

Labor Market Assessment: Supply Chain Occupations (TOP 0510.00 Logistics and Materials Transportation) (CIP 52.0203 Logistics, Materials, and Supply Chain Management)

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FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No ☐
	<i>Comments:</i> The supply chain occupational group is projected to have 1,309 annual job openings throughout the Inland Empire/Desert region, which is more than the 70 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (68) and non-community college awards (2).	
Living Wage	Yes ✓	No ☐
	<i>Comments:</i> All occupations have entry-level hourly wages above the IE/D living wage of 20.42¹ .	
Education	Yes ✓	No ☐
	<i>Comments:</i> The majority (64%) of annual job openings for these four occupations have a high school diploma or equivalent as their typical entry-level education; however, more than 33% of all workers in the field (34%) have some college or an associate degree as their highest level of education attainment. See Exhibit 9 for more details.	

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

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
 - Transportation, Storage, and Distribution Managers (11-3071)
 - Supply Chain Managers (11-3071.04)
 - Production, Planning, and Expediting Clerks (43-5061)
- Above Middle-Skill (typically require a bachelor's degree)
 - Industrial Production Managers (11-3051)
 - Logisticians (13-1081)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 6% through 2030, with 1,309 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above the living wage at the 25th percentile hourly wage, ranging from \$21.86 to \$44.30 in IE/D.
- There were 3,931 online job postings from 1,367 employers over the past 12 months, with the highest postings for warehouse managers, quality assurance managers, area managers, and logistics coordinators.
- Most job postings for target occupations require a bachelor's degree (53%), followed by a high school or GED (40%), and an associate degree (6%).

Supply

- On average, there were 70 annual awards conferred by educational institutions over the last 3 years in related fields: 68 from community colleges and two from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students who exited these programs in the 2023 to 2024 academic year earned a median annual wage of \$49,518 (\$23.81 per hour).
- 54% of students who exited their program in the 2023 to 2024 academic year reported that they are now earning a living wage.

¹ 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.

Introduction

California Community College Logistics and Materials Transportation (TOP 0510.00) programs prepare students for employment by teaching the theory, principles, functions, and procedures for the orderly and economic receiving, manufacturing, shipping, and servicing of products or services (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Logistics and Materials Transportation programs lead to employment in occupations related to supply chains.

Job Demand

In 2025, there were 13,557 jobs in supply chain occupations in the IE/D region. Regional employment for this occupation group is projected to increase by 6% by 2030, with 1,309 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to supply chain, IE/D Region, 2025-2030

Occupation	SOC	2025 Jobs	2030 Jobs	2025 - 2030 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Industrial Production Managers	11-3051	2,236	2,273	2%	804	161
Logisticians	13-1081	2,710	3,032	12%	1,550	310
Production, Planning, and Expediting Clerks	43-5061	4,885	5,014	3%	2,367	473
Transportation, Storage, and Distribution Managers	11-3071	3,726	4,055	9%	1,826	365
Total		13,557	14,374		6,547	1,309

SOURCE: LIGHTCAST 2026.3

Job Postings

The following analysis examines occupations related to supply chain using online job posting data.

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

Exhibit 2 shows the number of job ads posted for supply chain occupations over the last 12 months and the median posting duration. Over the previous 12 months, 1,367 employers posted 3,931 unique job ads for supply chain occupations in the region.

Exhibit 2. Job ads and posting duration, IE/D Region, August 2025 – July 2026

Job Title	Job Ads	Median Posting Duration
Transportation, Storage, and Distribution Managers	1,447	24 days
Logisticians	992	22 days
Production, Planning, and Expediting Clerks	871	22 days
Industrial Production Managers	621	29 days
Total	3,931	

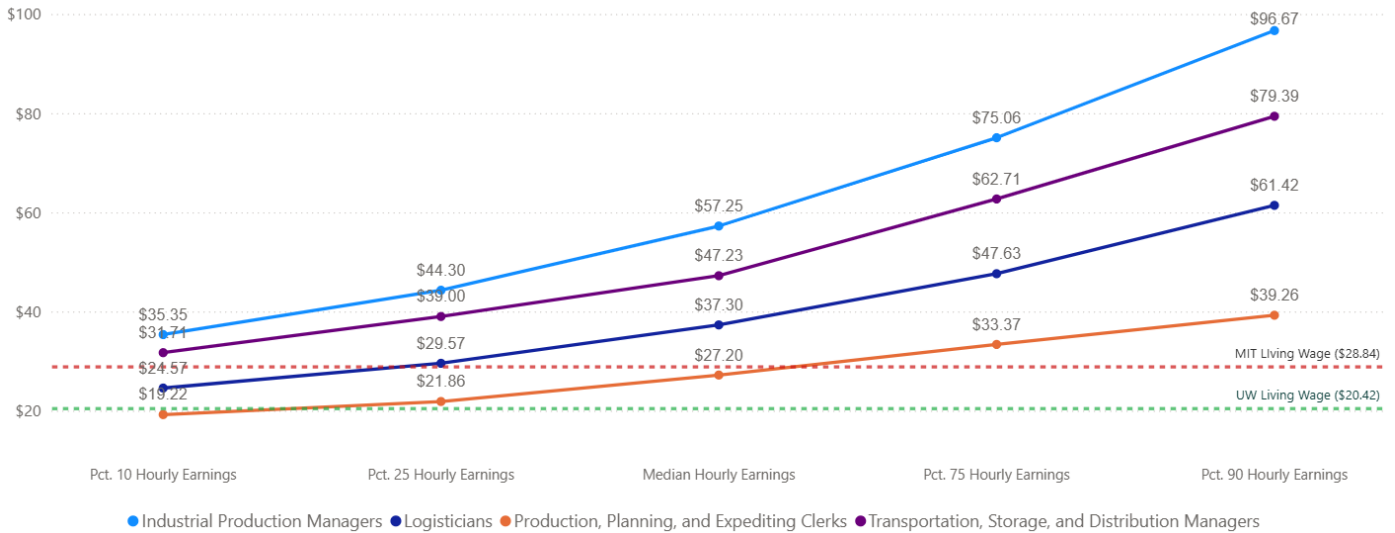
SOURCE: LIGHTCAST 2026.3

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

Earnings

Exhibit 3 displays the hourly earnings for occupations related to supply chain compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$28.84.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2025



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Production, Planning, and Expediting Clerks	\$19.22	\$21.86	\$27.20	\$33.37	\$39.26
Logisticians	\$24.57	\$29.57	\$37.30	\$47.63	\$61.42
Transportation, Storage, and Distribution Managers	\$31.71	\$39.00	\$47.23	\$62.71	\$79.39
Industrial Production Managers	\$35.35	\$44.30	\$57.25	\$75.06	\$96.67

SOURCE: 2026.3

Projected entry-level earnings (i.e., the earnings of the lowest-paid 25% of employees in the IE/D) for all occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). Additionally, three of the four occupations were also above the MIT living wage for an adult with no children (\$28.84) in projected entry-level earnings (see Exhibit 3).

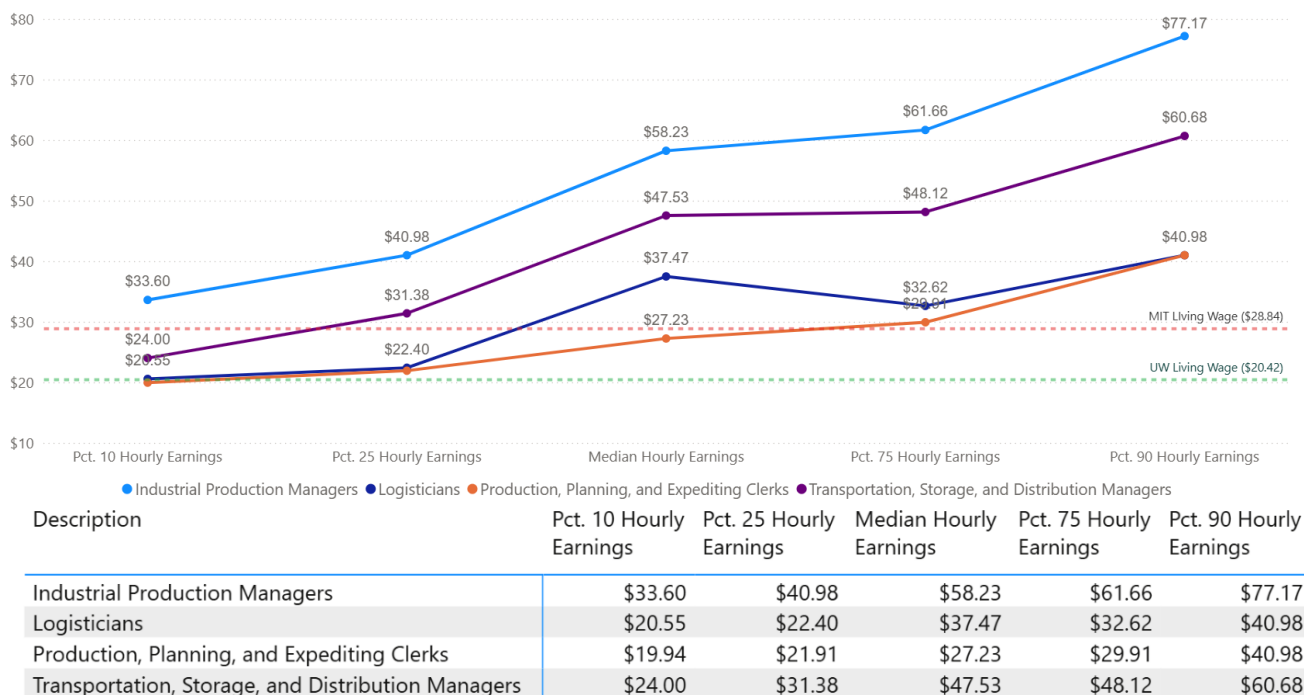
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$28.84 in Riverside County and \$27.60 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to supply chain over the last 12 months. The salary information from online job ad data suggests employers advertise entry-level hourly wages between \$21.91 and \$40.98 (estimated to be equal to an annual salary between \$45,573 and \$85,238).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, August 2025 – July 2026



SOURCE: LIGHTCAST 2026.3

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

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

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, August 2025 – July 2026

Job Title	Unique Postings
Warehouse Managers	177
Quality Assurance Managers	78
Area Managers	75
Logistics Coordinators	75
Plant Managers	64
Operations Coordinators	60
Operations Assistants	45
Production Managers	45
Quality Managers	44
Transportation Coordinators	44

SOURCE: LIGHTCAST 2026.3

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Amazon and Walmart had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts, which are de-duplicated. A higher posting intensity can represent the level

of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,
IE/D Region, August 2025 – July 2026**

Company	Total/Unique (Aug 2025 - Jul 2026)	Posting Intensity	Median Posting Duration
Amazon	1,287 / 86	15 : 1 	35 days
Walmart	120 / 55	2 : 1 	15 days
United States Postal Service	92 / 48	2 : 1 	21 days
Target	183 / 42	4 : 1 	22 days
Monster Beverage	55 / 28	2 : 1 	22 days
CalPortland	273 / 28	10 : 1 	31 days
US Foods	107 / 27	4 : 1 	25 days
Burlington	97 / 25	4 : 1 	22 days
Gofo	46 / 24	2 : 1 	35 days
Ryder	113 / 22	5 : 1 	21 days

SOURCE: LIGHTCAST 2026.3

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

**Exhibit 7. Top 10 in-demand skills from employer job ads,
IE/D Region, August 2025 – July 2026**

Specialized skills	Total Postings	Skill Growth Relative to Market	Common skills	Total Postings	Skill Growth Relative to Market
Warehousing	1,273	Growing	Communication	2,307	Stable
Supply Chain	957	Rapidly Growing	Operations	2,279	Stable
Continuous Improvement Process	833	Rapidly Growing	Management	1,561	Stable
Inventory Management	770	Growing	Leadership	1,516	Growing
Auditing	753	Rapidly Growing	Customer Service	1,380	Stable
Process Improvement	678	Rapidly Growing	Problem Solving	1,161	Growing
Key Performance Indicators (KPIs)	584	Growing	Detail Oriented	1,108	Stable
Operations Management	574	Rapidly Growing	Coordinating	918	Growing
Workflow Management	534	Growing	Microsoft Excel	911	Growing
Logistics	531	Rapidly Growing	Planning	859	Growing

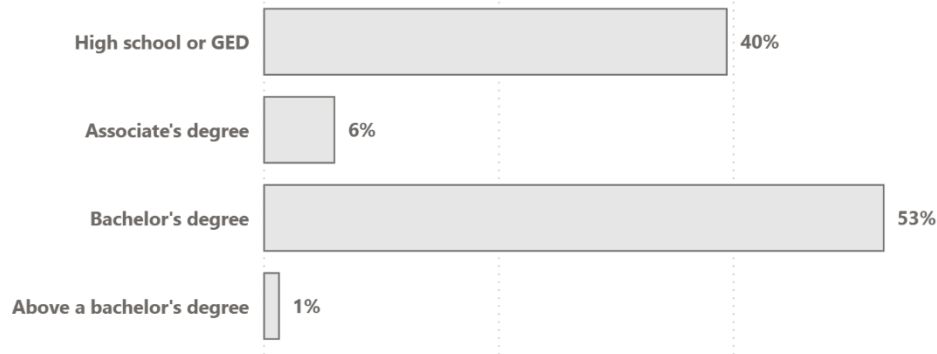
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	911	Growing
Microsoft Office	830	Growing
Warehouse Management Systems	496	Growing
Microsoft Outlook	435	Rapidly Growing
SAP Applications	336	Rapidly Growing
Microsoft PowerPoint	320	Rapidly Growing
Microsoft Word	170	Stable
Productivity Software	145	Growing
Spreadsheets	140	Growing
Inventory Management System	135	Growing

SOURCE: LIGHTCAST 2026.3

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

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with a bachelor's degree (53%) greater than an associate degree (6%) or high school diploma or equivalent (40%)

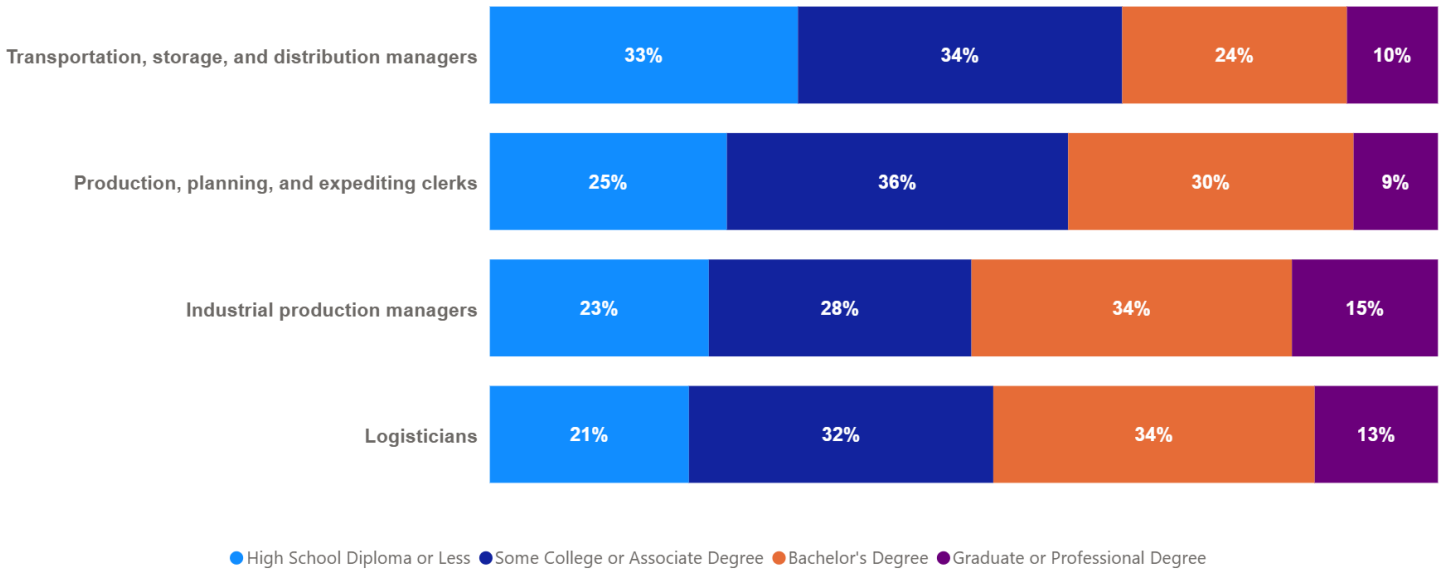
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, August 2025 – July 2026



SOURCE: LIGHTCAST 2026.3

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 28% and 36% of workers have completed some college or an associate degree as their highest level of education.

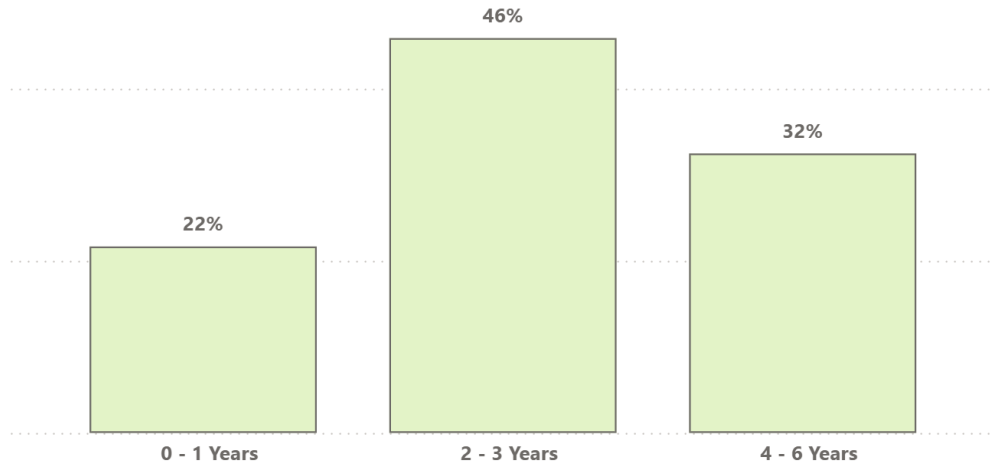
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2024

Exhibit 10 shows the work experience employers typically require in job ads for this occupational group. Nearly half of employers sought candidates with two to three years of previous work experience (46%).

**Exhibit 10 Work experience requirements,
IE/D Region, August 2025 – July 2026**



SOURCE: LIGHTCAST 2026.3

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Logistics and Materials Transportation (TOP 0510.00) programs over the last three academic years (2022-2025). In the previous three academic years, five regional community colleges issued an average of 68 awards in relevant programs.

**Exhibit 11 Annual average community college awards for Logistics and Materials Transportation (TOP 0510.00),
IE/D, 2022-2025**

Top Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
0510.00	Logistics and Materials Transportation	Barstow	7	35	25	22
0510.00	Logistics and Materials Transportation	Chaffey	21	10	5	12
0510.00	Logistics and Materials Transportation	Mt. San Jacinto	0	1	1	1
0510.00	Logistics and Materials Transportation	Norco	32	21	16	23
0510.00	Logistics and Materials Transportation	Victor Valley	0	18	12	10
Total			60	85	59	68

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs over the last three academic years (2021-2024): Logistics, Materials, and Supply Chain Management (52.0203).

In the previous three academic years, one regional non-community college postsecondary institution issued an average of two awards in relevant programs.

Exhibit 12 Annual average non-community college awards for supply chain programs, IE/D, 2021-2024

CIP	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
52.0203	Logistics, Materials, and Supply Chain Management	University of Redlands	3	4	0	2
Total			3	4	0	2

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Logistics and Materials Transportation strong workforce program outcomes, IE/D & California, AY 2023 to 2024

Program Metric Title	Inland Empire	Statewide
Students	486	1,765
Earned 9+ Career Education Units	28%	33%
Completed Noncredit Workforce Preparation Milestone	70%	68%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	9%	11%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	4%	4%
Median Annual Earnings	\$49,518	\$51,108
Median Change in Earnings	14%	19%
Attained Living Wage	54%	57%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$57,408 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average of the two, \$20.42 per hour (\$42,474 annually), is used to represent the Inland Empire/Desert living wage.
Living Wage (MIT)	<i>Living wage data sourced from the Living Wage Institute via</i> https://livingwage.mit.edu/counties/06065 ; https://livingwage.mit.edu/counties/06071 , Accessed on June 6, 2026. The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology . The living wage for one adult in San Bernardino County is \$27.60 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$28.84 per hour (\$59,987 annually). The higher of the two, \$28.84 per hour (\$59,987 annually), is used to represent the Inland Empire/Desert living wage.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm

Educational Supply	The CCCC Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report