



FOR LABOR MARKET RESEARCH

SOUTH CENTRAL COAST

High-Tech Sector Profile

*One of Five Priority Sectors for the South
Central Coast under California Jobs First*

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Key Findings

1. **The High-Tech sector continues to play a key role in supporting many of the region's key industries, despite recent employment declines.** The South Central Coast (SCC) supports nearly 19,000 High-Tech jobs, generates \$8.6 billion in gross regional product, and offers average annual wages of \$153,581. While the sector has experienced employment declines in recent years as California's High-Tech industry adjusts to changing market conditions, SCC employers remain optimistic. Nearly two-thirds (63%) of SCC employees surveyed expect to increase employment over the next 12 months, and 68% anticipate growth over the next three years. The region also has a high concentration of employment in semiconductors and advanced electronics, 57 percent above the national average, and in Research & Development in emerging technologies, 6% above the national average.
2. **AI, automation, and evolving technologies are reshaping workforce demand across the High-Tech sector.** Approximately 30% of High-Tech jobs are highly susceptible to automation, compared to 20% across the regional economy, underscoring the importance of continuous workforce upskilling. Employers identified growing demand for AI competencies alongside foundational workplace skills and practical work experience and reported hiring challenges for both entry-level technician and operator positions and highly specialized roles in areas such as semiconductors, quantum technologies, and advanced computing.
3. **Employers value expanded work-based learning and stronger education partnerships to support High-Tech talent pipelines.** Surveyed employers expressed strong interest in workforce development partnerships, including internships (96%), apprenticeships (95%), mentorship programs (94%), and job readiness programs (94%). Currently, 54% of employers partner with community colleges to recruit, hire, or train workers, suggesting an opportunity to expand employer engagement and strengthen community college pathways that connect students to hands-on technical experience, applied AI skills, and workplace readiness.
4. **Despite a strong regional education ecosystem, workforce training gaps remain.** Community colleges administer 107 of the region's 189 High-Tech training programs (57%), providing a strong foundation for workforce development. However, several priority occupations have little to no regional community college training opportunities despite strong employer demand and high importance to the sector. Expanding pathways into these occupations will better align training capacity with regional workforce needs.
5. **Most priority occupations in the High-Tech sector require at least a bachelor's degree at entry, indicating that community colleges can play a key role in supporting transfer pathways and foundational skills-building.** Only four priority High-Tech occupations represent middle-skill opportunities, underscoring the importance of aligning community college programs with transfer pathways and practical skills.

Introduction

This Report is part of a larger series that explores “Bet” and “Accelerate” sectors in the SCC region, which includes San Luis Obispo, Santa Barbara, Ventura, and Northern Los Angeles Counties.

Under California Jobs First, which presents a comprehensive approach to advancing the state’s economy, High-Tech is both a “Bet” and “Accelerate” sector due to its projected growth and strategic importance to the region’s innovation ecosystem. This designation signals state-level commitment to expanding High-Tech industries and workforce pipelines.

This report explores opportunities and challenges in the SCC’s High-Tech sector. Appendix A lists the full list of North American Industry Classification System (NAICS) codes included in the High-Tech sector.

Sector Landscape

The High-Tech sector is both a “Bet” and an “Accelerate” sector in the SCC, highlighting its importance to the region’s innovation ecosystem and its potential to support long-term economic growth.¹ The sector includes semiconductors and advanced electronics, software and information technology, digital infrastructure, and emerging technologies such as artificial intelligence, quantum computing, advanced computing, and robotics. The region also benefits from a strong base of High-Tech employers and innovation assets, including firms such as Teledyne, The Trade Desk, Cox, and Google Quantum AI, as well as regional institutions and research hubs such as UC Santa Barbara, Cal Poly, the Quantum Foundry, and OASIS.

However, the sector faces employment challenges. Over the past five years, California’s High-Tech employment declined by 2.8%, while the SCC’s High-Tech sector experienced a steeper 8.7% decline, reflecting post-pandemic restructuring, layoffs, reduced venture capital activity, and changing hiring patterns.

Automation and AI are significantly reshaping workforce needs, with approximately 30% of High-Tech jobs highly likely to be impacted by automation, compared to 20% across all regional industries. The SCC faces a distinct hiring challenge because, unlike many other regions in the U.S. where High-Tech employment continues to grow, California and the SCC are experiencing declines in employment.

As the sector adjusts to evolving hiring patterns, automation, and AI-driven shifts in skill demand, stronger investments in upskilling, AI literacy, technical training, and job-readiness supports will be required to help workers adapt to new technologies and effectively leverage automation.

The SCC has nearly 19,000 High-Tech jobs as of 2025, with an average wage significantly higher than the region’s overall average. The average High-Tech wage in the SCC is \$153,581, more than double the region’s economy-wide average of \$70,054. The concentration of High-Tech workers in the region is

¹ The “Accelerate” designation reflects the sector’s strategic importance to the regional economic and innovation ecosystem, and its investment potential, and does not necessarily reflect broad-based historical employment growth across all industries in the sector.

slightly lower than the national average, but regional employment in Semiconductors and Advanced Electronics and R&D in Emerging Technologies are above the national average in terms of employment concentration.

Industry Landscape

The High-Tech sector is classified into four industries:

- **Semiconductors and Advanced Electronics**, including manufacturing of integrated circuits, sensors, computers, and peripherals.
- **Software and Information Technology (IT)**, including consumer and enterprise software, cloud computing, and software as a service.
- **Digital Infrastructure**, including telecommunications and data processing and hosting.
- **R&D and Emerging Technologies**, including AI and machine learning, advanced and quantum computing, and robotics.

Software and IT is the largest High-Tech industry in the region, accounting for more than half (56%) of sector employment. The industry employs around 10,663 workers and supports the digital systems, networks, software, and technical infrastructure that businesses increasingly rely on. It also has one of the highest average annual wages in the sector at \$191,214. However, Software and IT shed 1,380 jobs, or 13%, over the past five years, likely reflecting broader restructuring within California's High-Tech sector.^{2 3} Despite these declines, the industry is projected to generate 4,099 jobs over the next five years, highlighting its continued importance to the regional economy.⁴ These trends suggest that workers in Software and IT may require ongoing training and upskilling as the industry restructures in response to automation and AI-driven changes.

Semiconductors and Advanced Electronics is the second-largest High-Tech industry, employing 4,355 workers, or about 23% of the sector. Average annual wages in the industry are \$125,755, well above the regional economy-wide average. Like Software and IT, and consistent with the sector's broader trend, Semiconductors and Advanced Electronics experienced employment declines over the past five years, losing 286 jobs, or 6.6%. However, this decline was more moderate compared to other High-Tech industries. The industry is also considerably more concentrated in the region than it is nationally.⁵

R&D and Emerging Technologies is the only High-Tech industry in the region to have added jobs over the past five years. The industry employs 3,031 workers, accounting for approximately 16% of the region's High-Tech workforce. It also offers high wages, with an average annual wage of \$127,260, and is projected to generate 1,079 jobs over the next five years.⁶ Unlike other parts of the High-Tech sector that have been more directly affected by restructuring and employment declines, R&D and Emerging

² JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

³ <https://news.crunchbase.com/startups/tech-layoffs/>

⁴ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

⁵ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

⁶ JobsEQ. U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025Q3.

Technologies may be more insulated because of the continued need for research, product development, testing, and innovation. As emerging technologies such as AI, advanced computing, quantum technologies, robotics, and nanotechnology continue to evolve, demand for workers who can support technology development and commercialization is likely to remain important.

Demand Expectations

SCC High-Tech employers expect continued workforce growth despite recent declines. Nearly two-thirds (63%) of surveyed High-Tech employers predicted employment growth over the next 12 months, with 27% anticipating an increase of 10% or higher. Employers are even more optimistic over the three-year time frame, with 68% expecting growth and 43% expecting a large increase of 10% or higher. These findings suggest that while the sector has experienced employment declines over the past five years, many regional companies still anticipate future hiring needs as the industry adjusts to changing technologies and market conditions.

Stakeholders predict that future High-Tech demand in the region will be driven by growth in data center development, semiconductors, advanced computing infrastructure, and interconnection technologies. As these areas expand, the region is likely to see continued demand for workers who can support both the physical and digital infrastructure of the sector, including roles such as semiconductor processing technicians and computer systems analysts.

Growth of AI is also expected to reshape job demand across the sector. Rather than eliminating the need for workers, stakeholders observe that AI is changing the types of skills and occupations employers need. As a result, demand is likely to increase for workers who can use AI tools and apply technical knowledge in increasingly automated work environments. New workers entering the High-Tech workforce will require exposure to automation and AI-related skills to remain competitive, while incumbent workers will require opportunities to upskill and adapt to changing job requirements.

Occupational Findings

Software Developers, Computer and Information Systems Managers, and Computer User Support Specialists represent the largest High-Tech occupations in the SCC. As of the third quarter of 2025, the region employed 3,129 Software Developers, 766 Computer and Information Systems Managers, and 640 Computer User Support Specialists. These occupations are essential to the overall function and operations of the High-Tech sector.

Software Developers play a central role across nearly all computer-related activities by designing, building, testing, and maintaining essential programs and applications. Computer and Information Systems Managers are also critical for coordinating and managing technology-related activities, overseeing information systems, and ensuring that software and digital infrastructure support business operations.

Stakeholders identified workforce gaps at both ends of the talent pipeline. Entry-level gaps are concentrated in technician and operator roles, such as **Electrical and Electronic Engineering Technologists and Technicians** and **Semiconductor Processing Technicians**.

Advanced talent gaps are concentrated in highly specialized roles related to quantum technologies and AI, including occupations such as **Computer and Information Research Scientists**. These gaps align with the region's growing demand for data center development, semiconductors, advanced computing, and interconnection technologies, all of which depend on a skilled technical workforce.

Roles tied to growing industries include Semiconductor Processing Technicians, Electrical and Electronics Engineers, and Electrical and Electronic Engineering Technologists and Technicians.

Strengthening training pathways and workforce supports for these occupations would help the region respond to current hiring gaps while also supporting the long-term growth of the High-Tech sector as these technologies become more prevalent.

Job Advancement

Nearly all priority High-Tech occupations offer high wages or strong advancement potential. Fifteen unique occupations were selected as priority High-Tech occupations due to their importance to High-Tech activities, high employment levels, and relevance to the region (see full occupation list in Appendix A).

Of these occupations, 12 offer high wages at entry, so advancement potential does not apply, as these roles already represent higher-paying career destinations. One of the three remaining occupations, **Computer User Support Specialists**, offers strong advancement potential, bringing the total share of priority occupations with high wages or strong advancement potential to 87%.⁷ This highlights the strength of High-Tech career pathways in the SCC, where most priority occupations already provide direct access to high-wage employment.

Automation

One-third (33%) of the 15 priority High-Tech occupations are highly likely to be impacted by automation. These occupations include:

- Computer Hardware Engineers;
- Computer User Support Specialists;
- Electrical, Electronic, and Electromechanical Equipment Assemblers;
- Semiconductor Processing Technicians;
- Software Developers.

⁷ Electrical, Electronic, and Electromechanical Equipment Assemblers are characterized by moderate job advancement potential, while Semiconductor Processing Technicians are characterized by low advancement potential.

As automation continues to reshape the High-Tech sector, these occupations may experience changes in the tasks, tools, and skills required for employment. This underscores the importance of updating training programs and supporting upskilling to help workers adapt to potential impacts.

Skills

Many surveyed High-Tech employers reported changes in skills needs due to evolving technologies, market conditions, or expectations. This sector is characterized by rapid skills change, with at least two-thirds of employers reporting considerable skills change and at least half of employers reporting moderate skills change.⁸

Since the High-Tech sector is closely tied to automation and AI, occupations experiencing significant skills change will require access to upskilling and workforce development opportunities. As automation continues to influence these roles, workers must adapt their technical skills to changing tools, processes, and employer expectations.

These needs are especially important for occupations tied to growing areas such as data center development, semiconductors, advanced computing, and interconnection technologies. As demand grows in these areas, workers in related occupations will require training opportunities that help them adapt to automation and remain prepared for evolving High-Tech job requirements.

Acute skills change occupations include:

- Electrical and Electronic Engineering Technologists and Technicians;
- Semiconductor Processing Technicians.

Moderate skills change occupations include:

- Computer and Information Systems Managers;
- Computer Hardware Engineers;
- Computer Network Architects;
- Computer Network Support Specialists;
- Computer Programmers;
- Computer Systems Analysts;
- Computer User Support Specialists;
- Electrical, Electronic, and Electromechanical Equipment Assemblers.

Training Landscape

Surveyed SCC High-Tech employers expressed interest in investing in workforce programs to improve talent pipelines into the sector's priority occupations. Interest was highest for internship programs and

⁸ Since survey responses were limited, these findings should be interpreted directionally rather than as strict quantitative findings.

training/certification reimbursement, each at 96%, followed by apprenticeship programs at 95%, mentorship initiatives and job readiness programs at 94%, and technical bootcamps at 92%.

Surveyed High-Tech employers already engage with a range of education and workforce partners. Just over half (54%) partner with community college programs to recruit, hire, or train workers. Partnership rates are highest with four-year colleges or universities (68%) and occupational training programs focused on specific technical skills (64%).

The current partnership landscape highlights the important role that educational institutions already play in the High-Tech workforce ecosystem. Community colleges and universities are well-positioned to support upskilling and strengthen pathways into priority occupations for the sector. Existing partnerships provide a strong foundation for deeper collaboration, particularly as employers continue to identify skills gaps across both entry-level technical roles and more advanced occupations. Expanding these partnerships could help education and training institutions better align programs with employer needs and support the region's broader High-Tech workforce development goals.

Training Inventory

The SCC offers 189 High-Tech training programs, with 107 programs, or roughly 57%, offered by community colleges.^{9 10} Santa Barbara and Ventura Counties offer most of the training programs, with 69 and 68 programs, respectively. Northern Los Angeles and San Luis Obispo Counties each offer 26 programs, driven largely by differences in local training infrastructure. San Luis Obispo County has only two institutions in the inventory that offer relevant High-Tech training programs, while Northern Los Angeles County has five institutions but a more limited number of relevant programs within those institutions. In contrast, Santa Barbara and Ventura Counties have broader High-Tech training ecosystems, with six and eight training institutions, respectively.

Existing training programs align with several important High-Tech occupations. Community colleges have the strongest program capacity for **Software Developers**, with 35 programs, followed by **Computer and Information Systems Managers** with 27 programs, **Electrical and Electronic Engineering Technologists and Technicians** with 14 programs, **Computer User Support Specialists** with 10 programs, and **Network and Computer Systems Administrators** with 9 programs. These occupations support core sector functions, including software development, IT systems management, technical support, and electrical and electronic systems work.

Several of these occupations are also exhibiting changing skill requirements, underscoring the importance of maintaining program alignment with employer needs. **Electrical and Electronic Engineering Technologists and Technicians**, and **Computer User Support Specialists**, show high levels of skills change and are already supported by community college programs in the region. The region has a

⁹ Training programs include foundational, adjacent, and transfer-oriented programs designed to support the High-Tech sector, as well as programs intended to create direct pathways into entry-level High-Tech occupations.

¹⁰ Training inventory reflects major public institutions and a sample of private and union programs and does not constitute a comprehensive list of all providers in the region.

strong foundation for adapting existing programs as workforce needs evolve, including curriculum updates, expanded hands-on training, and preparation for increasingly automated work environments.

Other critical occupations, such as **Software Developers**, are also experiencing some level of skills change. While the level of change may not be as pronounced as in other occupations, these roles remain central to the High-Tech sector and should continue to be monitored to ensure training programs keep pace with changes in technology, automation, and employer expectations.

However, training gaps remain in several priority occupations, with no identified community college training programs in the SCC for Semiconductor Processing Technicians, Computer Programmers, and Computer Network Architects. Electrical and Electronics Engineers also remain underserved, with only two identified programs. These gaps are notable because they overlap with areas tied to future High-Tech growth, including semiconductors and data center development. Expanding or adapting training pathways in these areas could help the region respond more effectively to employer needs and prepare workers for the evolving technologies shaping the sector.

Community College Prioritization

Computer User Support Specialists represent the highest priority for community college alignment in the High-Tech sector, as this occupation is in high demand, employing more than 600 workers in the region; offers strong advancement potential; and is critical to sector operations.

Electrical, Electronic, and Electromechanical Equipment Assemblers represent a medium priority for community college alignment, as this occupation is in high demand, employing over 500 workers in the region; offers moderate advancement potential; and is key to sector operations.

Computer Network Support Specialists represent an emerging community college occupational priority, as this occupation was identified as difficult to fill at entry-level and could benefit from expanded workforce development.

Key Constraints to Workforce Development

While the High-Tech sector remains a high-wage strategic sector for the SCC, several constraints limit growth. The sector is experiencing employment challenges at both the state and regional levels. Over the past five years, California's High-Tech sector declined by 2.8%, while the SCC experienced a steeper decline of 8.7%, reflecting broader post-pandemic restructuring, including layoffs, cost-cutting, economic uncertainty, declining venture capital activity, and corrections to pandemic-era overhiring, which together create an uncertain hiring environment.

The region also faces strong competition from neighboring markets, particularly the Bay Area and Orange County, which have larger and more established technology ecosystems. This competition may make it more difficult for the SCC to attract and retain specialized talent.

Workforce skills gaps also remain a major constraint. Employers identified gaps in both entry-level technician and operator roles and highly specialized advanced roles. As automation and AI continue to

reshape High-Tech occupations, job seekers and incumbent workers require stronger upskilling, technical training, and job readiness supports to remain competitive in the changing labor market.

Recommendations

The High-Tech sector offers significant opportunities for the SCC, particularly as demand grows around semiconductors, advanced computing infrastructure, interconnection technologies, AI, and quantum technologies. Supporting these opportunities will require stronger coordination across employers, education providers, and research institutions to align training pathways with the sector's changing workforce needs.

Regional recommendations to support High-Tech workforce opportunities include:

- **Leverage the region's research and innovation strengths.** The SCC can build on existing strengths at institutions such as UC Santa Barbara and Cal Poly to support the region's growing quantum cluster. Stronger connections between research institutions, employers, and workforce partners can help translate regional innovation assets into talent development and job opportunities.
- **Strengthen talent pathways for both entry-level and advanced roles.** Workforce gaps exist at both ends of the High-Tech talent pipeline, including technician and operator roles within semiconductor firms and highly specialized roles in quantum technologies and AI. Regional workforce strategies should address both needs by supporting accessible entry-level pathways and strengthening advanced research and specialized technical talent development.
- **Develop workforce skills around AI and automation readiness.** As AI continues to reshape High-Tech work, regional stakeholders should strengthen AI skills development and help workers and job seekers adapt to AI-impacted work environments and occupations. This includes preparing workers to use AI tools and build foundational technical and workplace skills needed across High-Tech occupations.
- **Expand shared High-Tech research and training infrastructure.** Improving access to cleanrooms, shared R&D facilities, labs, and training spaces can support both innovation and workforce development. Shared infrastructure can help students, workers, employers, and researchers gain hands-on exposure to the tools and environments used in semiconductors, advanced electronics, photonics, and other emerging technologies.

In addition to the region-wide recommendations, community colleges can play a direct role in addressing High-Tech workforce gaps:

- **Expand work-based learning opportunities.** Community colleges can expand internships, co-ops, and other hands-on learning models that provide future operators, technicians, and IT workers with practical experience before entering the workforce. These opportunities are especially important for occupations where employers report gaps in hands-on experience and workplace readiness.

- **Integrate AI skills into entry-level training.** Foundational AI competencies should be embedded into relevant High-Tech education programs, so students are prepared to work with automation within the workplace. This does not mean creating entirely new programs in every case but updating existing programs to include AI literacy and applied technology skills.
- **Support specialized talent development through stronger transfer and research partnerships.** Community colleges should support expanding transfer pathways to universities to help address skills gaps in occupations that require specialized technical expertise. This could include strengthening articulation agreements, building clearer course sequences into advanced High-Tech programs, and forming closer partnerships with universities and research institutions to create more direct pathways into High-Tech occupations.

Appendix A: NAICS Industry Definition

Classification	Industry	NAICS	Description
Primary	Semiconductors and Advanced Electronics	334111	Electronic Computer Manufacturing
		334112	Computer Storage Device Manufacturing
		334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing
		334210	Telephone Apparatus Manufacturing
		334412	Bare Printed Circuit Board Manufacturing
		334413	Semiconductor and Related Device Manufacturing
		334418	Printed Circuit Assembly Electronic Assembly Manufacturing
		333242	Semiconductor Machinery Manufacturing
	Digital Infrastructure	517410	Satellite Telecommunications
		518210	Data Processing, Hosting, and Related Services
	Software and IT	513210	Software Publishers
		541511	Custom Computer Programming Services
		541512	Computer Systems Design Services
		541513	Computer Facilities Management Services
		541519	Other Computer Related Services
Secondary	Semiconductors and Advanced Electronics	334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing
		334290	Other Communications Equipment Manufacturing
		334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables
		334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
		334519	Other Measuring and Controlling Device Manufacturing
	R&D and Emerging Technologies	541330	Engineering Services
		541380	Testing Laboratories and Services
		541713	Research and Development in Nanotechnology
		541715	Research and Development in the Physical, Engineering, and Life Sciences except Nanotechnology and Biotechnology

Appendix B: Priority Occupations

Industry	SOC	Description
Semiconductors and Advanced Electronics	17-3023	Electrical and Electronic Engineering Technologists and Technicians
	51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers
	51-9141	Semiconductor Processing Technicians
Digital Infrastructure	11-3021	Computer and Information Systems Managers
	15-1211	Computer Systems Analysts
	15-1244	Network and Computer Systems Administrators
	15-1252	Software Developers
Software and IT	15-1211	Computer Systems Analysts
	15-1231	Computer Network Support Specialists
	15-1232	Computer User Support Specialists
	15-1241	Computer Network Architects
	15-1251	Computer Programmers
	15-1252	Software Developers
	15-1253	Software Quality Assurance Analysts and Testers
R&D and Emerging Technologies	15-1221	Computer and Information Research Scientists
	17-2070	Electrical and Electronics Engineers
	17-2061	Computer Hardware Engineers
	17-3023	Electrical and Electronic Engineering Technologists and Technicians

Appendix C: High-Tech Employer Survey Methodology

Method	Online Survey (Email and Panel Respondents)
Universe	9,928 establishments in Santa Barbara, San Luis Obispo, Ventura, and Los Angeles Counties
Number of Respondents	180 total completes by firms in Santa Barbara, San Luis Obispo, Ventura, and Los Angeles Counties
Average Length	Online Survey – 17 minutes
Field Dates	April 15, 2026 through May 11, 2026

Appendix D: Data Sources

Data Element	Data Source
Sector Employment	United States Bureau of Labor Statistics. Quarterly Census of Employment and Wages, 2025.
Sector Wages	
Occupational Employment	United States Bureau of Labor Statistics, Occupational Employment and Wage Statistics, 2025.
Occupational Wages	
Job Advancement	BW Research. Job Advancement Index, 2026. BW's Job Advancement Index measures workers' potential to advance to higher-paying job opportunities using longitudinal worker advancement data from the U.S. Census Bureau's Current Population Survey (CPS) (2000-2025). Advancement potential is not applicable for occupations already paying high wages. Category 1 occupations are most likely to provide higher-paying job opportunities. Category 2 occupations are somewhat likely to provide higher-paying job opportunities. Category 3 occupations are the least likely to provide higher-paying job opportunities.
Job Automation	BW Research. Job Automation Index, 2026. BW's Job Automation Index measures the proportion of skills and tasks that can be automated within a particular occupation using detailed knowledge, skills, and abilities (KSA) and work activity data from O*NET OnLine, 30.0 Database (2025). Level 1 occupations are the least likely to experience automation and AI-related employment effects. Level 2 occupations are somewhat likely to experience automation and AI-related employment effects. Level 3 occupations are most likely to experience automation and AI-related employment effects.
Employer Demand Expectations	BW Research. Regional Employer Survey, 2026.
Skills Change Expectations	
Employer Partnerships	
Stakeholder Insights	BW Research. Executive Interviews, 2026.
Training Inventory	BW Research. Regional Training Inventory, 2026.