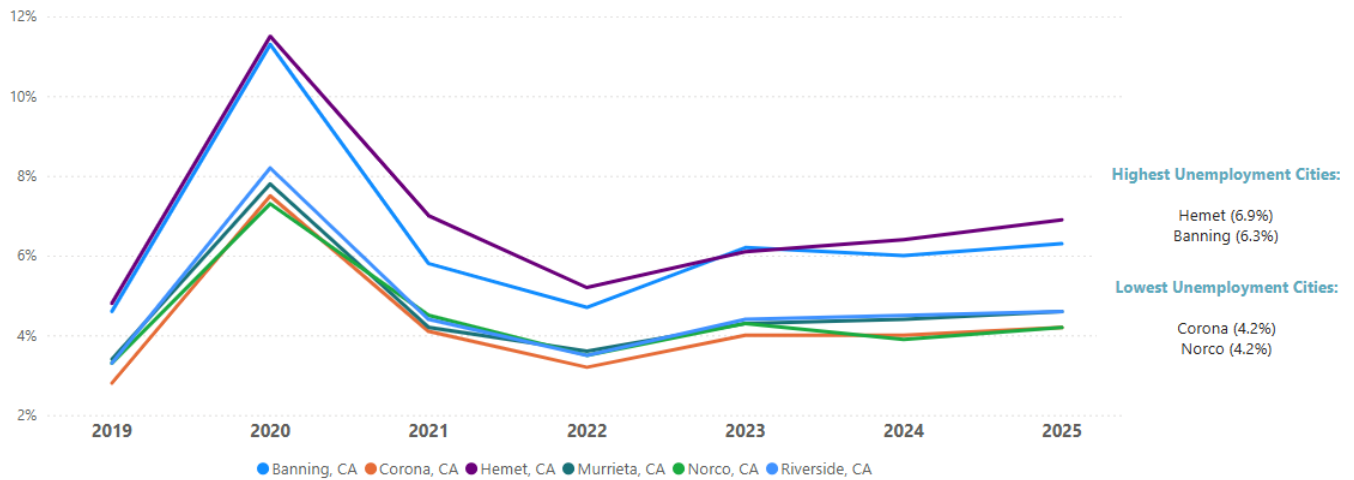
Exhibit 3: Unemployment rate, Riverside Metro Subregion & IED (2019-2025)



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

Exhibit 4 displays the city-level unemployment rates for six of the eight cities in the subregion that have a population greater than 25K and contain community college campuses. The two cities that have the highest unemployment rates in 2025 were Hemet (6.9%) and Banning (6.3%), reaching levels higher than before the pandemic. The three cities with the lowest unemployment rate in 2025 were Norco (4.2%) and Corona (4.2%). Cities not displayed below, such as Beaumont (4.6%), Jurupa Valley (4.7%), Lake Elsinore (4.7%), Menifee (5.3%), and Moreno Valley (5.4%), have unemployment rates slightly higher than pre-pandemic levels.

Exhibit 4: Unemployment rate, Riverside Metro Subregion Cities (2019-2025)



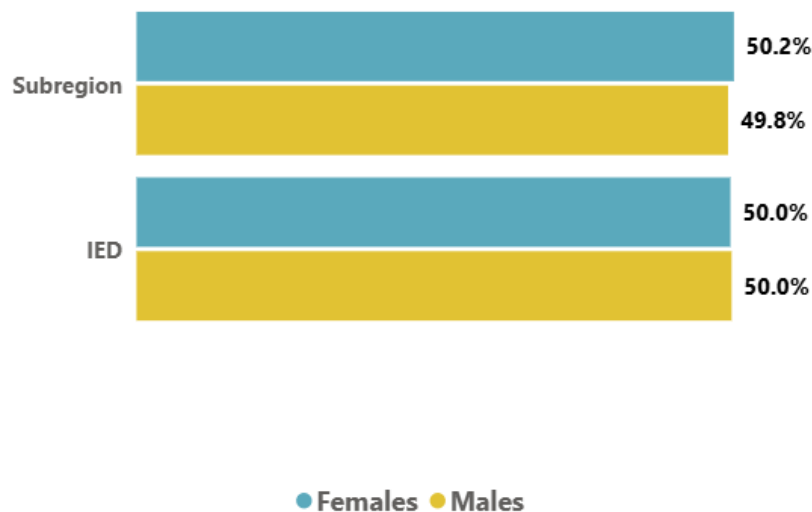
Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

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: RIVERSIDE METRO SUBREGION POPULATION DEMOGRAPHICS

As shown in Exhibit 5, the Riverside Metro Subregion population shows an almost equal distribution between male and female residents, with less than a 0.2% difference, while the IED region has an even distribution. There is a slightly higher proportion of women in the Riverside Metro Subregion (50.2%) compared to the women in the IED region (50.0%).

Exhibit 5: Population Gender Proportions, Riverside Metro Subregion & IED (2024)



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

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

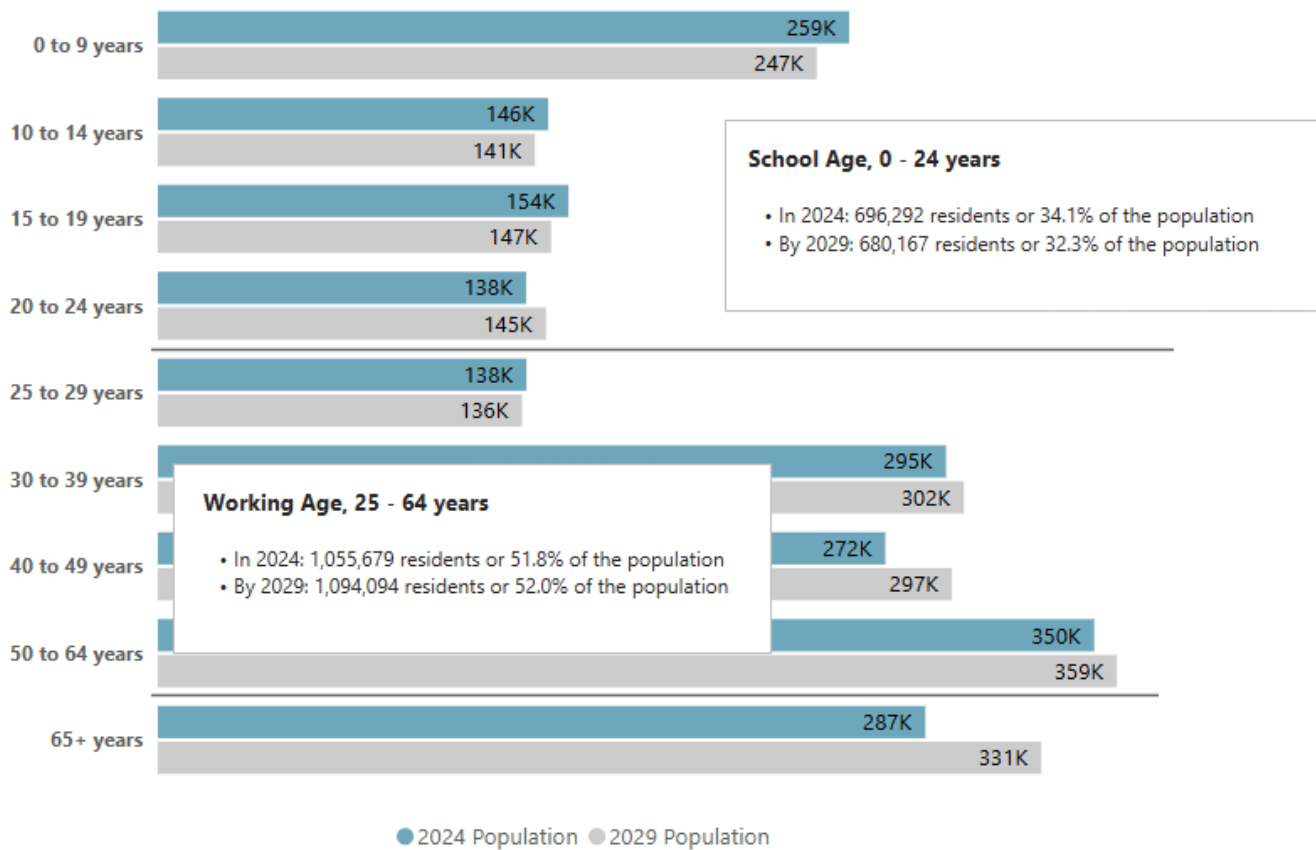


- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment 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 all 2.04M individuals in the Riverside Metro Subregion.

Exhibit 6 illustrates the current and projected age distribution of residents in the Riverside Metro Subregion. The data reveal a slight decline in the school-age population, except for those aged 20 to 24, typically considered the traditional college-going age. Among the working-age population (25 to 64 years), all age groups are projected to increase by 2029, except the 25 to 29-year-old group, which is expected to decrease slightly by 2,000 residents. The cohort of residents at retirement age (65+ years) is projected to increase significantly from 287K residents in 2024 to 331K residents in 2029.

Exhibit 6: Population Age Distribution, Riverside Metro 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 51.8% of the subregion’s approximately 2.04 million population, with projections indicating a slight increase to 52.0% by 2029. In contrast, the school-age population accounted for 34.1% in 2024 and is expected to decline to 32.3%, potentially reflecting an aging population and slower population growth moving forward.

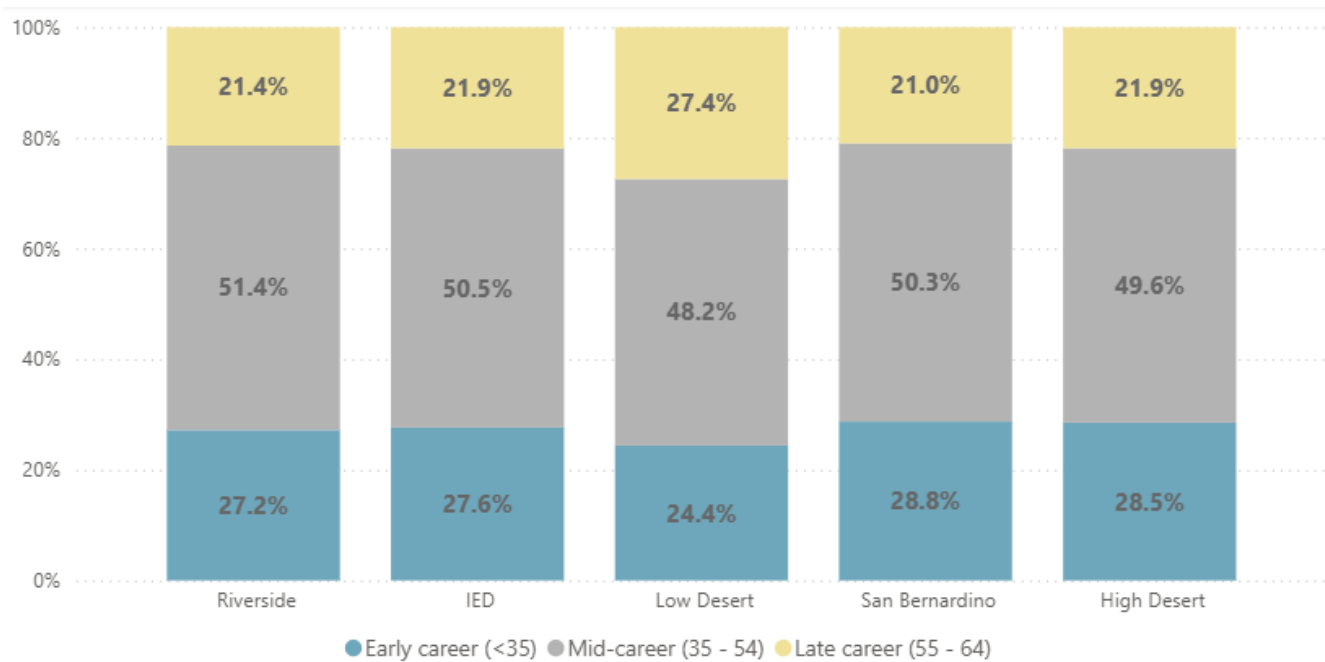
A valuable approach to further disaggregating the population is by analyzing residents’ career stages based on age. The Bureau of Labor Statistics defines individuals between ages 25 and 54 as being in their “prime working age.”² As shown in Exhibit 7, approximately 1.06 million residents between the ages of 25 and 64 are grouped into early, mid, and late career categories for comparative analysis.

1. Early career (< 35) represents 27.2% of the working-age cohort in 2024 and is projected to decrease to 25.5% 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 51.4% of the working-age cohort in 2024 and is projected to increase slightly to 52.9% by 2029.
3. Late career (55 - 64) represents 21.4% of the working-age cohort in 2024 and is projected to decline slightly to 21.2% by 2029.

Exhibit 7: Population Working-age Distribution, All Subregions & IED (2024 - 2029)



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

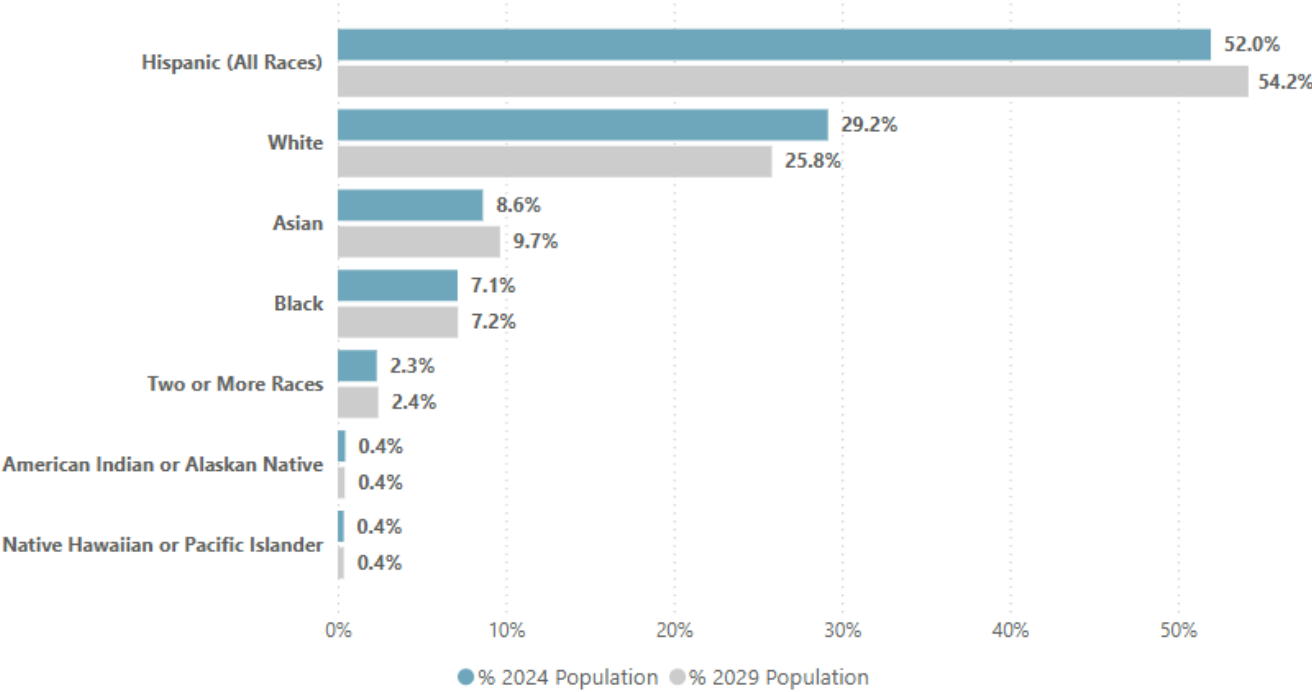
While age distribution provides insight into the career stages and potential workforce participation of the population, understanding the racial and ethnic composition of the region adds important context for evaluating equity, access, and programmatic needs. Examining demographic patterns by race and 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 Riverside Metro 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 opportunities, and identifying and addressing disparities in areas such as 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.

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

As shown in Exhibit 8, Hispanic (All Races) individuals comprised 52.0% of the Riverside Metro Subregion’s population in 2024, slightly below the Inland Empire regional share of 54.3%. This proportion is projected to rise to 54.2% by 2029. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 29.2% in 2024 to 25.8% by 2028.

Exhibit 8: Race and Ethnicity Distribution, Riverside Metro Subregion (2024 - 2029)



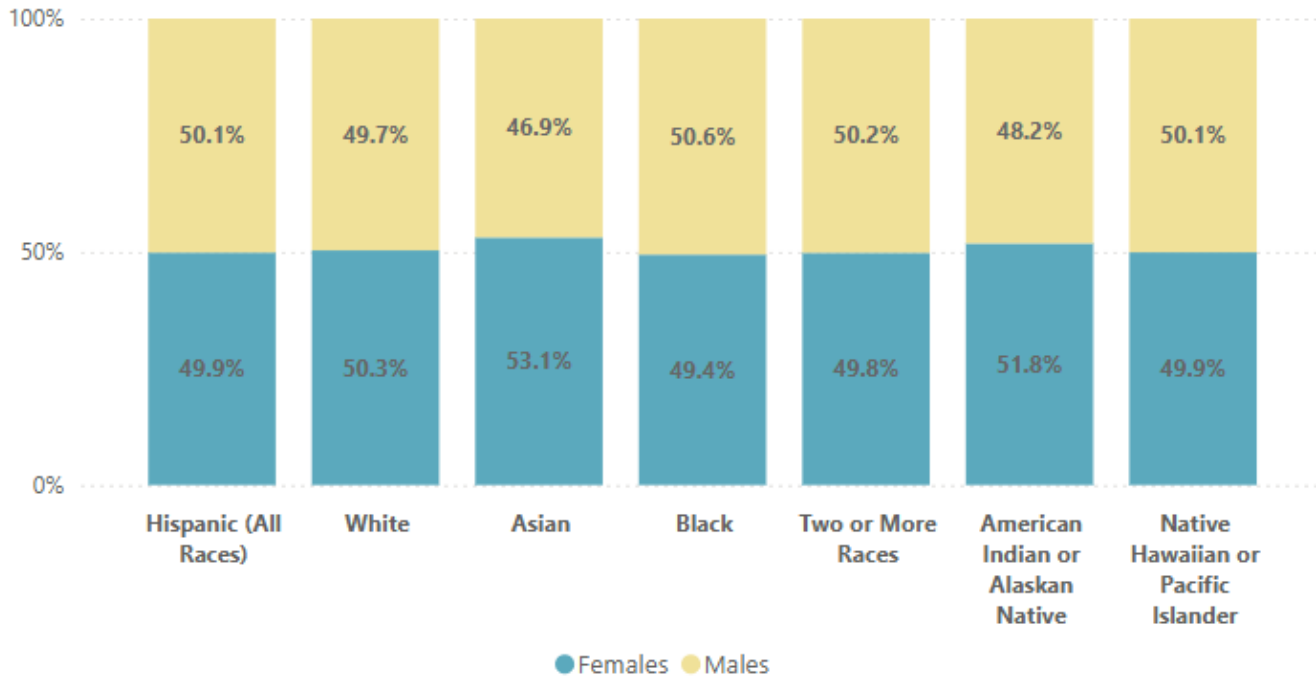
Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 9 displays the gender distribution for each race and ethnicity category. As shown, most racial and ethnic groups show nearly even gender distribution, with only slight variations (generally within ±1% of 50/50). This reinforces earlier findings from the Inland Empire and Riverside Metro Subregion (see earlier chart), where the total population is nearly gender balanced. Asian residents show the largest gender gap, with females representing 53.1 % and males at 46.9%. American Indian or Alaskan Native residents also show a notable female majority (51.8%).



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, Riverside Metro Subregion (2024 - 2029)



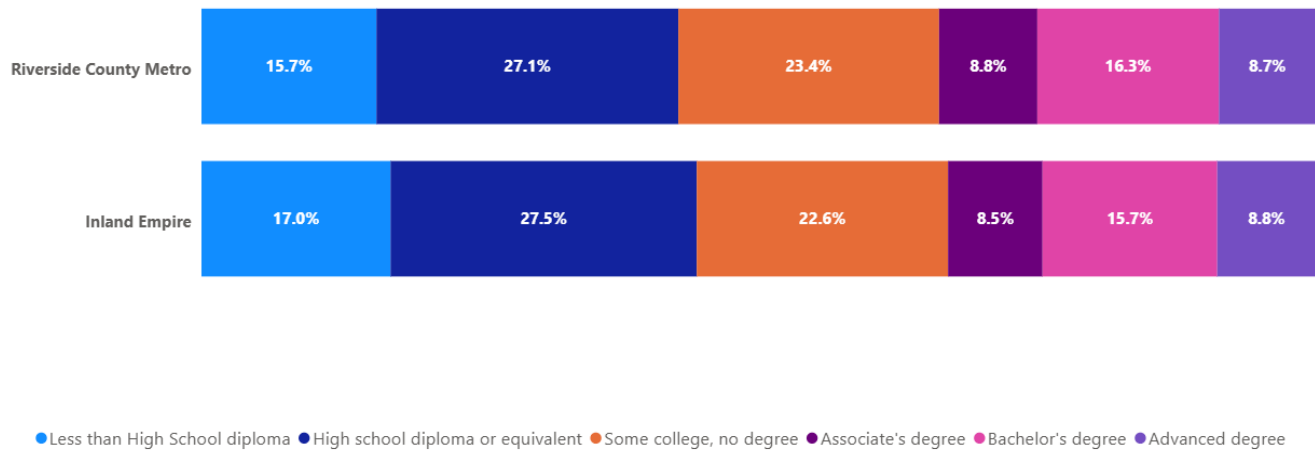
Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.5: RIVERSIDE METRO 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.

As shown in Exhibit 10, Riverside Metro Subregion has a lower share of residents with a high school diploma or less (42.8%) than the Inland Empire (44.5%), indicating that the K-12 system in the subregion is serving residents well compared to the region. Additionally, Riverside Metro Subregion leads in both “some college” (23.4%) and associate degree attainment (8.8%), suggesting a strong opportunity for community colleges to re-engage adult learners and expand access to credential and degree pathways.

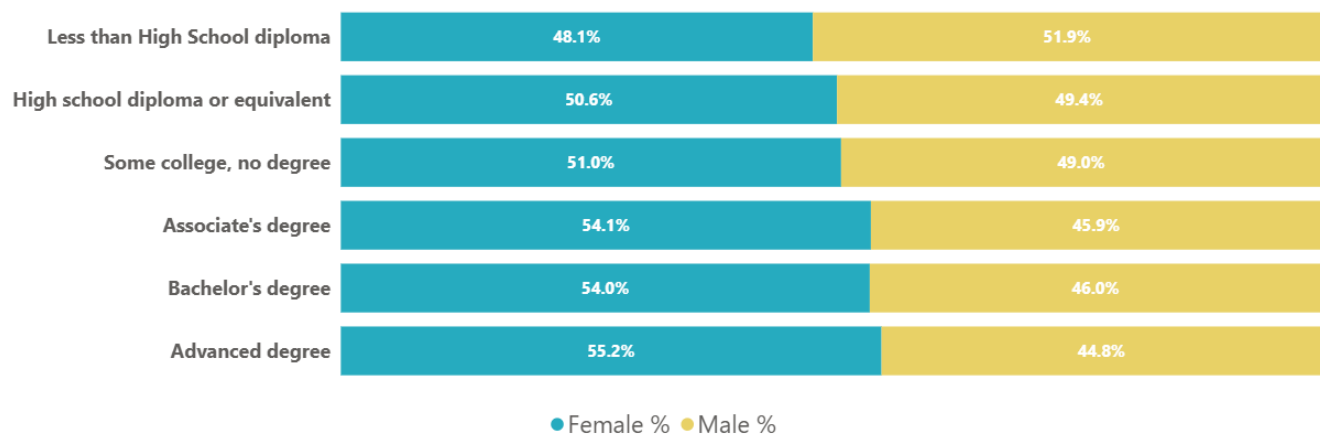
Exhibit 10: Education attainment, Riverside Metro Subregion and IED, 2024



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

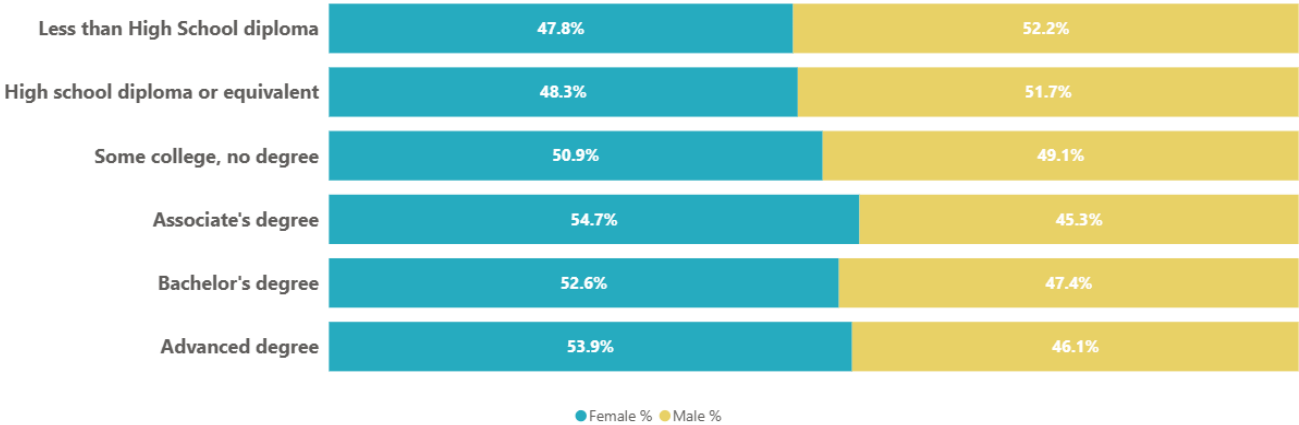
As shown in Exhibit 11, women in Riverside Metro Subregion slightly outpace men in postsecondary attainment, holding 54.1% of associate degrees, 54.0% of bachelor's degrees, and 55.2% of advanced degrees. This trend mirrors broader patterns in the Inland Empire, as shown in Exhibit 11, where women also lead with 54.1% of associates, 54.0% of bachelor's, and 55.2% of advanced degrees. While gender representation is relatively balanced at the high school level and among those with some college but no degree, the widening gap at higher attainment levels highlights the need to support more men in completing postsecondary credentials, particularly in middle-skill and high-demand career pathways.

Exhibit 11: Education attainment, Riverside Metro 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 RIVERSIDE METRO 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 Riverside Metro 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), Riverside Metro 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	4,187	161	3.8%	23%	\$51,178
Food Services and Drinking Places	54,981	3,790	6.9%	36%	\$35,205
Administrative and Support and Waste Management and Remediation Services					
Administrative and Support Services	45,737	1,957	4.3%	38%	\$49,363
Waste Management and Remediation Services	2,418	360	14.9%	45%	\$93,016
Agriculture, Forestry, Fishing and Hunting					
Animal Production and Aquaculture	262	(74)	(28.2%)	21%	\$65,382
Crop Production	669	8	1.2%	9%	\$55,528
Fishing, Hunting and Trapping	13	0	(3.4%)	40%	\$57,145
Forestry and Logging	43	(16)	(37.7%)	61%	\$65,631
Support Activities for Agriculture and Forestry	1,003	(46)	(4.6%)	16%	\$57,053
Arts, Entertainment, and Recreation					
Amusement, Gambling, and Recreation Industries	4,402	648	14.7%	21%	\$40,500
Museums, Historical Sites, and Similar Institutions	142	32	22.5%	18%	\$59,140
Performing Arts, Spectator Sports, and Related Industries	2,334	139	6.0%	31%	\$44,614
Construction					
Construction of Buildings	14,498	657	4.5%	50%	\$78,804
Heavy and Civil Engineering Construction	8,889	603	6.8%	56%	\$121,908
Specialty Trade Contractors	52,576	146	0.3%	52%	\$76,404
Educational Services					
Educational Services	13,657	2,009	14.7%	43%	\$47,960

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	3,841	(208)	(5.4%)	36%	\$94,019
Funds, Trusts, and Other Financial Vehicles	15	2	15.6%	30%	\$86,756
Insurance Carriers and Related Activities	4,671	(221)	(4.7%)	35%	\$104,278
Monetary Authorities-Central Bank	4	(1)	(13.5%)	83%	\$116,006
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1,101	(36)	(3.3%)	41%	\$140,607
Government					
Federal Government	11,392	576	5.1%	26%	\$96,220
Local Government	103,941	8,847	8.5%	45%	\$111,014
State Government	12,269	(149)	(1.2%)	44%	\$113,527
Health Care and Social Assistance					
Ambulatory Health Care Services	38,392	5,729	14.9%	39%	\$88,592
Hospitals	16,027	2,757	17.2%	33%	\$110,136
Nursing and Residential Care Facilities	13,298	1,794	13.5%	44%	\$59,622
Social Assistance	44,120	11,300	25.6%	41%	\$31,110
Information					
Broadcasting and Content Providers	667	(110)	(16.5%)	50%	\$91,166
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	552	56	10.2%	14%	\$99,217
Motion Picture and Sound Recording Industries	1,319	251	19.1%	36%	\$43,868
Publishing Industries	604	(40)	(6.6%)	46%	\$93,658
Telecommunications	2,539	(48)	(1.9%)	52%	\$116,398
Web Search Portals, Libraries, Archives, and Other Information Services	175	(15)	(8.8%)	50%	\$49,639
Management of Companies and Enterprises					
Management of Companies and Enterprises	2,908	(276)	(9.5%)	35%	\$123,206
Manufacturing					
Apparel Manufacturing	191	(13)	(7.0%)	40%	\$53,157
Beverage and Tobacco Product Manufacturing	2,549	251	9.9%	59%	\$63,132
Chemical Manufacturing	2,090	(138)	(6.6%)	38%	\$81,593
Computer and Electronic Product Manufacturing	1,902	(86)	(4.5%)	50%	\$97,358
Electrical Equipment, Appliance, and Component Manufacturing	739	22	2.9%	27%	\$95,339
Fabricated Metal Product Manufacturing	6,958	194	2.8%	46%	\$86,976
Food Manufacturing	3,265	839	25.7%	26%	\$76,644
Furniture and Related Product Manufacturing	1,542	(55)	(3.6%)	40%	\$82,172
Leather and Allied Product Manufacturing	36	(5)	(14.5%)	39%	\$54,764
Machinery Manufacturing	2,575	(143)	(5.6%)	43%	\$101,503
Miscellaneous Manufacturing	4,441	(431)	(9.7%)	63%	\$102,116
Nonmetallic Mineral Product Manufacturing	2,636	(23)	(0.9%)	40%	\$88,920
Paper Manufacturing	704	49	6.9%	28%	\$80,235
Petroleum and Coal Products Manufacturing	61	1	1.6%	26%	\$95,560
Plastics and Rubber Products Manufacturing	4,805	472	9.8%	48%	\$77,939
Primary Metal Manufacturing	767	(96)	(12.6%)	23%	\$93,712
Printing and Related Support Activities	942	(121)	(12.9%)	40%	\$60,319

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Textile Mills	39	(3)	(8.5%)	60%	\$45,126
Textile Product Mills	490	(34)	(6.9%)	54%	\$61,637
Transportation Equipment Manufacturing	3,689	(229)	(6.2%)	53%	\$77,584
Wood Product Manufacturing	2,315	(29)	(1.2%)	47%	\$71,849
☐ Mining, Quarrying, and Oil and Gas Extraction					
Mining (except Oil and Gas)	342	6	1.8%	23%	\$132,095
Oil and Gas Extraction	0	0	443.3%	0%	\$211,441
Support Activities for Mining	65	8	11.7%	59%	\$95,931
☐ Other Services (except Public Administration)					
Personal and Laundry Services	13,770	1,559	11.3%	42%	\$39,577
Private Households	6,036	390	6.5%	56%	\$20,865
Religious, Grantmaking, Civic, Professional, and Similar Organizations	7,903	535	6.8%	41%	\$42,880
Repair and Maintenance	10,910	392	3.6%	38%	\$60,739
☐ Professional, Scientific, and Technical Services					
Professional, Scientific, and Technical Services	26,325	1,480	5.6%	42%	\$90,277
☐ Real Estate and Rental and Leasing					
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	26	(3)	(12.1%)	87%	\$152,849
Real Estate	7,848	166	2.1%	34%	\$77,166
Rental and Leasing Services	2,260	(25)	(1.1%)	34%	\$79,122
☐ Retail Trade					
Building Material and Garden Equipment and Supplies Dealers	7,673	274	3.6%	49%	\$62,727
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	6,604	114	1.7%	37%	\$35,881
Food and Beverage Stores	17,845	1,551	8.7%	43%	\$52,753
Furniture, Home Furnishings, Electronics, and Appliance Retailers	3,448	(343)	(9.9%)	35%	\$56,736
Gasoline Stations and Fuel Dealers	4,067	94	2.3%	36%	\$42,347
General Merchandise Retailers	17,436	657	3.8%	43%	\$44,316
Health and Personal Care Retailers	4,933	224	4.5%	39%	\$58,702
Motor Vehicle and Parts Dealers	11,334	406	3.6%	42%	\$87,941
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,505	(101)	(1.6%)	37%	\$40,021
☐ Transportation and Warehousing					
Air Transportation	364	(17)	(4.6%)	33%	\$101,008
Couriers and Messengers	6,472	1,325	20.5%	27%	\$55,521
Pipeline Transportation	87	6	7.4%	27%	\$165,466
Postal Service	291	87	29.8%	88%	\$52,997
Rail Transportation	1,016	(99)	(9.8%)	28%	\$107,590
Scenic and Sightseeing Transportation	99	7	7.1%	71%	\$34,152
Support Activities for Transportation	3,358	39	1.2%	23%	\$77,271
Transit and Ground Passenger Transportation	2,640	388	14.7%	40%	\$43,927
Truck Transportation	9,835	656	6.7%	25%	\$84,634
Warehousing and Storage	50,461	5,953	11.8%	41%	\$71,010
Water Transportation	20	3	13.9%	45%	\$112,618
☐ Utilities					
Utilities	1,146	111	9.7%	20%	\$174,900

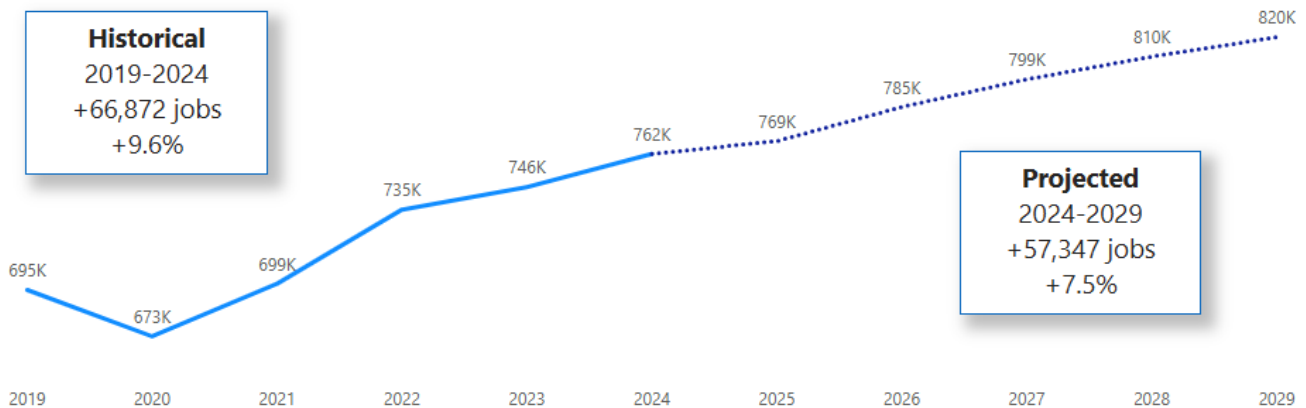
Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Wholesale Trade					
Merchant Wholesalers, Durable Goods	12,813	(80)	(0.6%)	31%	\$90,154
Merchant Wholesalers, Nondurable Goods	10,903	804	7.4%	42%	\$102,328
Wholesale Electronic Markets and Agents and Brokers	1,092	(295)	(27.0%)	36%	\$84,430

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 762,339 total jobs in 2024, or about 39.5% of the Inland Empire/Desert Region’s total employment of 1.93 million jobs. From 2024 to 2029, the Riverside Metro Subregion is projected to add 57,347 jobs, growing by 7.5%. Over this same time frame, the IED region is projected to add 123,459 jobs, growing by 6.4%, indicating that 46.5% of regional job growth can be attributed to gains made in the Riverside Metro Subregion.

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

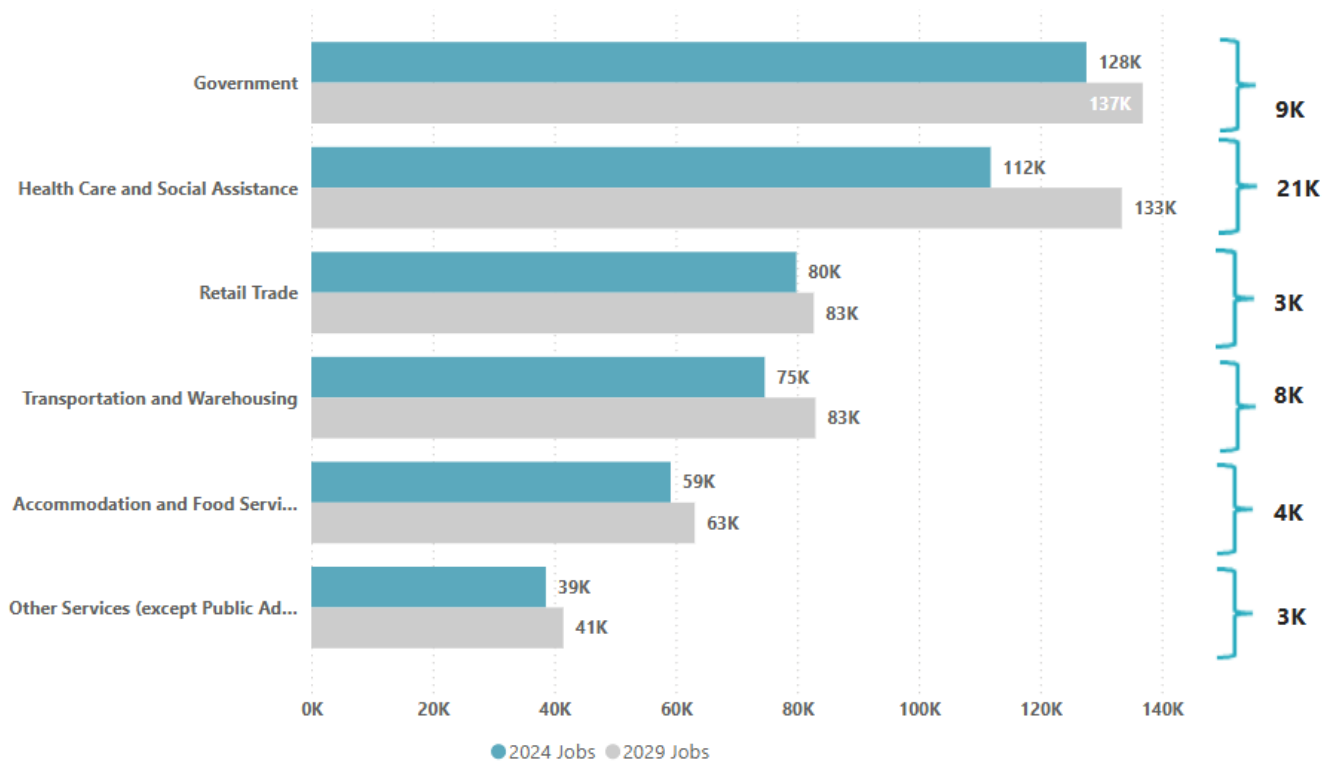


Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

In 2024, the five industry sectors employing the largest number of workers in the Riverside Metro Subregion are Government (128K jobs), Health Care and Social Assistance (112K), Retail Trade (80K), Construction (76K), and Transportation and Warehousing (75K). By 2029, the Health Care and Social Assistance sector is projected to experience the most significant growth, adding 21K new jobs for a total of nearly 133K jobs, a 18.8% increase. Together, these top five industry sectors are expected to contribute almost 76% of the subregion’s overall job growth (57K jobs) over the next five years.

Exhibit 15 highlights the top six 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.

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



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

The strong job growth relative to population growth suggests a tightening labor market and highlights the need to expand the region’s talent pipeline through targeted education and workforce development strategies in critical, growing sectors.

2.2 NOTABLE INDUSTRIES IN THE RIVERSIDE METRO SUBREGION

Exhibit 16 provides eight notable industry subsectors for this subregion based on those that are growing faster than the region overall (at or above 8.0% 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 103,941 jobs in 2024, and is projected to add 8,847 jobs (8.5%) by 2029. This subsector offers high average earnings per job of \$111,014 and is concentrated in the subregion (LQ: 1.6), indicating a stable and well-established presence.

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.

Notable industry subsectors within the Transportation and Warehousing sector had 60,587 jobs in 2024 and are projected to collectively grow by more than 11% through 2029, adding 6,696 jobs. The Warehousing and Storage subsector is projected to be a major driver of job gains in the Transportation and Warehousing sector, creating 5,953 jobs through 2029.

Plastics and Rubber Products Manufacturing, while smaller in scale (4,805 jobs), shows modest growth (+472 jobs) and a high subregional concentration (LQ: 1.5), suggesting a specialized but stable subsector within manufacturing. Average earnings in this sector are \$77,939, making it a moderately high-wage pathway for skilled trades.

The data highlights Transportation and Warehousing as a top priority for workforce development, given its strong job growth and regional specialization. Government and niche manufacturing sectors also offer stable, well-paying opportunities, reinforcing the need for training pathways that align with both broad public sector roles and specialized skilled trades.

Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), Riverside Metro 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
Construction						
Heavy and Civil Engineering Construction	8,889	603	6.8%	56%	1.7	\$121,908
Government						
Local Government	103,941	8,847	8.5%	45%	1.6	\$111,014
Manufacturing						
Beverage and Tobacco Product Manufacturing	2,549	251	9.9%	59%	1.7	\$63,132
Plastics and Rubber Products Manufacturing	4,805	472	9.8%	48%	1.5	\$77,939
Retail Trade						
Food and Beverage Stores	17,845	1,551	8.7%	43%	1.2	\$52,753
Transportation and Warehousing						
Postal Service	291	87	29.8%	88%	5.3	\$52,997
Truck Transportation	9,835	656	6.7%	25%	1.3	\$84,634
Warehousing and Storage	50,461	5,953	11.8%	41%	6.1	\$71,010

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 Riverside Metro Subregion.

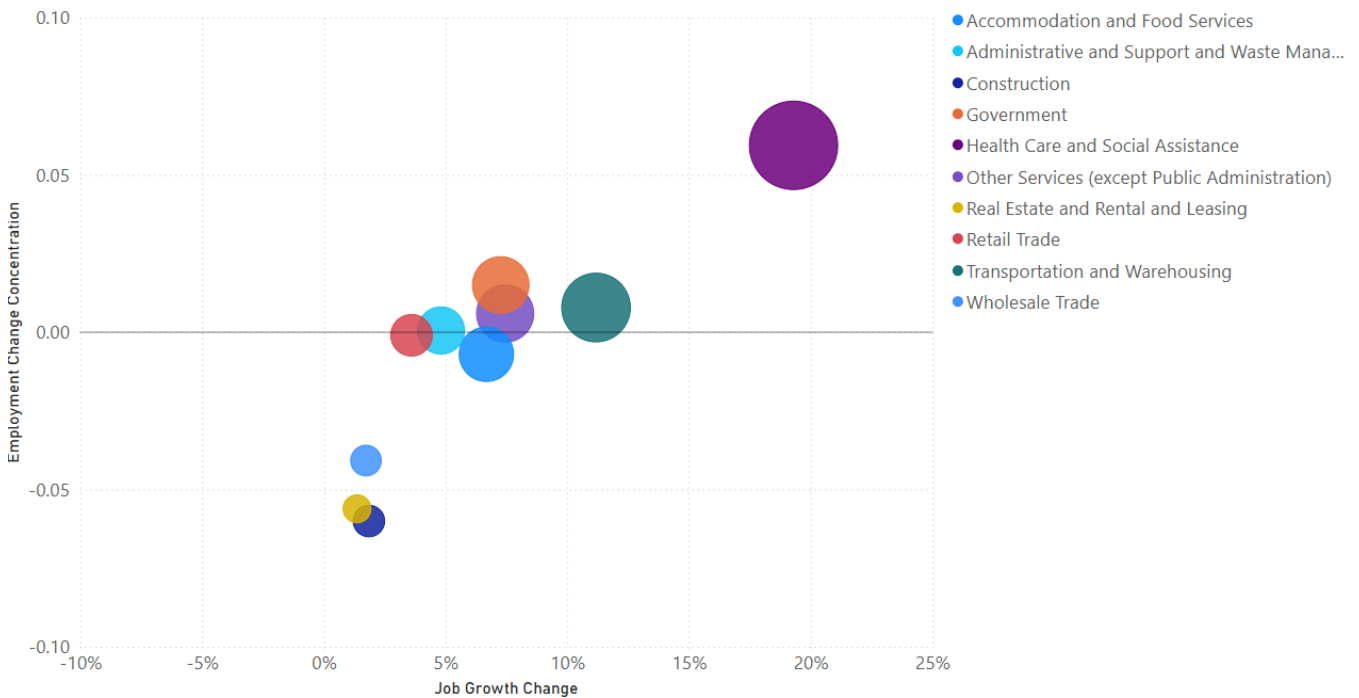
Health Care and Social Assistance stands out prominently in the top-right quadrant of the chart, with a large bubble size, indicating it leads all sectors in both job growth and increased employment concentration. This positioning reflects strong subregional demand, growing local specialization, and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

Positioned in the upper-middle right quadrant, Transportation and Warehousing shows strong job growth and a moderate increase in employment concentration, with a large bubble size indicating its significant share of regional employment. This trend reinforces the Inland Empire’s role as a national logistics hub, signaling a sustained need for skilled workers, making it a high-priority sector for workforce and training investments.

Administrative Support and Waste Management, appearing in the lower-right quadrant, reflects positive job growth but declining employment concentration, meaning this industry is expanding but not as quickly as it is nationally. Community colleges may need to focus on modernizing training programs, integrating new technologies, and promoting career mobility to keep pace with changing industry dynamics.

Wholesale Trade, Construction, and Real Estate and Rental and Leasing, located in the bottom-left quadrant, each have declining job growth and decreasing employment concentration, with relatively small bubble sizes. This suggests these sectors are becoming less significant to the regional economy and are likely lower priorities for large-scale workforce development, and training investments may be better directed toward growing sectors.

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



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

Based on the above analysis of sector-level trends in job growth and employment concentration, it is clear that certain industries, such as health care, transportation, and other services, are driving workforce demand in the Riverside Metro Subregion. 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 RIVERSIDE METRO 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 in a single industry, such as police officers, who are typically employed by the government, while others, such as information technology or maintenance workers, are found across multiple industries.

To identify the best opportunities for new program development in the Riverside Metro 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 Riverside Metro 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 Riverside Metro Subregion plays a major role in the region's labor market, particularly in construction, transportation, legal, education, and protective services, where these major SOC groups contribute over 42% of all IED quality jobs. Office and Administrative Support occupations are the largest in volume for the subregion, with 33,168 jobs and 3,738 annual openings, accounting for over

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

40% of all IED activity in this category. Construction, with nearly 20,000 jobs and over 2,600 openings, is also a leading occupational group in both employment volume and subregional dominance.

Computer and Mathematical Occupations (38.2% of IED jobs in this category) and Business and Financial Operations (40.2%) reflect solid but not dominant local presence, pointing to emerging areas for growth in tech and finance careers. Similarly, Healthcare Practitioners and Technical Occupations account for 40% of openings regionally, suggesting strong demand and a solid case for program expansion. These trends highlight opportunities to scale career education and training programs in infrastructure, logistics, public safety, and healthcare support. At the same time, sectors like IT, business, and professional services, while smaller, present important growth opportunities for future-proof, higher-wage occupations.

Exhibit 18: Annual Job Openings per Quality Job by 2-digit Major Occupational Group, Riverside Metro 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)	33,168	82,094	40.4%	3,738	8,919	41.9%
Installation, Maintenance, and Repair Occupations (15 Occupations)	24,134	61,211	39.4%	2,471	6,107	40.5%
Transportation and Material Moving Occupations (5 Occupations)	21,432	63,633	33.7%	2,698	7,532	35.8%
Construction and Extraction Occupations (8 Occupations)	19,814	41,129	48.2%	1,680	3,450	48.7%
Healthcare Practitioners and Technical Occupations (13 Occupations)	10,735	29,041	37.0%	1,144	2,829	40.4%
Protective Service Occupations (7 Occupations)	8,232	18,268	45.1%	847	1,837	46.1%
Management Occupations (6 Occupations)	6,399	17,682	36.2%	698	1,891	36.9%
Healthcare Support Occupations (7 Occupations)	5,004	12,424	40.3%	804	1,893	42.5%
Sales and Related Occupations (3 Occupations)	4,673	12,499	37.4%	409	1,081	37.8%
Computer and Mathematical Occupations (4 Occupations)	3,766	9,859	38.2%	252	646	38.9%
Production Occupations (3 Occupations)	3,177	7,664	41.5%	338	792	42.7%
Business and Financial Operations Occupations (3 Occupations)	2,464	6,128	40.2%	192	447	43.0%
Legal Occupations (1 Occupation)	1,173	2,788	42.1%	143	321	44.6%
Architecture and Engineering Occupations (4 Occupations)	1,061	2,774	38.2%	107	279	38.5%
Food Preparation and Serving Related Occupations (1 Occupation)	985	2,771	35.5%	136	374	36.4%
Building and Grounds Cleaning and Maintenance Occupations (1 Occupation)	976	2,406	40.6%	135	328	41.2%
Educational Instruction and Library Occupations (1 Occupation)	546	1,157	47.2%	105	220	47.7%
Arts, Design, Entertainment, Sports, and Media Occupations (1 Occupation)	245	640	38.2%	22	58	38.9%
Life, Physical, and Social Science Occupations (1 Occupation)	199	633	31.5%	27	78	34.6%
Total	148,183	374,800		15,947	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 opportunity and an urgent need for program alignment, particularly when considering their concentration within the Inland Empire/Desert (IED) region.

3.2 QUALITY JOB OCCUPATIONAL TYPICAL ENTRY LEVEL EDUCATION

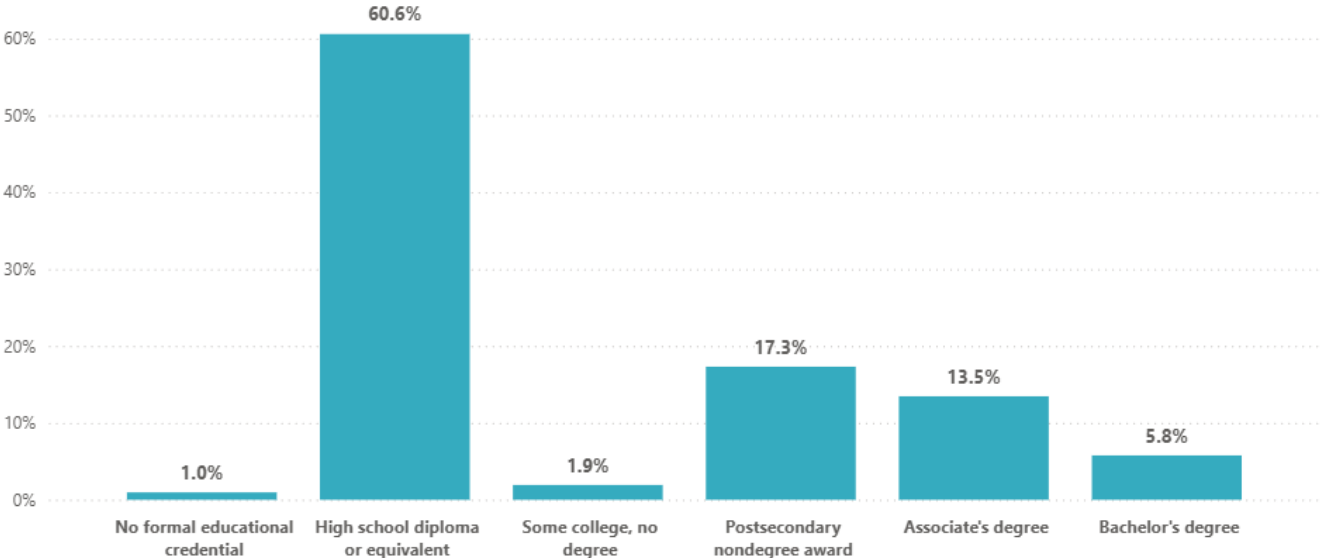
The “Typical Entry Level Education” is an occupational classification developed by the U.S. Bureau of Labor Statistics (BLS) and is assigned at the Standard Occupational Classification (SOC) level. This metric reflects the minimum formal education typically required to enter a given occupation and is 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 categories such as 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 RIVERSIDE METRO 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 that was developed by the CCCCCO in collaboration with regional COEs that associate 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 four community colleges in the Riverside Metro Subregion, one college currently offers two programs that train students for quality jobs in the advanced manufacturing sector.

Exhibit 20: Existing Advanced Manufacturing Programs that Train Quality Jobs, Riverside Metro 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	Norco	2
0956.00	Manufacturing and Industrial Technology	1	Norco	11

Source: COCI, MIS DATA MART

The two advanced manufacturing programs highlighted above train students for five quality job occupations as shown in Exhibit 21. In 2024, these occupations accounted for 6,473 jobs in the subregion and are projected to grow by 4%, adding 275 jobs through 2029. On average, these occupations are expected to produce 638 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

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

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
17-3011	Architectural and Civil Drafters	313	29	81	\$26.71
17-3023	Electrical and Electronic Engineering Technologists and Technicians	254	24	61	\$29.91
47-2231	Solar Photovoltaic Installers	479	52	111	\$24.26
49-3023	Automotive Service Technicians and Mechanics	3,970	384	989	\$22.63
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,457	149	356	\$20.96
Total		6,473	638	1,597	

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 four community colleges in the Riverside Metro 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, Riverside Metro 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	3	Norco, Mt. San Jacinto, Moreno Valley	24
0947.50	Truck and Bus Driving	1	Mt. San Jacinto	0
0948.00	Automotive Technology	2	Riverside City, Mt. San Jacinto	103

Source: COCI, MIS DATA MART

The three advanced transportation and logistics programs highlighted above train students for six quality job occupations as shown in Exhibit 23. In 2024, these occupations accounted for 26,145 jobs in the subregion and are projected to grow by 7%, adding 1,856 jobs through 2029. On average, these occupations are expected to produce 2,961 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, Riverside Metro 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	1,688	170	444	\$37.47
43-5061	Production, Planning, and Expediting Clerks	1,988	200	491	\$21.21
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,313	224	565	\$31.54
49-3023	Automotive Service Technicians and Mechanics	3,970	384	989	\$22.63
53-3032	Heavy and Tractor-Trailer Truck Drivers	15,517	1,877	5,530	\$23.20
53-3052	Bus Drivers, Transit and Intercity	669	106	249	\$23.18
Total		26,145	2,961	8,268	

Source: Lightcast 2026.1

Business and Entrepreneurship Sector

Exhibit 24 displays the existing programs in the business and entrepreneurship sector that prepare students for employment in quality jobs. All four community colleges in the Riverside Metro Subregion currently offer programs in the business and entrepreneurship sector that train students for quality jobs.

Exhibit 24: Existing Business and Entrepreneurship Programs that Train Quality Jobs, Riverside Metro 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	Norco, Riverside City, Moreno Valley	68
0502.00	Accounting	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	206
0504.00	Banking and Finance	3	Norco, Riverside City, Moreno Valley	29
0505.00	Business Administration	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	804
0506.00	Business Management	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	111
0506.40	Small Business and Entrepreneurship	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	66
0509.70	E-Commerce (Business emphasis)	2	Norco, Moreno Valley	4
0511.00	Real Estate	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	91
1402.00	Paralegal	2	Riverside City, Mt. San Jacinto	29
3007.00	Cosmetology and Barbering	1	Riverside City	158

Source: COCI, MIS DATA MART

The 10 business and entrepreneurship programs highlighted above train students for 13 quality job occupations as shown in Exhibit 25. In 2024, these occupations accounted for 23,024 jobs in the subregion and are projected to grow by 2%, adding 555 jobs through 2029. On average, these occupations are expected to produce 2,404 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 25: Quality Jobs Trained by Existing Business and Entrepreneurship Programs, Riverside Metro 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	652	65	164	\$37.75
11-3071	Transportation, Storage, and Distribution Managers	1,688	170	444	\$37.47
11-9072	Entertainment and Recreation Managers, Except Gambling	272	38	110	\$28.22
11-9141	Property, Real Estate, and Community Association Managers	1,551	139	384	\$24.27
13-1051	Cost Estimators	1,280	110	224	\$28.74
13-2072	Loan Officers	627	43	110	\$23.64
23-2011	Paralegals and Legal Assistants	1,173	143	321	\$23.76
41-9021	Real Estate Brokers	463	40	105	\$23.40
41-9022	Real Estate Sales Agents	2,192	195	524	\$21.21
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,117	645	1,572	\$28.24
43-3031	Bookkeeping, Accounting, and Auditing Clerks	6,034	719	1,745	\$21.49
43-3051	Payroll and Timekeeping Clerks	699	75	186	\$24.25
43-4131	Loan Interviewers and Clerks	275	22	59	\$22.07
Total		23,024	2,404	5,949	

Source: Lightcast 2026.1

Education and Human Development

Exhibit 26 displays the existing program in the education and human development sector that prepares students for employment in quality jobs. Of the four community colleges in the Riverside Metro Subregion, one college currently offers programs in the education and human development sector that train students for quality jobs.

Exhibit 26: Existing Education and Human Development Programs that Train Quality Jobs, Riverside Metro 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	Riverside City	5

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 27. In 2024, these occupations accounted for 272 jobs in the subregion and are projected to grow by 9%, adding 25 jobs through 2029. On average, these

occupations are expected to produce 38 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 27: Quality Jobs Trained by Existing Education and Human Development Programs, Riverside Metro 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	272	38	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 four community colleges in the Riverside Metro Subregion, three 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, Riverside Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0201.00	Architecture and Architectural Technology	1	Norco	2
0946.00	Environmental Control Technology (HVAC)	2	Norco, Riverside City	118
0952.00	Construction Crafts Technology	1	Mt. San Jacinto	0
0952.10	Carpentry	1	Norco	0
0952.20	Electrical	1	Norco	62
0953.00	Drafting Technology	2	Norco, Mt. San Jacinto	26
0953.10	Architectural Drafting	1	Norco	1
0957.00	Civil and Construction Management Technology	1	Norco	10
0957.20	Construction Inspection	1	Norco	14
0958.00	Water and Wastewater Technology	1	Mt. San Jacinto	22

Source: COCI, MIS DATA MART

The 10 energy, construction, and utilities programs highlighted above train students for 11 quality job occupations as shown in Exhibit 29. In 2024, these occupations accounted for 23,560 jobs in the subregion and are projected to grow by 2%, adding 540 jobs through 2029. On average, these occupations are expected to produce 2,086 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, Riverside Metro 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	652	65	164	\$37.75
17-3011	Architectural and Civil Drafters	313	29	81	\$26.71
17-3022	Civil Engineering Technologists and Technicians	328	32	76	\$30.45
47-2031	Carpenters	10,198	776	1,507	\$25.58
47-2111	Electricians	3,950	373	872	\$24.73
47-4011	Construction and Building Inspectors	666	78	175	\$30.83
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,313	224	565	\$31.54
49-2098	Security and Fire Alarm Systems Installers	401	48	86	\$23.45
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,179	305	611	\$24.56
49-9051	Electrical Power-Line Installers and Repairers	828	78	173	\$39.72
51-8031	Water and Wastewater Treatment Plant and System Operators	733	78	169	\$31.74
Total		23,560	2,086	4,479	

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 four community colleges in the Riverside Metro Subregion, three colleges currently offer programs in the health sector that train students for quality jobs.

Exhibit 30: Existing Health Programs that Train Quality Jobs, Riverside Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0514.20	Medical Office Technology	1	Riverside City	1
1202.00	Hospital and Health Care Administration	1	Moreno Valley	0
1208.00	Medical Assisting	2	Mt. San Jacinto, Moreno Valley	31
1208.20	Administrative Medical Assisting	1	Mt. San Jacinto	19
1225.00	Radiologic Technology	1	Mt. San Jacinto	0
1227.00	Diagnostic Medical Sonography	1	Mt. San Jacinto	8
1230.20	Licensed Vocational Nursing	1	Riverside City	93
1240.10	Dental Assistant	1	Moreno Valley	39
1240.20	Dental Hygienist	1	Moreno Valley	16
1251.00	Paramedic	1	Moreno Valley	51
1306.00	Nutrition, Foods, and Culinary Arts	2	Riverside City, Mt. San Jacinto	12

Source: COCI, MIS DATA MART

The 11 health programs highlighted above train students for 12 quality job occupations as shown in Exhibit 31. In 2024, these occupations accounted for 17,727 jobs in the subregion and are projected to grow by 9%, adding 1,563 jobs through 2029. On average, these occupations are expected to produce 2,050 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 31: Quality Jobs Trained by Health Programs, Riverside Metro 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	652	65	164	\$37.75
29-1292	Dental Hygienists	646	60	128	\$50.90
29-2032	Diagnostic Medical Sonographers	313	29	74	\$40.49
29-2034	Radiologic Technologists and Technicians	701	64	168	\$39.53
29-2043	Paramedics	322	25	65	\$29.86
29-2061	Licensed Practical and Licensed Vocational Nurses	3,189	352	865	\$31.37
29-2072	Medical Records Specialists	483	48	122	\$22.01
29-2099	Health Technologists and Technicians, All Other	877	96	257	\$22.51
31-9091	Dental Assistants	2,705	417	911	\$22.29
31-9099	Healthcare Support Workers, All Other	737	112	288	\$21.77
35-1011	Chefs and Head Cooks	985	136	374	\$24.18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,117	645	1,572	\$28.24
Total		17,727	2,050	4,987	

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 four community colleges in the Riverside Metro 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, Riverside Metro 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	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	42
0614.00	Digital Media	3	Norco, Riverside City, Mt. San Jacinto	105
0701.00	Information Technology, General	1	Riverside City	0
0702.00	Computer Information Systems	1	Mt. San Jacinto	28
0702.10	Software Applications	1	Moreno Valley	2
0707.00	Computer Software Development	2	Riverside City, Moreno Valley	0
0707.10	Computer Programming	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	89
0707.30	Computer Systems Analysis	3	Norco, Riverside City, Moreno Valley	0
0708.00	Computer Infrastructure and Support	2	Riverside City, Moreno Valley	86
0708.10	Computer Networking	3	Riverside City, Mt. San Jacinto, Moreno Valley	65
0708.20	Computer Support	2	Riverside City, Moreno Valley	12
0709.00	World Wide Web Administration	2	Riverside City, Moreno Valley	6

0709.10	E-Commerce (Technology emphasis)	1	Mt. San Jacinto	2
0934.30	Telecommunications Technology	1	Norco	2
1005.00	Commercial Music	2	Norco, Mt. San Jacinto	20
1012.00	Applied Photography	2	Riverside City, Mt. San Jacinto	64
2206.10	Geographic Information Systems	1	Mt. San Jacinto	1

Source: COCI, MIS DATA MART

The 17 information and communication technologies/digital media programs highlighted above train students for 18 quality job occupations as shown in Exhibit 33. In 2024, these occupations accounted for 22,699 jobs in the subregion and are projected to grow by 4%, adding 854 jobs through 2029. On average, these occupations are expected to produce 2,346 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, Riverside Metro 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	272	38	110	\$28.22
15-1231	Computer Network Support Specialists	298	21	54	\$28.26
15-1232	Computer User Support Specialists	1,578	107	266	\$25.23
15-1244	Network and Computer Systems Administrators	699	39	97	\$38.08
15-1299	Computer Occupations, All Other	1,191	85	230	\$29.59
17-3023	Electrical and Electronic Engineering Technologists and Technicians	254	24	61	\$29.91
17-3031	Surveying and Mapping Technicians	165	22	61	\$23.18
27-4011	Audio and Video Technicians	245	22	58	\$21.33
33-1012	First-Line Supervisors of Police and Detectives	636	61	133	\$66.14
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,117	645	1,572	\$28.24
43-3061	Procurement Clerks	263	24	61	\$21.02
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	511	59	147	\$23.52
43-6011	Executive Secretaries and Executive Administrative Assistants	1,525	174	415	\$29.45
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,649	805	1,891	\$21.06
43-9022	Word Processors and Typists	430	46	103	\$22.76
43-9041	Insurance Claims and Policy Processing Clerks	558	47	130	\$21.12
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	746	70	138	\$26.98
49-9052	Telecommunications Line Installers and Repairers	562	57	104	\$28.98
Total		22,699	2,346	5,629	

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 four community colleges in the Riverside Metro 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, Riverside Metro 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	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	292
2105.10	Corrections	3	Norco, Riverside City, Moreno Valley	133
2105.20	Probation and Parole	1	Moreno Valley	33
2105.30	Industrial and Transportation Security	1	Moreno Valley	2
2105.40	Forensics, Evidence, and Investigation	4	Norco, Riverside City, Mt. San Jacinto, Moreno Valley	40
2105.50	Police Academy	1	Moreno Valley	105
2105.60	Modern Policing	1	Moreno Valley	0
2133.00	Fire Technology	2	Mt. San Jacinto, Moreno Valley	73
2133.50	Fire Academy	1	Moreno Valley	93

Source: COCI, MIS DATA MART

The nine public safety programs highlighted above train students for nine quality job occupations as shown in Exhibit 35. In 2024, these occupations accounted for 9,695 jobs in the subregion and are projected to grow by 9%, adding 898 jobs through 2029. On average, these occupations are expected to produce 970 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 35: Quality Jobs Trained by Public Safety Programs, Riverside Metro 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	272	38	110	\$28.22
15-1299	Computer Occupations, All Other	1,191	85	230	\$29.59
33-1011	First-Line Supervisors of Correctional Officers	279	25	56	\$56.94
33-1012	First-Line Supervisors of Police and Detectives	636	61	133	\$66.14
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	280	30	63	\$47.10
33-1091	First-Line Supervisors of Security Workers	426	49	106	\$22.39
33-2011	Firefighters	1,344	146	311	\$29.14
33-3012	Correctional Officers and Jailers	2,256	220	483	\$36.11
33-3051	Police and Sheriff's Patrol Officers	3,011	317	684	\$38.79
Total		9,695	970	2,176	

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 four community colleges in the Riverside Metro Subregion, three colleges 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, Riverside Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0506.50	Retail Store Operations and Management	1	Norco	1
0514.40	Office Management	1	Riverside City	15
1306.30	Culinary Arts	2	Riverside City, Mt. San Jacinto	105

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 8,026 jobs in the subregion and are projected to grow by 6%, adding 448 jobs through 2029. On average, these occupations are expected to produce 885 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, Riverside Metro 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	652	65	164	\$37.75
11-9072	Entertainment and Recreation Managers, Except Gambling	272	38	110	\$28.22
35-1011	Chefs and Head Cooks	985	136	374	\$24.18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,117	645	1,572	\$28.24
Total		8,026	885	2,220	

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 nine 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 2,961 quality job openings projected annually in the subregion, accounting for 36% of regional employer demand in this sector.

The demand for quality jobs in the Energy, Construction, and Utilities sector is strong and concentrated in the Riverside Metro Subregion, with 2,086 annual job openings projected over the next five years, accounting for 47% of regional demand. As a result, while the Transportation and Logistics sector has

the highest number of job openings, community colleges in this subregion may have a competitive advantage in supplying quality jobs workers in the Energy, Construction, and Utilities sectors. Both sectors stand out as great opportunities for program expansion.

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 below in Exhibit 38. Please note that these programs were displayed in their respective sectors and were 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 below if awards have yet to be conferred in any of these program codes.

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

TOP Code	TOP Title	CCCO Sector	# Colleges Offering Programs (Subregion)	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0701.00	Information Technology, General	Information and Communication Technologies - Digital Media	1	Riverside City	0
0707.00	Computer Software Development	Information and Communication Technologies - Digital Media	2	Riverside City, Moreno Valley	0
0707.30	Computer Systems Analysis	Information and Communication Technologies - Digital Media	3	Norco, Riverside City, Moreno Valley	0
0947.50	Truck and Bus Driving	Advanced Transportation and Logistics	1	Mt. San Jacinto	0
0952.00	Construction Crafts Technology	Energy, Construction and Utilities	1	Mt. San Jacinto	0
0952.10	Carpentry	Energy, Construction and Utilities	1	Norco	0
1202.00	Hospital and Health Care Administration	Health	1	Moreno Valley	0
1225.00	Radiologic Technology	Health	1	Mt. San Jacinto	0
2105.60	Modern Policing	Public Safety	1	Moreno Valley	0

Source: COCI, MIS DATA MART

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

This section examines the alignment of subregional training programs with quality jobs occupations. By comparing programs not currently active in the subregion with the quality job occupations they could train, 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 with 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 the inactive programs that have the greatest potential to prepare students for employment in 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. Riverside Metro Subregion community colleges do not currently offer six advanced manufacturing programs that may prepare students for employment in quality jobs.

Exhibit 39: Advanced Manufacturing Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
0934.10	Computer Electronics
0934.20	Industrial Electronics
0945.00	Industrial Systems Technology and Maintenance
0950.00	Aeronautical and Aviation Technology
0950.50	Aircraft Fabrication
0961.00	Optics

Source: COCI

The advanced manufacturing programs highlighted above may train students with the knowledge, skills, and abilities necessary for the five quality job occupations shown in Exhibit 40. In 2024, these occupations accounted for 8,095 jobs in the subregion and are projected to grow by 10%, adding 775 jobs through 2029. On average, these occupations are expected to produce 908 annual job openings in this subregion.

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

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
29-2081	Opticians, Dispensing	382	41	93	\$22.39
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	255	24	63	\$30.67
49-3011	Aircraft Mechanics and Service Technicians	443	45	222	\$29.79
49-9041	Industrial Machinery Mechanics	1,135	127	308	\$27.62
49-9071	Maintenance and Repair Workers, General	5,880	671	1,722	\$21.42
Total		8,095	908	2,408	

Source: Lightcast 2026.1

Advanced Transportation and Logistics Sector

Exhibit 41 highlights advanced transportation and logistics program development opportunities. Riverside Metro Subregion community colleges do not currently offer five advanced transportation and logistics programs that may prepare students for employment in quality jobs.

Exhibit 41: Advanced Transportation and Logistics Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
0947.00	Diesel Technology
0947.20	Heavy Equipment Maintenance
0947.40	Railroad and Light Rail Operations
0950.10	Aviation Airframe Mechanics
0950.20	Aviation Powerplant Mechanics

Source: COCI

The advanced transportation and logistics programs highlighted above may train students with the knowledge, skills, and abilities necessary for the five quality job occupations shown in Exhibit 42. In 2024, these occupations accounted for 7,303 jobs in the subregion and are projected to grow by 8%, adding 566 jobs through 2029. On average, these occupations are expected to produce 795 annual job openings in this subregion.

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

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
49-3011	Aircraft Mechanics and Service Technicians	443	45	222	\$29.79
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,573	151	435	\$24.99
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,181	111	267	\$27.74
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,885	469	1,196	\$24.63
53-4031	Railroad Conductors and Yardmasters	221	19	66	\$41.77
Total		7,303	795	2,186	

Source: Lightcast 2026.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 43 highlights agriculture, water, and environmental technologies program development opportunities. Riverside Metro Subregion community colleges do not currently offer six 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, Riverside Metro Subregion

TOP Code	TOP Title
0102.10	Veterinary Technician (Licensed)
0102.20	Artificial Inseminator (Licensed)
0104.00	Viticulture, Enology, and Wine Business
0114.00	Forestry
0115.00	Natural Resources
0116.00	Agricultural Power Equipment Technology

Source: COCI

The agriculture, water, and environmental technologies programs highlighted above may train students with the knowledge, skills, and abilities necessary for the five quality job occupations shown in Exhibit 44. In 2024, these occupations accounted for 4,362 jobs in the subregion and are projected to grow by 7%, adding 314 jobs through 2029. On average, these occupations are expected to produce 505 annual job openings in this subregion.

Exhibit 44: Quality Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, Riverside Metro 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	2,105	272	734	\$25.81
19-4071	Forest and Conservation Technicians	199	27	78	\$28.04
29-2056	Veterinary Technologists and Technicians	434	50	111	\$21.88
49-3011	Aircraft Mechanics and Service Technicians	443	45	222	\$29.79
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,181	111	267	\$27.74
Total		4,362	505	1,412	

Source: Lightcast 2026.1

Business and Entrepreneurship Sector

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

Exhibit 45: Business and Entrepreneurship Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
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 five quality job occupations shown in Exhibit 46. In 2024, these occupations accounted for 6,645 jobs in the subregion and are projected to grow by 3%, adding 178 jobs through 2029. On average, these occupations are expected to produce 690 annual job openings in this subregion.

Exhibit 46: Quality Jobs Not Trained by Existing Business and Entrepreneurship Programs, Riverside Metro 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	557	39	113	\$35.32
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	976	135	328	\$21.53
41-3021	Insurance Sales Agents	2,017	174	452	\$21.87
43-4031	Court, Municipal, and License Clerks	847	106	227	\$25.85
51-1011	First-Line Supervisors of Production and Operating Workers	2,248	236	559	\$26.00
Total		6,645	690	1,678	

Source: Lightcast 2026.1

Education and Human Development Sector

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

Exhibit 47: Education and Human Development Program Development Opportunity, Riverside Metro 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 546 jobs in the subregion and is projected to grow by 3%, adding 18 jobs through 2029. On average, this occupation is expected to produce 105 annual job openings in this subregion.

Exhibit 48: Quality Job Not Trained by Existing Education and Human Development Programs, Riverside Metro 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	546	105	220	\$23.55

Source: Lightcast 2026.1

Energy, Construction, and Utilities Sector

Exhibit 49 highlights energy, construction, and utilities program development opportunities. Riverside Metro 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, Riverside Metro Subregion

TOP Code	TOP Title
0935.00	Electro-Mechanical Technology
0946.10	Energy Systems Technology
0952.30	Plumbing, Pipefitting and Steamfitting
0952.40	Glazing
0956.40	Sheet Metal and Structural Metal

Source: COCI

The energy, construction, and utilities programs highlighted above may train students with the knowledge, skills, and abilities necessary for the seven quality job occupations shown in Exhibit 50. In 2024, these occupations accounted for 6,108 jobs in the subregion and are projected to grow by 4%,

adding 244 jobs through 2029. On average, these occupations are expected to produce 576 annual job openings in this subregion.

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

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
47-2121	Glaziers	477	39	74	\$24.47
47-2152	Plumbers, Pipefitters, and Steamfitters	2,879	262	521	\$23.32
47-2211	Sheet Metal Workers	458	42	82	\$24.29
47-2221	Structural Iron and Steel Workers	708	57	108	\$21.46
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	255	24	63	\$30.67
49-9041	Industrial Machinery Mechanics	1,135	127	308	\$27.62
51-8021	Stationary Engineers and Boiler Operators	197	24	65	\$23.20
Total		6,108	576	1,221	

Source: Lightcast 2026.1

Health Sector

Exhibit 51 highlights health program development opportunities. Riverside Metro Subregion community colleges do not currently offer 11 health programs that may prepare students for employment in quality jobs.

Exhibit 51: Health Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
1205.10	Phlebotomy
1209.00	Hospital Central Service Technician
1210.00	Respiratory Care/Therapy
1214.00	Orthopedic Assistant
1217.00	Surgical Technician
1218.00	Occupational Therapy Technology
1219.00	Optical Technology
1221.00	Pharmacy Technology
1222.00	Physical Therapist Assistant
1239.00	Psychiatric Technician
1306.20	Dietetic Services and Management

Source: COCI

The health programs highlighted above may train students with the knowledge, skills, and abilities necessary for the 10 quality job occupations shown in Exhibit 52. In 2024, these occupations accounted for 7,191 jobs in the subregion and are projected to grow by 13%, adding 925 jobs through 2029. On average, these occupations are expected to produce 924 annual job openings in this subregion.

Exhibit 52: Quality Jobs Not Trained by Existing Health Programs, Riverside Metro 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	2,105	272	734	\$25.81
29-1126	Respiratory Therapists	714	62	174	\$37.07
29-2052	Pharmacy Technicians	1,932	212	516	\$22.05
29-2053	Psychiatric Technicians	367	68	157	\$20.87
29-2055	Surgical Technologists	373	37	100	\$30.20
29-2081	Opticians, Dispensing	382	41	93	\$22.39
31-2011	Occupational Therapy Assistants	146	27	61	\$33.63
31-2021	Physical Therapist Assistants	331	69	158	\$35.52
31-9093	Medical Equipment Preparers	288	49	138	\$23.14
31-9097	Phlebotomists	551	86	211	\$21.55
Total		7,191	924	2,343	

Source: Lightcast 2026.1

Public Safety Sector

Exhibit 53 highlights an opportunity to develop a public safety program. Riverside Metro Subregion community colleges do not currently offer one public safety program that may prepare students for employment in quality jobs.

Exhibit 53: Public Safety Program Development Opportunity, Riverside Metro Subregion

TOP Code	TOP Title
2199.00	Other Public and Protective Services

Source: COCI

The public safety program highlighted above may train students with the knowledge, skills, and abilities necessary for the one quality job occupation shown in Exhibit 54. In 2024, this occupation accounted for 417 jobs in the subregion and is projected to grow by 13%, adding 56 jobs through 2029. On average, this occupation is expected to produce 54 annual job openings in this subregion.

Exhibit 54: Quality Job Not Trained by Existing Public Safety Programs, Riverside Metro Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
43-5031	Public Safety Telecommunicators	417	54	117	\$30.09

Source: Lightcast 2026.1

Retail, Hospitality, and Tourism Sector

Exhibit 55 highlights retail, hospitality, and tourism program development opportunities. Riverside Metro Subregion community colleges do not currently offer five retail, hospitality, and tourism programs that may prepare students for employment in quality jobs.

Exhibit 55: Retail, Hospitality, and Tourism Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
1307.00	Hospitality
1307.10	Restaurant and Food Services and Management
1307.20	Lodging Management
1307.30	Resort and Club Management
3020.40	Flight Attendant

Source: COCI

The retail, hospitality, and tourism programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 56. In 2024, these occupations accounted for 6,120 jobs in the subregion and are projected to grow by 10%, adding 582 jobs through 2029. On average, these occupations are expected to produce 756 annual job openings in this subregion.

Exhibit 56: Quality Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, Riverside Metro 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	2,105	272	734	\$25.81
11-9081	Lodging Managers	130	15	55	\$30.43
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,885	469	1,196	\$24.63
Total		6,120	756	1,985	

Source: Lightcast 2026.1

Unassigned Sector

Exhibit 57 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. Riverside Metro 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 57: Non-Sector Specific Program Development Opportunity, Riverside Metro 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 58. In 2024, this occupation accounted for 1,337 jobs in the subregion and is projected to grow by 3%, adding 46 jobs through 2029. On average, this occupation is expected to produce 128 annual job openings in this subregion.

Exhibit 58: Quality Jobs Not Trained by Existing Programs, Riverside Metro 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	1,337	128	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 that there is 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 9 of the 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 924 projected subregional job openings annually for quality jobs, representing the most significant opportunity for program development to address supply gaps. Following Health, the Advanced Transportation and Logistics; Advanced Manufacturing; Energy, Construction, and Utilities; and Retail, Tourism, and Hospitality sectors exhibit the greatest 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 Riverside Metro Subregion, with local demand accounting for nearly half of all regional demand. As a result, community colleges in this subregion may have a competitive advantage in supplying workers in these types of 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 based on 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 Inland Empire-Riverside Metro 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 CCCC 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

⁷ Lightcast (2025). Version 2025.1. Retrieved from <https://lightcast.io/> in April 2025.

workforce characteristics. The baseline year of 2024 was used to offer the maximum comparability with the student data available, and the projected data was 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.

⁸ “Standard Occupational Classification,” Bureau of Labor Statistics, [bls.gov/soc/](https://www.bls.gov/soc/)

⁹ “Taxonomy of Programs,” California Community Colleges, <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513>

¹⁰ Center for Women’s Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. <http://www.selfsufficiencystandard.org/California>

¹¹ “North American Industry Classification System”, United States Census Bureau, <https://www.census.gov/naics/>

APPENDIX B: QUALITY JOBS OCCUPATIONS

Quality Jobs Occupational Overview, Riverside Metro 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	313	846	29	81	\$26.71	Associate's degree
17-3022 Civil Engineering Technologists and Technicians	328	797	32	76	\$30.45	Associate's degree
17-3023 Electrical and Electronic Engineering Technologists and Technicians	254	675	24	61	\$29.91	Associate's degree
17-3031 Surveying and Mapping Technicians	165	456	22	61	\$23.18	High school diploma or equivalent
Arts, Design, Entertainment, Sports, and Media Occupations						
27-4011 Audio and Video Technicians	245	640	22	58	\$21.33	Postsecondary nondegree award
Building and Grounds Cleaning and Maintenance Occupations						
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	976	2,406	135	328	\$21.53	High school diploma or equivalent
Business and Financial Operations Occupations						
13-1031 Claims Adjusters, Examiners, and Investigators	557	1,698	39	113	\$35.32	High school diploma or equivalent
13-1051 Cost Estimators	1,280	2,673	110	224	\$28.74	Bachelor's degree
13-2072 Loan Officers	627	1,757	43	110	\$23.64	Bachelor's degree
Computer and Mathematical Occupations						
15-1231 Computer Network Support Specialists	298	738	21	54	\$28.26	Associate's degree
15-1232 Computer User Support Specialists	1,578	3,998	107	266	\$25.23	Some college, no degree
15-1244 Network and Computer Systems Administrators	699	1,787	39	97	\$38.08	Bachelor's degree
15-1299 Computer Occupations, All Other	1,191	3,337	85	230	\$29.59	Bachelor's degree
Construction and Extraction Occupations						
47-2031 Carpenters	10,198	20,513	776	1,507	\$25.58	High school diploma or equivalent
47-2111 Electricians	3,950	9,127	373	872	\$24.73	High school diploma or equivalent
47-2121 Glaziers	477	946	39	74	\$24.47	High school diploma or equivalent
47-2152 Plumbers, Pipefitters, and Steamfitters	2,879	5,637	262	521	\$23.32	High school diploma or equivalent
47-2211 Sheet Metal Workers	458	907	42	82	\$24.29	High school diploma or equivalent
47-2221 Structural Iron and Steel Workers	708	1,392	57	108	\$21.46	High school diploma or equivalent
47-2231 Solar Photovoltaic Installers	479	1,095	52	111	\$24.26	High school diploma or equivalent
47-4011 Construction and Building Inspectors	666	1,514	78	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	546	1,157	105	220	\$23.55	Postsecondary nondegree award
▣ Food Preparation and Serving Related Occupations						
35-1011 Chefs and Head Cooks	985	2,771	136	374	\$24.18	High school diploma or equivalent
▣ Healthcare Practitioners and Technical Occupations						
29-1126 Respiratory Therapists	714	2,222	62	174	\$37.07	Associate's degree
29-1292 Dental Hygienists	646	1,510	60	128	\$50.90	Associate's degree
29-2032 Diagnostic Medical Sonographers	313	871	29	74	\$40.49	Associate's degree
29-2034 Radiologic Technologists and Technicians	701	2,019	64	168	\$39.53	Associate's degree
29-2043 Paramedics	322	874	25	65	\$29.86	Postsecondary nondegree award
29-2052 Pharmacy Technicians	1,932	4,876	212	516	\$22.05	High school diploma or equivalent
29-2053 Psychiatric Technicians	367	945	68	157	\$20.87	Postsecondary nondegree award
29-2055 Surgical Technologists	373	1,134	37	100	\$30.20	Postsecondary nondegree award
29-2056 Veterinary Technologists and Technicians	434	968	50	111	\$21.88	Associate's degree
29-2061 Licensed Practical and Licensed Vocational Nurses	3,189	8,712	352	865	\$31.37	Postsecondary nondegree award
29-2072 Medical Records Specialists	483	1,387	48	122	\$22.01	Postsecondary nondegree award
29-2081 Opticians, Dispensing	382	953	41	93	\$22.39	High school diploma or equivalent
29-2099 Health Technologists and Technicians, All Other	877	2,571	96	257	\$22.51	Postsecondary nondegree award
▣ Healthcare Support Occupations						
31-1132 Orderlies	245	768	43	126	\$21.16	High school diploma or equivalent
31-2011 Occupational Therapy Assistants	146	340	27	61	\$33.63	Associate's degree
31-2021 Physical Therapist Assistants	331	775	69	158	\$35.52	Associate's degree
31-9091 Dental Assistants	2,705	6,299	417	911	\$22.29	Postsecondary nondegree award
31-9093 Medical Equipment Preparers	288	849	49	138	\$23.14	High school diploma or equivalent
31-9097 Phlebotomists	551	1,396	86	211	\$21.55	Postsecondary nondegree award
31-9099 Healthcare Support Workers, All Other	737	1,998	112	288	\$21.77	High school diploma or equivalent
▣ Installation, Maintenance, and Repair Occupations						
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	2,313	5,967	224	565	\$31.54	High school diploma or equivalent
49-2022 Telecommunications Equipment Installers and Repairers, Except Line Installers	746	1,601	70	138	\$26.98	Postsecondary nondegree award
49-2094 Electrical and Electronics Repairers, Commercial and Industrial Equipment	255	732	24	63	\$30.67	Postsecondary nondegree award
49-2098 Security and Fire Alarm Systems Installers	401	801	48	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	443	2,195	45	222	\$29.79	Postsecondary nondegree award
49-3023 Automotive Service Technicians and Mechanics	3,970	10,439	384	989	\$22.63	Postsecondary nondegree award
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	1,573	4,676	151	435	\$24.99	High school diploma or equivalent
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	1,181	2,925	111	267	\$27.74	High school diploma or equivalent
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,179	6,252	305	611	\$24.56	Postsecondary nondegree award
49-9041 Industrial Machinery Mechanics	1,135	3,002	127	308	\$27.62	High school diploma or equivalent
49-9051 Electrical Power-Line Installers and Repairers	828	1,912	78	173	\$39.72	High school diploma or equivalent
49-9052 Telecommunications Line Installers and Repairers	562	1,098	57	104	\$28.98	High school diploma or equivalent
49-9071 Maintenance and Repair Workers, General	5,880	15,513	671	1,722	\$21.42	High school diploma or equivalent
49-9091 Coin, Vending, and Amusement Machine Servicers and Repairers	212	517	28	67	\$21.79	High school diploma or equivalent
49-9099 Installation, Maintenance, and Repair Workers, All Other	1,457	3,583	149	356	\$20.96	High school diploma or equivalent
Legal Occupations						
23-2011 Paralegals and Legal Assistants	1,173	2,788	143	321	\$23.76	Associate's degree
Life, Physical, and Social Science Occupations						
19-4071 Forest and Conservation Technicians	199	633	27	78	\$28.04	Associate's degree
Management Occupations						
11-3013 Facilities Managers	652	1,688	65	164	\$37.75	Bachelor's degree
11-3071 Transportation, Storage, and Distribution Managers	1,688	4,622	170	444	\$37.47	High school diploma or equivalent
11-9051 Food Service Managers	2,105	5,737	272	734	\$25.81	High school diploma or equivalent
11-9072 Entertainment and Recreation Managers, Except Gambling	272	798	38	110	\$28.22	Bachelor's degree
11-9081 Lodging Managers	130	506	15	55	\$30.43	High school diploma or equivalent
11-9141 Property, Real Estate, and Community Association Managers	1,551	4,331	139	384	\$24.27	High school diploma or equivalent
Office and Administrative Support Occupations						
43-1011 First-Line Supervisors of Office and Administrative Support Workers	6,117	15,437	645	1,572	\$28.24	High school diploma or equivalent
43-3021 Billing and Posting Clerks	1,333	3,450	158	388	\$21.10	High school diploma or equivalent
43-3031 Bookkeeping, Accounting, and Auditing Clerks	6,034	14,985	719	1,745	\$21.49	Some college, no degree
43-3051 Payroll and Timekeeping Clerks	699	1,779	75	186	\$24.25	High school diploma or equivalent
43-3061 Procurement Clerks	263	688	24	61	\$21.02	High school diploma or equivalent
43-4031 Court, Municipal, and License Clerks	847	1,811	106	227	\$25.85	High school diploma or equivalent
43-4061 Eligibility Interviewers, Government Programs	1,337	3,259	128	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	854	2,401	109	285	\$20.84	High school diploma or equivalent
43-4131 Loan Interviewers and Clerks	275	800	22	59	\$22.07	High school diploma or equivalent
43-4161 Human Resources Assistants, Except Payroll and Timekeeping	511	1,351	59	147	\$23.52	Associate's degree
43-4199 Information and Record Clerks, All Other	752	1,929	101	248	\$23.16	High school diploma or equivalent
43-5031 Public Safety Telecommunicators	417	889	54	117	\$30.09	High school diploma or equivalent
43-5052 Postal Service Mail Carriers	1,376	3,116	122	224	\$22.13	High school diploma or equivalent
43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators	352	812	35	67	\$21.23	High school diploma or equivalent
43-5061 Production, Planning, and Expediting Clerks	1,988	5,047	200	491	\$21.21	High school diploma or equivalent
43-5111 Weighers, Measurers, Checkers, and Samplers, Recordkeeping	852	2,123	109	261	\$22.38	High school diploma or equivalent
43-6011 Executive Secretaries and Executive Administrative Assistants	1,525	3,719	174	415	\$29.45	High school diploma or equivalent
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,649	15,928	805	1,891	\$21.06	High school diploma or equivalent
43-9022 Word Processors and Typists	430	978	46	103	\$22.76	High school diploma or equivalent
43-9041 Insurance Claims and Policy Processing Clerks	558	1,592	47	130	\$21.12	High school diploma or equivalent
Production Occupations						
51-1011 First-Line Supervisors of Production and Operating Workers	2,248	5,474	236	559	\$26.00	High school diploma or equivalent
51-8021 Stationary Engineers and Boiler Operators	197	549	24	65	\$23.20	High school diploma or equivalent
51-8031 Water and Wastewater Treatment Plant and System Operators	733	1,641	78	169	\$31.74	High school diploma or equivalent
Protective Service Occupations						
33-1011 First-Line Supervisors of Correctional Officers	279	642	25	56	\$56.94	High school diploma or equivalent
33-1012 First-Line Supervisors of Police and Detectives	636	1,416	61	133	\$66.14	High school diploma or equivalent
33-1021 First-Line Supervisors of Firefighting and Prevention Workers	280	592	30	63	\$47.10	Postsecondary nondegree award
33-1091 First-Line Supervisors of Security Workers	426	953	49	106	\$22.39	High school diploma or equivalent
33-2011 Firefighters	1,344	2,893	146	311	\$29.14	Postsecondary nondegree award
33-3012 Correctional Officers and Jailers	2,256	5,169	220	483	\$36.11	High school diploma or equivalent
33-3051 Police and Sheriff's Patrol Officers	3,011	6,603	317	684	\$38.79	High school diploma or equivalent
Sales and Related Occupations						
41-3021 Insurance Sales Agents	2,017	5,342	174	452	\$21.87	High school diploma or equivalent
41-9021 Real Estate Brokers	463	1,219	40	105	\$23.40	High school diploma or equivalent
41-9022 Real Estate Sales Agents	2,192	5,938	195	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	3,885	10,283	469	1,196	\$24.63	High school diploma or equivalent
53-3032 Heavy and Tractor-Trailer Truck Drivers	15,517	48,288	1,877	5,530	\$23.20	Postsecondary nondegree award
53-3051 Bus Drivers, School	1,140	2,774	226	492	\$23.50	No formal educational credential
53-3052 Bus Drivers, Transit and Intercity	669	1,520	106	249	\$23.18	High school diploma or equivalent
53-4031 Railroad Conductors and Yardmasters	221	768	19	66	\$41.77	High school diploma or equivalent

Source: Lightcast 2026.1