



FOR LABOR MARKET RESEARCH  
INLAND EMPIRE/DESERT



WORKFORCE DEMAND ASSESSMENT

# San Bernardino County Metro Region

INLAND EMPIRE / DESERT



# 2026



California  
Community  
Colleges



**IEDRC**  
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REGIONAL CONSORTIUM

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## ACKNOWLEDGEMENTS

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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 San Bernardino Metro Subregion is the second 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 Inland Empire Region Center of Excellence for Labor Market Research (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 San Bernardino 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 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 San Bernardino 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 San Bernardino 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 can be 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 San Bernardino Metro Subregion and the IED region overall.

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

### **SECTION 1: WHAT ARE THE POPULATIONS AND LABOR FORCE CHARACTERISTICS IN SAN BERNARDINO METRO SUBREGION?**

- With 35.4% of the Inland Empire/Desert Region’s population within its borders, the San Bernardino Metro Subregion is the second largest subregion in terms of population (1.68 million residents).
- The subregion is projected to remain the second largest over the next five years, projecting an increase of 21,680 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 some of the other subregions, potentially a product of its proximity to Los Angeles and Orange counties.
- Working-age residents comprise more than 53% of the subregional population, with this share projected to increase over the next five years. This indicates that workforce development efforts will have a strong residential pool of individuals to work with.
- Hispanic residents account for more than 58% of residents, followed by White residents (20.7%). The share of Hispanic residents is projected to increase while the share of White residents is projected to decrease.
- The subregion has a smaller percentage of residents with a middle-skill education, at 20.7%, compared to the broader region, which has a higher percentage of 22.6%. However, it has a larger share of residents with advanced degree educational attainment.

## **SECTION 2: WHICH INDUSTRIES ARE IMPORTANT TO THE SAN BERNARDINO METRO SUBREGION'S ECONOMY?**

- The subregion had nearly 772,700 jobs in 2024, accounting for more than 40% of the region's 1.94 million jobs.
- The subregion is projected to increase industry employment by 6.8% over the next five years, adding 44,377 jobs, accounting for 46.0% of regional job growth.
- The five industry sectors employing the largest number of workers in the San Bernardino Metro Subregion are Transportation and Warehousing; Health Care and Social Assistance; Government; Accommodation and Food Services; and Other Services (except Public Administration).
- The Warehousing and Storage 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 SAN BERNARDINO METRO SUBREGION'S ECONOMY, AND DO WE HAVE THE LABOR FORCE TO MEET THE DEMAND?**

- Transportation and Material Moving occupations represent the largest number of jobs for the subregion, with 33,509 jobs in 2024 and more than 3,800 annual openings projected through 2029, accounting for over 51% of all IED annual job openings in this occupational group.
- Office and Administrative Support (33,308 jobs) and Installation, Maintenance, and Repair (24,275 jobs) represent major occupational groups in the region and have 3,627 and 2,479 annual job openings, respectively.
- The growth in these occupational groups highlights opportunities to scale career education and training programs in infrastructure, business, logistics, public safety, and healthcare support. At the same time, sectors like IT and professional services, while smaller, present important growth opportunities for future-proof, higher-wage occupations.
- The majority of quality jobs occupations in the San Bernardino 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 SAN BERNARDINO METRO SUBREGION TRAIN?**

- Subregional community colleges offer training for Quality Jobs occupations across 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 4,604 annual job openings over the next five years in the subregion.
- With Business and Entrepreneurship and ICT/DM employment concentrated in the subregion, there are opportunities to expand program offerings to meet the considerable subregional demand.
- There are 7 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 SAN BERNARDINO METRO SUBREGION?**

- Program development opportunities exist across 8 of the 10 community college sectors, suggesting subregional colleges have many opportunities to address subregional workforce needs with new programs.
- The Energy, Construction, and Utilities sector contains the greatest number of annual job openings (1,142) for occupations not currently trained by subregional community colleges.
- Following the sector above, the Advanced Transportation and Logistics; Business and Entrepreneurship; 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.

# SECTION 1: WHAT ARE THE POPULATION AND LABOR FORCE CHARACTERISTICS IN SAN BERNARDINO METRO SUBREGION?

## 1.1: GEOGRAPHIC OVERVIEW OF THE SAN BERNARDINO METRO SUBREGION

Encompassing the southwestern portion of San Bernardino County, the Inland Empire-San Bernardino County Metro Subregion borders Los Angeles and Orange counties to the west and Riverside County to the south. San Gabriel and San Bernardino mountains communities also find their home in this area. The subregion contains three community colleges, 15 high school districts, and California State University, San Bernardino. See Appendix B for a list of ZIP codes and Cities associated with this subregion.<sup>1</sup>

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 career education pathways. 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-San Bernardino Metro Subregion. See Appendix A for Methodology and Data Sources used in this report.

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<sup>1</sup> 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](https://kb.lightcast.io/en/articles/6957501-zip-level-employment-data))

# Community colleges in the San Bernardino Metro Subregion



## 1.2: ECONOMIC OVERVIEW OF THE SAN BERNARDINO METRO SUBREGION

As shown in Exhibit 1, the number of jobs in the San Bernardino Metro Subregion grew by 10.6% since 2019, reaching 781,226 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 San Bernardino Metro Subregion is projected to grow at the same rate as the region as a whole, but faster than the nation, adding 44,377 jobs and growing by 6%, while the IED region is projected to grow by 6% and the nation is projected to grow by 4%. However, the average earnings per job in the region (\$73,124) remain \$15,377 below the national average, which may present challenges for attracting and retaining skilled talent.

### Exhibit 1: Overview of the San Bernardino Metro Subregion



**1,658,526**

Population (2024)

As of 2024, the subregion's population increased by 0.87% since 2019, growing by 14,254. The population is expected to increase by 1.3% between 2024 and 2029, adding 21,680 people.



**\$73k**

Avg. Earnings Per Job (2024)

Subregional average earnings per job are \$15,377 below the national average earnings of \$88,501 per job.



**781,226**

Jobs (2024)

In 2024, total employment reached 781,226 jobs, reflecting a five-year growth of 62,272 jobs since 2019. Looking ahead, employment is projected to increase by an additional 44,377 jobs over the next five years.



**Top 3 Industries**

Jobs (2024)

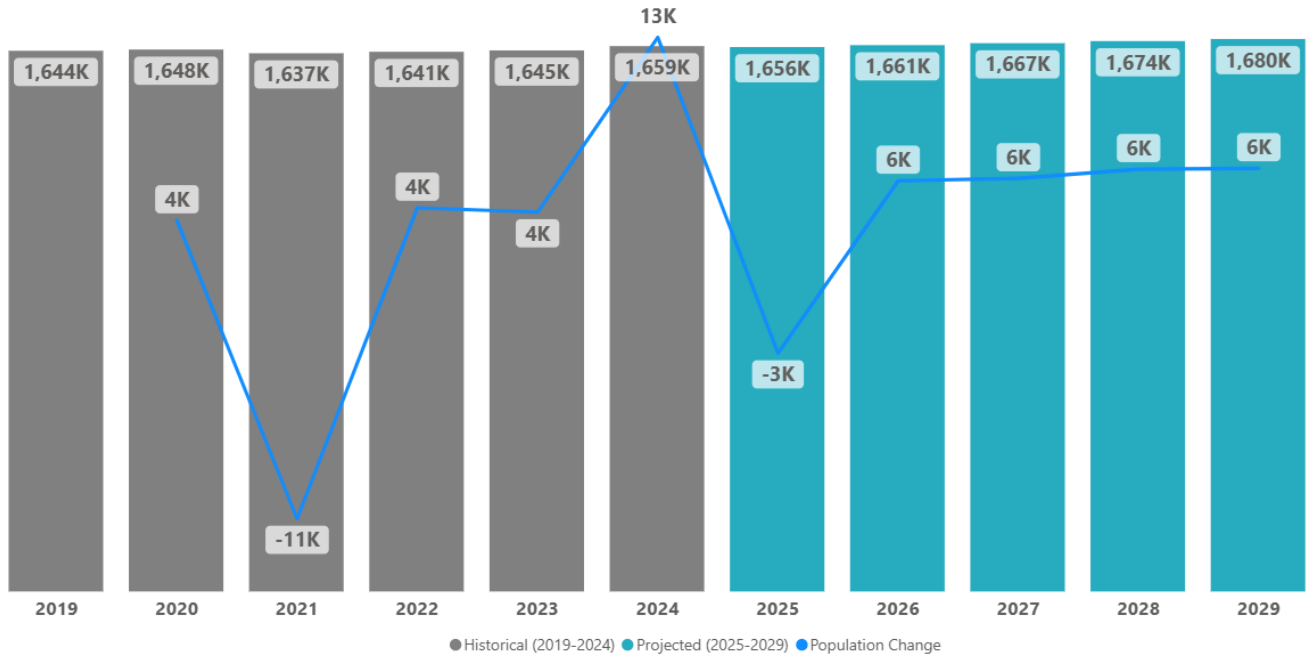
In 2024, the top three industries by job counts are Transportation and Warehousing, Health Care and Social Assistance, and Government, adding 35,692 by 2029.

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

### 1.3: SAN BERNARDINO METRO SUBREGION POPULATION AND LABOR FORCE

In 2024, the San Bernardino Metro Subregion was home to 1.68 million residents, or 35.4% of the Inland Empire region's 4.74 million residents (Exhibit 2). The subregion added 14,254 residents, growing by 0.87% since 2019. The subregion is projected to add 21,680 residents through 2029, growing by 1.3%.

Exhibit 2: Population, in thousands, San Bernardino 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.

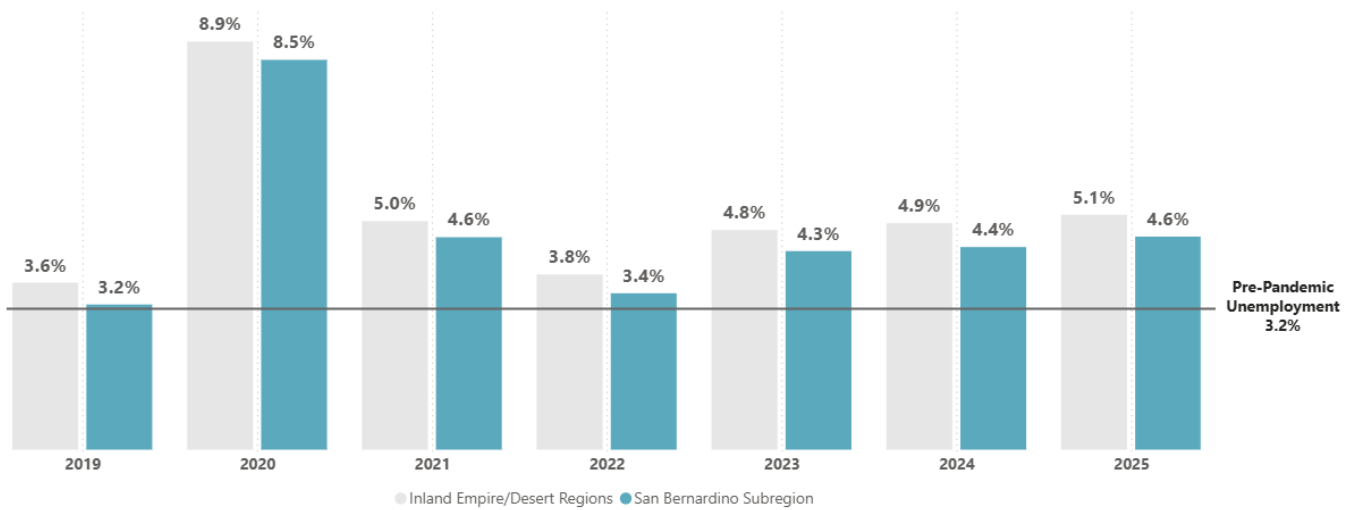
Labor force data reflects the employment status of people 16-years or older based on where they reside. The labor force is the total of employed residents or those who are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor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

Since 2019, the San Bernardino Metro Subregion has maintained consistently lower unemployment rates compared to the broader Inland Empire region. Both areas experienced a significant increase in unemployment in 2020 due to the pandemic. However, the subregion recovered more rapidly, nearly reaching its pre-pandemic level of 3.2% by 2022. From 2024 to 2025, unemployment in the subregion rose slightly to 4.6%, remaining below the regional rate of 5.1%, and signaling greater stability and

resilience in its local labor market. The San Bernardino Metro Subregion’s consistently lower unemployment rates may reflect commuting patterns, with residents accessing greater employment opportunities in nearby Los Angeles and Orange counties.

### Exhibit 3: Unemployment rate, San Bernardino Metro Subregion & IED (2019-2025)

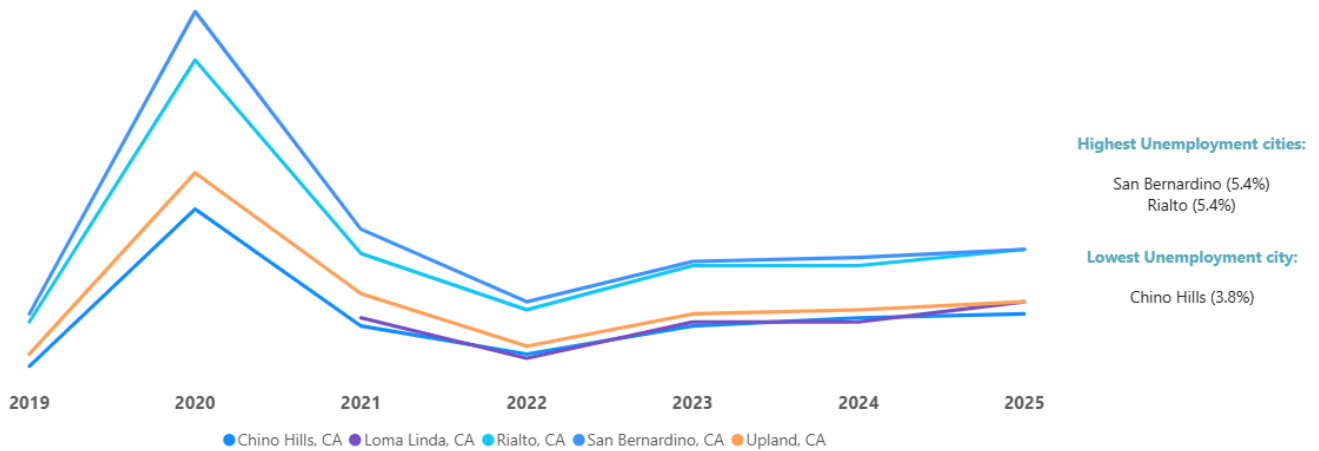


Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

Exhibit 4 displays the city-level unemployment rates for five of the thirteen cities in the subregion that have a population greater than 25K. Unemployment trends across San Bernardino County cities show an uneven recovery since the pandemic. In 2025, San Bernardino and Rialto had the highest unemployment rate at 5.4%, indicating ongoing economic challenges. In contrast, Chino Hills (3.8%) maintained the lowest unemployment rate, reflecting greater labor market stability. While all cities experienced a sharp increase in unemployment in 2020, the pace of recovery has varied significantly across the region.

Cities not displayed below, such as Highland (5.0%), Montclair (4.7%), Colton (4.8%), Ontario (4.6%), Fontana (4.7%), Yucaipa (4.3%), Chino (4.6%), Rancho Cucamonga (4.2%) and Redlands (4.0%) have unemployment rates slightly higher than pre-pandemic levels ranging from 0.8% to 1.8% increases.

### Exhibit 4: Unemployment rate, San Bernardino Metro Subregion Cities (2019-2025)



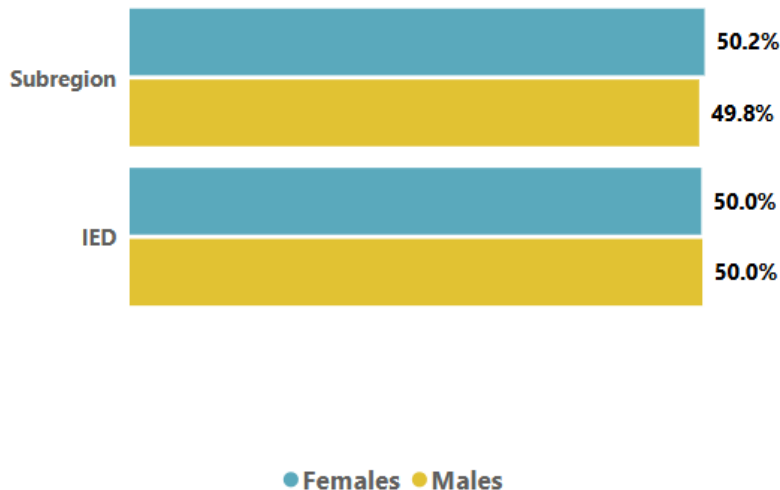
Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

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: SAN BERNARDINO METRO SUBREGION POPULATION DEMOGRAPHICS

As shown in Exhibit 5, both the San Bernardino Metro Subregion and the IED populations show an almost equal distribution between male and female residents, with approximately a 0.2% difference from an even distribution. There is a slightly higher proportion of women in the San Bernardino Metro Subregion (50.2%) compared to the women in the IED region (50.0%). These small variations suggest gender parity overall, with the San Bernardino Metro Subregion having a marginally higher share of females.

### Exhibit 5: Population Gender Proportions, San Bernardino Metro Subregion & IED (2024)



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

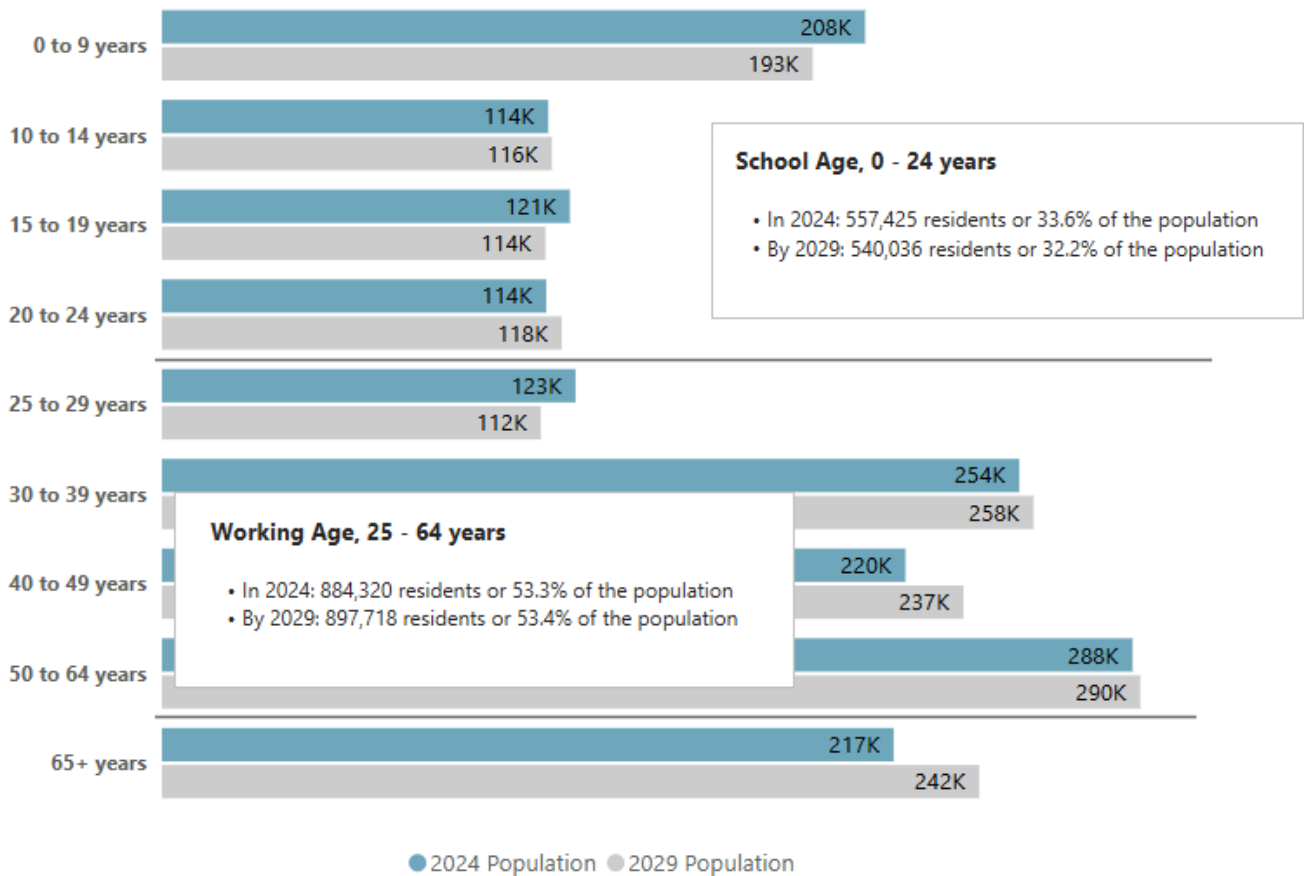


- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment 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 1.68M individuals in the San Bernardino Metro Subregion.

Exhibit 6 illustrates the current and projected age distribution of residents in the San Bernardino Metro Subregion. The data reveals a slight increase in the population of individuals aged 20 to 24, typically considered the traditional college-going age. Among the working-age population (25 to 64 years), all age groups are projected to increase by 2028, except the 25 to 29-year-old group, which is expected to decrease by 11,000 residents. The cohort of residents at retirement age (65+ years) is projected to increase significantly from 217k residents in 2024 to 242k residents by 2029.

## Exhibit 6: Population Age Distribution, San Bernardino Metro Subregion & IED (2024 - 2029)



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

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."<sup>2</sup> As shown in Exhibit 7, approximately 884k residents between the ages of 25 and 64 are grouped into early, mid, and late career categories for comparative analysis.

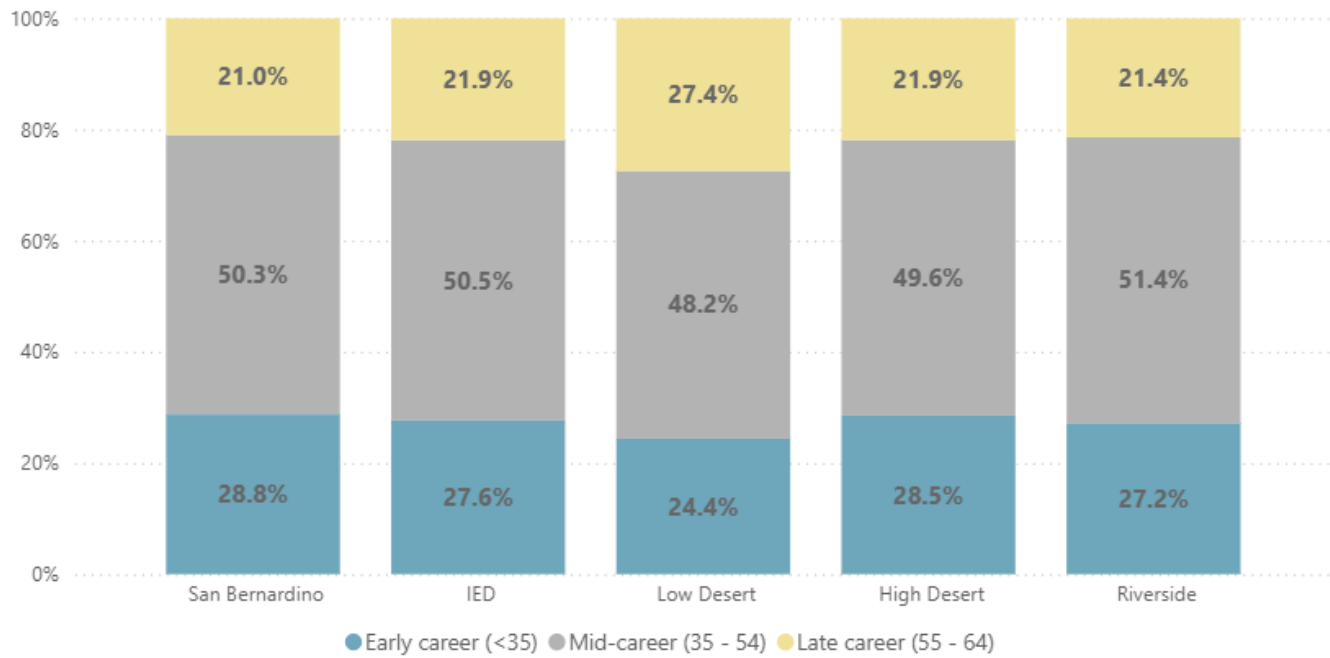
In 2024, working-age residents made up 53.3% of the subregion's approximately 1.68 million population, with projections indicating a slight increase to 53.4% by 2029. In contrast, the school-age population accounted for 33.6% in 2024 and is expected to decline to 32.2%, potentially reflecting an aging population and slower population growth moving forward.

1. Early career (< 35) represents 28.8% of the working-age cohort in 2024 and is projected to decrease to 26.3% by 2029.

<sup>2</sup> 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 50.3% of the working-age cohort in 2024 and is projected to increase slightly to 52.9% by 2029.
3. Late career (55 - 64) represents 21.0% of the working-age cohort in 2024 and is projected to decrease to 20.7% by 2029.

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



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

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 San Bernardino Metro Subregion and how it is projected to shift by 2029.

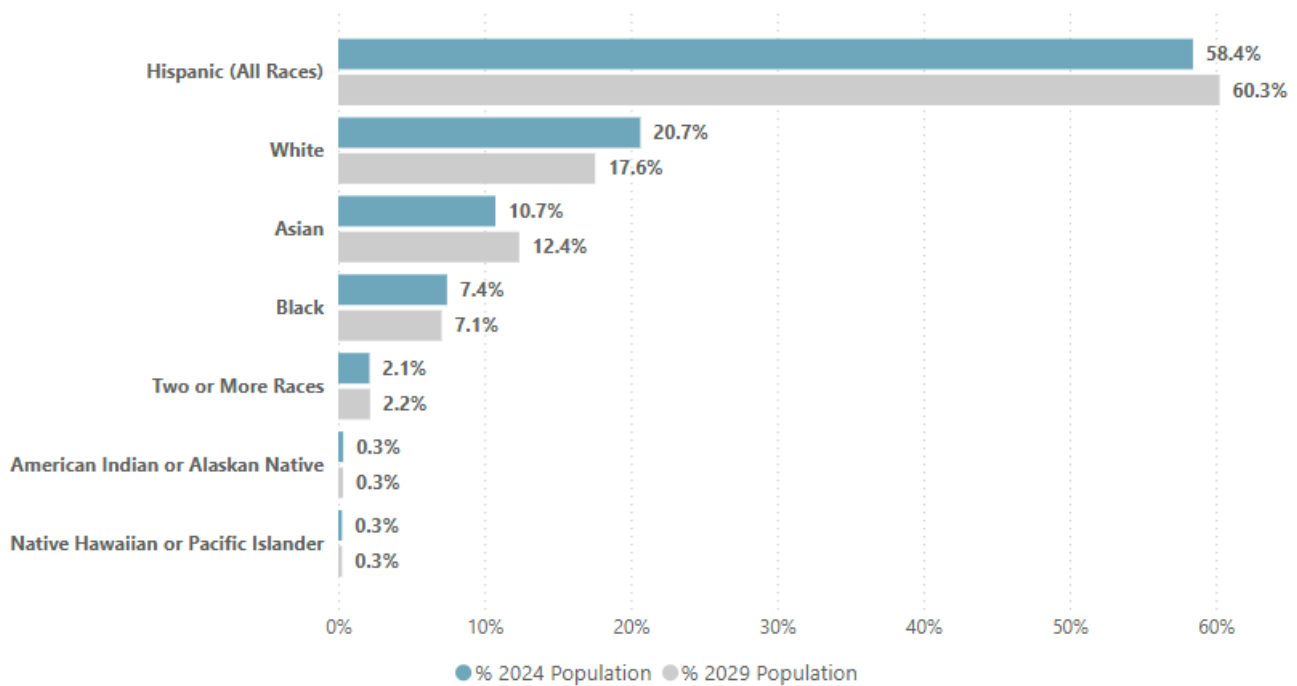
The U.S. Census Bureau collects race and ethnicity data based on standards set by the U.S. Office of Management and Budget.<sup>3</sup> Residents are asked to self-identify their race and indicate whether they are of Hispanic or Latino origin. These categories are intended to reflect social and cultural 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,

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

the Center of Excellence (COE) recognizes that this representation may not fully capture the nuanced diversity within the population.

As shown in Exhibit 8, Hispanic (All Races) individuals comprised 58.4% of the San Bernardino Metro Subregion’s population in 2024, greater than the Inland Empire regional share of 54.3%. This proportion is projected to rise to 60.3% by 2029. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 20.7% in 2023 to 17.6% by 2029.

### Exhibit 8: Race and Ethnicity Distribution, San Bernardino Metro Subregion (2024 - 2029)



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

Exhibit 9 displays the gender distribution across racial and ethnic groups in the San Bernardino Metro Subregion. While several groups maintain a relatively balanced male-female ratio, some show more notable disparities. For instance:

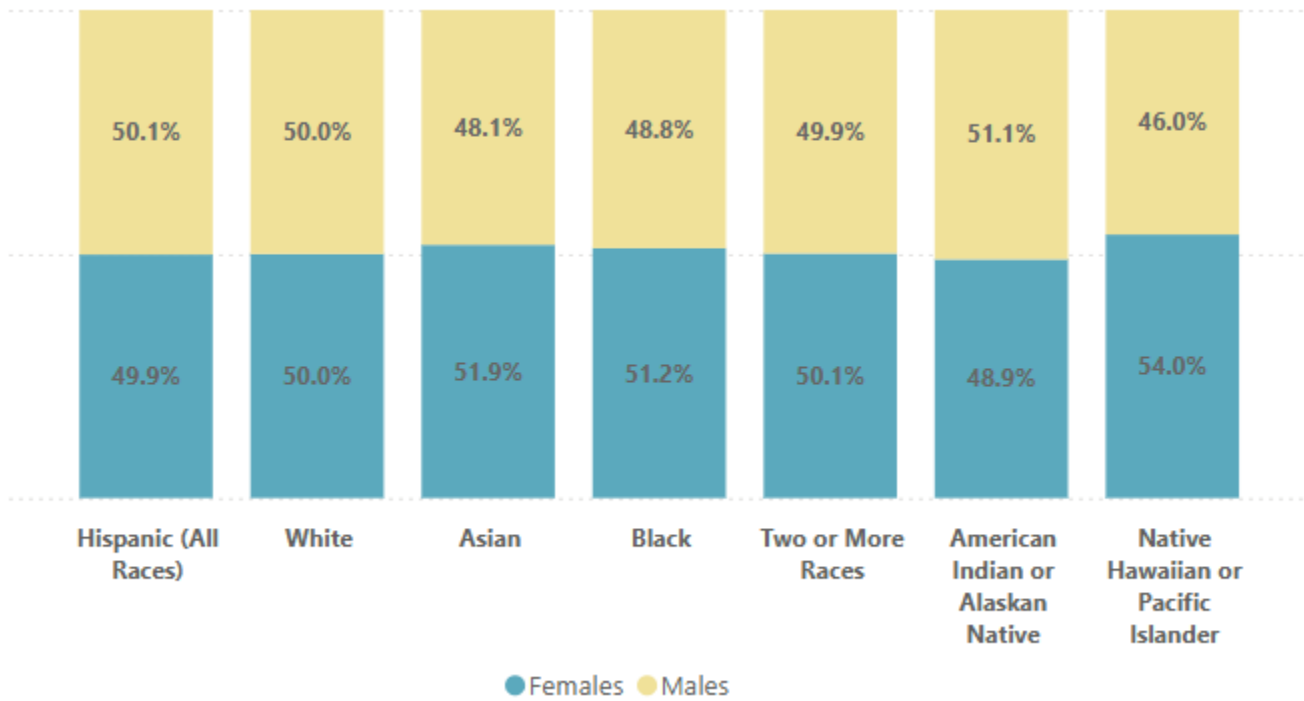
- Native Hawaiian or Pacific Islander residents have the largest gender gap, with females accounting for 54.0% and males 46.0%.
- Asian residents also show an atypical difference, with females at 51.9% and males at 48.1%.
- Black residents follow closely, with females making up 51.2% of the population and males at 48.8%.

Other groups, such as White (50.0% female), Hispanic (49.9% female), and Two or More Races (50.1% female), are closer to an even distribution. These gender differences, particularly among Asian, Black, and Native Hawaiian or Pacific Islander residents, may be important to consider when developing targeted educational and workforce strategies.



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

Exhibit 9: Gender Distribution by Race and Ethnicity, San Bernardino Metro Subregion (2024)



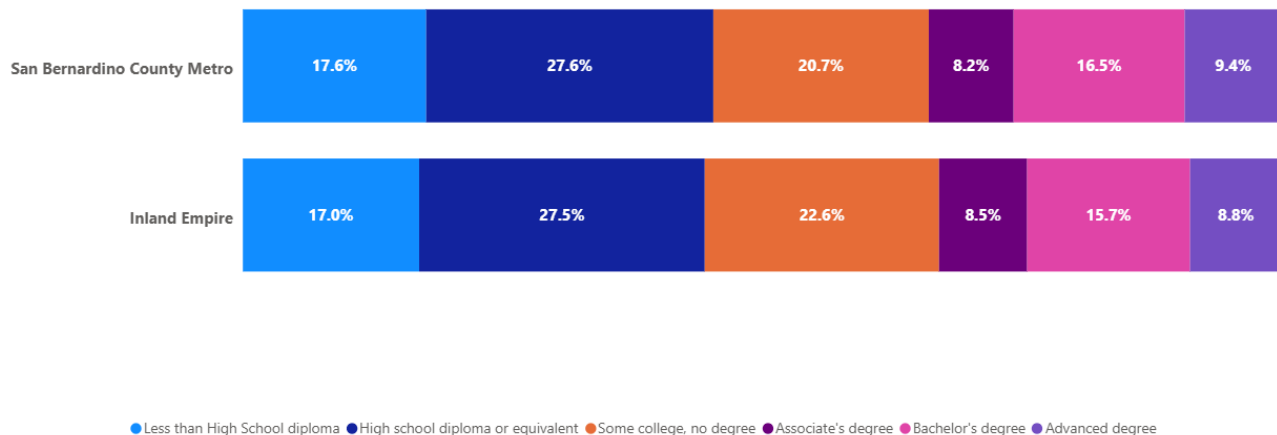
Source: Lightcast 2026.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

## 1.5: SAN BERNARDINO 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.

San Bernardino Metro has a slightly higher share of residents without a high school diploma (18.6%) than the Inland Empire (17.0%), and nearly equal high school diploma attainment (27.6% vs. 27.5%). The share of adults with some college but no degree is lower in the San Bernardino Metro Subregion (20.7%) than in the region overall (22.6%), while the share with an associate degree is nearly the same (8.2% vs. 8.5%). Notably, San Bernardino has a slightly higher percentage of residents with a bachelor's degree (16.5%) compared to the Inland Empire (15.7%) overall.

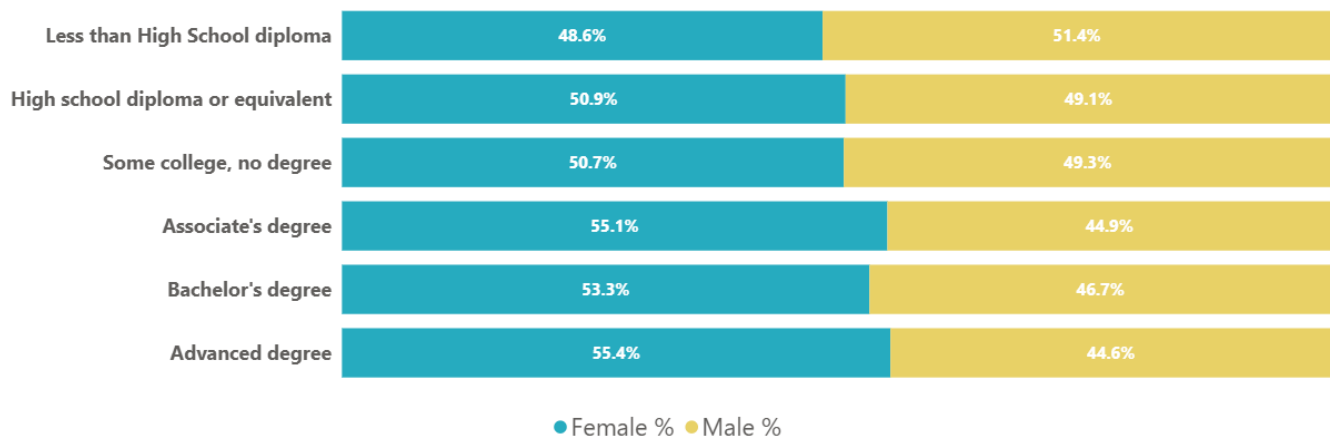
### Exhibit 10: Education attainment, San Bernardino Metro Subregion and IE/D, 2024



Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2024 American Community Survey 5-Year Estimates.

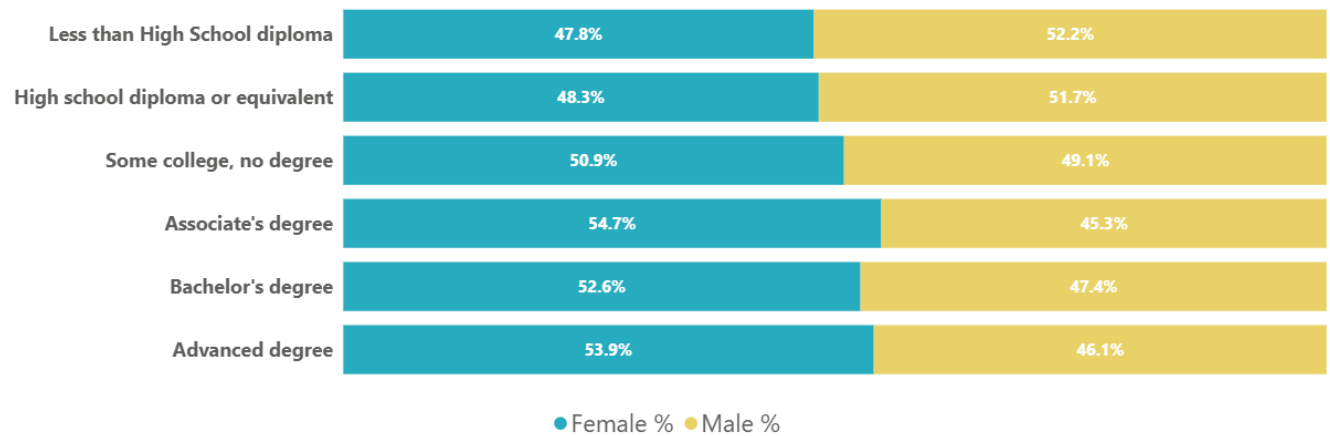
As shown in Exhibit 11, in the San Bernardino Metro Subregion, women are more likely to hold advanced credentials, making up the majority of those with a high school diploma or equivalent (50.9%), some college but no degree (50.7%), associate degree (55.1%), bachelor's degrees (53.3%), and advanced degrees (55.4%). Men, on the other hand, outnumber women among those with less than a high school diploma (51.4%). These patterns suggest that community colleges should continue to support degree completion efforts among women, while also prioritizing outreach and foundational education pathways for men, particularly those with lower levels of educational attainment. Exhibit 12 shows educational attainment by gender in the Inland Empire region for comparison purposes.

### Exhibit 11: Education Attainment, San Bernardino Metro Subregion by Gender, 2024



Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2024 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: 2024 American Community Survey 5-Year Estimates.

## SECTION 2: WHICH INDUSTRIES ARE IMPORTANT TO THE SAN BERNARDINO 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 changes 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 San Bernardino 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), San Bernardino Metro Subregion (2024 - 2029)**

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
<b>Accommodation and Food Services</b>					
Accommodation	3,805	160	4.2%	21%	\$38,100
Food Services and Drinking Places	57,083	2,563	4.5%	37%	\$33,740
<b>Administrative and Support and Waste Management and Remediation Services</b>					
Administrative and Support Services	54,637	(2,212)	(4.0%)	45%	\$49,481
Waste Management and Remediation Services	2,138	43	2.0%	40%	\$88,778
<b>Agriculture, Forestry, Fishing and Hunting</b>					
Animal Production and Aquaculture	474	(195)	(41.2%)	39%	\$69,555
Crop Production	1,074	230	21.4%	15%	\$54,253
Fishing, Hunting and Trapping	6	0	(2.4%)	19%	\$53,753
Forestry and Logging	14	(5)	(33.0%)	20%	\$63,507
Support Activities for Agriculture and Forestry	394	(84)	(21.3%)	6%	\$63,951
<b>Arts, Entertainment, and Recreation</b>					
Amusement, Gambling, and Recreation Industries	6,739	237	3.5%	32%	\$37,318
Museums, Historical Sites, and Similar Institutions	155	12	7.4%	19%	\$43,301
Performing Arts, Spectator Sports, and Related Industries	2,961	212	7.1%	39%	\$44,344
<b>Construction</b>					
Construction of Buildings	10,415	355	3.4%	36%	\$71,149
Heavy and Civil Engineering Construction	5,004	376	7.5%	32%	\$128,504
Specialty Trade Contractors	31,586	(4)	(0.0%)	31%	\$84,026
<b>Educational Services</b>					
Educational Services	14,760	1,598	10.8%	47%	\$57,630

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
<b>Finance and Insurance</b>					
Credit Intermediation and Related Activities	4,875	(616)	(12.6%)	46%	\$107,817
Funds, Trusts, and Other Financial Vehicles	32	(16)	(48.3%)	64%	\$87,404
Insurance Carriers and Related Activities	6,988	(240)	(3.4%)	52%	\$104,266
Monetary Authorities-Central Bank	0	1		0%	\$204,105
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1,134	15	1.3%	42%	\$117,332
<b>Government</b>					
Federal Government	8,501	(189)	(2.2%)	19%	\$109,301
Local Government	70,611	7,494	10.6%	31%	\$112,454
State Government	9,776	168	1.7%	35%	\$109,945
<b>Health Care and Social Assistance</b>					
Ambulatory Health Care Services	39,951	5,200	13.0%	40%	\$96,619
Hospitals	22,357	2,862	12.8%	46%	\$105,783
Nursing and Residential Care Facilities	10,803	529	4.9%	36%	\$58,990
Social Assistance	45,357	9,970	22.0%	42%	\$34,140
<b>Information</b>					
Broadcasting and Content Providers	292	(5)	(1.7%)	22%	\$63,202
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	3,022	1,613	53.4%	79%	\$166,193
Motion Picture and Sound Recording Industries	1,243	57	4.6%	34%	\$38,171
Publishing Industries	372	(165)	(44.4%)	29%	\$91,581
Telecommunications	1,748	(461)	(26.4%)	36%	\$106,360
Web Search Portals, Libraries, Archives, and Other Information Services	113	18	15.6%	32%	\$89,720
<b>Management of Companies and Enterprises</b>					
Management of Companies and Enterprises	4,837	(289)	(6.0%)	58%	\$130,875
<b>Manufacturing</b>					
Apparel Manufacturing	139	(38)	(27.0%)	29%	\$49,144
Beverage and Tobacco Product Manufacturing	1,507	92	6.1%	35%	\$88,578
Chemical Manufacturing	2,857	243	8.5%	51%	\$121,252
Computer and Electronic Product Manufacturing	1,528	68	4.5%	40%	\$81,745
Electrical Equipment, Appliance, and Component Manufacturing	1,833	127	6.9%	68%	\$94,146
Fabricated Metal Product Manufacturing	6,914	(5)	(0.1%)	45%	\$88,324
Food Manufacturing	6,839	898	13.1%	54%	\$78,108
Furniture and Related Product Manufacturing	2,053	(496)	(24.2%)	53%	\$73,381
Leather and Allied Product Manufacturing	43	(14)	(32.5%)	47%	\$42,329
Machinery Manufacturing	2,936	(324)	(11.0%)	49%	\$87,587
Miscellaneous Manufacturing	2,016	(61)	(3.0%)	29%	\$112,115
Nonmetallic Mineral Product Manufacturing	2,709	(65)	(2.4%)	41%	\$105,363
Paper Manufacturing	1,750	83	4.7%	70%	\$106,873
Petroleum and Coal Products Manufacturing	150	131	87.1%	63%	\$150,407
Plastics and Rubber Products Manufacturing	4,650	(519)	(11.2%)	46%	\$78,017
Primary Metal Manufacturing	2,068	(129)	(6.2%)	61%	\$114,394
Printing and Related Support Activities	1,223	(98)	(8.0%)	53%	\$63,383
Textile Mills	16	(1)	(5.2%)	24%	\$86,855
Textile Product Mills	327	(94)	(28.9%)	36%	\$51,325

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
Transportation Equipment Manufacturing	2,380	(374)	(15.7%)	34%	\$94,097
Wood Product Manufacturing	2,137	(172)	(8.1%)	43%	\$69,485
<b>☐ Mining, Quarrying, and Oil and Gas Extraction</b>					
Mining (except Oil and Gas)	197	57	29.0%	13%	\$126,793
Oil and Gas Extraction	0	0	0.0%	0%	\$0
Support Activities for Mining	11	(3)	(24.6%)	10%	\$75,824
<b>☐ Other Services (except Public Administration)</b>					
Personal and Laundry Services	10,682	1,499	14.0%	33%	\$35,443
Private Households	2,861	(425)	(14.9%)	27%	\$18,614
Religious, Grantmaking, Civic, Professional, and Similar Organizations	6,500	547	8.4%	34%	\$41,729
Repair and Maintenance	10,695	418	3.9%	38%	\$60,212
<b>☐ Professional, Scientific, and Technical Services</b>					
Professional, Scientific, and Technical Services	26,908	1,129	4.2%	43%	\$88,895
<b>☐ Real Estate and Rental and Leasing</b>					
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	1	22	1697.9%	3%	\$117,575
Real Estate	8,997	471	5.2%	39%	\$78,041
Rental and Leasing Services	3,160	166	5.2%	47%	\$78,273
<b>☐ Retail Trade</b>					
Building Material and Garden Equipment and Supplies Dealers	4,998	(15)	(0.3%)	32%	\$56,435
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	7,800	52	0.7%	43%	\$34,538
Food and Beverage Stores	15,432	1,211	7.8%	37%	\$50,480
Furniture, Home Furnishings, Electronics, and Appliance Retailers	4,300	(263)	(6.1%)	44%	\$66,802
Gasoline Stations and Fuel Dealers	4,390	86	2.0%	39%	\$43,994
General Merchandise Retailers	16,963	(140)	(0.8%)	42%	\$44,782
Health and Personal Care Retailers	4,851	189	3.9%	38%	\$57,746
Motor Vehicle and Parts Dealers	10,623	262	2.5%	39%	\$86,882
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,892	(283)	(4.1%)	39%	\$41,711
<b>☐ Transportation and Warehousing</b>					
Air Transportation	676	(51)	(7.6%)	61%	\$131,580
Couriers and Messengers	16,057	1,593	9.9%	68%	\$59,770
Pipeline Transportation	97	(1)	(0.7%)	30%	\$172,023
Postal Service	11	(4)	(35.7%)	3%	\$63,096
Rail Transportation	1,257	(31)	(2.4%)	35%	\$107,651
Scenic and Sightseeing Transportation	31	3	8.5%	22%	\$50,107
Support Activities for Transportation	10,077	1,359	13.5%	69%	\$66,675
Transit and Ground Passenger Transportation	2,790	241	8.6%	42%	\$44,831
Truck Transportation	23,500	642	2.7%	60%	\$87,910
Warehousing and Storage	67,966	5,911	8.7%	55%	\$69,842
Water Transportation	24	(4)	(15.8%)	55%	\$142,942

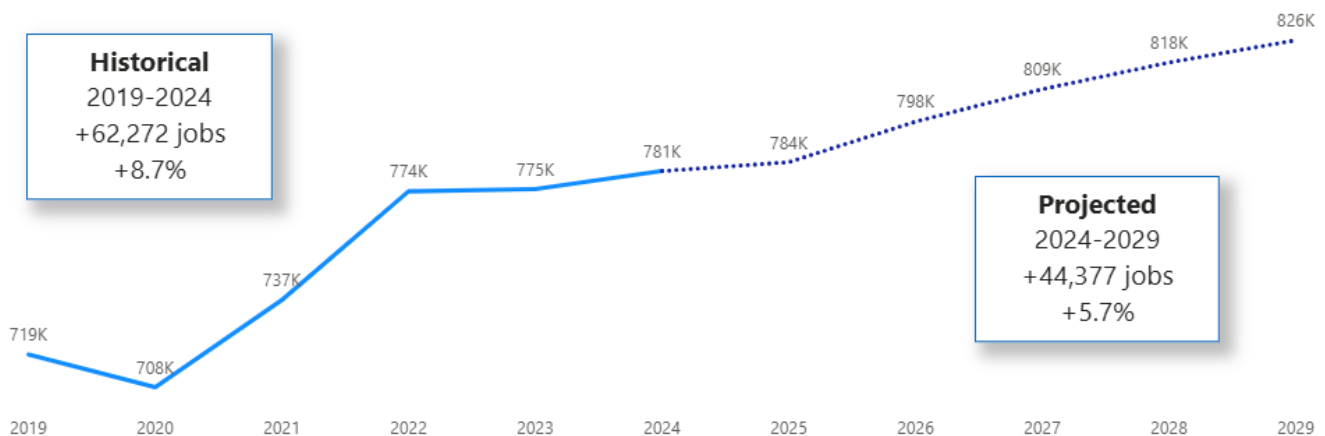
Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 % Change	Share of IED Jobs %	Avg. Earnings Per Job
<b>Utilities</b>					
Utilities	2,727	(40)	(1.5%)	48%	\$184,429
<b>Wholesale Trade</b>					
Merchant Wholesalers, Durable Goods	25,319	(1)	(0.0%)	61%	\$89,532
Merchant Wholesalers, Nondurable Goods	13,187	1,295	9.8%	51%	\$86,694
Wholesale Electronic Markets and Agents and Brokers	1,896	(52)	(2.8%)	62%	\$77,104

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 781,226 total jobs in 2024, or about 40.6% of the Inland Empire/Desert Region’s total employment of 1.93 million jobs. From 2024 to 2029, the San Bernardino Metro Subregion is projected to add 44,377 jobs, growing by 5.7%. Over this same time frame, the IED region is projected to add 123,459 jobs, growing by 6.4%, indicating that 36.0% of regional job growth can be attributed to gains made in the San Bernardino Metro Subregion.

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



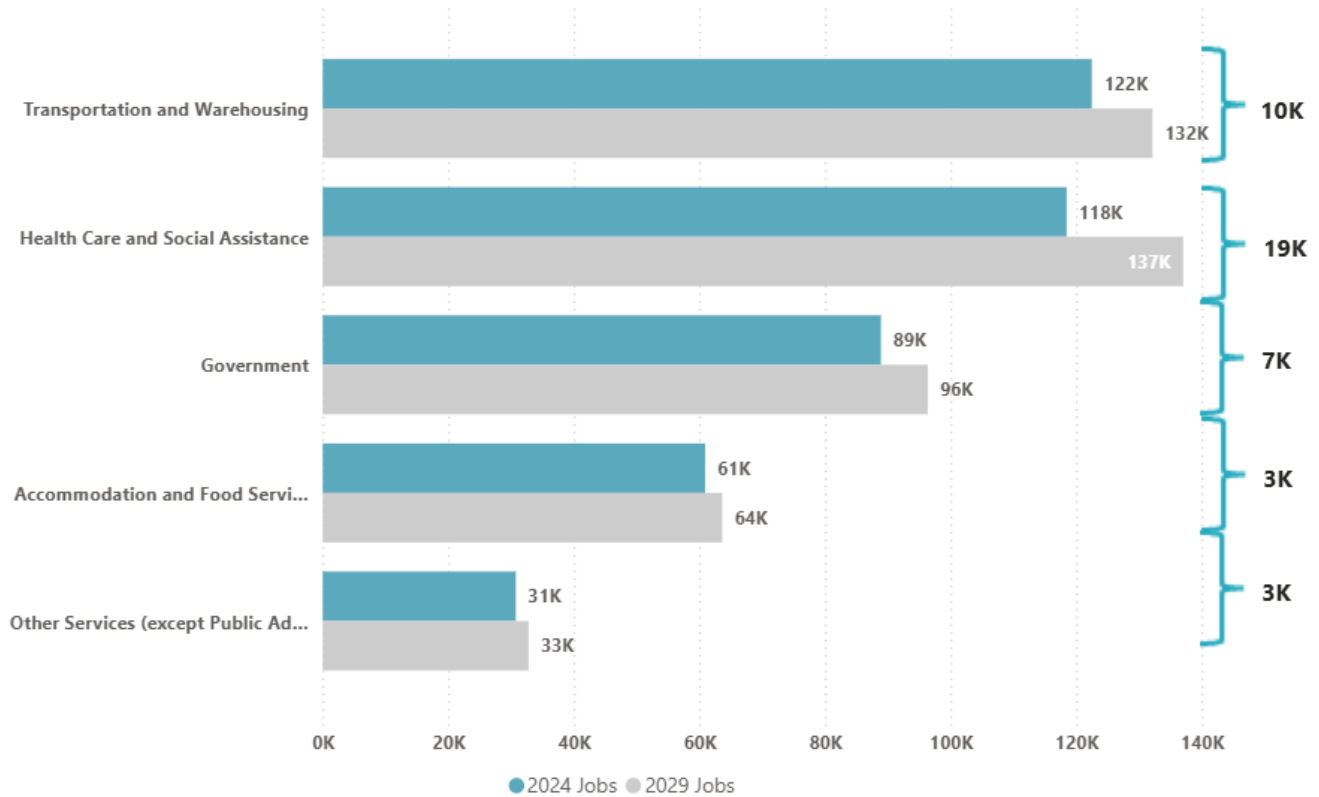
Source: Lightcast 2026.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 15 highlights the top five industry sectors by job count in 2024 and their projected employment levels in 2029. Job counts include both full-time and part-time positions and are determined based on the reporting location of businesses for payroll activities.

In 2024, the five industry sectors employing the largest number of workers in the San Bernardino Metro Subregion are Transportation and Warehousing (122K jobs), Health Care and Social Assistance (118K), Government (89K), Accommodation and Food Services (61K), and Other Services (except Public Administration) (31k). By 2029, the Health Care and Social Assistance sector is projected to experience the most significant growth, adding 19K new jobs for a total of approximately 137K jobs, a 16%

increase. Together, these top five industry sectors are expected to contribute over 93% of the subregion’s overall job growth (44.3k jobs) over the next five years.

**Exhibit 15: Job numbers by Industry Sector & Projected Change, San Bernardino 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 SAN BERNARDINO METRO SUBREGION

Exhibit 16 provides five notable industry subsectors for this subregion based on those that are growing faster than the region overall (at or above 6.0% growth), have average per job earnings above the living wage standard<sup>4</sup> (\$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.

<sup>4</sup> 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.

The Warehousing and Storage subsector is the largest employer among the subsectors shown, with 67,966 jobs in 2024, and is projected to add 5,911 jobs (9.8%) by 2029. This subsector offers high average earnings per job of \$69,842 and is concentrated in the subregion (LQ: 8.0)<sup>5</sup>, indicating a stable and well-established presence.

The Support Activities for Transportation subsector had 10,077 jobs in 2024 and is projected to grow by 13.5% through 2029, adding 1,359 jobs. The Couriers and Messengers subsector had 16,057 jobs in 2024 and is projected to grow by 9.9% through 2029, adding 1,593 jobs. The Merchant Wholesalers, Nondurable Goods subsector had 13,187 jobs in 2024 and is projected to grow by 9.8% through 2029, adding 1,295 jobs.

The Computer Infrastructure Providers, Data Processing, Web Hosting, and Related Services subsector is projected to be a notable driver of job gains in the Information sector, creating 1,613 jobs through 2029, representing a job growth rate of 53.4%. Average earnings in this sector are \$166,193, making it a high-wage pathway for skilled trades. The data highlights strong opportunities for workforce development and training investments, particularly in tech-enabled logistics and data services. They combine scale, growth, and wage potential, making them good opportunities for community college alignment.

**Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), San Bernardino Metro Subregion (2024 - 2029)**

Industry Sector (2-digit)	2024 Jobs	2024 - 2029 Change	2024 - 2029 Growth Rate	Share of IED Jobs %	Employment Concentration (LQ)	Avg. Earnings Per Job
<b>Information</b>						
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	3,022	1,613	53.4%	79%	1.4	\$166,193
<b>Transportation and Warehousing</b>						
Couriers and Messengers	16,057	1,593	9.9%	68%	2.9	\$59,770
Support Activities for Transportation	10,077	1,359	13.5%	69%	2.5	\$66,675
Warehousing and Storage	67,966	5,911	8.7%	55%	8.0	\$69,842
<b>Wholesale Trade</b>						
Merchant Wholesalers, Nondurable Goods	13,187	1,295	9.8%	51%	1.3	\$86,694

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 growing industry sectors by location quotient and projected change in employment concentration in the San Bernardino Metro Subregion.

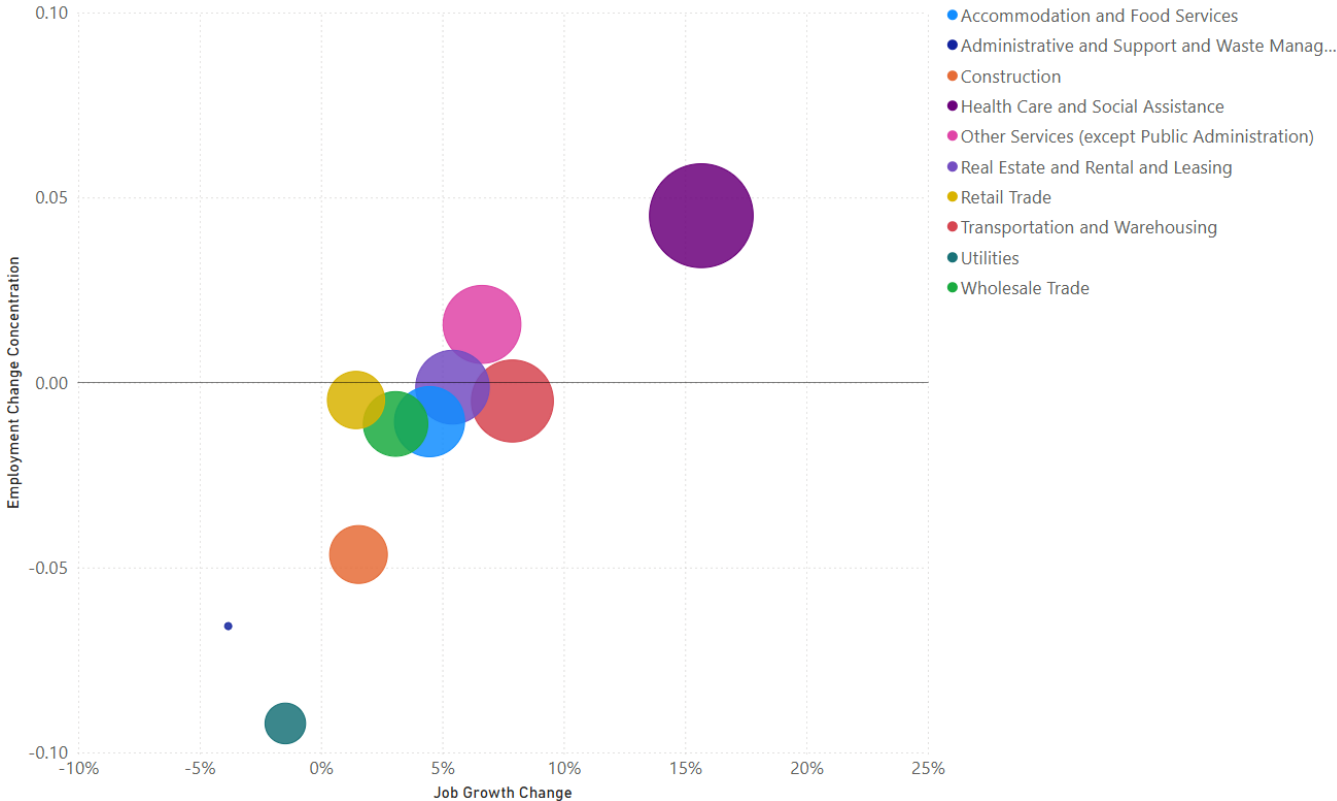
<sup>5</sup> Location Quotient (LQ) is a measure that compares the concentration of jobs in a specific industry within a subregion to the national average.

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 (15.7%) 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.

Other Services (except Public Administration), positioned in the upper-middle area, is projected to experience moderate job growth (6.6%) and a slight increase in concentration. Its relatively large employment base (30,739 jobs) and positive growth signal continued need for workers, especially in roles that may benefit from short-term credentials, supervisory training, or career ladder strategies.

Despite the Transportation and Warehousing sector’s notable job growth (9k jobs or 7.9% change), this sector has a slightly negative change in concentration, indicating that while the industry is growing, it’s not outpacing national growth rates. However, its large bubble suggests it remains a critical regional employer. It remains important to support this sector with targeted logistics, CDL, and automation-focused training programs.

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



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

Health Care and Social Assistance leads regional industry growth and specialization, making it a clear priority for workforce development. Other Services and Transportation also show strength in job creation and scale. In contrast, sectors like Retail, Wholesale, and Accommodation are declining in

regional relevance, signaling a shift in focus for long-term career pathways. These trends can guide community colleges and workforce agencies in aligning training with future economic demand.

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 SAN BERNARDINO 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 within a single industry, such as police officers, who are typically employed in government, while others, like information technology or maintenance workers, are found across multiple industries.

To identify the best opportunities for new program development in the San Bernardino 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 San Bernardino 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.<sup>6</sup> 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 San Bernardino Metro Subregion plays a major role in the region's labor market, particularly in transportation, production, healthcare, and computer/mathematics, where these major SOC groups contribute over 42% of all IED quality jobs. Transportation and Material Moving occupations are the largest in volume for the subregion, with 33,509 jobs and 3,871 annual openings, accounting for over 52% of all IED jobs in this category. This sector's strong presence suggests continued demand for

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<sup>6</sup> 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](https://www.bls.gov/soc/2018/major_groups.htm)

logistics, CDL drivers, warehouse workers, and supply chain-related roles, consistent with the region’s occupational priorities.

Middle-skill, career-technical fields show strong local concentration, specifically in Installation, Maintenance, and Repair (24,275 jobs) and Construction and Extraction (14,361 jobs), which together represent almost 24% of all subregional jobs in 2024 and are projected to have annual openings of 2,479 and 1,219, respectively. These occupations offer good wages and are highly aligned with community college programs, making them ideal targets for career education and apprenticeship expansion.

Healthcare Practitioners and Technical Occupations and Healthcare Support Occupations show strong and growing demand in the subregion, with 12,194 and 4,874 jobs, respectively. These occupational groups are projected to have more than 1,900 annual job openings, reflecting a rising need in the subregional healthcare system.

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

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

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

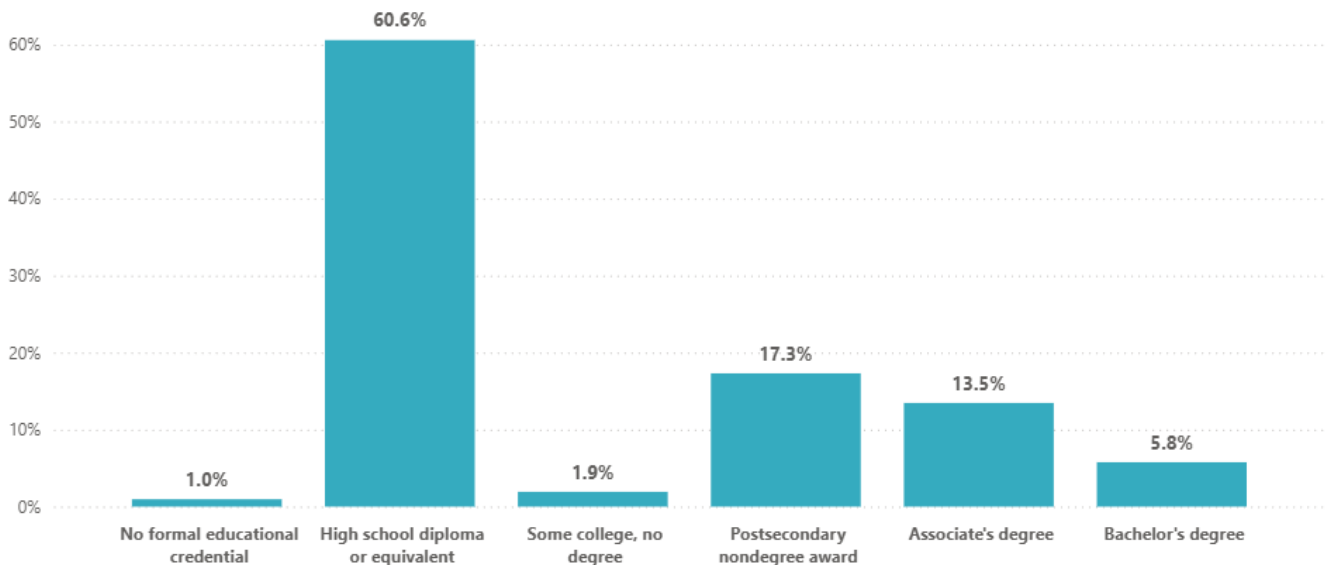
### 3.2 QUALITY JOB OCCUPATIONAL TYPICAL ENTRY LEVEL EDUCATION

The “Typical Entry Level Education” is an occupational classification developed by the U.S. Bureau of Labor Statistics (BLS) and is assigned at the Standard Occupational Classification (SOC) level. This metric reflects the minimum formal education typically required to enter a given occupation and is informed by data from the Occupational Outlook Handbook (OOH) and the Occupational Employment and Wage Statistics (OEWS) program. BLS determines these education requirements using a combination of employer surveys, labor market expert input, and analysis of job duties and training needs.<sup>7</sup>

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 distribution of typical entry-level education requirements for the Quality Jobs occupational group in the Inland Empire–Desert region. The vast majority of Quality Jobs occupations in the subregion (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

<sup>7</sup> 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 SAN BERNARDINO METRO SUBREGION TRAIN?

This section outlines programs that prepare students for employment in quality jobs<sup>1</sup> 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 curricula<sup>2</sup> that contains the most up-to-date inventory of current community college program offerings. Some programs listed below are considered active despite issuing an average of 0 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.<sup>3</sup> Awards data illuminates the scale of subregional supply efforts, highlighting opportunities for program expansion.
- Labor market information for quality jobs trained by subregional program offerings in each sector. This includes employment characteristics, such as current employment, projected demand, and entry-level earnings, for each quality job occupation. Knowing the employer demand for individual quality jobs occupations may assist focused program expansion efforts.

### **Advanced Manufacturing Sector**

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

### Exhibit 20: Existing Advanced Manufacturing Programs that Train Quality Jobs, San Bernardino Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0924.00	Engineering Technology, General (requires Trigonometry)	1	Chaffey	4
0934.00	Electronics and Electric Technology	1	San Bernardino	6
0934.10	Computer Electronics	1	San Bernardino	3
0945.00	Industrial Systems Technology and Maintenance	1	San Bernardino	2
0950.00	Aeronautical and Aviation Technology	2	San Bernardino, Chaffey	35

Source: COCI, MIS DATA MART

The five advanced manufacturing programs highlighted above train students for nine quality job occupations as shown in Exhibit 21. In 2024, these occupations accounted for 11,898 jobs in the subregion and are projected to grow by 7%, adding 888 jobs through 2029. On average, these occupations are expected to produce 1,270 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 21: Quality Jobs Trained by Existing Advanced Manufacturing Programs, San Bernardino 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	683	66	164	\$37.75
17-3022	Civil Engineering Technologists and Technicians	281	28	76	\$30.45
17-3023	Electrical and Electronic Engineering Technologists and Technicians	278	25	61	\$29.91
47-2231	Solar Photovoltaic Installers	432	43	111	\$24.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	301	26	63	\$30.67
49-3011	Aircraft Mechanics and Service Technicians	1,011	125	222	\$29.79
49-9041	Industrial Machinery Mechanics	1,403	139	308	\$27.62
49-9071	Maintenance and Repair Workers, General	6,057	676	1,722	\$21.42
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,451	142	356	\$20.96
<b>Total</b>		<b>11,898</b>	<b>1,270</b>	<b>3,083</b>	

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. Of the three community colleges in the San Bernardino Metro Subregion, two 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, San Bernardino 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	1	Chaffey	12
0947.00	Diesel Technology	1	San Bernardino	14
0947.50	Truck and Bus Driving	1	San Bernardino	0
0948.00	Automotive Technology	2	San Bernardino, Chaffey	86
0948.40	Alternative Fuels and Advanced Transportation Technology	1	San Bernardino	3
0950.10	Aviation Airframe Mechanics	2	San Bernardino, Chaffey	29
0950.20	Aviation Powerplant Mechanics	1	San Bernardino	19
3020.00	Aviation and Airport Management and Services	1	San Bernardino	3
3020.10	Aviation and Airport Management	1	San Bernardino	1

Source: COCI, MIS DATA MART

The nine advanced transportation and logistics programs highlighted above train students for nine quality job occupations as shown in Exhibit 23. In 2024, these occupations accounted for 42,588 jobs in the subregion and are projected to grow by 6%, adding 2,408 jobs through 2029. On average, these occupations are expected to produce 4,604 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, San Bernardino 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	2,346	226	444	\$37.47
43-5061	Production, Planning, and Expediting Clerks	2,379	229	491	\$21.21
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,374	231	565	\$31.54
49-3011	Aircraft Mechanics and Service Technicians	1,011	125	222	\$29.79
49-3023	Automotive Service Technicians and Mechanics	4,082	407	989	\$22.63
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,206	208	435	\$24.99
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,259	115	267	\$27.74
53-3032	Heavy and Tractor-Trailer Truck Drivers	26,384	2,959	5,530	\$23.20
53-3052	Bus Drivers, Transit and Intercity	547	104	249	\$23.18
<b>Total</b>		<b>42,588</b>	<b>4,604</b>	<b>9,192</b>	

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 three community colleges in the San Bernardino 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, San Bernardino Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
0502.00	Accounting	3	San Bernardino, Crafton Hills, Chaffey	155
0505.00	Business Administration	3	San Bernardino, Crafton Hills, Chaffey	544
0506.00	Business Management	2	Crafton Hills, Chaffey	45
0506.30	Management Development and Supervision	1	Chaffey	4
0506.40	Small Business and Entrepreneurship	2	San Bernardino, Chaffey	11
0511.00	Real Estate	2	San Bernardino, Chaffey	60
1402.00	Paralegal	1	Chaffey	33

Source: COCI, MIS DATA MART

The seven business and entrepreneurship programs highlighted above train students for 13 quality job occupations as shown in Exhibit 25. In 2024, these occupations accounted for 27,806 jobs in the subregion and are projected to grow by 2%, adding 632 jobs through 2029. On average, these occupations are expected to produce 2,846 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, San Bernardino 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	683	66	164	\$37.75
11-3071	Transportation, Storage, and Distribution Managers	2,346	226	444	\$37.47
11-9072	Entertainment and Recreation Managers, Except Gambling	264	35	110	\$28.22
11-9141	Property, Real Estate, and Community Association Managers	1,663	152	384	\$24.27
13-1051	Cost Estimators	958	79	224	\$28.74
23-2011	Paralegals and Legal Assistants	1,083	128	321	\$23.76
41-9021	Real Estate Brokers	438	39	105	\$23.40
41-9022	Real Estate Sales Agents	2,196	200	524	\$21.21
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,538	663	1,572	\$28.24
43-3031	Bookkeeping, Accounting, and Auditing Clerks	6,082	705	1,745	\$21.49
43-3051	Payroll and Timekeeping Clerks	735	77	186	\$24.25
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,374	231	565	\$31.54
51-1011	First-Line Supervisors of Production and Operating Workers	2,445	245	559	\$26.00
<b>Total</b>		<b>27,806</b>	<b>2,846</b>	<b>6,903</b>	

Source: Lightcast 2026.1

### Education and Human Development Sector

Exhibit 26 displays the existing programs in the education and human development sector that prepare students for employment in quality jobs. Of the three community colleges in the San Bernardino Metro Subregion, two colleges currently offer 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, San Bernardino Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
1602.00	Library Technician (Aide)	2	San Bernardino, Crafton Hills	18

Source: COCI, MIS DATA MART

The one education and human development program highlighted above trains students for one quality job occupation, as shown in Exhibit 27. In 2024, this occupation accounted for 351 jobs in the subregion and is projected to grow by 6%, adding 22 jobs through 2029. This occupation is expected to produce 70 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, San Bernardino 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	351	70	220	\$23.55

Source: Lightcast 2026.1

### Energy, Construction, and Utilities Sector

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

### Exhibit 28: Existing Energy, Construction, and Utilities Programs that Train Quality Jobs, San Bernardino 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	San Bernardino	6
0934.40	Electrical Systems and Power Transmission	2	San Bernardino, Chaffey	67
0935.00	Electro-Mechanical Technology	1	Chaffey	24
0946.00	Environmental Control Technology (HVAC)	2	San Bernardino, Chaffey	24
0946.10	Energy Systems Technology	1	San Bernardino	0
0953.00	Drafting Technology	1	Chaffey	3
0953.10	Architectural Drafting	1	Chaffey	7
0957.20	Construction Inspection	1	San Bernardino	2
0958.00	Water and Wastewater Technology	1	San Bernardino	23

Source: COCI, MIS DATA MART

The nine energy, construction, and utilities programs highlighted above train students for 12 quality job occupations as shown in Exhibit 29. In 2024, these occupations accounted for 10,521 jobs in the

subregion and are projected to grow by 6%, adding 616 jobs through 2029. On average, these occupations are expected to produce 1,058 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, San Bernardino 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	383	40	81	\$26.71
17-3022	Civil Engineering Technologists and Technicians	281	28	76	\$30.45
47-2231	Solar Photovoltaic Installers	432	43	111	\$24.26
47-4011	Construction and Building Inspectors	529	64	175	\$30.83
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,374	231	565	\$31.54
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	301	26	63	\$30.67
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,918	196	611	\$24.56
49-9041	Industrial Machinery Mechanics	1,403	139	308	\$27.62
49-9051	Electrical Power-Line Installers and Repairers	713	65	173	\$39.72
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,451	142	356	\$20.96
51-8021	Stationary Engineers and Boiler Operators	217	26	65	\$23.20
51-8031	Water and Wastewater Treatment Plant and System Operators	519	58	169	\$31.74
<b>Total</b>		<b>10,521</b>	<b>1,058</b>	<b>2,753</b>	

Source: Lightcast 2026.1

**Health Sector**

Exhibit 30 displays the existing programs in the health sector that prepare students for employment in quality jobs. All three community colleges in the San Bernardino Metro Subregion currently offer programs in the health sector that train students for quality jobs.

## Exhibit 30: Existing Health Programs that Train Quality Jobs, San Bernardino Metro Subregion

TOP Code	TOP Title	# of Colleges Offering Program in Subregion	Colleges Offering Programs By Name	3-Yr Award Average (Subregion)
1205.10	Phlebotomy	1	Chaffey	3
1210.00	Respiratory Care/Therapy	1	Crafton Hills	19
1221.00	Pharmacy Technology	1	San Bernardino	37
1222.00	Physical Therapist Assistant	1	Chaffey	0
1223.10	Health Information Coding	1	San Bernardino	18
1225.00	Radiologic Technology	2	Crafton Hills, Chaffey	33
1230.20	Licensed Vocational Nursing	2	Crafton Hills, Chaffey	32
1239.00	Psychiatric Technician	1	San Bernardino	64
1240.10	Dental Assistant	1	Chaffey	19
1251.00	Paramedic	1	Crafton Hills	45
1306.00	Nutrition, Foods, and Culinary Arts	3	San Bernardino, Crafton Hills, Chaffey	9
1306.20	Dietetic Services and Management	2	San Bernardino, Chaffey	1

Source: COCI, MIS DATA MART

The 12 health programs highlighted above train students for 14 quality job occupations as shown in Exhibit 31. In 2024, these occupations accounted for 17,145 jobs in the subregion and are projected to grow by 9%, adding 1,476 jobs through 2029. On average, these occupations are expected to produce 1,971 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

## Exhibit 31: Quality Jobs Trained by Health Programs, San Bernardino 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	2,226	284	734	\$25.81
29-1126	Respiratory Therapists	1,045	79	174	\$37.07
29-2034	Radiologic Technologists and Technicians	892	73	168	\$39.53
29-2043	Paramedics	252	23	65	\$29.86
29-2052	Pharmacy Technicians	1,984	207	516	\$22.05
29-2053	Psychiatric Technicians	380	59	157	\$20.87
29-2061	Licensed Practical and Licensed Vocational Nurses	3,602	343	865	\$31.37
29-2072	Medical Records Specialists	620	52	122	\$22.01
29-2099	Health Technologists and Technicians, All Other	1,161	114	257	\$22.51
31-2021	Physical Therapist Assistants	294	59	158	\$35.52
31-9091	Dental Assistants	2,383	352	911	\$22.29
31-9097	Phlebotomists	537	83	211	\$21.55
31-9099	Healthcare Support Workers, All Other	778	112	288	\$21.77
35-1011	Chefs and Head Cooks	991	132	374	\$24.18
<b>Total</b>		<b>17,145</b>	<b>1,971</b>	<b>4,999</b>	

Source: Lightcast 2026.1

## Information and Communication Technologies/Digital Media Sector

Exhibit 32 displays the existing programs in the information and communication technologies/digital media sector that prepare students for employment in quality jobs. All three community colleges in the San Bernardino 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, San Bernardino 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	2	San Bernardino, Chaffey	29
0614.00	Digital Media	1	Crafton Hills	6
0701.00	Information Technology, General	2	San Bernardino, Chaffey	0
0702.00	Computer Information Systems	3	San Bernardino, Crafton Hills, Chaffey	53
0707.00	Computer Software Development	2	San Bernardino, Chaffey	0
0707.10	Computer Programming	3	San Bernardino, Crafton Hills, Chaffey	18
0708.00	Computer Infrastructure and Support	2	Crafton Hills, Chaffey	55
0708.10	Computer Networking	3	San Bernardino, Crafton Hills, Chaffey	5
0708.20	Computer Support	3	San Bernardino, Crafton Hills, Chaffey	16
0709.00	World Wide Web Administration	1	Chaffey	0
0934.30	Telecommunications Technology	1	San Bernardino	0
1005.00	Commercial Music	1	Chaffey	9
1012.00	Applied Photography	1	Chaffey	14
2206.10	Geographic Information Systems	1	San Bernardino	3

Source: COCI, MIS DATA MART

The 14 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 22,626 jobs in the subregion and are projected to grow by 3%, adding 570 jobs through 2029. On average, these occupations are expected to produce 2,270 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, San Bernardino 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	264	35	110	\$28.22
15-1231	Computer Network Support Specialists	319	25	54	\$28.26
15-1232	Computer User Support Specialists	1,775	124	266	\$25.23
15-1244	Network and Computer Systems Administrators	753	43	97	\$38.08
15-1299	Computer Occupations, All Other	1,346	96	230	\$29.59
17-3023	Electrical and Electronic Engineering Technologists and Technicians	278	25	61	\$29.91
17-3031	Surveying and Mapping Technicians	195	28	61	\$23.18
27-4011	Audio and Video Technicians	255	23	58	\$21.33
33-1012	First-Line Supervisors of Police and Detectives	395	41	133	\$66.14
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,538	663	1,572	\$28.24
43-3061	Procurement Clerks	293	26	61	\$21.02
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	575	63	147	\$23.52
43-6011	Executive Secretaries and Executive Administrative Assistants	1,458	164	415	\$29.45
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,055	721	1,891	\$21.06
43-9022	Word Processors and Typists	311	34	103	\$22.76
43-9041	Insurance Claims and Policy Processing Clerks	817	67	130	\$21.12
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	600	53	138	\$26.98
49-9052	Telecommunications Line Installers and Repairers	398	39	104	\$28.98
<b>Total</b>		<b>22,626</b>	<b>2,270</b>	<b>5,629</b>	

Source: Lightcast 2026.1

### Public Safety Sector

Exhibit 34 displays the existing programs in the public safety sector that prepare students for employment in quality jobs. All three community colleges in the San Bernardino 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, San Bernardino 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	2	San Bernardino, Chaffey	170
2105.10	Corrections	2	San Bernardino, Chaffey	11
2105.50	Police Academy	1	San Bernardino	315
2133.00	Fire Technology	2	Crafton Hills, Chaffey	65
2133.50	Fire Academy	1	Crafton Hills	38

Source: COCI, MIS DATA MART

The five public safety programs highlighted above train students for eight quality job occupations as shown in Exhibit 35. In 2024, these occupations accounted for 6,710 jobs in the subregion and are projected to grow by 11%, adding 732 jobs through 2029. On average, these occupations are expected

to produce 689 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 35: Quality Jobs Trained by Public Safety Programs, San Bernardino 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	264	35	110	\$28.22
15-1299	Computer Occupations, All Other	1,346	96	230	\$29.59
33-1011	First-Line Supervisors of Correctional Officers	199	20	56	\$56.94
33-1012	First-Line Supervisors of Police and Detectives	395	41	133	\$66.14
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	175	20	63	\$47.10
33-2011	Firefighters	848	98	311	\$29.14
33-3012	Correctional Officers and Jailers	1,612	169	483	\$36.11
33-3051	Police and Sheriff's Patrol Officers	1,872	210	684	\$38.79
<b>Total</b>		<b>6,710</b>	<b>689</b>	<b>2,070</b>	

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. All three community colleges in the San Bernardino Metro Subregion 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, San Bernardino 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	3	San Bernardino, Crafton Hills, Chaffey	5
0514.40	Office Management	1	Chaffey	19
1306.30	Culinary Arts	2	San Bernardino, Chaffey	32
1307.00	Hospitality	2	San Bernardino, Chaffey	10
1307.10	Restaurant and Food Services and Management	2	San Bernardino, Chaffey	10
1307.20	Lodging Management	1	Chaffey	6

Source: COCI, MIS DATA MART

The six retail, hospitality, and tourism programs highlighted above train students for six quality job occupations as shown in Exhibit 37. In 2024, these occupations accounted for 10,833 jobs in the subregion and are projected to grow by 4%, adding 487 jobs through 2029. On average, these occupations are expected to produce 1,194 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, San Bernardino 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	683	66	164	\$37.75
11-9051	Food Service Managers	2,226	284	734	\$25.81
11-9072	Entertainment and Recreation Managers, Except Gambling	264	35	110	\$28.22
11-9081	Lodging Managers	130	14	55	\$30.43
35-1011	Chefs and Head Cooks	991	132	374	\$24.18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,538	663	1,572	\$28.24
<b>Total</b>		<b>10,833</b>	<b>1,194</b>	<b>3,008</b>	

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 4,604 job openings projected annually for quality jobs in the subregion. With 50% of regional demand for Advanced Transportation and Logistics workers concentrated in the San Bernardino Metro Subregion, community colleges in this subregion may have a competitive advantage in supplying quality jobs.

Demand for quality jobs workers in the Business and Entrepreneurship and ICT/DM sectors is considerable, with each projecting more than 2,200 job openings annually over the next five years. Furthermore, these industry sectors have high concentrations of regional employment in the subregion, with more than 41% of regional Business and Entrepreneurship jobs and more than 40% of regional ICT/DM jobs located in the subregion.

Several active programs in the subregion have not issued awards over the last three academic years, potentially representing opportunities for program expansion or increased marketing efforts. These programs are listed in Exhibit 38 below. Please note that these programs were displayed in their respective sectors and 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 as awards have yet to be conferred in these program codes.

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

TOP Code	TOP Title	CCCC 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	2	San Bernardino, Chaffey	0
0707.00	Computer Software Development	Information and Communication Technologies - Digital Media	2	San Bernardino, Chaffey	0
0709.00	World Wide Web Administration	Information and Communication Technologies - Digital Media	1	Chaffey	0
0934.30	Telecommunications Technology	Information and Communication Technologies - Digital Media	1	San Bernardino	0
0946.10	Energy Systems Technology	Energy, Construction and Utilities	1	San Bernardino	0
0947.50	Truck and Bus Driving	Advanced Transportation and Logistics	1	San Bernardino	0
1222.00	Physical Therapist Assistant	Health	1	Chaffey	0

Source: COCI, MIS DATA MART

# SECTION 5: WHAT PROGRAMS SHOULD MY COLLEGE OFFER TO MEET THE WORKFORCE DEMAND IN THE SAN BERNARDINO 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 inactive programs with the greatest potential to prepare students for quality jobs. Additionally, it encourages subregional faculty and staff to review these programs and assess whether their college should develop a program that trains students for the identified occupations.

## Advanced Manufacturing

Exhibit 39 highlights an opportunity to develop an advanced manufacturing program. San Bernardino Metro Subregion community colleges do not currently offer one advanced manufacturing program that may prepare students for employment in quality jobs.

### Exhibit 39: Advanced Manufacturing Program Development Opportunities, San Bernardino Metro Subregion

TOP Code	TOP Title
0961.00	Optics

Source: COCI

The advanced manufacturing program highlighted above may train students with the knowledge, skills, and abilities necessary for one quality job occupation shown in Exhibit 40. In 2024, this occupation accounted for 382 jobs in the subregion and is projected to grow by 5%, adding 21 jobs through 2029. This occupation is expected to produce 37 annual job openings in this subregion.

**Exhibit 40: Quality Jobs Not Trained by Existing Advanced Manufacturing Programs, San Bernardino 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	37	93	\$22.39
<b>Total</b>		<b>382</b>	<b>37</b>	<b>93</b>	

Source: Lightcast 2026.1

**Advanced Transportation and Logistics Sector**

Exhibit 41 highlights an opportunity to develop an advanced transportation and logistics program. San Bernardino Metro Subregion community colleges do not currently offer one advanced transportation and logistics program that may prepare students for employment in quality jobs.

**Exhibit 41: Advanced Transportation and Logistics Program Development Opportunities, San Bernardino Metro Subregion**

TOP Code	TOP Title
0947.40	Railroad and Light Rail Operations

Source: COCI

The advanced transportation and logistics program highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 42. In 2024, these occupations accounted for 5,505 jobs in the subregion and are projected to grow by 8%, adding 439 jobs through 2029. On average, these occupations are expected to produce 627 annual job openings in this subregion.

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

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,241	604	1,196	\$24.63
53-4031	Railroad Conductors and Yardmasters	264	23	66	\$41.77
<b>Total</b>		<b>5,505</b>	<b>627</b>	<b>1,262</b>	

Source: Lightcast 2026.1

### Agriculture, Water, and Environmental Technologies Sector

Exhibit 43 highlights development opportunities for agriculture, water, and environmental technologies. San Bernardino Metro Subregion community colleges do not currently offer four 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, San Bernardino Metro Subregion

TOP Code	TOP Title
0102.10	Veterinary Technician (Licensed)
0102.20	Artificial Inseminator (Licensed)
0114.00	Forestry
0115.00	Natural Resources

Source: COCI

The agriculture, water, and environmental technologies programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 44. In 2024, these occupations accounted for 579 jobs in the subregion and are projected to grow by 5%, adding 30 jobs through 2029. On average, these occupations are expected to produce 69 annual job openings in this subregion.

#### Exhibit 44: Quality Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, San Bernardino Metro Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
19-4071	Forest and Conservation Technicians	184	24	78	\$28.04
29-2056	Veterinary Technologists and Technicians	395	45	111	\$21.88
<b>Total</b>		<b>579</b>	<b>69</b>	<b>189</b>	

Source: Lightcast 2026.1

### Business and Entrepreneurship Sector

Exhibit 45 highlights business and entrepreneurship program development opportunities. San Bernardino 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, San Bernardino Metro Subregion

TOP Code	TOP Title
0504.00	Banking and Finance
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 six quality job occupations shown in Exhibit 46. In 2024, these occupations accounted for 5,883 jobs in the subregion and are projected to decline by less than 1%, shedding 25 jobs through 2029. However, on average, these occupations are expected to produce 539 annual job openings in this subregion.

**Exhibit 46: Quality Jobs Not Trained by Existing Business and Entrepreneurship Programs, San Bernardino 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	766	51	113	\$35.32
13-2072	Loan Officers	789	51	110	\$23.64
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	843	116	328	\$21.53
41-3021	Insurance Sales Agents	2,562	220	452	\$21.87
43-4031	Court, Municipal, and License Clerks	539	72	227	\$25.85
43-4131	Loan Interviewers and Clerks	384	29	59	\$22.07
<b>Total</b>		<b>5,883</b>	<b>539</b>	<b>1,289</b>	

Source: Lightcast 2026.1

**Energy, Construction, and Utilities Sector**

Exhibit 47 highlights energy, construction, and utilities program development opportunities. San Bernardino Metro Subregion community colleges do not currently offer five energy, construction, and utilities programs that may prepare students for employment in quality jobs.

**Exhibit 47: Energy, Construction, and Utilities Program Development Opportunities, San Bernardino Metro Subregion**

TOP Code	TOP Title
0952.10	Carpentry
0952.20	Electrical
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 48. In 2024, these occupations accounted for 13,694 jobs in the subregion and are projected to grow by less than 1%, adding 28 jobs through 2029. On average, these occupations are expected to produce 1,142 annual job openings in this subregion.

**Exhibit 48: Quality Jobs Not Trained by Existing Energy, Construction, and Utilities Programs, San Bernardino Metro Subregion, 2024-2029**

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
47-2031	Carpenters	6,938	497	1,507	\$25.58
47-2111	Electricians	3,614	356	872	\$24.73
47-2121	Glaziers	334	27	74	\$24.47
47-2152	Plumbers, Pipefitters, and Steamfitters	1,718	165	521	\$23.32
47-2211	Sheet Metal Workers	303	28	82	\$24.29
47-2221	Structural Iron and Steel Workers	493	39	108	\$21.46
49-2098	Security and Fire Alarm Systems Installers	294	30	86	\$23.45
<b>Total</b>		<b>13,694</b>	<b>1,142</b>	<b>3,251</b>	

Source: Lightcast 2026.1

**Health Sector**

Exhibit 49 highlights health program development opportunities. San Bernardino Metro Subregion community colleges do not currently offer seven health programs that may prepare students for employment in quality jobs.

**Exhibit 49: Health Program Development Opportunities, San Bernardino Metro Subregion**

TOP Code	TOP Title
1209.00	Hospital Central Service Technician
1217.00	Surgical Technician
1218.00	Occupational Therapy Technology
1219.00	Optical Technology
1227.00	Diagnostic Medical Sonography
1240.00	Dental Occupations
1240.20	Dental Hygienist

Source: COCI

The health programs highlighted above may train students with the knowledge, skills, and abilities necessary for the six quality job occupations shown in Exhibit 50. In 2024, these occupations accounted for 2,382 jobs in the subregion and are projected to grow by 12%, adding 295 jobs through 2029. On average, these occupations are expected to produce 249 annual job openings in this subregion.

### Exhibit 50: Quality Jobs Not Trained by Existing Health Programs, San Bernardino Metro Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
29-1292	Dental Hygienists	577	50	128	\$50.90
29-2032	Diagnostic Medical Sonographers	377	32	74	\$40.49
29-2055	Surgical Technologists	527	45	100	\$30.20
29-2081	Opticians, Dispensing	382	37	93	\$22.39
31-2011	Occupational Therapy Assistants	127	23	61	\$33.63
31-9093	Medical Equipment Preparers	392	63	138	\$23.14
<b>Total</b>		<b>2,382</b>	<b>249</b>	<b>594</b>	

Source: Lightcast 2026.1

### Public Safety Sector

Exhibit 51 highlights an opportunity to develop a public safety program. San Bernardino Metro Subregion community colleges do not currently offer two public safety programs that may prepare students for employment in quality jobs.

### Exhibit 51: Public Safety Program Development Opportunity, San Bernardino Metro Subregion

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

Source: COCI

The public safety programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two quality job occupations shown in Exhibit 52. In 2024, these occupations accounted for 613 jobs in the subregion and are projected to grow by 11%, adding 69 jobs through 2029. On average, these occupations are expected to produce 76 annual job openings in this subregion.

### Exhibit 52: Quality Job Not Trained by Existing Public Safety Programs, San Bernardino Metro Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
33-1091	First-Line Supervisors of Security Workers	341	38	106	\$22.39
43-5031	Public Safety Telecommunicators	272	38	117	\$30.09
<b>Total</b>		<b>613</b>	<b>76</b>	<b>223</b>	

Source: Lightcast 2026.1

### Retail, Hospitality, and Tourism Sector

Exhibit 53 highlights one retail, hospitality, and tourism program development opportunity. San Bernardino Metro Subregion community colleges do not currently offer one retail, hospitality, and tourism program that may prepare students for employment in quality jobs.

### Exhibit 53: Retail, Hospitality, and Tourism Program Development Opportunities, San Bernardino Metro Subregion

TOP Code	TOP Title
3020.40	Flight Attendant

Source: COCI

The retail, hospitality, and tourism program highlighted above may train students with the knowledge, skills, and abilities necessary for the one quality job occupation shown in Exhibit 54. In 2024, this occupation accounted for 5,241 jobs in the subregion and is projected to grow by 8%, adding 441 jobs through 2029. On average, this occupation is expected to produce 604 annual job openings in this subregion.

### Exhibit 54: Quality Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, San Bernardino Metro Subregion, 2024-2029

SOC	SOC Title	2024 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,241	604	1,196	\$24.63

Source: Lightcast 2026.1

#### Unassigned Sector

Exhibit 55 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. San Bernardino 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 55: Non-Sector Specific Program Development Opportunity, San Bernardino 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 56. In 2024, this occupation accounted for 1,000 jobs in the subregion and is projected to grow by 7%, adding 68 jobs through 2029. On average, this occupation is expected to produce 103 annual job openings in this subregion.

### Exhibit 56: Quality Jobs Not Trained by Existing Programs, San Bernardino 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	1,000	103	302	\$22.01

Source: Lightcast 2026.1

## **Key Takeaways**

The sectors above represent opportunities to build pipelines for students to find employment in middle-skill occupations that are high-paying and in-demand, which no community college in the subregion appears to be offering 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 the workforce demand in their subregion, the COE recommends a comprehensive labor market assessment prior to focused program development efforts.

While 8 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. quality job Program development in the Energy, Construction, and Utilities sector represents a significant opportunity to address supply gaps in the subregion, with 1,142 annual job openings projected Following this sector, the Advanced Transportation and Logistics 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 expansion.

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 San Bernardino 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 CCCCCO and COE TOP-SOC crosswalk, the quality jobs occupations trained by existing programs could be highlighted. Programs with little supply from community colleges aligned with quality jobs with considerable demand are presented as opportunities for program expansion. Quality jobs occupations, not trained by existing programs, were identified as opportunities for program development.

### Definitions

**Labor market information** was pulled from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the Bureau of Economic Analysis.<sup>7</sup> These combined resources provide comprehensive insights into employment trends, wage patterns, and quality job workforce characteristics. The baseline year of 2024 was used to offer the maximum comparability with the student data available, and the projected data 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 that 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.<sup>8</sup>

**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.<sup>9</sup> 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 measures 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.<sup>10</sup> 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.<sup>11</sup>

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

## APPENDIX B: QUALITY JOB OCCUPATIONS

### Quality Jobs Occupational Overview, San Bernardino 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
<b>Architecture and Engineering Occupations</b>						
17-3011 Architectural and Civil Drafters	383	846	40	81	\$26.71	Associate's degree
17-3022 Civil Engineering Technologists and Technicians	281	797	28	76	\$30.45	Associate's degree
17-3023 Electrical and Electronic Engineering Technologists and Technicians	278	675	25	61	\$29.91	Associate's degree
17-3031 Surveying and Mapping Technicians	195	456	28	61	\$23.18	High school diploma or equivalent
<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>						
27-4011 Audio and Video Technicians	255	640	23	58	\$21.33	Postsecondary nondegree award
<b>Building and Grounds Cleaning and Maintenance Occupations</b>						
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	843	2,406	116	328	\$21.53	High school diploma or equivalent
<b>Business and Financial Operations Occupations</b>						
13-1031 Claims Adjusters, Examiners, and Investigators	766	1,698	51	113	\$35.32	High school diploma or equivalent
13-1051 Cost Estimators	958	2,673	79	224	\$28.74	Bachelor's degree
13-2072 Loan Officers	789	1,757	51	110	\$23.64	Bachelor's degree
<b>Computer and Mathematical Occupations</b>						
15-1231 Computer Network Support Specialists	319	738	25	54	\$28.26	Associate's degree
15-1232 Computer User Support Specialists	1,775	3,998	124	266	\$25.23	Some college, no degree
15-1244 Network and Computer Systems Administrators	753	1,787	43	97	\$38.08	Bachelor's degree
15-1299 Computer Occupations, All Other	1,346	3,337	96	230	\$29.59	Bachelor's degree
<b>Construction and Extraction Occupations</b>						
47-2031 Carpenters	6,938	20,513	497	1,507	\$25.58	High school diploma or equivalent
47-2111 Electricians	3,614	9,127	356	872	\$24.73	High school diploma or equivalent
47-2121 Glaziers	334	946	27	74	\$24.47	High school diploma or equivalent
47-2152 Plumbers, Pipefitters, and Steamfitters	1,718	5,637	165	521	\$23.32	High school diploma or equivalent
47-2211 Sheet Metal Workers	303	907	28	82	\$24.29	High school diploma or equivalent
47-2221 Structural Iron and Steel Workers	493	1,392	39	108	\$21.46	High school diploma or equivalent
47-2231 Solar Photovoltaic Installers	432	1,095	43	111	\$24.26	High school diploma or equivalent
47-4011 Construction and Building Inspectors	529	1,514	64	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
49-3011 Aircraft Mechanics and Service Technicians	1,011	2,195	125	222	\$29.79	Postsecondary nondegree award
49-3023 Automotive Service Technicians and Mechanics	4,082	10,439	407	989	\$22.63	Postsecondary nondegree award
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	2,206	4,676	208	435	\$24.99	High school diploma or equivalent
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	1,259	2,925	115	267	\$27.74	High school diploma or equivalent
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,918	6,252	196	611	\$24.56	Postsecondary nondegree award
49-9041 Industrial Machinery Mechanics	1,403	3,002	139	308	\$27.62	High school diploma or equivalent
49-9051 Electrical Power-Line Installers and Repairers	713	1,912	65	173	\$39.72	High school diploma or equivalent
49-9052 Telecommunications Line Installers and Repairers	398	1,098	39	104	\$28.98	High school diploma or equivalent
49-9071 Maintenance and Repair Workers, General	6,057	15,513	676	1,722	\$21.42	High school diploma or equivalent
49-9091 Coin, Vending, and Amusement Machine Servicers and Repairers	207	517	27	67	\$21.79	High school diploma or equivalent
49-9099 Installation, Maintenance, and Repair Workers, All Other	1,451	3,583	142	356	\$20.96	High school diploma or equivalent
<b>Legal Occupations</b>						
23-2011 Paralegals and Legal Assistants	1,083	2,788	128	321	\$23.76	Associate's degree
<b>Life, Physical, and Social Science Occupations</b>						
19-4071 Forest and Conservation Technicians	184	633	24	78	\$28.04	Associate's degree
<b>Management Occupations</b>						
11-3013 Facilities Managers	683	1,688	66	164	\$37.75	Bachelor's degree
11-3071 Transportation, Storage, and Distribution Managers	2,346	4,622	226	444	\$37.47	High school diploma or equivalent
11-9051 Food Service Managers	2,226	5,737	284	734	\$25.81	High school diploma or equivalent
11-9072 Entertainment and Recreation Managers, Except Gambling	264	798	35	110	\$28.22	Bachelor's degree
11-9081 Lodging Managers	130	506	14	55	\$30.43	High school diploma or equivalent
11-9141 Property, Real Estate, and Community Association Managers	1,663	4,331	152	384	\$24.27	High school diploma or equivalent
<b>Office and Administrative Support Occupations</b>						
43-1011 First-Line Supervisors of Office and Administrative Support Workers	6,538	15,437	663	1,572	\$28.24	High school diploma or equivalent
43-3021 Billing and Posting Clerks	1,503	3,450	164	388	\$21.10	High school diploma or equivalent
43-3031 Bookkeeping, Accounting, and Auditing Clerks	6,082	14,985	705	1,745	\$21.49	Some college, no degree
43-3051 Payroll and Timekeeping Clerks	735	1,779	77	186	\$24.25	High school diploma or equivalent
43-3061 Procurement Clerks	293	688	26	61	\$21.02	High school diploma or equivalent
43-4031 Court, Municipal, and License Clerks	539	1,811	72	227	\$25.85	High school diploma or equivalent
43-4061 Eligibility Interviewers, Government Programs	1,000	3,259	103	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)	First Typical Entry Level Education (Good Jobs)
49-3011 Aircraft Mechanics and Service Technicians	1,011	2,195	125	222	\$29.79	Postsecondary nondegree award
49-3023 Automotive Service Technicians and Mechanics	4,082	10,439	407	989	\$22.63	Postsecondary nondegree award
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	2,206	4,676	208	435	\$24.99	High school diploma or equivalent
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	1,259	2,925	115	267	\$27.74	High school diploma or equivalent
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,918	6,252	196	611	\$24.56	Postsecondary nondegree award
49-9041 Industrial Machinery Mechanics	1,403	3,002	139	308	\$27.62	High school diploma or equivalent
49-9051 Electrical Power-Line Installers and Repairers	713	1,912	65	173	\$39.72	High school diploma or equivalent
49-9052 Telecommunications Line Installers and Repairers	398	1,098	39	104	\$28.98	High school diploma or equivalent
49-9071 Maintenance and Repair Workers, General	6,057	15,513	676	1,722	\$21.42	High school diploma or equivalent
49-9091 Coin, Vending, and Amusement Machine Servicers and Repairers	207	517	27	67	\$21.79	High school diploma or equivalent
49-9099 Installation, Maintenance, and Repair Workers, All Other	1,451	3,583	142	356	\$20.96	High school diploma or equivalent
<b>Legal Occupations</b>						
23-2011 Paralegals and Legal Assistants	1,083	2,788	128	321	\$23.76	Associate's degree
<b>Life, Physical, and Social Science Occupations</b>						
19-4071 Forest and Conservation Technicians	184	633	24	78	\$28.04	Associate's degree
<b>Management Occupations</b>						
11-3013 Facilities Managers	683	1,688	66	164	\$37.75	Bachelor's degree
11-3071 Transportation, Storage, and Distribution Managers	2,346	4,622	226	444	\$37.47	High school diploma or equivalent
11-9051 Food Service Managers	2,226	5,737	284	734	\$25.81	High school diploma or equivalent
11-9072 Entertainment and Recreation Managers, Except Gambling	264	798	35	110	\$28.22	Bachelor's degree
11-9081 Lodging Managers	130	506	14	55	\$30.43	High school diploma or equivalent
11-9141 Property, Real Estate, and Community Association Managers	1,663	4,331	152	384	\$24.27	High school diploma or equivalent
<b>Office and Administrative Support Occupations</b>						
43-1011 First-Line Supervisors of Office and Administrative Support Workers	6,538	15,437	663	1,572	\$28.24	High school diploma or equivalent
43-3021 Billing and Posting Clerks	1,503	3,450	164	388	\$21.10	High school diploma or equivalent
43-3031 Bookkeeping, Accounting, and Auditing Clerks	6,082	14,985	705	1,745	\$21.49	Some college, no degree
43-3051 Payroll and Timekeeping Clerks	735	1,779	77	186	\$24.25	High school diploma or equivalent
43-3061 Procurement Clerks	293	688	26	61	\$21.02	High school diploma or equivalent
43-4031 Court, Municipal, and License Clerks	539	1,811	72	227	\$25.85	High school diploma or equivalent
43-4061 Eligibility Interviewers, Government Programs	1,000	3,259	103	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	1,085	2,401	129	285	\$20.84	High school diploma or equivalent
43-4131 Loan Interviewers and Clerks	384	800	29	59	\$22.07	High school diploma or equivalent
43-4161 Human Resources Assistants, Except Payroll and Timekeeping	575	1,351	63	147	\$23.52	Associate's degree
43-4199 Information and Record Clerks, All Other	667	1,929	88	248	\$23.16	High school diploma or equivalent
43-5031 Public Safety Telecommunicators	272	889	38	117	\$30.09	High school diploma or equivalent
43-5052 Postal Service Mail Carriers	1,226	3,116	97	224	\$22.13	High school diploma or equivalent
43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators	328	812	30	67	\$21.23	High school diploma or equivalent
43-5061 Production, Planning, and Expediting Clerks	2,379	5,047	229	491	\$21.21	High school diploma or equivalent
43-5111 Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1,061	2,123	130	261	\$22.38	High school diploma or equivalent
43-6011 Executive Secretaries and Executive Administrative Assistants	1,458	3,719	164	415	\$29.45	High school diploma or equivalent
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,055	15,928	721	1,891	\$21.06	High school diploma or equivalent
43-9022 Word Processors and Typists	311	978	34	103	\$22.76	High school diploma or equivalent
43-9041 Insurance Claims and Policy Processing Clerks	817	1,592	67	130	\$21.12	High school diploma or equivalent
<b>Production Occupations</b>						
51-1011 First-Line Supervisors of Production and Operating Workers	2,445	5,474	245	559	\$26.00	High school diploma or equivalent
51-8021 Stationary Engineers and Boiler Operators	217	549	26	65	\$23.20	High school diploma or equivalent
51-8031 Water and Wastewater Treatment Plant and System Operators	519	1,641	58	169	\$31.74	High school diploma or equivalent
<b>Protective Service Occupations</b>						
33-1011 First-Line Supervisors of Correctional Officers	199	642	20	56	\$56.94	High school diploma or equivalent
33-1012 First-Line Supervisors of Police and Detectives	395	1,416	41	133	\$66.14	High school diploma or equivalent
33-1021 First-Line Supervisors of Firefighting and Prevention Workers	175	592	20	63	\$47.10	Postsecondary nondegree award
33-1091 First-Line Supervisors of Security Workers	341	953	38	106	\$22.39	High school diploma or equivalent
33-2011 Firefighters	848	2,893	98	311	\$29.14	Postsecondary nondegree award
33-3012 Correctional Officers and Jailers	1,612	5,169	169	483	\$36.11	High school diploma or equivalent
33-3051 Police and Sheriff's Patrol Officers	1,872	6,603	210	684	\$38.79	High school diploma or equivalent
<b>Sales and Related Occupations</b>						
41-3021 Insurance Sales Agents	2,562	5,342	220	452	\$21.87	High school diploma or equivalent
41-9021 Real Estate Brokers	438	1,219	39	105	\$23.40	High school diploma or equivalent
41-9022 Real Estate Sales Agents	2,196	5,938	200	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
<b>Transportation and Material Moving Occupations</b>						
53-1047 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,241	10,283	604	1,196	\$24.63	High school diploma or equivalent
53-3032 Heavy and Tractor-Trailer Truck Drivers	26,384	48,288	2,959	5,530	\$23.20	Postsecondary nondegree award
53-3051 Bus Drivers, School	1,072	2,774	180	492	\$23.50	No formal educational credential
53-3052 Bus Drivers, Transit and Intercity	547	1,520	104	249	\$23.18	High school diploma or equivalent
53-4031 Railroad Conductors and Yardmasters	264	768	23	66	\$41.77	High school diploma or equivalent

Source: Lightcast 2026.1