



FOR LABOR MARKET RESEARCH  
INLAND EMPIRE/DESERT

WORKFORCE DEMAND ASSESSMENT

# High Desert Region

INLAND EMPIRE / DESERT

## 2025



California  
Community  
Colleges



**IEDRC**  
INLAND EMPIRE/DESERT  
REGIONAL CONSORTIUM

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## EXECUTIVE SUMMARY

The two-county Inland Empire/Desert Region is a vast region at over 27,000 square miles, making it geographically larger than 10 U.S. states. With 4.69 million residents, the region is the 12th largest Metropolitan Statistical Area (MSA) in the country by population, with more residents than 26 states. The region is comprised of many diverse communities with unique workforce challenges and opportunities that require further illumination. The Inland Empire/Desert region is divided into four distinct subregions to reflect the unique and varied workforce challenges and economic opportunities across its diverse communities. This structure allows for more targeted analysis and planning, as each subregion faces its own set of conditions that merit deeper exploration.

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

Currently, skilled workers in the High Desert Subregion are employed across a wide range of occupations. To support more focused program planning, the COE has established criteria to narrow this list to 75 regional "Good Job Occupations" (Good Jobs). These occupations offer entry-level wages at or above the regional living wage, are primarily filled by individuals with a middle-skill education level and are projected to experience strong demand over the next five years. By highlighting these Good 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 Good Jobs analysis with a focus on the High Desert Subregion, this report incorporates data from the Chancellor's Office Curriculum Inventory (COCI) data on active programs at the subregion's four community colleges. By combining this information with the CCCCCO crosswalk that links community college programs to specific occupations, the COE identifies which Good 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 identify where to expand current offerings and possibly re-examine program design to focus on specific skills related to Good Jobs. The list of occupations not currently aligned with any active programs in the subregion, along with corresponding potential program offerings, is intended to support faculty and staff in identifying opportunities for new programs and prioritizing occupations that could be the focus of future curriculum development.

For community college and K-12 faculty and staff in the High Desert Subregion, this report is intended to be a foundation for understanding the current labor market landscape, forecasted change to that

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

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

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

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

- With 11.8% of the Inland Empire/Desert Region's population within its borders, the High Desert Subregion is the second smallest subregion in terms of population (552,000 residents).
- The subregion is projected to shed nearly 9,200 residents over the next five years, projecting a 1.7% decline.
- The subregion had over 181,100 jobs in 2023, accounting for nearly 10% of regional jobs.
- The subregion has had consistently higher unemployment rates than the broader region, potentially impacting residents' ability to access jobs.
- Working-age residents comprise nearly 49% of the subregional population, with this share projected to increase over the next five years. This indicates that workforce development efforts will have a strong residential pool of individuals to work with.
- Hispanic residents account for nearly 50% of residents, followed by White residents. The share of Hispanic residents is projected to increase while the share of White residents is projected to decrease.
- The subregion has a greater share of residents with a high school diploma or less, 48.6%, than the broader region 44.3%. This suggests a strong need for foundational skills programs, reengagement strategies for adult learners, and expanded access to associate pathways to strengthen educational and economic outcomes.

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

- The subregion is projected to increase industry employment by 5.6% over the next five years, adding 10,102 jobs, accounting for 7.0% of regional job growth.
- The five industry sectors employing the largest number of workers in the High Desert Subregion are Government, Health Care and Social Assistance, Retail Trade, Accommodation and Food Services, and Other Services (except Public Administration).
- While the Government sector is projected to continue its dominance in job volume, the Health Care and Social Assistance industry is projected to drive the most significant employment growth over the next five years.

- The Health Care and Social Assistance 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 HIGH DESERT SUBREGIONS ECONOMY AND DO WE HAVE THE LABOR FORCE TO MEET THE DEMAND?**

- Installation, Maintenance, and Repair occupations represent the largest number of jobs for the subregion, with 5,346 jobs and 523 annual openings, accounting for nearly 12% of all IED activity in this category.
- Transportation and Material Moving occupations represent a major occupational group in the region, with nearly 5,200 jobs and over 600 openings, ranking higher in both employment and local workforce concentration.
- Occupational trends by major occupational groups highlight opportunities to scale career education and training programs in public safety, healthcare, skilled trades, and select technical fields, given the concentration of these workers in the subregion.
- The majority of good jobs occupations in the High Desert Subregion (89.3%) 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 GOOD JOBS DO COMMUNITY COLLEGES IN THE HIGH DESERT SUBREGION TRAIN?**

- Subregional community colleges offer training for Good Jobs in eight of the ten community college sectors.
- Program expansion opportunities exist in the Advanced Transportation and Logistics sector, with good jobs occupations projected to have nearly 1,000 annual job openings over the next five years in the subregion.
- Demand for good jobs workers in the Business and Entrepreneurship; Health; and Public Safety sectors is considerable, with each projecting more than 300 job openings annually over the next five years, respectively. The subregional concentration of good jobs in the Public Safety sector is high, accounting for nearly 18% of regional demand, indicating this sector may warrant program expansion.
- There are four 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 HIGH DESERT SUBREGION?**

- Program development opportunities exist across nine 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 stands out, with 338 projected subregional job openings annually for good jobs, representing the most significant opportunity for program development aimed at addressing supply gaps.

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

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

## 1.1: GEOGRAPHIC OVERVIEW OF THE HIGH DESERT SUBREGION

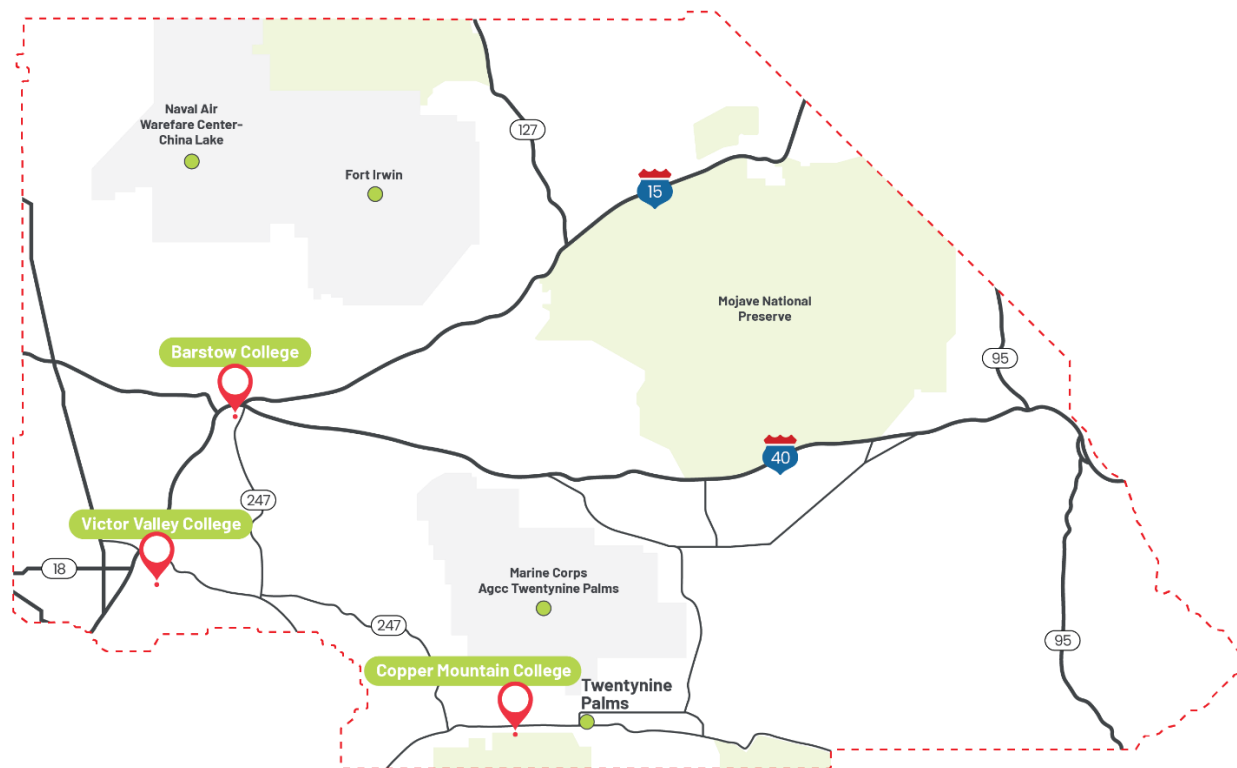
San Bernardino County's High Desert Subregion extends north from the San Bernardino Mountains and San Gabriel Mountains to the southern border of Inyo County. The subregion extends east from the Los Angeles County border to the Arizona and Nevada state lines. The High Desert subregion is the largest of the four subregions by area but contains about 11.8% of the regional population and 9.6% of its jobs. The subregion is home to three community colleges and 10 high school districts. See Appendix B for a list of ZIP codes and Cities associated with this subregion.<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 good 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 pathway. The occupations highlighted in this assessment may be used to calibrate or develop CE training programs designed to address the region's in-demand and high-wage job opportunities. This subregional brief presents demographic, industry, and occupation data to facilitate a comprehensive analysis of the Inland Empire-High Desert Subregion. See Appendix A for Methodology and Data Sources used in this report.

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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 High Desert Subregion



## 1.2: ECONOMIC OVERVIEW OF THE HIGH DESERT SUBREGION

As shown in Exhibit 1, the number of jobs in the High Desert Subregion grew by 7.4% since 2018, reaching 181,134 jobs in 2023. During the same five-year period, Inland Empire/Desert (IED) regional employment grew by 7.4%, significantly outpacing national growth of 4.4%, by adding 143,506 jobs. The High Desert Subregion is projected to grow at slower rate than the region as a whole and the nation, adding 10,102 jobs and growing by 5.6%, while the region is projected to grow by 7.6% and the nation is projected to grow by 5.1%. However, the average earnings per job in the region (\$79.8K) remains \$5.2K below the national average, which may present challenges for attracting and retaining skilled talent.

### Exhibit 1: Overview of the High Desert Subregion



**552,022**

Population (2023)

As of 2023 the subregion's population increased by 4.5% since 2018, growing by 23,660. Population is expected to decrease by -1.7% between 2023 and 2028, reducing by 9,176 residents.



**\$79.8k**

Avg. Earnings Per Job (2023)

Subregional average earnings per job are \$5.2k below the national average earnings of \$85,003 per job.



**181,134**

Jobs (2023)

In 2023, total employment reached 181,134 jobs, reflecting a five-year growth of 12,546 jobs since 2018. Looking ahead, employment is projected to increase by an additional 10,102 jobs over the next five years.



**Top 3 Industries**

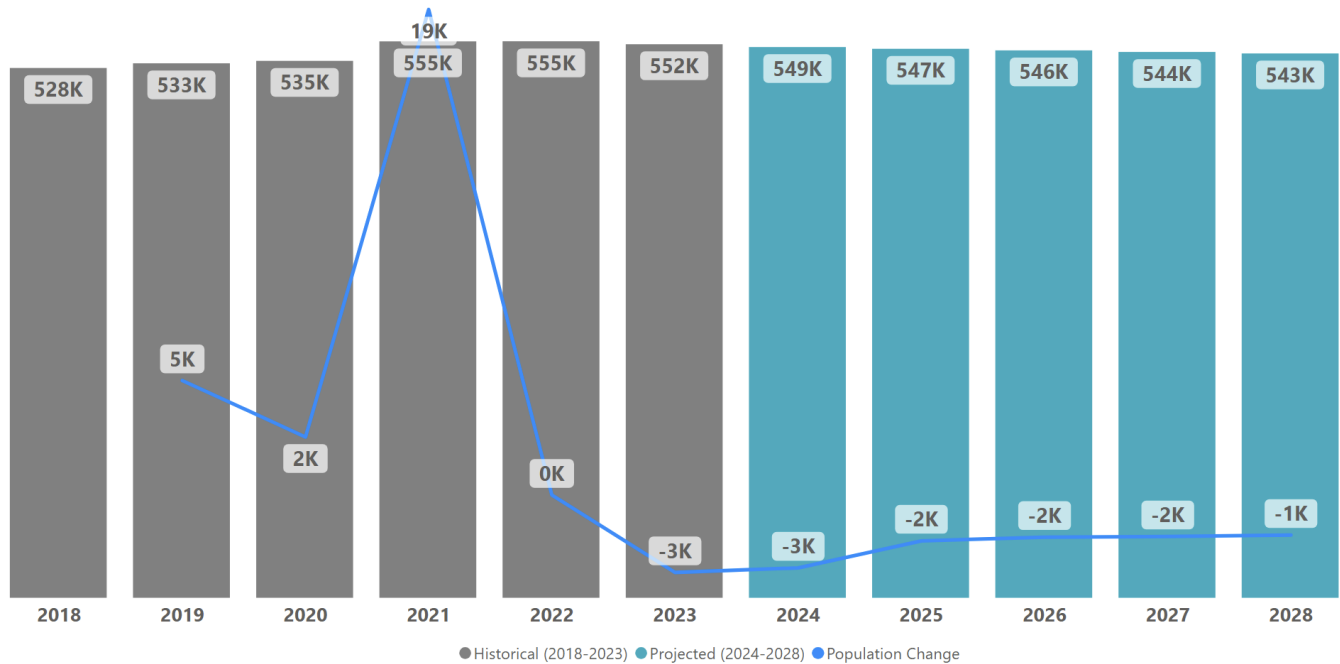
The top three industries by job counts in 2023 are Government, Health Care and Social Assistances, and Accommodation & Food Services, adding 38k jobs by 2028.

Source: Lightcast 2025.1 – Economy Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

### 1.3: HIGH DESERT SUBREGION POPULATION AND LABOR FORCE

In 2023, the High Desert Subregion was home to 552,022 residents, or 11.8% of the Inland Empire region's 4,69 million residents (Exhibit 2). The subregion added 23,660 residents, growing by 4.5% since 2018. The subregion is projected to reduce by 9,176 residents, or a reduction of -1.7% through 2028.

Exhibit 2: Population, in thousands, High Desert Subregion (2018-2028)



Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

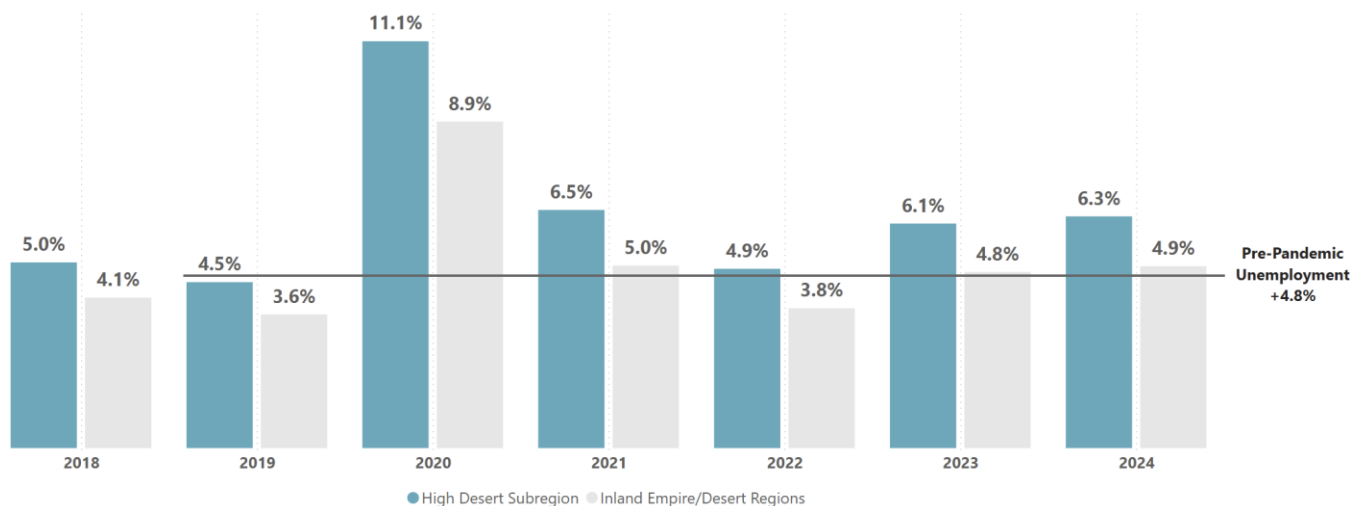
While population data is interesting and an important measure of a region's overall economic health, these data do not represent the number of residents in the labor force.

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 that are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor force.

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

Since 2018, the High Desert subregion has maintained consistently higher unemployment rates compared to the broader Inland Empire region. While both areas experienced a sharp spike in unemployment in 2020 due to the pandemic, the subregion's unemployment has not returned to its pre-pandemic average of 4.8% by 2023. By 2024, unemployment in the High Desert subregion rose slightly to 6.3%, remaining higher than the regional rate of 4.9%.

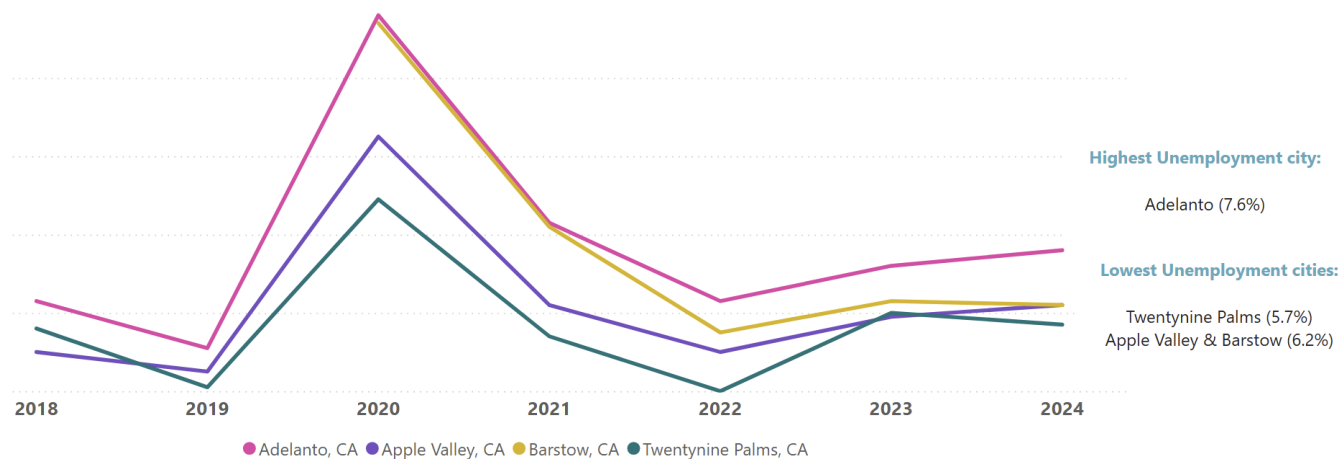
### Exhibit 3: Unemployment rate, High Desert Subregion & IED (2018-2023)



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

Exhibit 4 displays the city-level unemployment rates for three of the thirteen cities in the subregion that have a population greater than 25K. Unemployment trends across High Desert cities showed no recovery since the pandemic. In 2024, Adelanto had the highest unemployment rate at 7.6%, followed by Apple Valley, Hesperia, and Barstow (6.2%) all at 6.2% indicating ongoing economic challenges. In contrast, Twentynine Palms (5.7%) and Appley Valley & Barstow (6.2%) maintained the lowest unemployment rates. While all cities experienced a sharp increase in unemployment in 2020, the pace of recovery has not improved across the subregion.

### Exhibit 4: Unemployment rate, High Desert Subregion Cities (2018-2024)



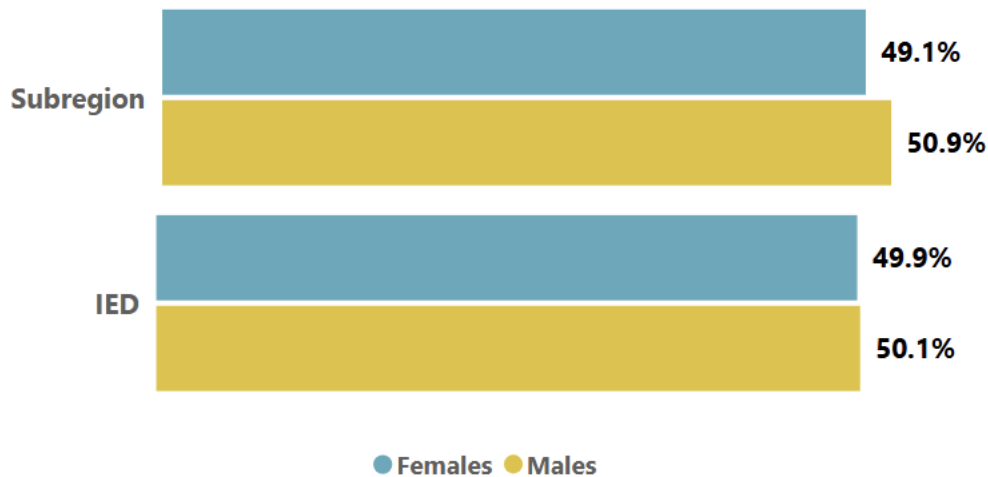
Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

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

## 1.4: HIGH DESERT SUBREGION POPULATION DEMOGRAPHICS

As shown in Exhibit 5, both High Desert Subregion and IED populations show an almost equal distribution between male and female residents, with less than a 0.1% difference from an even distribution. There is a slightly higher proportion of males in the High Desert Subregion (50.9%) compared to the men in IED region (50.1%). These small variations suggest gender parity overall, with the High Desert Subregion having a marginally higher share of males.

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



Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

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



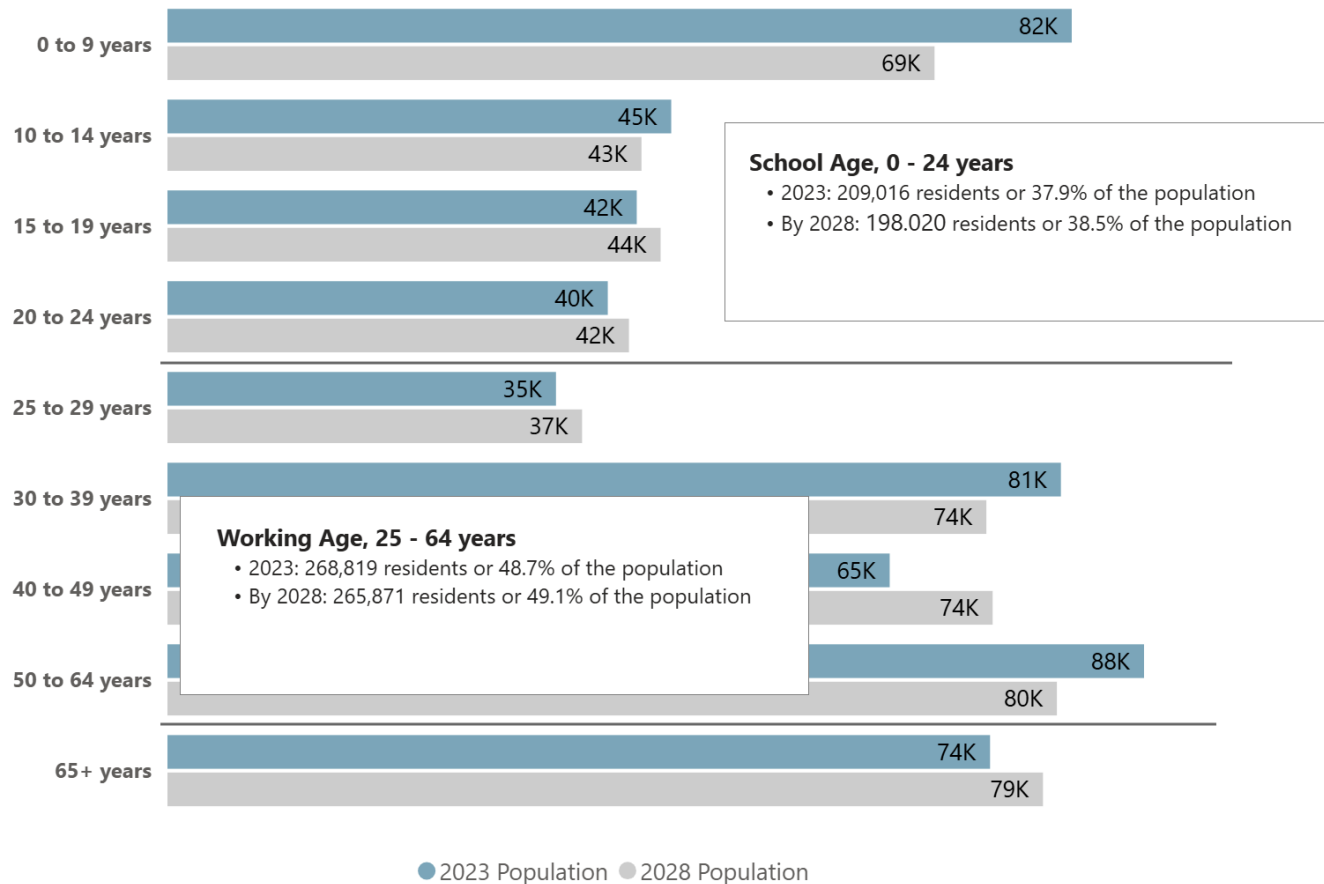
- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment 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 +552k individuals in the High Desert Subregion.

Exhibit 6 illustrates the current and projected age distribution of residents in the High Desert subregion. The data reveals a slight increase in the population of individuals aged 20 to 24—typically considered the traditional college-going age. Among the working-age population (25 to 64 years), all age groups are projected to increase by 2028, with the exception of the 30 to 39-year-old group, which is expected to decrease by ~7,000 residents and residents 50 to 64-year-old which is projecting a -8k change. The

cohort of residents at retirement age (65+ years) is projected to increase slightly from 74K residents in 2023 to 79K residents by 2028.

### Exhibit 6: Population Age Distribution, High Desert Subregion & IED (2023 - 2028)



Source: Lightcast 2025.1 – 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 268K residents between the ages of 25 and 64 are grouped into early, mid, and late career categories for comparative analysis.

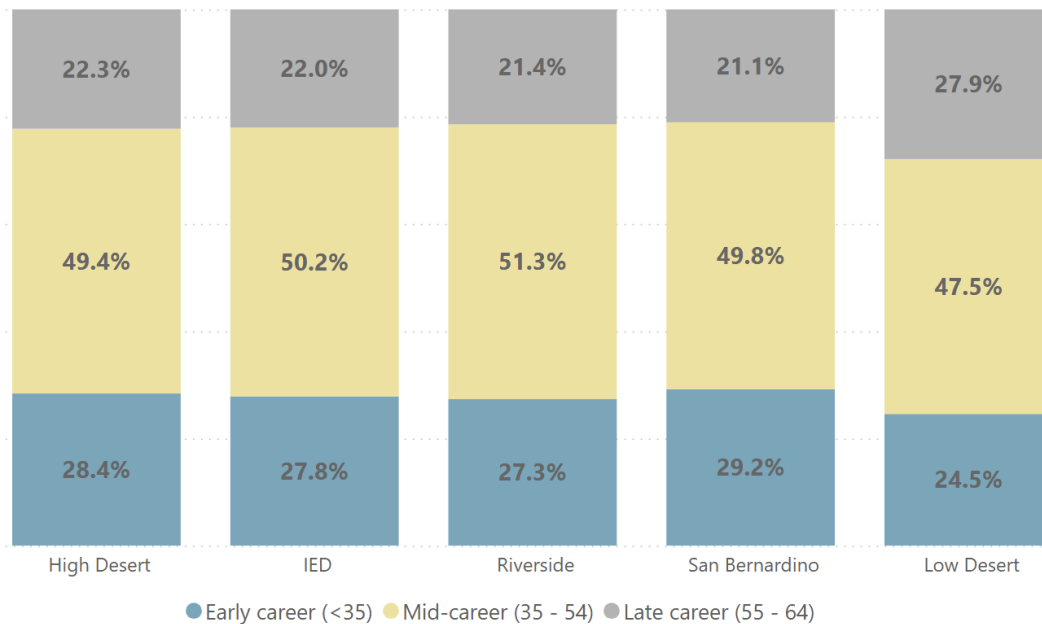
In 2023, working-age residents made up 37.9% of the subregion’s approximately ~552K population, with projections indicating an increase to 38.5% by 2028. Similarly, the school-age population accounted for 37.9% in 2023 and is expected to increase to 38.5%.

1. Early career (< 35) represents 28.4% of the working-age cohort in 2023 and is projected to decrease to 26.8% by 2028.
2. Mid-career (35 – 54) represents 49.4% of the working-age cohort in 2023 and is projected to increase to 53.2% by 2028.

<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>

- Late career (55 - 64) represents 22.3% of the working-age cohort in 2023 and is projected to decrease to 20.0% by 2028.

### Exhibit 7: Population Working-age Distribution, All Subregions & IED (2023)



Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

These findings highlight a relatively balanced population distribution between school-age and working-age residents, with both groups projected to grow slightly by 2028. The stable share of working-age adults—particularly those in their prime career years—underscores the importance of strengthening education-to-career pipelines and ensuring that regional training programs are aligned with evolving labor market demands.

While age distribution provides insight into the career stages and potential workforce participation of the population, understanding the racial and ethnic composition of the region adds important context for evaluating equity, access, and programmatic needs. Examining demographic patterns by race and ethnicity can help identify population segments that may require targeted workforce and educational interventions, especially as the Inland Empire continues to diversify. The following section explores the racial and ethnic makeup of the High Desert subregion and how it is projected to shift by 2028.

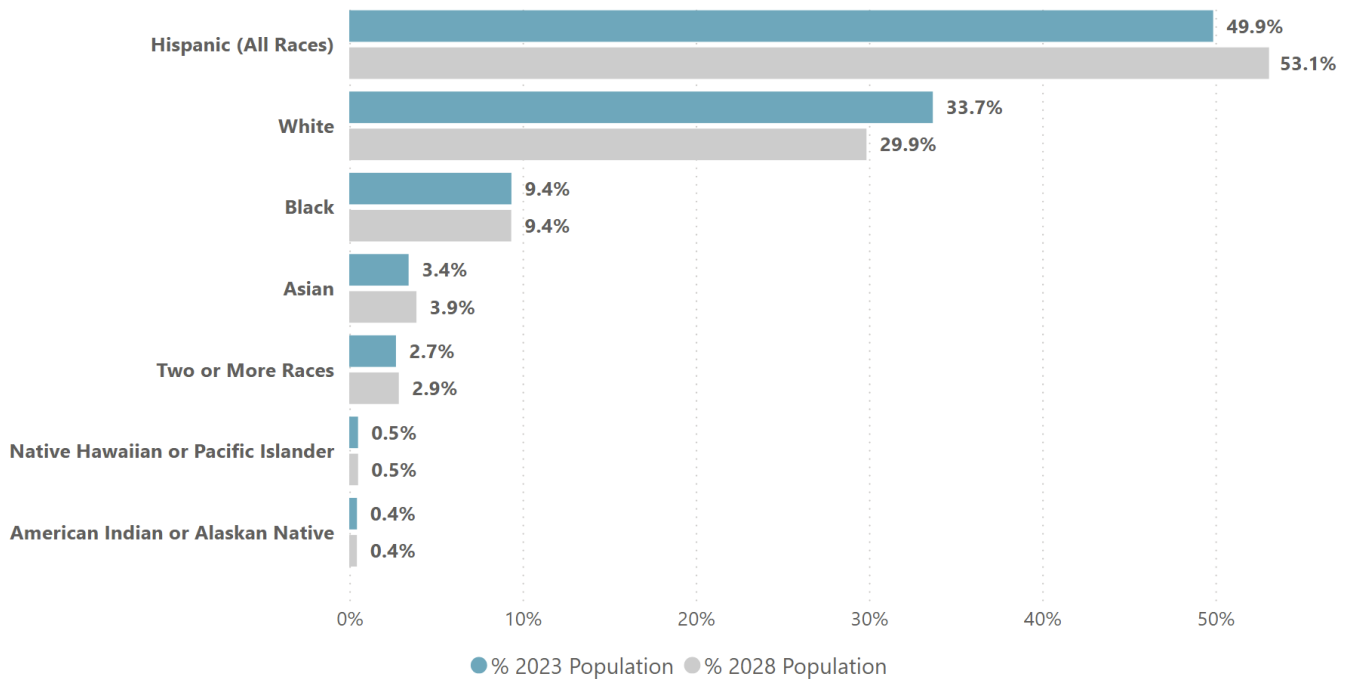
The U.S. Census Bureau collects race and ethnicity data based on standards set by the U.S. Office of Management and Budget.<sup>3</sup> Residents are asked to self-identify their race and indicate whether they are of Hispanic or Latino origin. These categories are intended to reflect social and cultural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

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

outcomes. It's essential to acknowledge that while this approach complies with established guidelines, 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 49.9% of the High Desert Subregion's population in 2023, less than the Inland Empire regional share of 53.7%. This proportion is projected to rise to 53.1% by 2028. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 33.7% in 2023 to 29.9% by 2028.

### Exhibit 8: Race and Ethnicity Distribution, High Desert Subregion (2023 - 2028)



Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

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

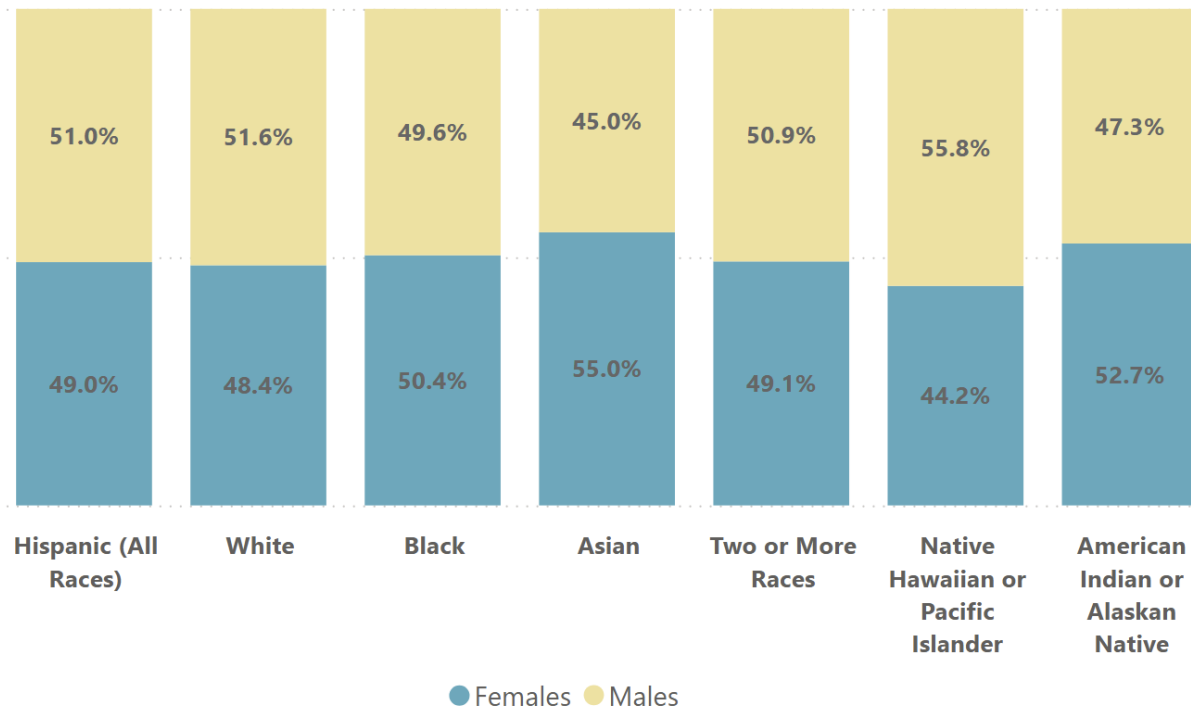
- Asian residents have the largest gender gap, with females accounting for 55.0% and males 45.0%.
- Native Hawaiian or Pacific Islander residents have the greatest male-majority, with 55.8% male and only 44.2% female.
- Black residents show a slight females majority making up 50.4% of the population.

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



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

### Exhibit 9: Gender Distribution by Race and Ethnicity Distribution, High Desert Subregion (2023 - 2028)



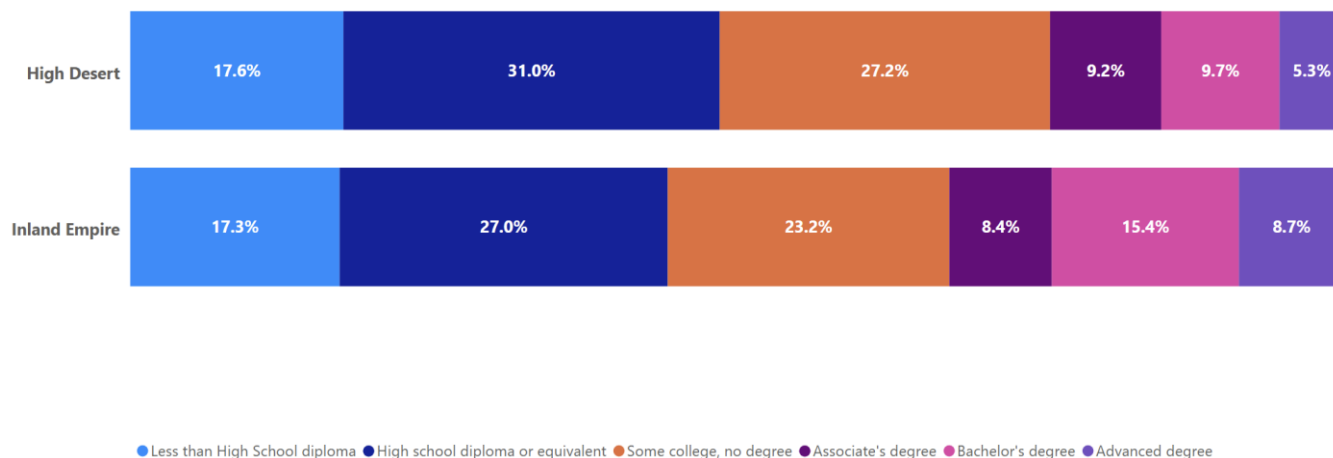
Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

### 1.5: HIGH DESERT SUBREGION POPULATION EDUCATION ATTAINMENT

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

The High Desert region has a larger share of residents with no education beyond high school (48.6%) compared to the Inland Empire (44.3%), indicating a strong need for foundational skills and entry-level pathways. The subregion also has a higher proportion of residents with some college but no degree (27.2% vs. 23.2%), highlighting an opportunity for reengagement and completion initiatives. However, degree attainment lags behind the region, with fewer residents holding a bachelor's (9.7% vs. 15.4%) or advanced degree (5.3% vs. 8.7%), which may limit access to higher-skill job opportunities.

## Exhibit 10: Education attainment, High Desert Subregion and IE/D, 2023

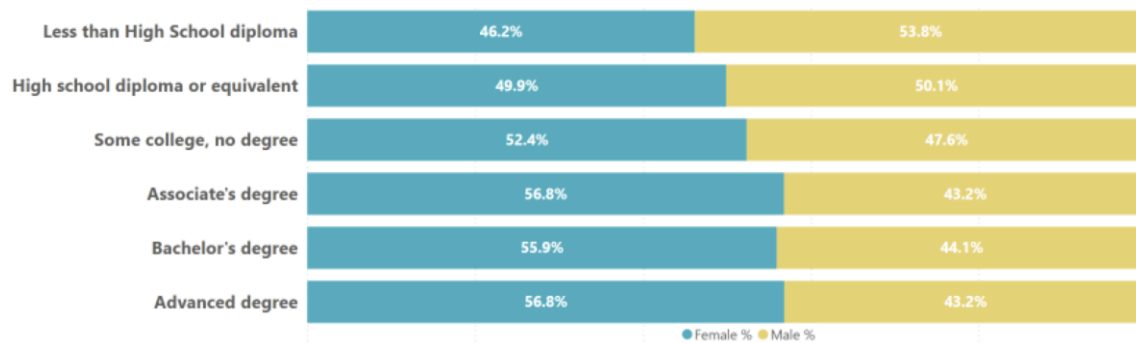


Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2023 American Community Survey 5-Year Estimates.

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

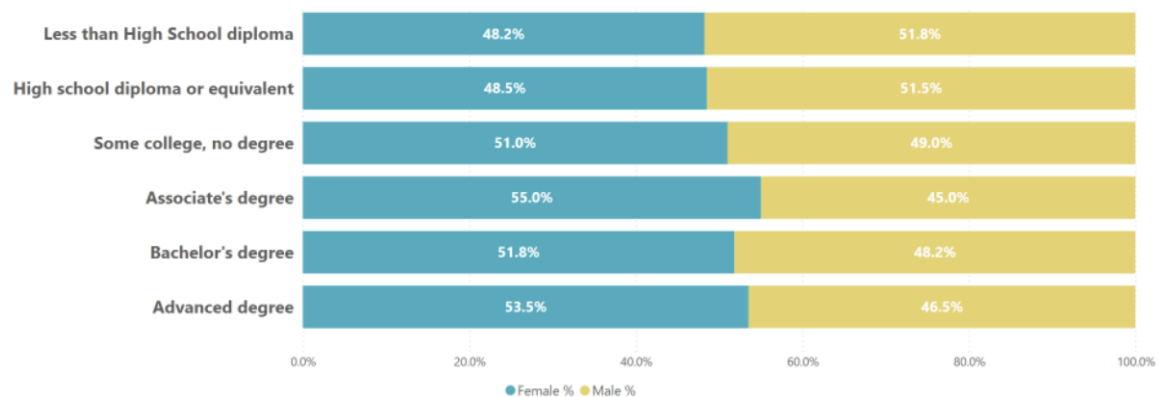
As shown in Exhibit 11, in the High Desert subregion, women are more likely to have attained postsecondary education across all degree levels. They represent 52.4% of residents with some college but no degree, and a clear majority among those with associate’s degrees (56.8%), bachelor’s degrees (55.9%), and advanced degrees (56.8%). In contrast, men are more likely to fall on the lower end of the education spectrum, making up 53.8% of those with less than a high school diploma and 50.1% of those with only a high school diploma. These trends emphasize the importance of educational strategies that both support men in reengaging with postsecondary education, and continue to strengthen degree completion pathways for women, particularly at the associate and bachelor’s levels.

## Exhibit 11: Education attainment, High Desert Subregion by Gender, 2023



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

## Exhibit 12: Education attainment, Inland Empire Region by Gender, 2023



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

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

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

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

Exhibit 13 includes all Industry sectors and subsectors for the High Desert Subregion including the share of these jobs as compared to the entire IED region.

## Exhibit 13: Industries (3-Digit; grouped by 2-Digit NAICS), High Desert Subregion (2023 - 2028)

Industry Sector (2-digit)	2023 Jobs	2023 - 2028 Change	2023 - 2028 % Change	Share of IED Jobs	Avg. Earnings Per Job
<b>Accommodation and Food Services</b>					
Food Services and Drinking Places	14,891	1,097	7.4%	9.7%	\$31,585.21
Accommodation	970	126	13.0%	5.6%	\$37,676.83
<b>Administrative and Support and Waste Management and Remediation Services</b>					
Administrative and Support Services	5,691	(134)	-2.3%	4.6%	\$49,612.49
Waste Management and Remediation Services	405	2	0.6%	7.7%	\$86,388.75
<b>Agriculture, Forestry, Fishing and Hunting</b>					

Crop Production	427	101	23.6%	6.2%	\$51,818.74
Animal Production and Aquaculture	197	(83)	-42.1%	14.7%	\$69,667.64
Support Activities for Agriculture and Forestry	224	(59)	-26.4%	3.6%	\$55,210.34
<b>Arts, Entertainment, and Recreation</b>					
Amusement, Gambling, and Recreation Industries	621	108	17.3%	3.1%	\$35,303.26
Performing Arts, Spectator Sports, and Related Industries	487	86	17.6%	6.7%	\$42,147.98
Museums, Historical Sites, and Similar Institutions	30	9	29.5%	4.2%	\$44,369.79
<b>Construction</b>					
Construction of Buildings	995	30	3.1%	3.5%	\$71,297.86
Heavy and Civil Engineering Construction	874	41	4.7%	5.5%	\$118,963.12
Specialty Trade Contractors	6,024	222	3.7%	5.9%	\$81,730.17
<b>Educational Services</b>					
Educational Services	1,233	176	14.3%	4.5%	\$58,604.48
<b>Finance and Insurance</b>					
Credit Intermediation and Related Activities	476	(6)	-1.2%	4.2%	\$94,262.52
Insurance Carriers and Related Activities	774	42	5.4%	5.6%	\$105,731.47
Monetary Authorities-Central Bank	-	-	0.0%	0.0%	\$0
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	150	-	-0.3%	5.3%	\$113,296.82
<b>Government</b>					
Local Government	39,338	2,686	6.8%	17.8%	\$110,783.38
State Government	3,930	(63)	-1.6%	14.4%	\$110,602.11
Federal Government	21,782	(361)	-1.7%	52.5%	\$89,174.09
<b>Health Care and Social Assistance</b>					
Ambulatory Health Care Services	10,576	2,002	18.9%	11.2%	\$91,432.71
Hospitals	5,181	936	18.1%	11.2%	\$102,921.32
Nursing and Residential Care Facilities	3,153	399	12.7%	11.0%	\$57,909.10
Social Assistance	4,965	669	13.5%	5.3%	\$36,716.08
<b>Information</b>					
Broadcasting and Content Providers	125	(55)	-43.7%	9.9%	\$68,453.27
Data Processing, Hosting, and Related Services	164	121	73.7%	5.0%	\$161,774.77
Motion Picture and Sound Recording Industries	430	98	22.8%	12.0%	\$36,017.87
Publishing Industries	237	(74)	-31.3%	14.2%	\$88,164.99
Telecommunications	392	71	18.1%	7.6%	\$95,659.16
Web Search Portals, Libraries, Archives, and Other Information Services	121	70	57.9%	21.0%	\$69,015.80
<b>Management of Companies and Enterprises</b>					
Management of Companies and Enterprises	370	22	5.9%	4.2%	\$113,685.60
<b>Manufacturing</b>					
Apparel Manufacturing	119	(10)	-8.6%	20.6%	\$55,309.03
Beverage and Tobacco Product Manufacturing	61	8	13.8%	1.4%	\$73,848.74
Chemical Manufacturing	355	(17)	-4.7%	6.1%	\$114,858.26
Computer and Electronic Product Manufacturing	215	5	2.4%	6.0%	\$81,946.02

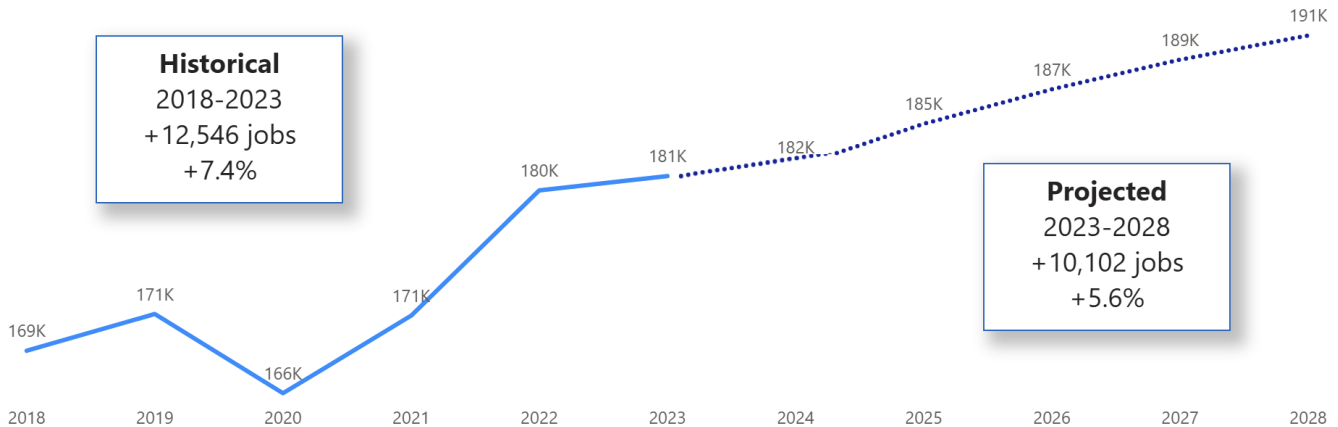
Electrical Equipment, Appliance, and Component Manufacturing	78	4	5.0%	2.9%	\$85,284.30
Fabricated Metal Product Manufacturing	870	(54)	-6.2%	5.8%	\$81,632.77
Food Manufacturing	1,471	89	6.0%	11.5%	\$75,175.29
Furniture and Related Product Manufacturing	160	(14)	-8.8%	4.0%	\$64,679.56
Machinery Manufacturing	336	(38)	-11.4%	5.2%	\$83,630.37
Miscellaneous Manufacturing	390	3	0.8%	5.4%	\$94,635.81
Nonmetallic Mineral Product Manufacturing	1,015	(8)	-0.7%	14.8%	\$111,441.53
Paper Manufacturing	22	(7)	-30.3%	0.9%	\$88,248.02
Petroleum and Coal Products Manufacturing	19	-	0.7%	9.0%	\$196,814.42
Plastics and Rubber Products Manufacturing	356	(33)	-9.4%	3.4%	\$77,595.88
Primary Metal Manufacturing	459	22	4.7%	11.6%	\$173,693.47
Printing and Related Support Activities	95	(10)	-10.4%	3.9%	\$57,699.56
Textile Product Mills	24	(1)	-4.6%	2.7%	\$48,317.44
Transportation Equipment Manufacturing	962	(165)	-17.2%	12.7%	\$97,026.45
Wood Product Manufacturing	61	-	-0.5%	1.2%	\$67,999.02
<b>Mining, Quarrying, and Oil and Gas Extraction</b>					
Mining (except Oil and Gas)	756	181	24.0%	57.8%	\$135,755.56
Oil and Gas Extraction	-	-	0.0%	0.0%	\$0
Support Activities for Mining	114	(21)	-18.0%	54.0%	\$78,259.39
<b>Other Services (except Public Administration)</b>					
Personal and Laundry Services	4,409	436	9.9%	14.0%	\$43,328.70
Private Households	474	(75)	-15.9%	4.9%	\$18,083.86
Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,787	(34)	-1.2%	15.1%	\$44,472.93
Repair and Maintenance	4,549	197	4.3%	16.0%	\$64,961.28
<b>Professional, Scientific, and Technical Services</b>					
Professional, Scientific, and Technical Services	3,211	246	7.6%	5.2%	\$84,191.60
<b>Real Estate and Rental and Leasing</b>					
Real Estate	1,612	66	4.1%	6.9%	\$76,624.51
Rental and Leasing Services	557	57	10.3%	8.3%	\$76,446.98
<b>Retail Trade</b>					
Building Material and Garden Equipment and Supplies Dealers	1,517	(53)	-3.5%	9.4%	\$52,424.29
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	1,393	26	1.8%	8.0%	\$30,767.69
Food and Beverage Stores	3,543	110	3.1%	8.6%	\$46,897.24
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,115	(63)	-5.7%	10.8%	\$62,188.71
Gasoline Stations and Fuel Dealers	1,407	130	9.2%	12.7%	\$45,953.72
General Merchandise Retailers	3,716	-	0.0%	9.2%	\$42,536.02
Health and Personal Care Retailers	1,303	15	1.2%	10.0%	\$55,216.32
Motor Vehicle and Parts Dealers	2,340	61	2.6%	8.7%	\$86,260.13
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	1,549	30	1.9%	8.7%	\$39,172.35
<b>Transportation and Warehousing</b>					
Air Transportation	94	(2)	-2.1%	8.4%	\$130,075.66

Couriers and Messengers	632	(2)	-0.4%	2.6%	\$57,376.51
Pipeline Transportation	91	4	3.9%	27.0%	\$188,865.41
Rail Transportation	1,397	54	3.9%	38.0%	\$105,591.24
Support Activities for Transportation	1,002	174	17.4%	7.3%	\$68,564.71
Transit and Ground Passenger Transportation	1,241	81	6.5%	19.6%	\$44,023.43
Truck Transportation	3,829	245	6.4%	9.6%	\$89,768.40
Warehousing and Storage	1,060	217	20.5%	0.9%	\$68,011.48
<b>Utilities</b>					
Utilities	1,315	(18)	-1.4%	23.1%	\$179,035.78
<b>Wholesale Trade</b>					
Merchant Wholesalers, Durable Goods	1,145	48	4.2%	2.7%	\$89,809.96
Merchant Wholesalers, Nondurable Goods	533	7	1.4%	2.1%	\$79,919.08
Wholesale Electronic Markets and Agents and Brokers	33	(5)	-14.2%	1.0%	\$80,532.90

## 2.1 INDUSTRY EMPLOYMENT OVERVIEW

As shown in Exhibit 14, industry employers reported 181,134 total jobs in 2023, or about 9.6% of the Inland Empire/Desert Region's total employment of 1.89 million jobs. From 2023 to 2028, the High Desert Subregion is projected to add 10,102 jobs, growing by 5.6%. Over this same time frame, the IED region is projected to add 143,503 jobs, growing by 7.6%, indicating that 7.1% of regional job growth can be attributed to gains made in the High Desert subregion.

**Exhibit 14: Historical and projected change in industry employment, High Desert Subregion (2018 - 2028)**

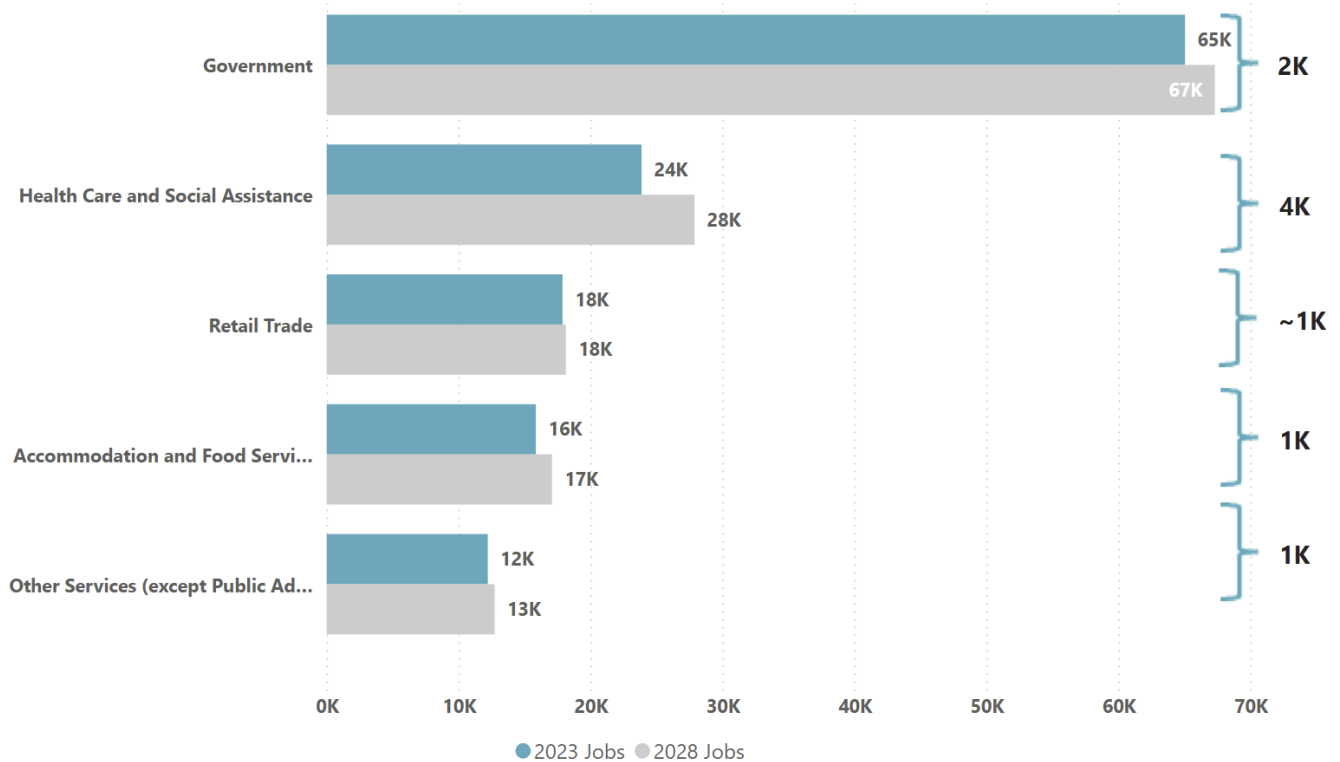


Source: Lightcast 2025.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 15 highlights the top five industry sectors by job count in 2023 and their projected employment levels in 2028. Job counts include all positions—full-time and part-time—based on where businesses report payroll activity.

In 2023, the five industry sectors employing the largest number of workers in the High Desert subregion are Government (65K), Health Care and Social Assistance (24K), Retail Trade (18K), Accommodation and Food Services (16K), and Other Services - except Public Administration (12k). By 2028, the Health Care and Social Assistance sector is projected to experience the most significant growth—adding 4K new jobs for a total of nearly 28K jobs by 2028, a 16.7% increase. Together, these top five industry sectors are expected to contribute (8,270 jobs) over 81.9% of the subregion’s overall job growth (10,102 jobs) over the next five years.

**Exhibit 15: Job numbers by Industry Sector & Projected Change, High Desert Subregion (2018 - 2028)**



Source: Lightcast 2025.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

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

## 2.2 NOTABLE INDUSTRIES IN THE HIGH DESERT SUBREGION

Exhibit 16 provides three notable industry subsectors for this subregion based on those that are growing faster than the region overall (at or above 8.0% 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.

The personal and laundry services subsector is the largest employer among the subsectors shown, with 4,409 jobs in 2023 and is projected to add 436 jobs (9.9%) by 2028. This subsector offers workers’ wages slightly higher than living wage standard with earnings per job of \$43,328.70 and is concentrated in the subregion (LQ: 1.73). The gasoline stations and fuel dealers subsector had 1,407, jobs in 2023 and is projected to grow by 9.2% through 2028, adding 130 jobs.

These three industries, though varied in size and scope, all show above-average growth and regional specialization, particularly mining, which combines high wages, rapid growth (24.0%), and deep local concentration (LQ = 3.72). Meanwhile, service and retail-related sectors like personal care and gasoline stations provide accessible employment pathways and contribute significantly to regional job growth, supporting the case for inclusive workforce development across both technical and service-oriented fields.

### Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), High Desert Subregion (2023 - 2028)

Sector (3-digit; grouped by 2-digit)	2023 Jobs	2023 – 2028 Change	2023 – 2028 Growth Rate	Share of IED Jobs	Employment Concentration (L.Q.)	Avg. Earning Per Job
<b>Other Services (except Public Administration)</b>						
Personal and Laundry Services	4,409	436	9.9%	14.0%	1.73	\$43,328.70
<b>Retail Trade</b>						
Gasoline Stations and Fuel Dealers	1,407	130	9.2%	12.7%	1.25	\$45,953.72
<b>Mining, Quarrying, and Oil and Gas Extraction</b>						
Mining (except Oil and Gas)	756	181	24.0%	57.8%	3.72	\$135,755.56
<b>Avg. Annual Growth Rate</b>			<b>43.1%</b>			

### 2.3 INDUSTRY EMPLOYMENT CONCENTRATION

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

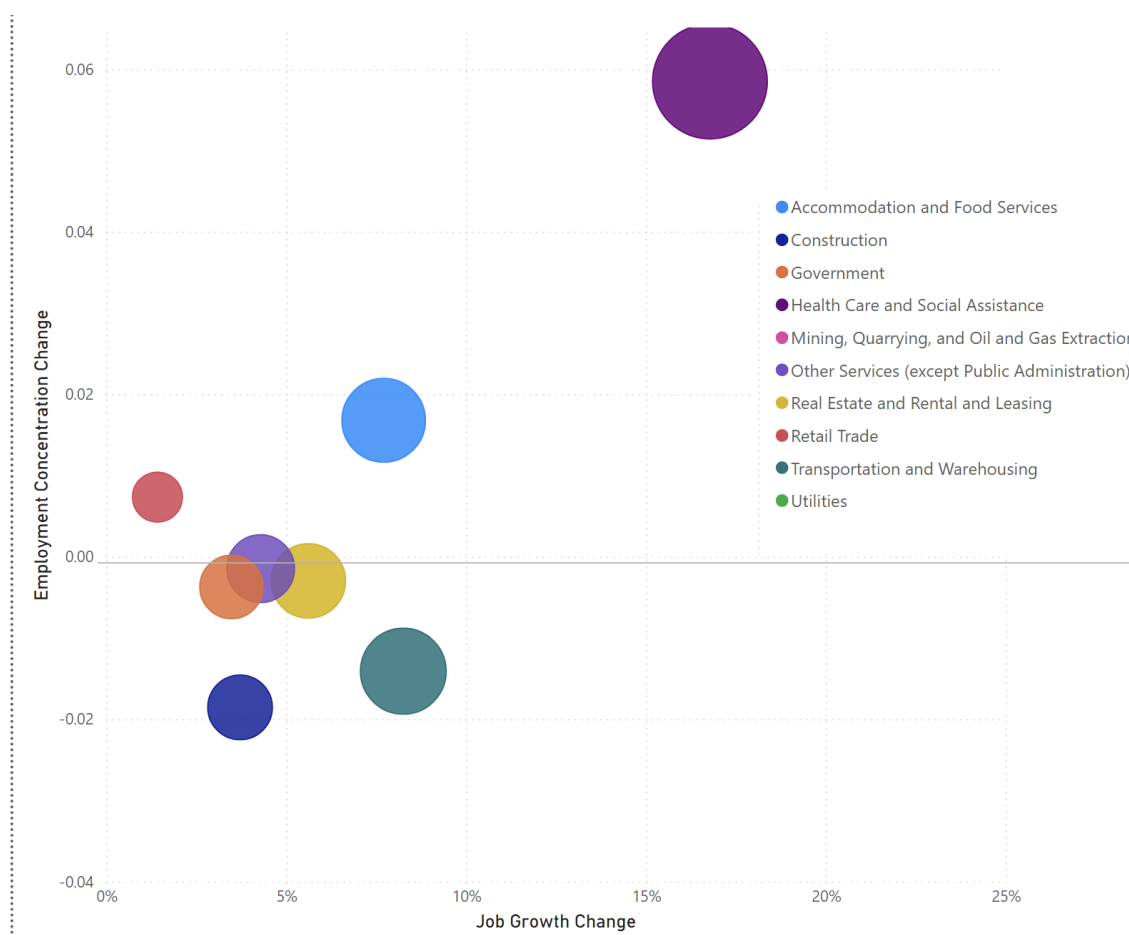
Health Care and Social Assistance stands out prominently in the top-right quadrant of the chart, with a large bubble size, indicating it leads all sectors in both job growth (16.8%) and increased employment concentration. This positioning reflects strong subregional demand, growing local specialization, and a significant opportunity for workforce development—making it a critical sector for community colleges to target with expanded training programs and career pathways.

<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.

Accommodation and Food Services, positioned in the upper-middle area, is projected to experience moderate job growth (7.7%) and a slight increase in concentration. Its relatively large employment base (15,861 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 Transportation and Warehousing sector’s notable job growth (771 jobs or 8.3% change) this sector has a slightly negative change in concentration, indicating that while the industry is growing, it’s not outpacing national growth rates. However, its large bubble suggests it remains a critical regional employer. It remains important to support this sector with targeted logistics, CDL, and automation-focused training programs.

### Exhibit 17: Highest Industry Employment Concentration (2-Digit NAICS), High Desert Subregion (2023 - 2028)



Source: Lightcast 2025.1 – 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 workforce development priority. Accommodation and Transportation also show strength in job creation and scale.

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

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

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

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

- They are **in-demand**, with at least 75 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 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 a high school diploma, apprenticeship, postsecondary certificate, or associate degree.

Applying the above criteria to occupations in the High Desert subregion, we identified 75 that qualify as “good jobs.” See Appendix B for a complete list of the 75 Good Job Occupations identified in this research.

### 3.1 GOOD JOB OCCUPATIONS

Exhibit 18 displays the 75 Good Jobs grouped by the associated Major Occupational Group using the 2-digit occupational profile from the Standard Occupational Classification System.<sup>5</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 High Desert subregion plays a major role in the region’s labor market, particularly in transportation, production, management, healthcare, and construction, where these Major SOC groups contribute over 7.9% of all IED good jobs.

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<sup>5</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)

Installation, Maintenance, and Repair Occupations are the largest in volume for the subregion with 5,346 jobs and 523 annual openings, accounting for over 12.2% of all IED jobs in this category. Transportation and Material Moving Occupations are the second largest in job volume with 5,192 jobs and 641 annual job openings. Together these occupations contribute almost 10% of all IED jobs in these occupational groups.

Middle-skill, career-technical fields show strong local concentration, specifically in Installation, Maintenance, and Repair (5,346 jobs) and Transportation and Material Moving (5,192 jobs) together represent over 34% of all subregional jobs listed and have annual openings of 523 and 641, 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 represents 11.6% of IED jobs and 12.1% of average annual openings in this field. With 3,190 jobs and 325 annual openings, this indicates a critical workforce role in supporting regional healthcare delivery.

The High Desert subregion plays a critical and often disproportionate role in supplying the Inland Empire with skilled workers across several fields. Most notably, it contributes over one-third of Life, Physical, and Social Science jobs (34.5%), and significant shares in Protective Services (18.9%), Education (16.4%), and Maintenance/Repair (12.2%). These insights reinforce the importance of aligning local training programs with subregional strengths, particularly in public safety, healthcare, skilled trades, and select technical fields.

### Exhibit 18: Annual Job Openings per Good Job by 2-digit Major Occupational Group, High Desert Subregion (2023 - 2028)

Occupational Major Groups (2-digit SOC Categories)	2023 Jobs (Subregion)	2023 Jobs (IED)	% of IED Jobs	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (IED)	% of IED Annual Job Openings
Installation, Maintenance, and Repair Occupations	5,346	43,901	12.2%	523	4,410	11.9%
Transportation and Material Moving Occupations	5,192	62,011	8.4%	641	7,784	8.2%
Office and Administrative Support Occupations	4,063	37,926	10.7%	443	4,191	10.6%
Management Occupations	3,479	41,505	8.4%	352	4,330	8.1%
Healthcare Practitioners and Technical Occupations	3,190	27,408	11.6%	325	2,682	12.1%
Protective Service Occupations	2,803	14,855	18.9%	277	1,554	17.8%
Construction and Extraction Occupations	2,739	40,831	6.7%	280	4,099	6.8%
Computer and Mathematical Occupations	1,260	10,015	12.6%	101	793	12.7%
Production Occupations	670	6,542	10.2%	71	669	10.6%
Business and Financial Operations Occupations	633	6,994	9.1%	51	546	9.3%
Food Preparation and Serving Related Occupations	280	3,320	8.4%	38	470	8.1%
Healthcare Support Occupations	243	2,193	11.1%	45	383	11.7%
Educational Instruction and Library Occupations	202	1,232	16.4%	37	222	16.7%
Life, Physical, and Social Science Occupations	202	586	34.5%	26	78	33.3%
Legal Occupations	176	1,997	8.8%	21	247	8.5%
Sales and Related Occupations	173	2,465	7.0%	16	228	7.0%
Architecture and Engineering Occupations	150	1,587	9.5%	16	167	9.6%

Source: Lightcast 2025.1 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

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

### **3.2 GOOD 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>6</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.

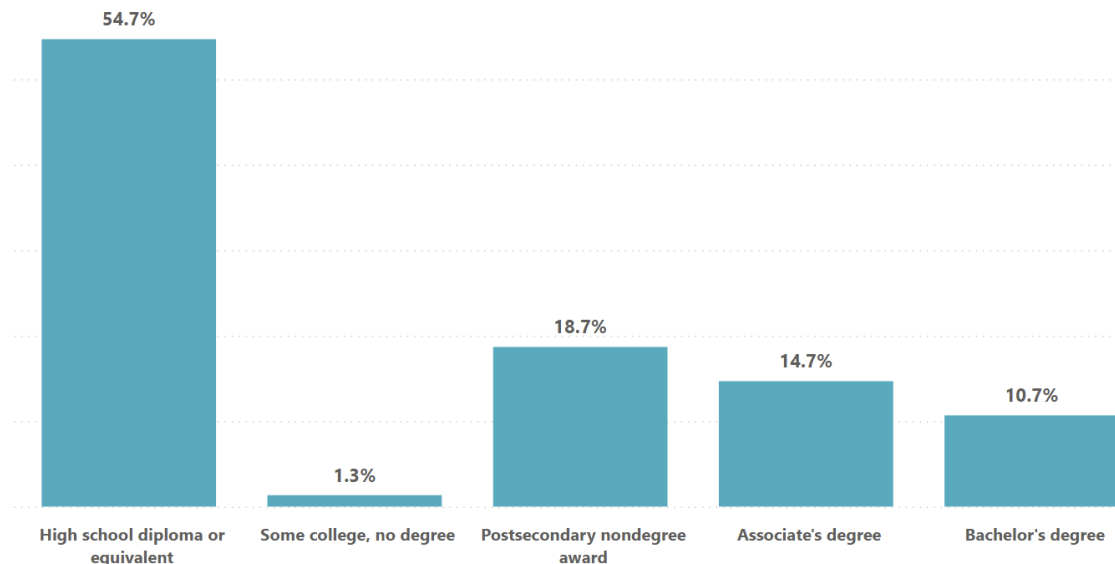
Exhibit 19 displays the proportion of Good Job’s Typical Entry Level Education classification for the High Desert subregion.

The majority of occupations in the High Desert subregion (89.3%) typically require less than a bachelor’s degree for entry. Specifically, 54.7% require only a high school diploma or equivalent or offer apprenticeship, 18.7% require a postsecondary nondegree award (such as a certificate), and 14.7% require an associate degree. This educational profile aligns closely with regional education attainment data as shown in Exhibit 10, which shows that a large share of the population has a high school diploma or some college but no degree.

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<sup>6</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>

## Exhibit 19: Typical Entry Level Education Requirement for Good Jobs, High Desert Subregion (2023)



Source: Lightcast 2025.1 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

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

This section outlines programs that prepare students for employment in good 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 displayed below are considered active despite having issued an average of zero awards over the last three academic years. Active programs without awards represent opportunities for potential program expansion or increased marketing efforts. However, please note that the most recent award data is through the 2023-2024 academic year, and programs developed after this timeframe will not be reflected in 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 to program codes.

The sector sub-sections display the following:

- Active subregional program offerings aligned with regional good jobs, organized by CCCCCO priority sector. This information provides insight into the ways in which subregional community colleges currently address employer demand through program offerings.
- The subregional colleges that offer each program that prepares students for good jobs occupations. Knowing which institutions currently supply workers for good 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 2021-2024.<sup>3</sup> Awards data illuminates the scale of subregional supply efforts, highlighting opportunities for program expansion.
- Labor market information for good 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 good job occupation. Knowing the employer demand for individual good jobs occupations may assist focused program expansion efforts.

For each occupation the report also includes Lightcast’s proprietary “automation index” to identify occupations in California most susceptible to automation effects. One effect, out of many, could be a reduction in demand for workers in a given field in the near term. This risk of automation can come from many sources including robotics, computer automation, and artificial intelligence (AI) advancements, such as generative AI tools like “ChatGPT.” Lightcast’s methodology draws on task data from the Occupational Information Network (ONET), a database managed by the U.S. Department of Labor, which offers extensive, standardized occupation descriptors across the U.S. economy.<sup>4</sup>

Using a base score of 100, the automation index quantifies automation risk across occupations, with scores above 100 indicating a higher-than-average likelihood of automation and scores below 100 indicating lower risks. An occupation with a high risk of automation means that new workers in the field could face a rapidly changing job landscape in the near future that bears little resemblance to the current state of work. Community college faculty and staff are encouraged to consider the risk of automation, and its workforce impacts, during program expansion or when deciding where to focus institutional resources.

### Advanced Manufacturing Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0934.00	Electronics and Electric Technology	1	"Victor Valley"	10
0934.10	Computer Electronics	1	"Victor Valley"	8
0945.00	Industrial Systems Technology and Maintenance	1	"Barstow"	35
0950.00	Aeronautical and Aviation Technology	1	"Victor Valley"	60
0950.50	Aircraft Fabrication	1	"Victor Valley"	0

Source: COCI, MIS DATA MART

The five advanced manufacturing programs highlighted above train students for six good job occupations as shown in Exhibit 21. In 2023, these occupations accounted for 1,587 jobs in the subregion and are projected to grow by 1%, adding 23 jobs through 2028. On average, these occupations are expected to produce 142 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

**Exhibit 21: Good Jobs Trained by Existing Advanced Manufacturing Programs, High Desert Subregion, 2023-2028**

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
49-3011	Aircraft Mechanics and Service Technicians	697	54	245	\$30.71	101
49-9041	Industrial Machinery Mechanics	366	36	344	\$25.45	110
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	171	15	110	\$29.74	97
11-3013	Facilities Managers	153	14	148	\$38.67	81
17-3023	Electrical and Electronic Engineering Technologists and Technicians	108	11	77	\$29.15	99
47-2231	Solar Photovoltaic Installers	93	12	114	\$21.14	120
<b>Total</b>		<b>1,587</b>	<b>142</b>	<b>1,038</b>		

Source: Lightcast 2025.1

### Advanced Transportation and Logistics Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0510.00	Logistics and Materials Transportation	2	"Victor Valley", "Barstow"	25
0947.00	Diesel Technology	1	"Barstow"	11
0947.50	Truck and Bus Driving	1	"Victor Valley"	41
0948.00	Automotive Technology	3	"Victor Valley", "Barstow", "Copper Mountain"	69
0948.40	Alternative Fuels and Advanced Transportation Technology	1	"Copper Mountain"	1
0950.10	Aviation Airframe Mechanics	1	"Victor Valley"	27
0950.20	Aviation Powerplant Mechanics	1	"Victor Valley"	42

Source: COCI, MIS DATA MART

The seven advanced transportation and logistics programs highlighted above train students for nine good job occupations as shown in Exhibit 23. In 2023, these occupations accounted for 8,867 jobs in the subregion and are projected to grow by 5%, adding 476 jobs through 2028. On average, these occupations are expected to produce 988 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 23: Good Jobs Trained by Existing Advanced Transportation and Logistics Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,902	482	6,093	\$22.58	110
49-3023	Automotive Service Technicians and Mechanics	1,359	141	985	\$22.61	106
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	799	77	633	\$29.97	94
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	730	71	557	\$26.23	115
49-3011	Aircraft Mechanics and Service Technicians	697	54	245	\$30.71	101
53-3052	Bus Drivers, Transit and Intercity	436	69	454	\$23.45	98
11-3071	Transportation, Storage, and Distribution Managers	364	33	489	\$36.79	88
43-5061	Production, Planning, and Expediting Clerks	345	38	577	\$21.70	94
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	235	24	250	\$29.31	110
<b>Total</b>		<b>8,867</b>	<b>988</b>	<b>10,282</b>		

Source: Lightcast 2025.1

### Agriculture, Water, and Environmental Technologies Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0115.00	Natural Resources	1	"Victor Valley"	2

Source: COCI, MIS DATA MART

The one agriculture, water, and environmental technologies program highlighted above train students for one good job occupation as shown in Exhibit 25. In 2023, this occupation accounted for 202 jobs in the subregion and is projected to grow by 2%, adding three jobs through 2028. On average, this occupation is expected to produce 26 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 25: Good Jobs Trained by Existing Agriculture, Water, and Environmental Technologies Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
19-4071	Forest and Conservation Technicians	202	26	78	\$27.97	76
<b>Total</b>		<b>202</b>	<b>26</b>	<b>78</b>		

Source: Lightcast 2025.1

## Business and Entrepreneurship Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0501.00	Business and Commerce, General	3	"Victor Valley", "Barstow", "Copper Mountain"	125
0502.00	Accounting	2	"Barstow", "Copper Mountain"	16
0505.00	Business Administration	2	"Barstow", "Copper Mountain"	154
0506.00	Business Management	1	"Barstow"	17
0506.40	Small Business and Entrepreneurship	2	"Victor Valley", "Barstow"	4
0511.00	Real Estate	1	"Victor Valley"	18
0511.10	Escrow	1	"Victor Valley"	16
1402.00	Paralegal	1	"Victor Valley"	13

Source: COCI, MIS DATA MART

The eight business and entrepreneurship programs highlighted above train students for nine good job occupations as shown in Exhibit 27. In 2023, these occupations accounted for 3,677 jobs in the subregion and are projected to grow by 6%, adding 207 jobs through 2028. On average, these occupations are expected to produce 356 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 27: Good Jobs Trained by Existing Business and Entrepreneurship Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
11-1021	General and Operations Managers	1,857	184	2,246	\$37.38	82
11-3071	Transportation, Storage, and Distribution Managers	364	33	489	\$36.79	88
11-9141	Property, Real Estate, and Community Association Managers	294	26	365	\$22.54	84
11-3012	Administrative Services Managers	246	23	213	\$37.90	81
13-1051	Cost Estimators	214	20	285	\$26.83	97
43-3051	Payroll and Timekeeping Clerks	200	20	201	\$22.36	101
23-2011	Paralegals and Legal Assistants	176	21	247	\$24.48	89
41-9021	Real Estate Brokers	173	16	228	\$22.37	99
11-3013	Facilities Managers	153	14	148	\$38.67	81
<b>Total</b>		<b>3,677</b>	<b>356</b>	<b>4,423</b>		

Source: Lightcast 2025.1

## Energy, Construction, and Utilities Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0952.00	Construction Crafts Technology	2	"Victor Valley", "Copper Mountain"	8
0953.00	Drafting Technology	2	"Victor Valley", "Copper Mountain"	7
0953.10	Architectural Drafting	1	"Victor Valley"	13
0957.00	Civil and Construction Management Technology	1	"Victor Valley"	1
0957.20	Construction Inspection	1	"Victor Valley"	1

Source: COCI, MIS DATA MART

The five energy, construction, and utilities programs highlighted above train students for four good job occupations as shown in Exhibit 29. In 2023, these occupations accounted for 425 jobs in the subregion and are projected to grow by 6%, adding 25 jobs through 2028. On average, these occupations are expected to produce 47 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 29: Good Jobs Trained by Existing Energy, Construction, and Utilities Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
47-4011	Construction and Building Inspectors	180	24	195	\$29.64	93
11-3013	Facilities Managers	153	14	148	\$38.67	81
47-2171	Reinforcing Iron and Rebar Workers	50	5	79	\$23.56	137
17-3011	Architectural and Civil Drafters	42	5	90	\$24.30	89
<b>Total</b>		<b>425</b>	<b>47</b>	<b>511</b>		

Source: Lightcast 2025.1

### Health Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0514.20	Medical Office Technology	1	"Victor Valley"	3
1210.00	Respiratory Care/Therapy	1	"Victor Valley"	23
1222.00	Physical Therapist Assistant	1	"Victor Valley"	0
1230.20	Licensed Vocational Nursing	1	"Copper Mountain"	24

Source: COCI, MIS DATA MART

The four health programs highlighted above train students for six good job occupations as shown in Exhibit 31. In 2023, these occupations accounted for 3,136 jobs in the subregion and are projected to grow by 9%, adding 276 jobs through 2028. On average, these occupations are expected to produce 327 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 31: Good Jobs Trained by Health Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,317	134	1,563	\$26.23	92
29-2061	Licensed Practical and Licensed Vocational Nurses	1,103	111	843	\$30.44	85
29-2099	Health Technologists and Technicians, All Other	264	30	243	\$21.55	92
29-1126	Respiratory Therapists	189	17	140	\$37.29	93
29-2072	Medical Records Specialists	173	16	140	\$21.10	92
31-2021	Physical Therapist Assistants	89	19	169	\$31.52	88
<b>Total</b>		<b>3,136</b>	<b>327</b>	<b>3,097</b>		

Source: Lightcast 2025.1

### 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 good jobs. All three community colleges in the High Desert Subregion currently offer programs in the information and communication technologies/digital media sector that train students for good jobs.

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0514.00	Office Technology/Office Computer Applications	1	"Victor Valley"	31
0702.00	Computer Information Systems	3	"Victor Valley", "Barstow", "Copper Mountain"	74
0702.10	Software Applications	2	"Victor Valley", "Copper Mountain"	1
0707.10	Computer Programming	2	"Victor Valley", "Copper Mountain"	11
0708.10	Computer Networking	1	"Copper Mountain"	2

Source: COCI, MIS DATA MART

The five information and communication technologies/digital media programs highlighted above train students for seven good job occupations as shown in Exhibit 33. In 2023, these occupations accounted for 2,874 jobs in the subregion and are projected to grow by 3%, adding 77 jobs through 2028. On average, these occupations are expected to produce 274 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

**Exhibit 33: Good Jobs Trained by Information and Communication Technologies/Digital Media Programs, High Desert Subregion, 2023-2028**

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,317	134	1,563	\$26.23	92
15-1299	Computer Occupations, All Other	670	54	312	\$26.39	86
43-6011	Executive Secretaries and Executive Administrative Assistants	345	35	331	\$29.39	92
15-1244	Network and Computer Systems Administrators	176	12	107	\$36.84	87
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	170	20	175	\$22.66	96
17-3023	Electrical and Electronic Engineering Technologists and Technicians	108	11	77	\$29.15	99
15-1231	Computer Network Support Specialists	88	8	78	\$27.40	87
<b>Total</b>		<b>2,874</b>	<b>274</b>	<b>2,644</b>		

Source: Lightcast 2025.1

**Public Safety Sector**

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
2105.00	Administration of Justice	3	"Victor Valley", "Barstow", "Copper Mountain"	180
2105.10	Corrections	1	"Barstow"	2
2133.00	Fire Technology	2	"Victor Valley", "Copper Mountain"	282
2133.10	Wildland Fire Technology	1	"Copper Mountain"	0
2133.50	Fire Academy	1	"Victor Valley"	1

Source: COCI, MIS DATA MART

The five public safety programs highlighted above train students for five good job occupations as shown in Exhibit 35. In 2023, these occupations accounted for 3,473 jobs in the subregion and are projected to grow by 7%, adding 257 jobs through 2028. On average, these occupations are expected to produce 331 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 35: Good Jobs Trained by Public Safety Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
33-3051	Police and Sheriff's Patrol Officers	1,352	135	754	\$42.83	95
33-3012	Correctional Officers and Jailers	737	71	385	\$36.21	91
15-1299	Computer Occupations, All Other	670	54	312	\$26.39	86
33-2011	Firefighters	511	53	326	\$28.80	101
33-1012	First-Line Supervisors of Police and Detectives	203	18	89	\$64.46	85
<b>Total</b>		<b>3,473</b>	<b>331</b>	<b>1,866</b>		

Source: Lightcast 2025.1

### Retail, Hospitality, and Tourism Sector

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

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

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
1306.30	Culinary Arts	1	"Copper Mountain"	0
1307.10	Restaurant and Food Services and Management	1	"Victor Valley"	12

Source: COCI, MIS DATA MART

The two retail, hospitality, and tourism programs highlighted above train students for two good job occupations as shown in Exhibit 37. In 2023, these occupations accounted for 846 jobs in the subregion and are projected to grow by 7%, adding 59 jobs through 2028. On average, these occupations are expected to produce 110 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

### Exhibit 37: Good Jobs Trained by Retail, Hospitality, and Tourism Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
11-9051	Food Service Managers	565	72	869	\$23.09	104
35-1011	Chefs and Head Cooks	280	38	470	\$22.16	93
<b>Total</b>		<b>846</b>	<b>110</b>	<b>1,339</b>		

Source: Lightcast 2025.1

### 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 suggests that there are opportunities for program expansion. Community college staff and faculty are encouraged to consider their current program offerings to determine if their programs are supplying enough students to meet subregional employment demand.

Program expansion across the eight sectors displayed in this section would enhance the strength of the subregional economy by supplying employers with qualified candidates capable of filling 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 988 job openings projected annually for good jobs in the subregion, accounting for 10% of regional employer demand in this sector.

Demand for good jobs workers in the Business and Entrepreneurship; Health; and Public Safety sectors is considerable, with each projecting more than 300 job openings annually over the next five years, respectively. The subregional concentration of good jobs in the Public Safety sector is high, accounting for nearly 18% of regional demand. While the subregional concentration of good workers in the Business and Entrepreneurship sector (8%) and Health sector (10%) is not high, the number of job openings projected in these sectors warrants consideration. While smaller in scale, the single good job occupation in the Agriculture, Water, and Environmental Technologies sector (forest and conservation technicians) has a very high concentration of regional jobs at nearly 34%, indicating that subregional community colleges may have a competitive advantage offering programs in this sector.

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

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

TOP Code	TOP Title	CCCO Sector	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0950.50	Aircraft Fabrication	Advanced Manufacturing	1	"Victor Valley"	0
1222.00	Physical Therapist Assistant	Health	1	"Victor Valley"	0
1306.30	Culinary Arts	Retail, Hospitality and Tourism	1	"Copper Mountain"	0
2133.10	Wildland Fire Technology	Public Safety	1	"Copper Mountain"	0

Source: COCI, MIS DATA MART

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

This section examines the alignment of subregional training programs with good jobs occupations. By comparing programs not currently active in the subregion to the good job occupations that could be trained by those programs, this section aims to identify the best opportunities for program development. The goal is to identify the programs that train students for good 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 April 2025 and identified programs not currently offered in the subregion that are

linked to good jobs. Occupations already served by existing subregional programs were excluded from this analysis to ensure the findings highlight unmet workforce need and lack alignment to local subregional program offerings.

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

Each sub-section displays the following:

- Inactive program offerings aligned with regional good 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 good jobs.
- Labor market information for associated good 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 good job occupation. Knowing the employer demand for individual good jobs occupations may assist focused program development efforts.

As previously discussed in section 4, each occupation in the tables below also includes Lightcast's proprietary "automation index" to identify occupations in California most susceptible to automation effects. One effect, out of many, could be a reduction in demand for workers in a given field in the near term. This risk of automation can come from many sources including robotics, computer automation, and artificial intelligence (AI) advancements, such as generative AI tools like "ChatGPT." Lightcast's methodology draws on task data from the Occupational Information Network (ONET), a database managed by the U.S. Department of Labor, which offers extensive, standardized occupation descriptors across the U.S. economy.<sup>5</sup>

Using a base score of 100, the automation index quantifies automation risk across occupations, with scores above 100 indicating a higher-than-average likelihood of automation and scores below 100 indicating lower risks. An occupation with a high risk of automation means that new workers in the field could face a rapidly changing job landscape in the near future that bears little resemblance to the current state of work. Community college faculty and staff are encouraged to consider the risk of automation, and its workforce impacts, during program development or when deciding where to focus institutional resources.

The intention of this section is to highlight the inactive programs that have the greatest potential to prepare students for employment in good 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 Transportation and Logistics Sector**

Exhibit 39 highlights an advanced transportation and logistics program development opportunity. High Desert Subregion community colleges do not currently offer one advanced transportation and logistics program that may prepare students for employment in good jobs.

### Exhibit 39: Advanced Transportation and Logistics Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0947.40	Railroad and Light Rail Operations

Source: COCI

The advanced transportation and logistics program highlighted above may train students with the knowledge, skills, and abilities necessary for the two good job occupations shown in Exhibit 40. In 2023, these occupations accounted for 854 jobs in the subregion and are projected to grow by 5%, adding 47 jobs through 2028. On average, these occupations are expected to produce 90 annual job openings in this subregion.

### Exhibit 40: Good Jobs Not Trained by Existing Advanced Transportation and Logistics Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	550	63	1,159	\$22.95	94
53-4031	Railroad Conductors and Yardmasters	304	27	78	\$40.55	98
<b>Total</b>		<b>854</b>	<b>90</b>	<b>1,237</b>		

Source: Lightcast 2025.1

### Agriculture, Water, and Environmental Technologies Sector

Exhibit 41 highlights agriculture, water, and environmental technologies program development opportunities. High Desert Subregion community colleges do not currently offer three agriculture, water, and environmental technologies programs that may prepare students for employment in good jobs.

### Exhibit 41: Agriculture, Water, and Environmental Technologies Program Development Opportunities, High Desert Subregion

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

Source: COCI

The agriculture, water, and environmental technologies programs highlighted above may train students with the knowledge, skills, and abilities necessary for the two good job occupations shown in Exhibit 42. In 2023, these occupations accounted for 387 jobs in the subregion and are projected to grow by 9%, adding 33 jobs through 2028. On average, these occupations are expected to produce 35 annual job openings in this subregion.

### Exhibit 42: Good Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
15-1232	Computer User Support Specialists	326	27	296	\$24.06	83
29-2056	Veterinary Technologists and Technicians	61	8	100	\$21.54	91
<b>Total</b>		<b>387</b>	<b>35</b>	<b>396</b>		

Source: Lightcast 2025.1

### Business and Entrepreneurship Sector

Exhibit 43 highlights business and entrepreneurship program development opportunities. High Desert Subregion community colleges do not currently offer four business and entrepreneurship programs that may prepare students for employment in good jobs.

### Exhibit 43: Business and Entrepreneurship Program Development Opportunities, High Desert Subregion

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

Source: COCI

The business and entrepreneurship programs highlighted above may train students with the knowledge, skills, and abilities necessary for the four good job occupations shown in Exhibit 44. In 2023, these occupations accounted for 1,130 jobs in the subregion and are projected to grow by 3%, adding 37 jobs through 2028. On average, these occupations are expected to produce 111 annual job openings in this subregion.

### Exhibit 44: Good Jobs Not Trained by Existing Business and Entrepreneurship Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
13-1031	Claims Adjusters, Examiners, and Investigators	286	20	131	\$31.55	89
43-4031	Court, Municipal, and License Clerks	290	36	228	\$24.33	95
51-1011	First-Line Supervisors of Production and Operating Workers	421	43	510	\$24.39	89
13-2072	Loan Officers	133	11	130	\$22.89	92
<b>Total</b>		<b>1,130</b>	<b>111</b>	<b>999</b>		

Source: Lightcast 2025.1

### Education and Human Development Sector

Exhibit 45 highlights an education and human development program development opportunity. High Desert Subregion community colleges do not currently offer one education and human development program that may prepare students for employment in good jobs.

### Exhibit 45: Education and Human Development Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
1602.00	Library Technician (Aide)

Source: COCI

The education and human development program highlighted above may train students with the knowledge, skills, and abilities necessary for the one good job occupation shown in Exhibit 46. In 2023, this occupation accounted for 202 jobs in the subregion and is projected to grow by 5%, adding nine jobs through 2028. On average, this occupation is expected to produce 37 annual job openings in this subregion.

### Exhibit 46: Good Jobs Not Trained by Existing Education and Human Development Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
25-4031	Library Technicians	202	37	222	\$22.31	95

Source: Lightcast 2025.1

### Energy, Construction, and Utilities Sector

Exhibit 47 highlights energy, construction, and utilities program development opportunities. High Desert Subregion community colleges do not currently offer eight energy, construction, and utilities programs that may prepare students for employment in good jobs.

### Exhibit 47: Energy, Construction, and Utilities Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
0934.40	Electrical Systems and Power Transmission
0946.00	Environmental Control Technology (HVAC)
0952.10	Carpentry
0952.20	Electrical
0952.30	Plumbing, Pipefitting and Steamfitting
0952.40	Glazing
0956.40	Sheet Metal and Structural Metal
0958.00	Water and Wastewater Technology

Source: COCI

The energy, construction, and utilities programs highlighted above may train students with the knowledge, skills, and abilities necessary for the 10 good job occupations shown in Exhibit 48. In 2023, these occupations accounted for 3,387 jobs in the subregion and are projected to grow by 4%, adding 140 jobs through 2028. On average, these occupations are expected to produce 338 annual job openings in this subregion.

## Exhibit 48: Good Jobs Not Trained by Existing Energy, Construction, and Utilities Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
47-2031	Carpenters	1,009	90	1,834	\$23.85	126
49-9051	Electrical Power-Line Installers and Repairers	186	16	136	\$38.36	114
47-2111	Electricians	839	88	984	\$23.42	110
47-2121	Glaziers	58	8	120	\$22.26	127
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	487	50	686	\$23.32	113
47-2152	Plumbers, Pipefitters, and Steamfitters	354	36	512	\$22.39	116
49-2098	Security and Fire Alarm Systems Installers	50	6	116	\$22.93	113
47-2211	Sheet Metal Workers	81	9	128	\$21.64	118
47-2221	Structural Iron and Steel Workers	75	8	133	\$24.14	132
51-8031	Water and Wastewater Treatment Plant and System Operators	249	28	159	\$29.95	104
<b>Total</b>		<b>3,387</b>	<b>338</b>	<b>4,810</b>		

Source: Lightcast 2025.1

### Health Sector

Exhibit 49 highlights health program development opportunities. High Desert Subregion community colleges do not currently offer 11 health programs that may prepare students for employment in good jobs.

## Exhibit 49: Health Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
1205.00	Medical Laboratory Technology
1205.10	Phlebotomy
1214.00	Orthopedic Assistant
1217.00	Surgical Technician
1221.00	Pharmacy Technology
1223.00	Health Information Technology
1225.00	Radiologic Technology
1226.00	Radiation Therapy Technician
1239.00	Psychiatric Technician
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 eight good job occupations shown in Exhibit 50. In 2023, these occupations accounted for 1,881 jobs in the subregion and are projected to grow by 12%, adding 218 jobs through 2028. On average, these occupations are expected to produce 196 annual job openings in this subregion.

### Exhibit 50: Good Jobs Not Trained by Existing Health Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
29-2018	Clinical Laboratory Technologists and Technicians	183	20	161	\$23.86	98
15-1232	Computer User Support Specialists	326	27	296	\$24.06	83
29-1292	Dental Hygienists	223	21	171	\$49.95	97
29-2052	Pharmacy Technicians	475	49	479	\$22.02	110
31-9097	Phlebotomists	154	26	214	\$21.52	104
29-2053	Psychiatric Technicians	176	20	144	\$20.89	79
29-2034	Radiologic Technologists and Technicians	218	20	160	\$38.70	94
29-2055	Surgical Technologists	125	13	101	\$25.46	89
<b>Total</b>		<b>1,881</b>	<b>196</b>	<b>1,726</b>		

Source: Lightcast 2025.1

### Information and Communication Technologies/Digital Media Sector

Exhibit 51 highlights opportunities to develop information and communication technologies/digital media programs. High Desert Subregion community colleges do not currently offer three information and communication technologies/digital media programs that may prepare students for employment in good jobs.

### Exhibit 51: Information and Communication Technologies/Digital Media Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
0708.00	Computer Infrastructure and Support
0708.20	Computer Support
0934.30	Telecommunications Technology

Source: COCI

The information and communication technologies/digital media program highlighted above may train students with the knowledge, skills, and abilities necessary for the three good job occupations shown in Exhibit 52. In 2023, these occupations accounted for 545 jobs in the subregion and are projected to grow by 8%, adding 46 jobs through 2028. On average, this occupation is expected to produce 55 annual job openings in this subregion.

### Exhibit 52: Good Job Not Trained by Existing Information and Communication Technologies/Digital Media Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
15-1232	Computer User Support Specialists	326	27	296	\$24.06	83
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	129	16	125	\$23.09	105
49-9052	Telecommunications Line Installers and Repairers	89	11	139	\$24.91	117
<b>Total</b>		<b>545</b>	<b>55</b>	<b>560</b>		

Source: Lightcast 2025.1

## Public Safety Sector

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

### Exhibit 53: Public Safety Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
2199.00	Other Public and Protective Services

Source: COCI

The public safety program highlighted above may train students with the knowledge, skills, and abilities necessary for the one good job occupation shown in Exhibit 54. In 2023, this occupation accounted for 160 jobs in the subregion and is projected to grow by 12%, adding 19 jobs through 2028. On average, this occupation is expected to produce 21 annual job openings in this subregion.

### Exhibit 54: Good Job Not Trained by Existing Public Safety Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
43-5031	Public Safety Telecommunicators	160	21	133	\$29.17	91

Source: Lightcast 2025.1

## Retail, Hospitality, and Tourism Sector

Exhibit 55 highlights a retail, hospitality, and tourism program development opportunity. High Desert Subregion community colleges do not currently offer one retail, hospitality, and tourism program that may prepare students for employment in good jobs.

### Exhibit 55: Retail, Hospitality, and Tourism Program Development Opportunities, High Desert Subregion

TOP Code	TOP Title
3020.40	Flight Attendant

Source: COCI

The retail, hospitality, and tourism programs highlighted above may train students with the knowledge, skills, and abilities necessary for the one good job occupation shown in Exhibit 56. In 2023, this occupation accounted for 550 jobs in the subregion and is projected to grow by 6%, adding 32 jobs through 2028. On average, these occupations are expected to produce 63 annual job openings in this subregion.

### Exhibit 56: Good Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	550	63	1,159	\$22.95	94

Source: Lightcast 2025.1

## Unassigned Sector

Exhibit 57 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. High Desert Subregion community colleges do not currently offer one program that is not assigned to a CCCCCO sector and may prepare students for employment in good jobs.

### Exhibit 57: Non-Sector Specific Program Development Opportunity, High Desert Subregion

TOP Code	TOP Title
2101.00	Community Services, General

Source: COCI

The program highlighted above may train students with the knowledge, skills, and abilities necessary for the one good job occupation shown in Exhibit 58. In 2023, this occupation accounted for 704 jobs in the subregion and is projected to grow by 3%, adding 23 jobs through 2028. On average, this occupation is expected to produce 70 annual job openings in this subregion.

### Exhibit 58: Good Jobs Not Trained by Existing Programs, High Desert Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
43-4061	Eligibility Interviewers, Government Programs	704	70	333	\$24.80	99

Source: Lightcast 2025.1

## 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 lack of current program offerings in the subregion demonstrates 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 9 of the 10 CCCCCO sectors present program development opportunities for the subregional community colleges, some sectors warrant closer attention due to the scale of the projected workforce demand, specifically, the projected annual openings. The Energy, Construction, and Utilities sector stands out, with 338 projected subregional job openings annually for good jobs, representing the most significant opportunity for program development aimed at addressing supply gaps. Following this sector, the Business and Entrepreneurship sector and Health sector exhibit the greatest gaps between current program offerings and labor market demand, making them strong candidates for future program development.

The demand for Library Technicians (Education and Human Development) and Public Safety Communicators (Public Safety) occupations is strong and concentrated in the High Desert Subregion, with local demand accounting for more than 15% of all regional demand, greater than the share of

subregional jobs in the region. As a result, community colleges in this subregion may have a competitive advantage in supplying workers in these types of occupations.

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

## APPENDIX A: RESEARCH METHODOLOGIES

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

Industry data is presented to describe the activities of businesses in the subregion, illuminating the types of businesses that employ the subregional workforce. This information may be used to identify which businesses make the greatest impact on the subregional economy, potentially guiding future workforce planning investments. Occupation data is presented in this report to identify the occupational characteristics most impactful to workforce planners and community colleges. This report exclusively displays occupational information for those occupations that meet the good 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 good jobs occupations trained by existing programs could be highlighted. Programs with little supply from community colleges aligned with good jobs with considerable demand are presented as opportunities for program expansion. Good 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 good job workforce characteristics. The baseline year of 2023 was used to offer the maximum comparability with the student data available, and the projected data was through 2028.

**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 good 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>

**Good 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 75 projected annual job openings in Inland Empire/Desert between 2023 and 2028.

## APPENDIX B: GOOD JOB OCCUPATIONS

### Good Jobs Occupational Overview, High Desert Subregion, 2023

Occupations (Grouped by Sector)	2023 Jobs (Subregion)	2023 Jobs (IED)	Avg. Annual Openings (Subregion)	Avg. Annual Openings (IED)	Entry-Level Hourly Wage (Subregion)	Entry-Level Hourly Wage (Region)	Typical Entry Level Education
<b>Architecture and Engineering Occupations</b>	<b>150</b>	<b>1,587</b>					
Architectural and Civil Drafters (17-3011)	42	828	5	90	\$ 24.25	\$ 24.30	Associate's degree
Electrical and Electronic Engineering Technologists and Technicians (17-3023)	108	759	11	77	\$ 29.73	\$ 29.15	Associate's degree
<b>Business and Financial Operations Occupations</b>	<b>633</b>	<b>6,994</b>					
Claims Adjusters, Examiners, and Investigators (13-1031)	286	1,854	20	131	\$ 30.58	\$ 31.55	High school diploma or equivalent
Cost Estimators (13-1051)	214	3,064	20	285	\$ 27.34	\$ 26.83	Bachelor's degree
Loan Officers (13-2072)	133	2,076	11	130	\$ 22.86	\$ 22.89	Bachelor's degree
<b>Computer and Mathematical Occupations</b>	<b>1,260</b>	<b>10,015</b>					
Computer Network Support Specialists (15-1231)	88	899	8	78	\$ 27.13	\$ 27.40	Associate's degree
Computer Occupations, All Other (15-1299)	670	3,953	54	312	\$ 26.21	\$ 26.39	Bachelor's degree
Computer User Support Specialists (15-1232)	326	3,678	27	296	\$ 23.84	\$ 24.06	Some college, no degree
Network and Computer Systems Administrators (15-1244)	176	1,485	12	107	\$ 37.23	\$ 36.84	Bachelor's degree
<b>Construction and Extraction Occupations</b>	<b>2,739</b>	<b>40,831</b>					
Carpenters (47-2031)	1,009	19,890	90	1,834	\$ 20.82	\$ 23.85	High school diploma or equivalent
Construction and Building Inspectors (47-4011)	180	1,473	24	195	\$ 29.98	\$ 29.64	High school diploma or equivalent
Electricians (47-2111)	839	9,536	88	984	\$ 24.85	\$ 23.42	High school diploma or equivalent
Glaziers (47-2121)	58	930	8	120	\$ 23.94	\$ 22.26	High school diploma or equivalent
Plumbers, Pipefitters, and Steamfitters (47-2152)	354	4,925	36	512	\$ 22.01	\$ 22.39	High school diploma or equivalent
Reinforcing Iron and Rebar Workers (47-2171)	50	823	5	79	\$ 24.24	\$ 23.56	High school diploma or equivalent
Sheet Metal Workers (47-2211)	81	1,122	9	128	\$ 21.37	\$ 21.64	High school diploma or equivalent

Solar Photovoltaic Installers (47-2231)	93	939	12	114	\$ 24.44	\$ 21.14	High school diploma or equivalent
Structural Iron and Steel Workers (47-2221)	75	1,193	8	133	\$ 25.72	\$ 24.14	High school diploma or equivalent
<b>Educational Instruction and Library Occupations</b>	<b>202</b>	<b>1,232</b>					
Library Technicians (25-4031)	202	1,232	37	222	\$ 22.94	\$ 22.31	Postsecondary nondegree award
<b>Food Preparation and Serving Related Occupations</b>	<b>280</b>	<b>3,320</b>					
Chefs and Head Cooks (35-1011)	280	3,320	38	470	\$ 20.75	\$ 22.16	High school diploma or equivalent
<b>Healthcare Practitioners and Technical Occupations</b>	<b>3,190</b>	<b>27,408</b>					
Clinical Laboratory Technologists and Technicians (29-2018)	183	1,464	20	161	\$ 24.06	\$ 23.86	Bachelor's degree
Dental Hygienists (29-1292)	223	1,961	21	171	\$ 48.91	\$ 49.95	Associate's degree
Health Technologists and Technicians, All Other (29-2099)	264	2,370	30	243	\$ 21.59	\$ 21.55	Postsecondary nondegree award
Licensed Practical and Licensed Vocational Nurses (29-2061)	1,103	8,627	111	843	\$ 30.32	\$ 30.44	Postsecondary nondegree award
Medical Records Specialists (29-2072)	173	1,585	16	140	\$ 20.93	\$ 21.10	Postsecondary nondegree award
Pharmacy Technicians (29-2052)	475	4,569	49	479	\$ 21.86	\$ 22.02	High school diploma or equivalent
Psychiatric Technicians (29-2053)	176	1,251	20	144	\$ 20.99	\$ 20.89	Postsecondary nondegree award
Radiologic Technologists and Technicians (29-2034)	218	1,883	20	160	\$ 38.38	\$ 38.70	Associate's degree
Respiratory Therapists (29-1126)	189	1,811	17	140	\$ 36.84	\$ 37.29	Associate's degree
Surgical Technologists (29-2055)	125	1,123	13	101	\$ 25.34	\$ 25.46	Postsecondary nondegree award
Veterinary Technologists and Technicians (29-2056)	61	764	8	100	\$ 21.12	\$ 21.54	Associate's degree
<b>Healthcare Support Occupations</b>	<b>243</b>	<b>2,193</b>					
Phlebotomists (31-9097)	154	1,343	26	214	\$ 21.81	\$ 21.52	Postsecondary nondegree award
Physical Therapist Assistants (31-2021)	89	850	19	169	\$ 31.68	\$ 31.52	Associate's degree
<b>Installation, Maintenance, and Repair Occupations</b>	<b>5,346</b>	<b>43,901</b>					
Aircraft Mechanics and Service Technicians (49-3011)	697	2,575	54	245	\$ 32.15	\$ 30.71	Postsecondary nondegree award
Automotive Service Technicians and Mechanics (49-3023)	1,359	9,889	141	985	\$ 19.34	\$ 22.61	Postsecondary nondegree award
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	730	5,589	71	557	\$ 26.21	\$ 26.23	High school diploma or equivalent
Coin, Vending, and Amusement Machine Servicers and Repairers (49-9091)	48	660	6	84	\$ 20.37	\$ 21.16	High school diploma or equivalent

Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)	171	1,150	15	110	\$ 30.45	\$ 29.74	Postsecondary nondegree award
Electrical Power-Line Installers and Repairers (49-9051)	186	1,555	16	136	\$ 41.55	\$ 38.36	High school diploma or equivalent
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)	799	6,342	77	633	\$ 30.55	\$ 29.97	High school diploma or equivalent
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	487	6,676	50	686	\$ 23.37	\$ 23.32	Postsecondary nondegree award
Industrial Machinery Mechanics (49-9041)	366	3,490	36	344	\$ 25.35	\$ 25.45	High school diploma or equivalent
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	235	2,477	24	250	\$ 29.23	\$ 29.31	High school diploma or equivalent
Security and Fire Alarm Systems Installers (49-2098)	50	980	6	116	\$ 23.16	\$ 22.93	High school diploma or equivalent
Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)	129	1,150	16	125	\$ 22.91	\$ 23.09	Postsecondary nondegree award
Telecommunications Line Installers and Repairers (49-9052)	89	1,368	11	139	\$ 25.26	\$ 24.91	High school diploma or equivalent
<b>Legal Occupations</b>	<b>176</b>	<b>1,997</b>					
Paralegals and Legal Assistants (23-2011)	176	1,997	21	247	\$ 24.34	\$ 24.48	Associate's degree
<b>Life, Physical, and Social Science Occupations</b>	<b>202</b>	<b>586</b>					
Forest and Conservation Technicians (19-4071)	202	586	26	78	\$ 27.49	\$ 27.97	Associate's degree
<b>Management Occupations</b>	<b>3,479</b>	<b>41,505</b>					
Administrative Services Managers (11-3012)	246	2,326	23	213	\$ 37.92	\$ 37.90	Bachelor's degree
Facilities Managers (11-3013)	153	1,605	14	148	\$ 38.47	\$ 38.67	Bachelor's degree
Food Service Managers (11-9051)	565	6,671	72	869	\$ 22.06	\$ 23.09	High school diploma or equivalent
General and Operations Managers (11-1021)	1,857	22,143	184	2,246	\$ 36.99	\$ 37.38	Bachelor's degree
Property, Real Estate, and Community Association Managers (11-9141)	294	4,053	26	365	\$ 20.24	\$ 22.54	High school diploma or equivalent
Transportation, Storage, and Distribution Managers (11-3071)	364	4,707	33	489	\$ 36.88	\$ 36.79	High school diploma or equivalent
<b>Office and Administrative Support Occupations</b>	<b>4,063</b>	<b>37,926</b>					
Court, Municipal, and License Clerks (43-4031)	290	1,764	36	228	\$ 25.47	\$ 24.33	High school diploma or equivalent
Eligibility Interviewers, Government Programs (43-4061)	704	3,346	70	333	\$ 25.98	\$ 24.80	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants (43-6011)	345	3,284	35	331	\$ 29.26	\$ 29.39	High school diploma or equivalent
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	1,317	15,270	134	1,563	\$ 26.10	\$ 26.23	High school diploma or equivalent

Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	170	1,475	20	175	\$ 22.85	\$ 22.66	Associate's degree
Information and Record Clerks, All Other (43-4199)	409	2,069	52	272	\$ 20.93	\$ 21.20	High school diploma or equivalent
Payroll and Timekeeping Clerks (43-3051)	200	2,049	20	201	\$ 22.39	\$ 22.36	High school diploma or equivalent
Production, Planning, and Expediting Clerks (43-5061)	345	4,911	38	577	\$ 21.70	\$ 21.70	High school diploma or equivalent
Public Safety Telecommunicators (43-5031)	160	1,005	21	133	\$ 30.68	\$ 29.17	High school diploma or equivalent
Weighers, Measurers, Checkers, and Samplers, Recordkeeping (43-5111)	123	2,753	17	378	\$ 22.70	\$ 22.95	High school diploma or equivalent
<b>Production Occupations</b>	<b>670</b>	<b>6,542</b>					
First-Line Supervisors of Production and Operating Workers (51-1011)	421	5,086	43	510	\$ 24.35	\$ 24.39	High school diploma or equivalent
Water and Wastewater Treatment Plant and System Operators (51-8031)	249	1,456	28	159	\$ 31.75	\$ 29.95	High school diploma or equivalent
<b>Protective Service Occupations</b>	<b>2,803</b>	<b>14,855</b>					
Correctional Officers and Jailers (33-3012)	737	4,148	71	385	\$ 37.86	\$ 36.21	High school diploma or equivalent
Firefighters (33-2011)	511	2,928	53	326	\$ 30.37	\$ 28.80	Postsecondary nondegree award
First-Line Supervisors of Police and Detectives (33-1012)	203	817	18	89	\$ 68.78	\$ 64.46	High school diploma or equivalent
Police and Sheriff's Patrol Officers (33-3051)	1,352	6,962	135	754	\$ 45.26	\$ 42.83	High school diploma or equivalent
<b>Sales and Related Occupations</b>	<b>173</b>	<b>2,465</b>					
Real Estate Brokers (41-9021)	173	2,465	16	228	\$ 22.04	\$ 22.37	High school diploma or equivalent
<b>Transportation and Material Moving Occupations</b>	<b>5,192</b>	<b>62,011</b>					
Bus Drivers, Transit and Intercity (53-3052)	436	2,701	69	454	\$ 24.09	\$ 23.45	High school diploma or equivalent
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	550	9,191	63	1,159	\$ 22.75	\$ 22.95	High school diploma or equivalent
Heavy and Tractor-Trailer Truck Drivers (53-3032)	3,902	49,242	482	6,093	\$ 21.05	\$ 22.58	Postsecondary nondegree award
Railroad Conductors and Yardmasters (53-4031)	304	877	27	78	\$ 40.62	\$ 40.55	High school diploma or equivalent