



FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

WORKFORCE DEMAND ASSESSMENT

Low Desert Region

INLAND EMPIRE / DESERT

2025



California
Community
Colleges



IEDRC
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REGIONAL CONSORTIUM

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EXECUTIVE SUMMARY

The two-county Inland Empire/Desert Region is a vast region at over 27,000 square miles, making it geographically larger than 10 U.S. states. With 4.69 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 Low Desert Subregion is the smallest of the four subregions by population. While this population is projected to remain the smallest subregion over the next five years, job growth is projected to outpace regional job growth. 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 Low 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 Low 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 CCCCO 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 Low 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 LOW DESERT SUBREGION?

- With 10.2% of the Inland Empire/Desert Region's population within its borders, the Low Desert Subregion is the second smallest subregion in terms of population (479,350 residents).
- The subregion is projected to shed over 7,800 residents over the next five years, projecting a 1.6% decline.
- The subregion had over 188,700 jobs in 2023, accounting for 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 over 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 over 53% 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 near equal share of residents with a college education when compared with the broader region, 44.2% and 44.3%, respectively. The subregion has larger share of residents with a bachelor's degree or higher compared to the region.

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

- The subregion is projected to increase industry employment by 8.4% over the next five years, adding over 15,800 jobs, accounting for 11.0% of regional job growth.
- The five industry sectors employing the largest number of workers in the Low Desert Subregion are Accommodation and Food Services, Health Care and Social Assistance, Retail Trade, Government, and Construction

- While Accommodation and Food Services continues to lead in total job volume, adding over 2,700 new jobs, it is the Health Care and Social Assistance sector that stands out as the fastest growing, with a projected increase of more than 5,200 jobs by 2028.
- Arts, Entertainment, and Recreation and Transportation and Warehousing are also expected to see meaningful gains, reflecting the subregion's evolving mix of service-oriented and logistics-driven industries.

SECTION 3: WHAT JOBS ARE IMPORTANT TO THE LOW DESERT SUBREGIONS ECONOMY AND DO WE HAVE THE LABOR FORCE TO MEET THE DEMAND?

- Management occupations represent the largest number of jobs for the subregion, with 4,636 jobs and 500 annual openings, accounting for over 11% of all IED activity in this category.
- Construction and Extraction occupations represent a major occupational group in the region, with nearly 4,100 jobs and over 400 openings, ranking higher in both employment and local workforce concentration.
- Occupations in management, skilled trades, healthcare, and support services present strong opportunities for alignment with local education and workforce training programs that prepare students for good jobs in the region.
- The majority of good jobs occupations in the Low 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 DID COMMUNITY COLLEGES IN LOW DESERT SUBREGIONS ECONOMY TRAIN WORKERS FOR?

- Subregional community colleges offer training for Good Jobs in eight of the ten community college sectors.
- Program expansion opportunities exist in the Business and Entrepreneurship sector, with good jobs occupations projected to have nearly 700 annual job openings over the next five years in the subregion.
- Demand for good jobs workers in the Retail, Hospitality, and Tourism sector is strong and concentrated in the Low Desert Subregion, with 471 annual job openings projected over the next five years, accounting for 13% of regional demand.
- 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 LOW DESERT SUBREGION?

- Program development opportunities exist across all of the 10 community college sectors, suggesting subregional colleges have many opportunities to address subregional workforce needs with new programs.

- The Advanced Transportation and Logistics sector stands out, with 531 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 Energy, Construction, and Utilities, and Health sectors exhibit the greatest gaps between current program offerings and labor market demand, making them strong candidates for future program development.

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

1.1: GEOGRAPHIC OVERVIEW OF THE LOW DESERT SUBREGION

San Bernardino County’s Low 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 Low Desert subregion is the second largest of the four subregions by area but contains about 10.2% of the regional population and 10.0% of its jobs. The subregion is home to two community colleges and 10 high school districts. See Appendix B for a list of ZIP codes and Cities associated with this subregion.¹

To assist regional community colleges with strategic planning and career education (CE) program development, the Inland Empire/Desert Region Center of Excellence (COE) conducted a series of subregional workforce demand assessments to pinpoint 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-Low Desert Subregion. See Appendix A for Methodology and Data Sources used in this report.

Community colleges in the Low Desert Subregion



¹ ZIP-level data in Lightcast is based on county-level data using U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) dataset. It is important to note that ZIP codes are not geographical areas and are typically points on a map that may be used to approximate geographical boundaries. (kb.lightcast.io/en/articles/6957501-zip-level-employment-data)

1.2: ECONOMIC OVERVIEW OF THE LOW DESERT SUBREGION

As shown in Exhibit 1, the number of jobs in the Low Desert Subregion grew by 7.1% since 2018, reaching 188,731 jobs in 2023. During the same five-year period, Inland Empire/Desert (IED) regional employment grew by 7.6%, significantly outpacing national growth of 4.4%, by adding 143,506 jobs. The Low Desert Subregion is projected to grow at slower rate than the region as a whole, but faster than the nation, adding 12,443 and growing by 7.1%, 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 (\$61.9) remains \$23.1K below the national average, which may present challenges for attracting and retaining skilled talent.

Exhibit 1: Overview of the Low Desert Subregion



479,349

Population (2023)

As of 2023 the subregion's population increased by 2.4% since 2018, growing by 11,427. Population is expected to decrease by -1.5% between 2023 and 2028, reducing by 7,824 residents.



\$61.9k

Avg. Earnings Per Job (2023)

Subregional average earnings per job are \$23.1k below the national average earnings of \$85,003 per job.



188,731

Jobs (2023)

In 2023, total employment reached 188,731 jobs, reflecting a five-year growth of 12,443 jobs since 2018. Looking ahead, employment is projected to increase by an additional 15,826 jobs over the next five years.



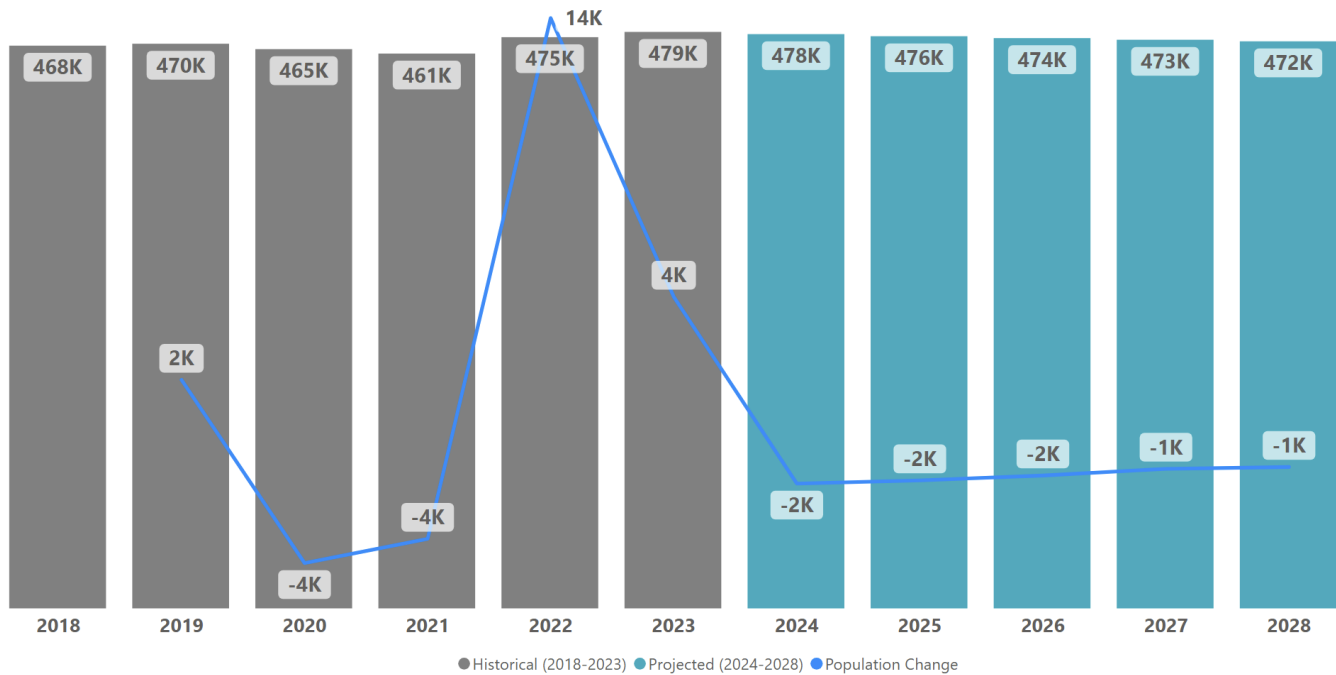
Top 3 Industries

The top three industries by job counts in 2023 are Retail Trade, Health Care and Social Assistances, and, Accommodation & Food Services, adding 8,515 jobs by 2028.

1.3: LOW DESERT SUBREGION POPULATION AND LABOR FORCE

In 2023, the Low Desert Subregion was home to 479,349 residents, or 10.2% of the Inland Empire region's 4,69 million residents (Exhibit 2). The subregion added 11,427 residents, growing by 2.4% since 2018. The subregion is projected to reduce by 7,824 residents, or a reduction of -1.6% through 2028.

Exhibit 2: Population, in thousands, Low 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.

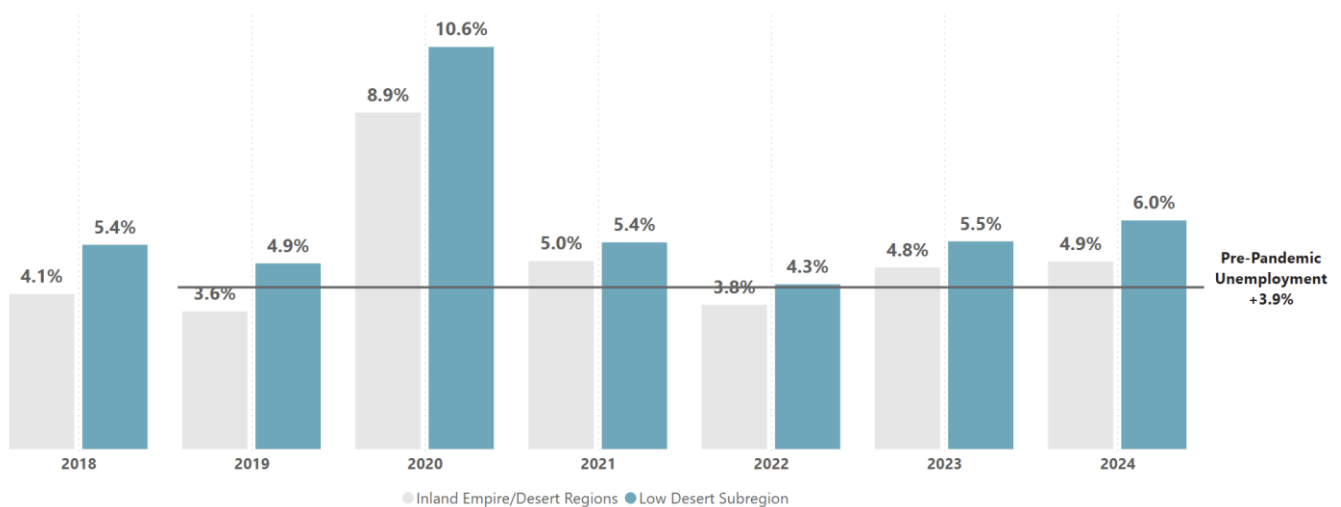
Labor force data reflects the employment status of people 16-years or older based on where they reside. The labor force is the total of employed residents or those that are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor 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 Low 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 3.9% by 2023. By 2024, unemployment in the Low Desert subregion rose slightly to 6.0%, remaining higher than the regional rate of 4.9%.

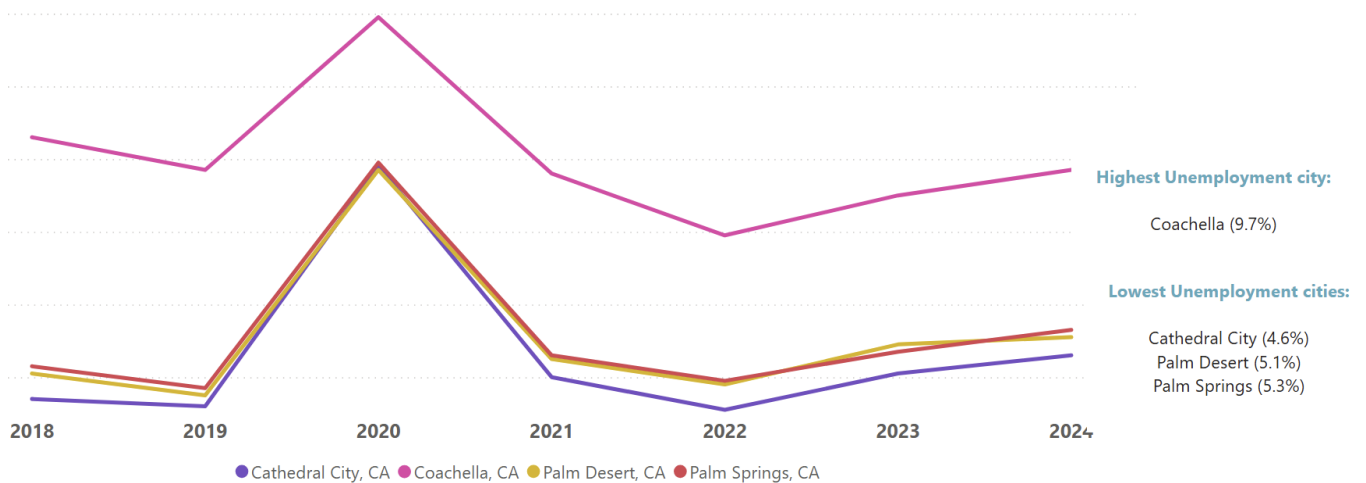
Exhibit 3: Unemployment rate, Low Desert Subregion & IED (2018-2023)



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

Exhibit 4 displays the city-level unemployment rates for four of the sixteen cities in the subregion that have a population greater than 25K. Unemployment trends across Low Desert cities showed no recovery since the pandemic. In 2024, Coachella had the highest unemployment rate at 9.7%, followed by Indio and Desert Hot Springs both at 5.8% indicating ongoing economic challenges. In a slight contrast, Cathedral City (4.6%) maintained the lowest unemployment rate with Palm Desert (5.1%) and Palm Springs (5.3%) trailing slightly higher. 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, Low Desert Subregion Cities (2018-2024)



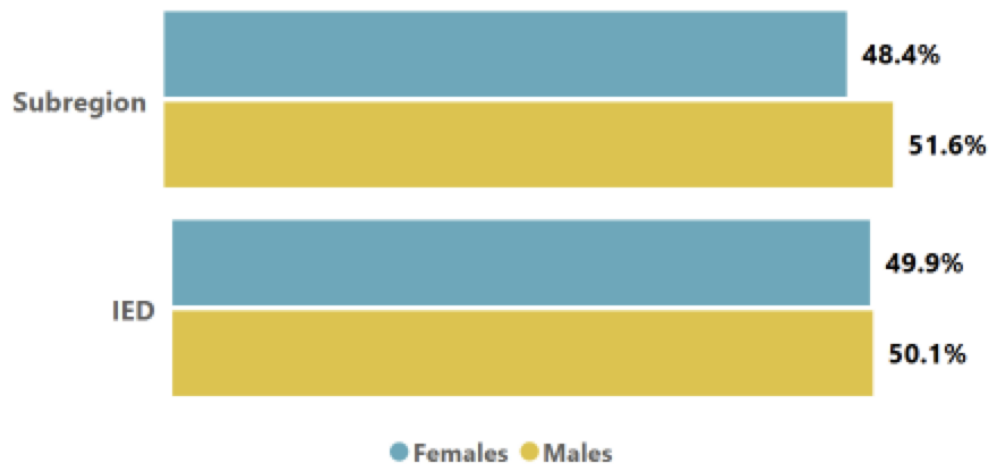
Source: Bureau of Labor Statistics, U.S. Department of Labor, Local Area Unemployment Statistics

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: LOW DESERT SUBREGION POPULATION DEMOGRAPHICS


As shown in Exhibit 5, both Low Desert Subregion and IED populations show a light higher male population share (51.6%) distribution between male and female residents. There is a slightly higher proportion of males in the Low Desert Subregion (51.6%) compared to the men in IED region (50.1%).

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



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

These are small differences, and while the Low Desert does have a slightly higher male share, the distribution still reflects near gender parity. Given the near-equal gender balance between Low Desert and IED, the implications workforce and educational planning may include:

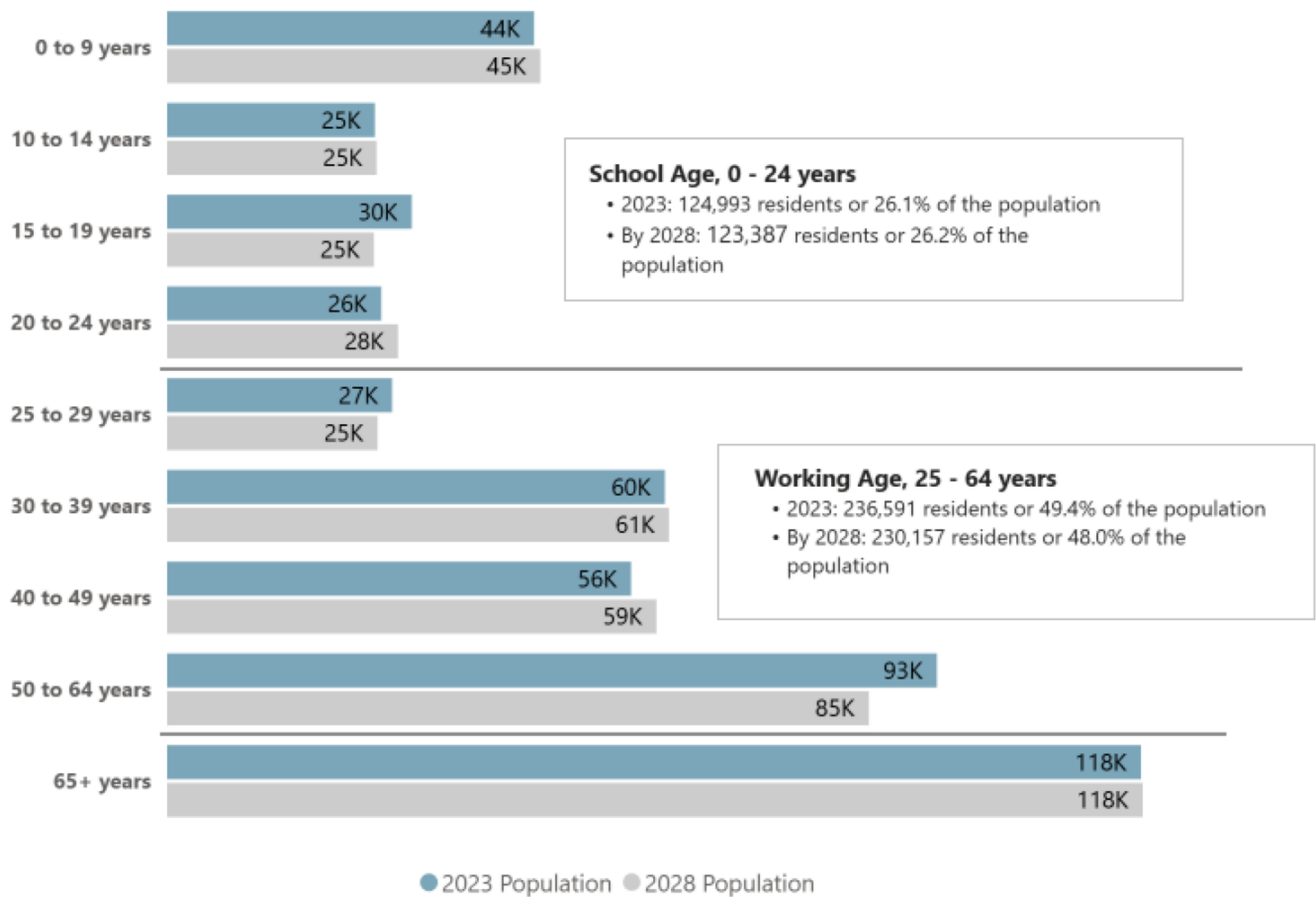


- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment 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 +479k individuals in the Low Desert Subregion.

Exhibit 6 illustrates the current (2023) and projected (2028) age distribution of residents in the Low Desert subregion. The data shows a slight increase in the 20 to 24-year-old group, traditionally considered the college-going population, which is projected to grow from 26K to 28K residents. Within the working-age population (25 to 64 years), which currently makes up 49.4% of the population and is projected to decline slightly to 48.0% by 2028, most age groups are expected to remain stable or decline modestly. However, two cohorts stand out: residents aged 30 to 39 years are projected to increase from 60K to 61K, and those aged 40 to 49 years from 56K to 59K, indicating slight growth in mid-career populations. In contrast, the 50 to 64-year-old group is expected to decline more noticeably, from 93K to 85K, signaling a gradual shift toward retirement in that segment. These patterns suggest a moderate demographic shift that may influence workforce participation, service needs, and educational priorities across the subregion.

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



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

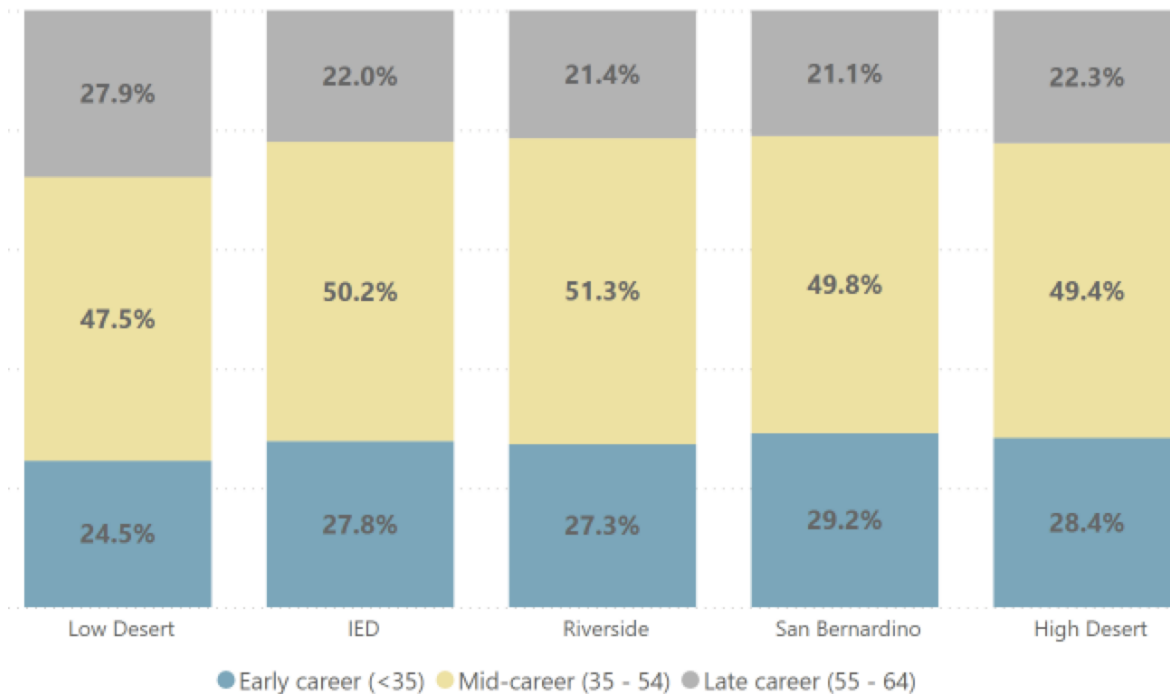
A valuable approach to further disaggregating the population is by analyzing residents' career stages based on age. The Bureau of Labor Statistics defines individuals between ages 25 and 54 as being in

their “prime working age.”² As shown in Exhibit 7, approximately 236K 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 49.4% of the subregion’s approximately ~479K population, with projections indicating a decrease to 48.0% by 2028. Similarly, the school-age population accounted for 26.1% in 2023 and is expected to increase slightly to 26.2%.

1. Early career (< 35) represents 24.5% of the working-age cohort in 2023 and is projected to decrease to 23.2% by 2028.
2. Mid-career (35 – 54) represents 47.5% of the working-age cohort in 2023 and is projected to increase to 51.7% by 2028.
3. Late career (55 - 64) represents 27.9% of the working-age cohort in 2023 and is projected to decrease to 25.1% 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 suggest that the Low Desert workforce skews older, with a higher concentration of individuals nearing retirement. This reinforces the importance of succession planning, skills transfer, and

² U.S. Bureau of Labor Statistics. (2023, June 7). Labor force participation rate for people ages 25 to 54 in May 2023 highest since January 2007. The Economics Daily. <https://www.bls.gov/opub/ted/2023/labor-force-participation-rate-for-people-ages-25-to-54-in-may-2023-highest-since-january-2007.htm>

strategies to replenish the local talent pipeline. Across the region, maintaining a stable share of prime working-age adults (35–54 years) highlights the need to strengthen education-to-career pathways and align training programs with projected industry demand to support long-term workforce sustainability.

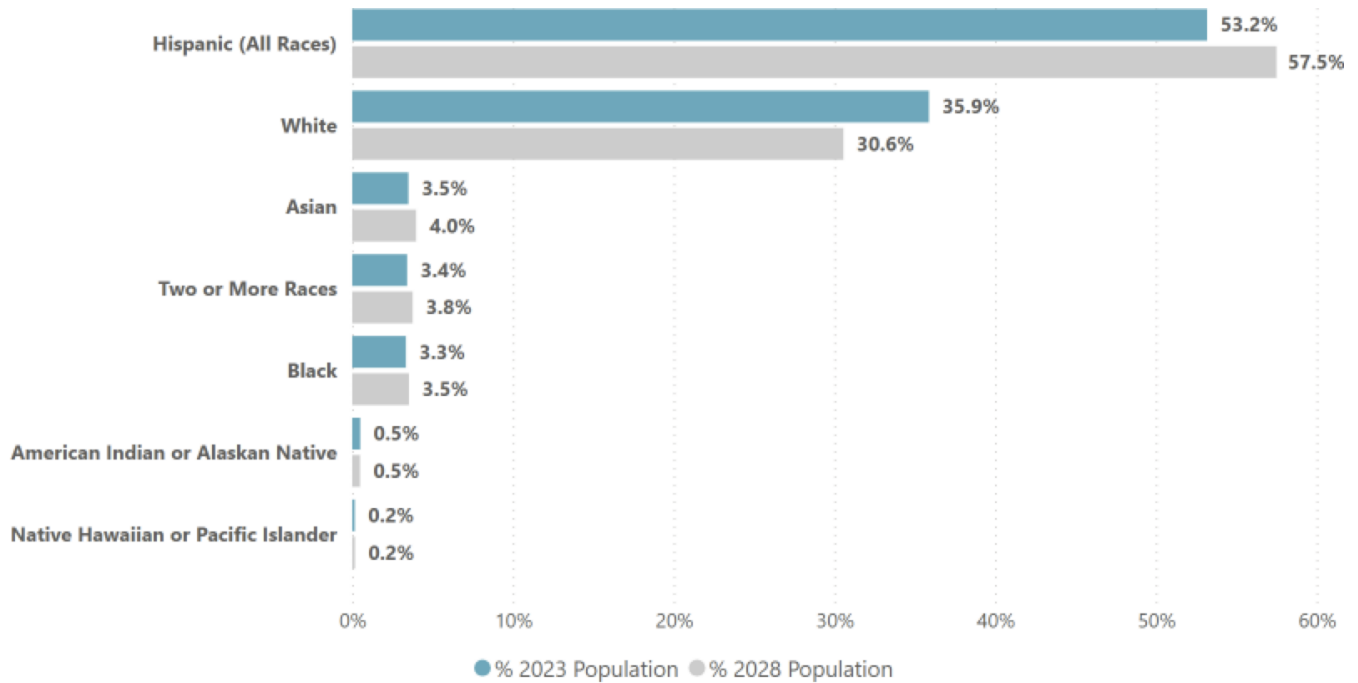
While age distribution provides insight into the career stages and potential workforce participation of the population, understanding the racial and ethnic composition of the region adds important context for evaluating equity, access, and programmatic needs. Examining demographic patterns by race and 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 Low 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.³ Residents are asked to self-identify their race and indicate whether they are of Hispanic or Latino origin. These categories are intended to reflect social and cultural identities, rather than biological, anthropological, or genetic classifications. Race and ethnicity data play a critical role in informing federal and state civil rights policies, supporting efforts to ensure equal employment opportunities, and identifying and addressing disparities in areas such as health and environmental outcomes. It's essential to acknowledge that while this approach complies with established guidelines, the 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 53.2% of the Low Desert Subregion's population in 2023, slightly less than the Inland Empire regional share of 53.7%. This proportion is projected to rise to 57.5% by 2028. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 35.9% in 2023 to 30.6% by 2028.

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

Exhibit 8: Race and Ethnicity Distribution, Low 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 Low Desert Subregion. While many groups maintain a relatively balanced male–female ratio, generally within $\pm 2\%$ of an even split, a few groups show more noticeable disparities. For example:

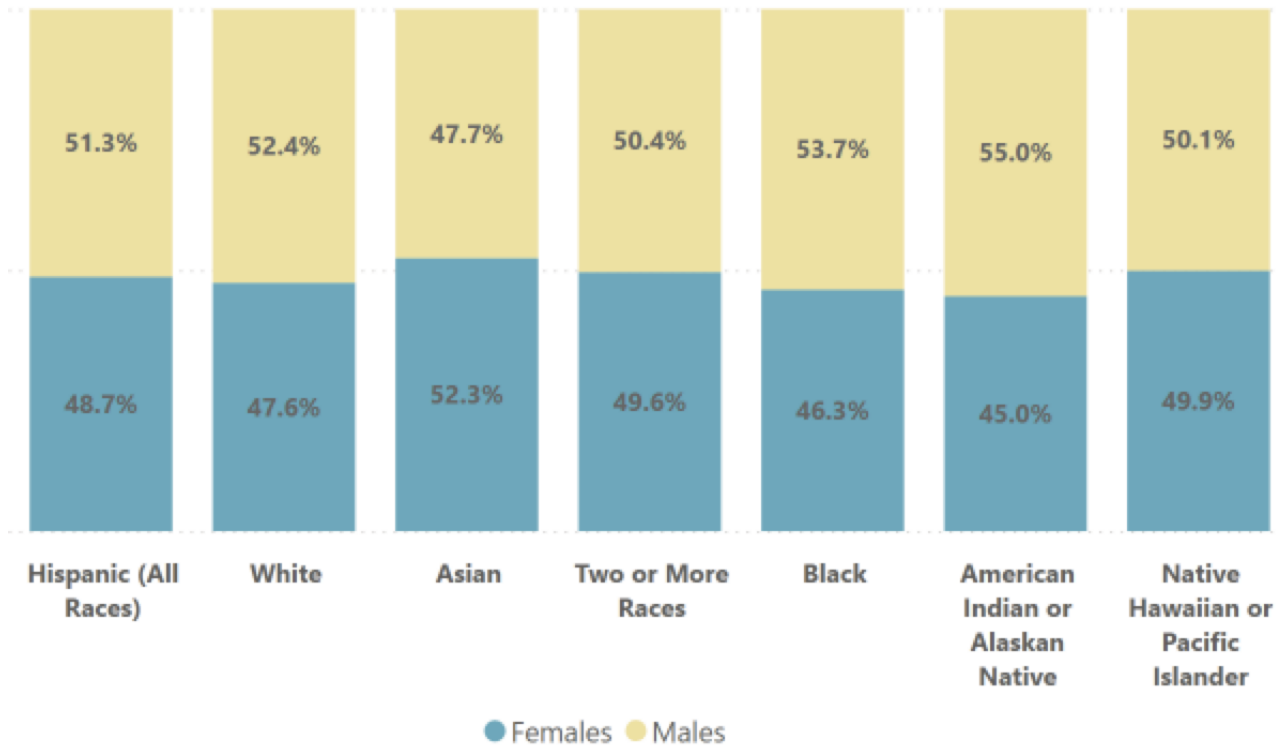
- Asian residents have the largest gender gap, with females accounting for 52.3% and males 47.7%.
- American Indian or Alaskan Native residents show the greatest male-majority, with 55.0% male and 45.0% female.
- Black residents also reflect a male-majority, with 53.7% male and 46.3% female.

These gender variations, particularly among Asian, American Indian or Alaskan Native, and Black residents, may be important to consider when shaping inclusive education and workforce development strategies in the subregion.



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, Low Desert Subregion (2023 - 2028)



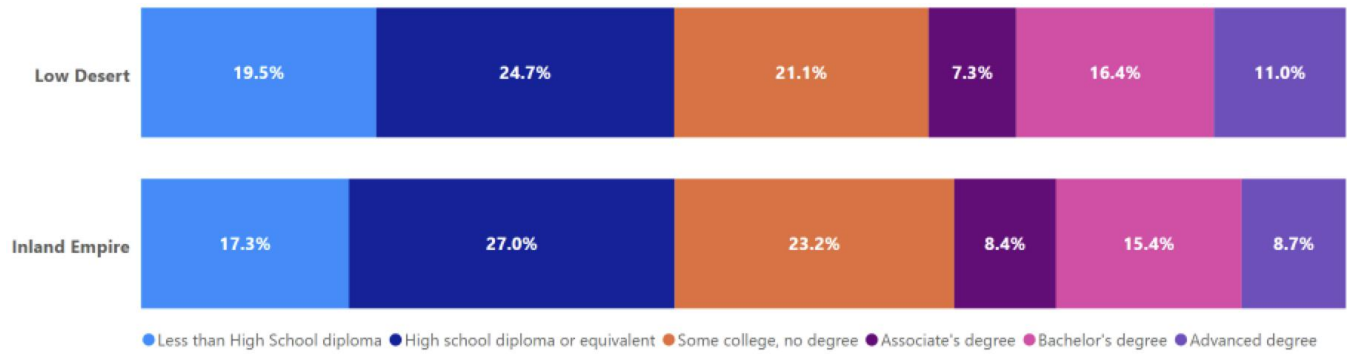
Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.5: LOW 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.

As shown in Exhibit 10, the Low Desert subregion has a slightly higher share of residents without a high school diploma (19.5%) compared to the Inland Empire overall (17.3%), and a slightly lower share with only a high school diploma (24.7% vs. 27.0%). Combined, nearly 44.2% of Low Desert residents have no education beyond high school, indicating a continued need for foundational skills development and entry-level workforce programs. While the share of residents with some college but no degree is slightly lower in the Low Desert (21.1%) than in the region (23.2%), the opportunity to reengage adult learners remains significant. On the other hand, the Low Desert has a slightly higher share of residents with bachelor’s degrees (16.4%) and advanced degrees (11.0%) compared to the Inland Empire (15.4% and 8.7%, respectively), the relatively higher share of degree holders suggests an opportunity to build on that momentum to support economic mobility and workforce development in high-skill sectors.

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

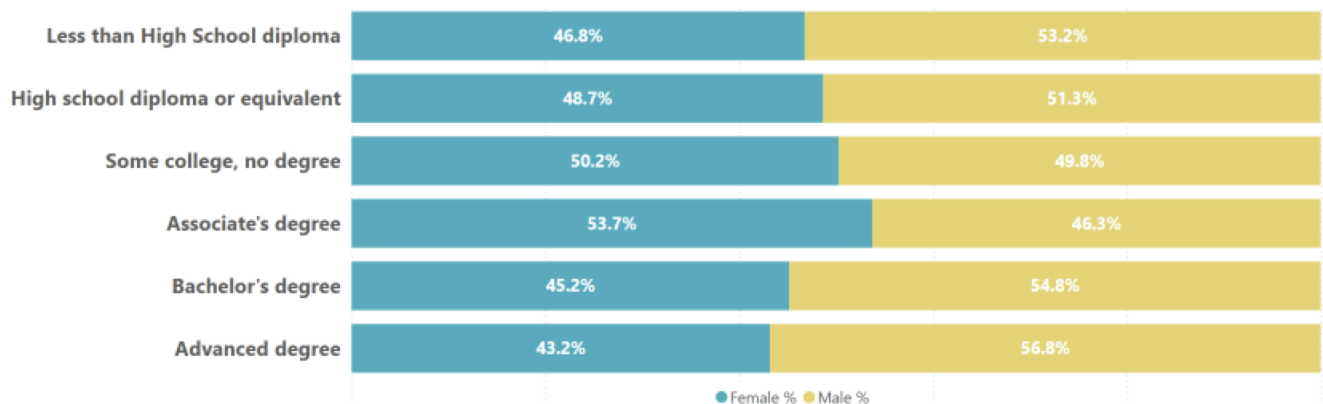


Source: U.S. Census Bureau – Table S1501: Educational Attainment: 2023 American Community Survey 5-Year Estimates.

The slightly higher share of residents with bachelor’s and advanced degrees in the Low Desert suggests there is a small but important segment of the population that could serve as a foundation for building stronger connections between education and regional workforce needs. For community colleges, this presents an opportunity to design or expand short-term credentials, upskilling pathways, and transfer-focused programs that support both non-degree holders seeking upward mobility and degree holders looking to retrain or shift into high-demand technical fields. Aligning programs with local job demand ensures that residents, regardless of previous education, can access meaningful career pathways.

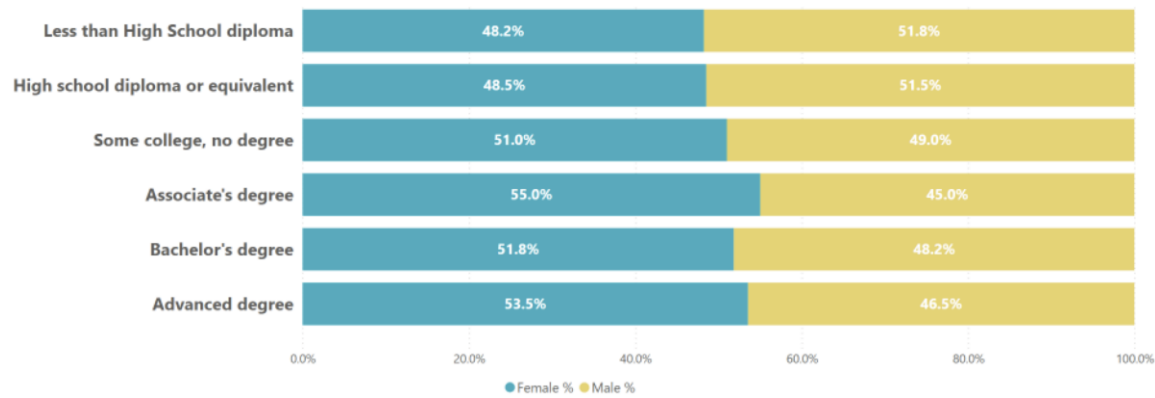
As shown in Exhibit 11, in the Low Desert region, women are more likely to hold associate degrees, making up 53.7% of that group, as well as those with some college but no degree (50.2%). However, men make up the majority at higher degree levels, comprising 54.8% of bachelor’s degree holders and 56.8% of those with advanced degrees. Men also outnumber women at the lowest education levels, including 53.2% of those with less than a high school diploma and 51.3% of high school graduates. These patterns point to a gender gap at both ends of the educational spectrum, suggesting the need for targeted strategies that support men’s access to foundational and degree programs, while also encouraging women’s advancement into bachelor’s and graduate-level education.

Exhibit 11: Education attainment, Low 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 LOW 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 Low 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), Low Desert Subregion (2023 - 2028)

Industry Sector (2-digit)	2023 Jobs	2023 - 2028 Change	2023 - 2028 % Change	Share of IED Jobs	Avg. Earnings Per Job
Accommodation and Food Services					
Food Services and Drinking Places	25,826	2,109	8.2%	16.7%	\$33,131.60
Accommodation	8,796	672	7.6%	50.8%	\$50,091.89
Administrative and Support and Waste Management and Remediation Services					
Administrative and Support Services	14,292	527	3.7%	11.5%	\$47,438.81
Waste Management and Remediation Services	365	35	9.6%	6.9%	\$83,923.30

Agriculture, Forestry, Fishing and Hunting					
Crop Production	4,747	61	1.3%	68.9%	\$57,477.04
Animal Production and Aquaculture	4,586	(21)	-0.5%	74.3%	\$44,976.43
Support Activities for Agriculture and Forestry	463	(182)	-39.3%	34.4%	\$65,974.28
Arts, Entertainment, and Recreation					
Amusement, Gambling, and Recreation Industries	8,791	964	11.0%	43.7%	\$46,620.60
Performing Arts, Spectator Sports, and Related Industries	1,671	379	22.7%	22.8%	\$50,885.36
Museums, Historical Sites, and Similar Institutions	398	87	21.8%	56.2%	\$59,186.99
Construction					
Specialty Trade Contractors	11,321	865	7.6%	11.2%	\$72,483.73
Construction of Buildings	2,829	109	3.8%	10.0%	\$87,730.77
Heavy and Civil Engineering Construction	1,064	44	4.1%	6.7%	\$115,013.78
Educational Services					
Educational Services	1,598	278	17.4%	5.8%	\$44,850.76
Finance and Insurance					
Credit Intermediation and Related Activities	1,451	(225)	-15.5%	12.7%	\$90,157.16
Insurance Carriers and Related Activities	1,040	98	9.5%	7.5%	\$106,744.98
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	381	(45)	-11.7%	13.5%	\$148,414.48
Monetary Authorities-Central Bank	-			0.0%	\$0
Government					
Local Government	13,121	886	6.7%	5.9%	\$111,351.68
State Government	1,368	28	2.1%	5.0%	\$101,449.94
Federal Government	864	134	15.5%	2.1%	\$139,443.48
Health Care and Social Assistance					
Social Assistance	11,343	3,995	35.2%	12.0%	\$29,808.18
Ambulatory Health Care Services	9,285	967	10.4%	9.8%	\$87,111.41
Hospitals	4,473	(2)	-0.1%	9.7%	\$105,590.90
Nursing and Residential Care Facilities	2,401	266	11.1%	8.4%	\$57,183.80
Information					
Motion Picture and Sound Recording Industries	614	122	19.8%	17.1%	\$38,170.25
Telecommunications	238	(20)	-8.4%	4.6%	\$119,123.72
Broadcasting and Content Providers	220	18	8.1%	17.4%	\$76,719.97
Publishing Industries	172	(85)	-49.1%	10.3%	\$67,103.48
Data Processing, Hosting, and Related Services	60	13	21.5%	1.8%	\$110,078.26
Web Search Portals, Libraries, Archives, and Other Information Services	11	1	13.1%	1.9%	\$66,980.54
Management of Companies and Enterprises					
Management of Companies and Enterprises	249	19	7.5%	2.8%	\$100,222.97
Manufacturing					
Food Manufacturing	1,015	154	15.1%	8.0%	\$74,508.49
Wood Product Manufacturing	487	(30)	-6.1%	9.3%	\$82,707.81

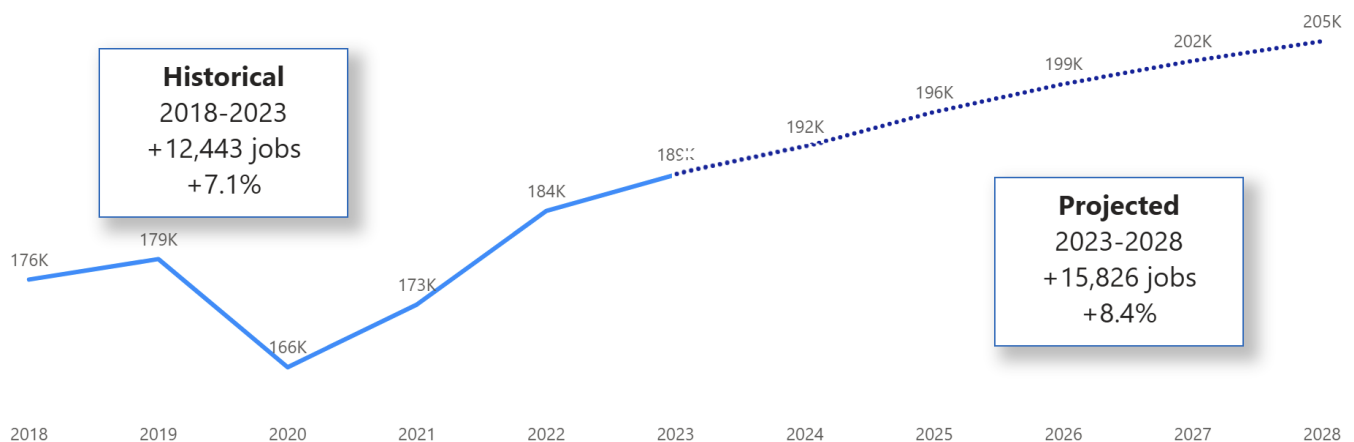
Nonmetallic Mineral Product Manufacturing	388	42	10.8%	5.6%	\$81,089.83
Fabricated Metal Product Manufacturing	373	68	18.2%	2.5%	\$91,640.78
Chemical Manufacturing	337	18	5.5%	5.8%	\$88,584.72
Plastics and Rubber Products Manufacturing	260	(2)	-0.7%	2.5%	\$72,987.90
Machinery Manufacturing	244	(6)	-2.5%	3.8%	\$95,309.04
Transportation Equipment Manufacturing	190	(17)	-8.9%	2.5%	\$65,431.51
Primary Metal Manufacturing	165	(37)	-22.5%	4.2%	\$87,743.38
Beverage and Tobacco Product Manufacturing	146	-	0.2%	3.2%	\$86,606.37
Furniture and Related Product Manufacturing	139	2	1.6%	3.5%	\$75,637.01
Computer and Electronic Product Manufacturing	136	10	7.5%	3.8%	\$80,450.78
Miscellaneous Manufacturing	131	(2)	-1.6%	1.8%	\$70,820.12
Printing and Related Support Activities	95	(24)	-24.8%	3.9%	\$55,149.34
Electrical Equipment, Appliance, and Component Manufacturing	58	(2)	-3.7%	2.2%	\$91,632.08
Textile Product Mills	42	4	10.2%	4.8%	\$61,320.56
Apparel Manufacturing	29	(14)	-49.3%	5.0%	\$54,622.65
Paper Manufacturing	29	(10)	-33.9%	1.1%	\$84,397.16
Mining, Quarrying, and Oil and Gas Extraction					
Mining (except Oil and Gas)	53	5	8.9%	4.1%	\$120,807.42
Oil and Gas Extraction	-	-	0.0%	0.0%	\$0
Other Services (except Public Administration)					
Personal and Laundry Services	3,238	421	13.0%	10.3%	\$40,669.64
Repair and Maintenance	2,182	109	5.0%	7.7%	\$55,487.23
Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,888	116	6.2%	10.2%	\$44,611.90
Private Households	1,286	160	12.4%	13.2%	\$18,155.76
Professional, Scientific, and Technical Services					
Professional, Scientific, and Technical Services	6,078	420	6.9%	9.9%	\$85,327.91
Real Estate and Rental and Leasing					
Real Estate	4,865	317	6.5%	20.9%	\$74,437.99
Rental and Leasing Services	638	31	4.8%	9.5%	\$66,232.84
Retail Trade					
Food and Beverage Stores	4,677	304	6.5%	11.3%	\$49,983.48
General Merchandise Retailers	3,162	45	1.4%	7.8%	\$43,040.72
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	2,685	22	0.8%	15.0%	\$38,897.35
Motor Vehicle and Parts Dealers	2,358	-	0.0%	8.8%	\$84,876.49
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	1,998	(68)	-3.4%	11.4%	\$35,384.36
Building Material and Garden Equipment and Supplies Dealers	1,624	251	15.4%	10.1%	\$59,541.18
Health and Personal Care Retailers	1,543	72	4.7%	11.9%	\$55,346.26
Gasoline Stations and Fuel Dealers	1,082	56	5.2%	9.8%	\$44,775.44
Furniture, Home Furnishings, Electronics, and Appliance Retailers	908	(174)	-19.1%	8.8%	\$54,875.99
Transportation and Warehousing					

Warehousing and Storage	3,223	550	17.1%	2.6%	\$68,954.94
Truck Transportation	1,616	480	29.7%	4.0%	\$81,648.28
Couriers and Messengers	652	142	21.8%	2.7%	\$47,630.48
Transit and Ground Passenger Transportation	529	154	29.1%	8.3%	\$36,265.31
Support Activities for Transportation	220	(7)	-3.3%	1.6%	\$69,648.67
Rail Transportation	54	(5)	-8.9%	1.5%	\$106,397.32
Postal Service	35	18	51.5%	9.7%	\$63,899.19
Air Transportation	17	2	11.1%	1.5%	\$53,004.64
Utilities					
Utilities	560	15	2.6%	9.8%	\$192,705.92
Wholesale Trade					
Merchant Wholesalers, Durable Goods	2,042	21	1.0%	4.9%	\$90,454.19
Merchant Wholesalers, Nondurable Goods	1,122	129	11.4%	4.4%	\$103,209.19
Wholesale Electronic Markets and Agents and Brokers	44	(7)	-16.1%	1.4%	\$80,874.33

2.1 INDUSTRY EMPLOYMENT OVERVIEW

As shown in Exhibit 14, industry employers reported 188,731 total jobs in 2023, or about 10.0% of the Inland Empire/Desert Region's total employment of 1.89 million jobs. From 2023 to 2028, the Low Desert Subregion is projected to add 15,826 jobs, growing by 8.4%. Over this same time frame, the IED region is projected to add 143,503 jobs, growing by 7.6%, indicating that 11.0% of regional job growth can be attributed to gains made in the Low Desert subregion.

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

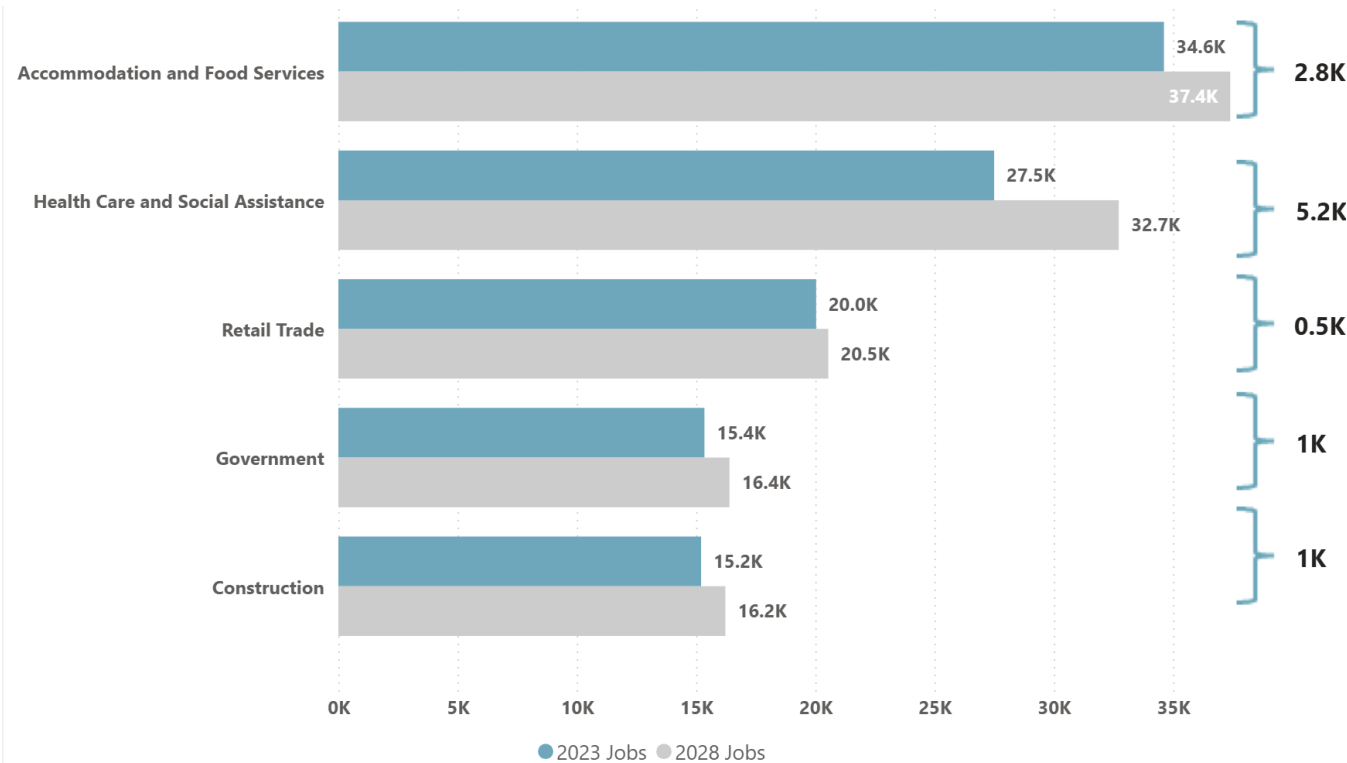


Source: Lightcast 2025.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

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 Low Desert subregion are Accommodation and Food Services (34.6K), Health Care and Social Assistance (27.5K), Retail Trade (20.0K), Government (15.4K), and Construction (15.2K). By 2028, the Health Care and Social Assistance sector is projected to experience the most significant growth, adding 5.2K new jobs for a total of more than 32.7K jobs by 2028, a 19.0% increase. Together, these top five industry sectors are expected to contribute (10,582) over 66.9% of the subregion’s overall job growth (15,826 jobs) over the next five years.

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



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

While Accommodation and Food Services continues to lead in total job volume, adding over 2,700 new jobs, it is the Health Care and Social Assistance sector that stands out as the fastest growing, with a projected increase of more than 5,200 jobs by 2028. Arts, Entertainment, and Recreation and Transportation and Warehousing are also expected to see meaningful gains, reflecting the subregion’s evolving mix of service-oriented and logistics-driven industries. These trends emphasize the importance of expanding training pipelines in healthcare, hospitality, recreation, and transportation, ensuring residents are equipped for the region’s most promising and accessible career opportunities.

2.2 NOTABLE INDUSTRIES IN THE LOW DESERT SUBREGION

Exhibit 16 highlights the top three industry subsectors in the Low Desert subregion that meet key criteria: projected job growth at or above 8.0%, average earnings exceeding the regional living wage standard of \$43,180.80 annually, and a location quotient (LQ) of 1.2 or greater, indicating local industry concentration. Location Quotient (LQ) is a measure that compares the concentration of jobs in a specific industry within a subregion to the national average.

The Amusement, Gambling, and Recreation subsector is the largest among the three int, with 8,791 jobs in 2023, projected to grow by 964 jobs (11.0%) by 2028. This subsector pays \$46,620.60 on average, above the living wage, and has a high concentration in the region (LQ = 4.16), underscoring its importance to the local economy. Museums, Historical Sites, and Similar Institutions is smaller in size with 398 jobs, but is expected to grow by 21.8%, adding 87 jobs, and also exceeds the living wage benchmark with average earnings of \$59,186.99 and an LQ of 2.02. The Performing Arts and Spectator Sports subsector rounds out the group with 1,671 jobs, projected to grow by 22.7% by 2028. It offers average annual earnings of \$50,885.36 and has a regional LQ of 1.67.

Together, these subsectors not only reflect strong economic potential through above-average growth and livable wages but also signal opportunities for targeted workforce programs in arts, culture, and recreation, all of which are deeply embedded in the subregion’s economic fabric.

Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), Low 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
Arts, Entertainment, and Recreation						
Amusement, Gambling, and Recreation Industries	8,791	964	11.0%	43.7%	4.16	\$46,620.60
Museums, Historical Sites, and Similar Institutions	398	87	21.8%	56.2%	2.02	\$59,186.99
Performing Arts, Spectator Sports, and Related Industries	1,671	379	22.7%	22.8%	1.67	\$50,885.36
Transportation and Warehousing						
Postal Service	35	18	51.5%	9.7%	2.47	\$63,899.19
Warehousing and Storage	3,223	550	17.1%	2.6%	1.57	\$68,954.94
Avg. Annual Growth Rate			14.2%			

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

2.3 INDUSTRY EMPLOYMENT CONCENTRATION

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

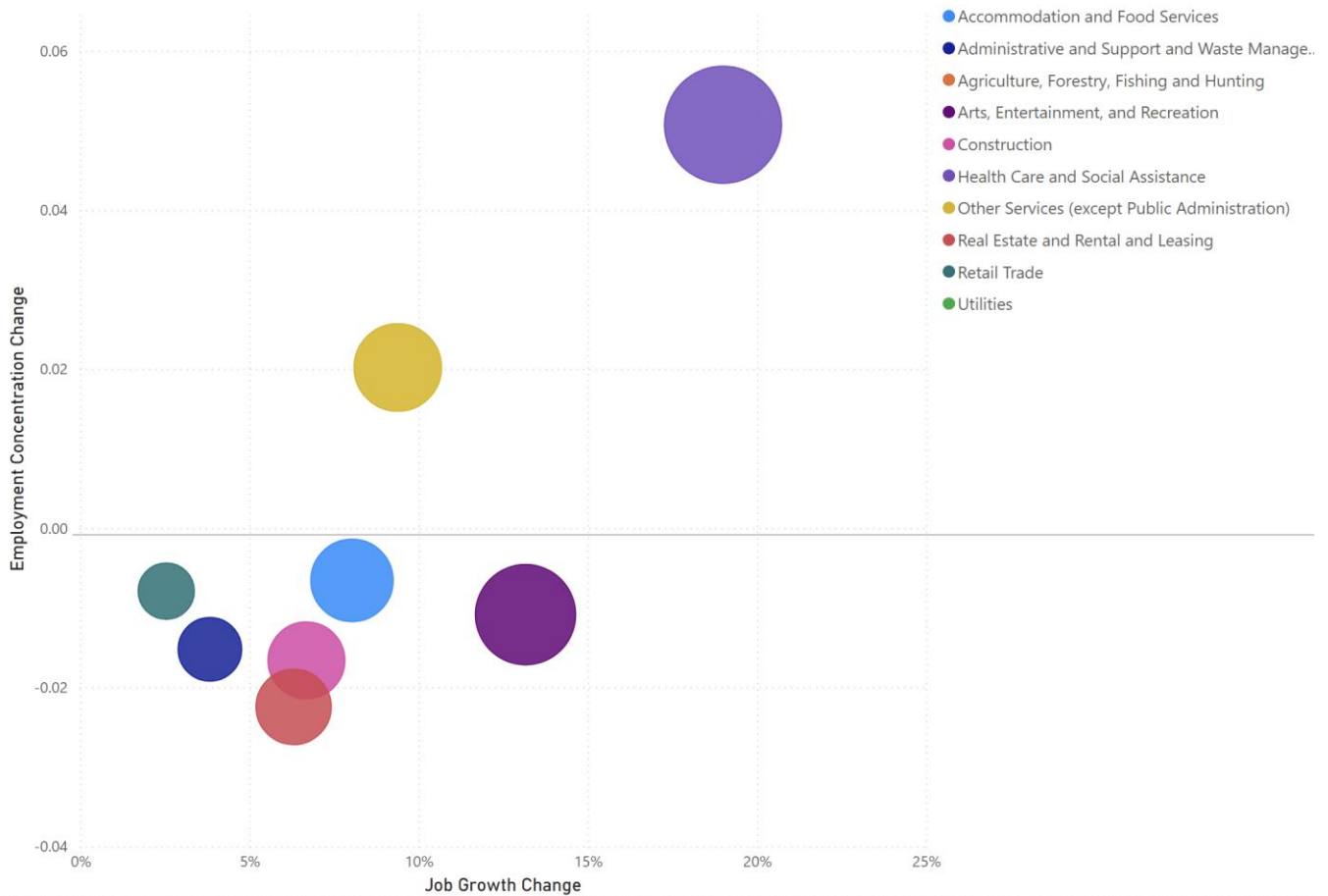
Exhibit 17 displays the relationship between job growth and employment concentration change across industry sectors in the subregion. In the top-right quadrant, Health Care and Social Assistance clearly stands out with both high job growth (~19%) and a significant increase in employment concentration (+5%), represented by the largest bubble on the chart. This indicates the sector is expanding rapidly and becoming more regionally specialized, reinforcing its status as a strategic focus for workforce training, particularly in nursing, allied health, and support roles.

Also, in the top-right quadrant, Other Services (except Public Administration) demonstrates strong growth (9.4%) and a modest increase in concentration (~+2%), suggesting rising local demand for services such as repair, maintenance, and personal care. Its mid-sized bubble reflects moderate scale, but the upward trend signals opportunity for short-term certificate or small business-focused programs.

In contrast, Accommodation and Food Services, although showing positive job growth (~8%), sits just below the zero line for employment concentration change, indicating it's growing but not as rapidly as the national trend. Its large bubble size reflects its substantial role as a regional employer, especially for early-career workers, and underscores the continued need for customer service training, management pathways, and retention strategies.

Sectors like Construction (6.7%), Retail Trade (2.5%), and Real Estate (6.3%) show moderate to low job growth and slightly negative changes in employment concentration, placing them in the lower-left quadrant. While these sectors remain significant employers, their slower relative growth may signal the need for more targeted, responsive training strategies aligned with local economic shifts.

Exhibit 17: Highest Industry Employment Concentration (2-Digit NAICS), Low 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. Other Services 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 LOW 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 Low 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 Low Desert subregion, we identified 75 that qualify as “good jobs.” See Appendix B for 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.⁴ 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.

As shown in Exhibit 18, the Low Desert subregion plays a notable role in supporting the broader Inland Empire labor market, especially in management, construction, healthcare, and office-based occupations. Management Occupations represent the largest single occupational group in the subregion with 4,636 jobs and 500 average annual openings, contributing 11.2% of all regional jobs and 11.5% of average annual openings in this category across the Inland Empire.

Construction and Extraction Occupations are another major contributor, accounting for 4,061 jobs and 416 annual openings in the subregion, which is nearly 10% of all jobs and openings in this field regionally. Similarly, the subregion contributes 8.8% of the region’s Healthcare Practitioners and

⁴ 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

Technical Occupations, with 2,399 jobs and 238 annual openings, underscoring its importance in meeting regional healthcare workforce needs.

While Transportation and Material Moving Occupations account for 3,029 jobs and 436 annual openings, their share of the regional total is smaller at 4.9%, suggesting opportunities for growth in this high-demand sector. Office and Administrative Support Occupations also represent a key local employment category with 2,908 jobs and 321 openings, contributing 7.7% of the region’s total in this group.

In select occupations, the Low Desert subregion provides a disproportionate share of regional talent. For example, it contributes a significant share of regional jobs and openings in Sales (19.9%), Food Service (20.6%), and Legal Occupations (10.4% of jobs and 11.7% of openings). Although small in volume of jobs, Life, Physical, and Social Science Occupations maintain a consistent share of the region’s workforce (5.1%), indicating specialized but locally relevant employment opportunities.

These data highlight the subregion’s diverse occupational base, especially in middle-skill sectors where community colleges can play a vital role. Occupations in management, skilled trades, healthcare, and support services present strong opportunities for alignment with local education and workforce training programs that prepare students for good jobs in the region.

Exhibit 18: Annual Job Openings per Good Job by 2-digit Major Occupational Group, Low 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
Management Occupations	4,636	41,505	11.2%	500	4,330	11.5%
Construction and Extraction Occupations	4,061	40,831	9.9%	416	4,099	10.1%
Installation, Maintenance, and Repair Occupations	3,279	43,901	7.5%	343	4,410	7.8%
Transportation and Material Moving Occupations	3,029	62,011	4.9%	436	7,784	5.6%
Office and Administrative Support Occupations	2,908	37,926	7.7%	321	4,191	7.7%
Healthcare Practitioners and Technical Occupations	2,399	27,408	8.8%	238	2,682	8.9%
Protective Service Occupations	957	14,855	6.4%	101	1,554	6.5%
Food Preparation and Serving Related Occupations	685	3,320	20.6%	97	470	20.6%
Business and Financial Operations Occupations	642	6,994	9.2%	55	546	10.1%
Computer and Mathematical Occupations	617	10,015	6.2%	48	793	6.1%
Sales and Related Occupations	491	2,465	19.9%	46	228	20.2%
Production Occupations	389	6,542	5.9%	41	669	6.1%
Healthcare Support Occupations	208	2,193	9.5%	36	383	9.4%
Legal Occupations	208	1,997	10.4%	29	247	11.7%
Architecture and Engineering Occupations	131	1,587	8.3%	15	167	9.0%
Educational Instruction and Library Occupations	73	1,232	5.9%	13	222	5.9%
Life, Physical, and Social Science Occupations	30	586	5.1%	4	78	5.1%

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.⁵

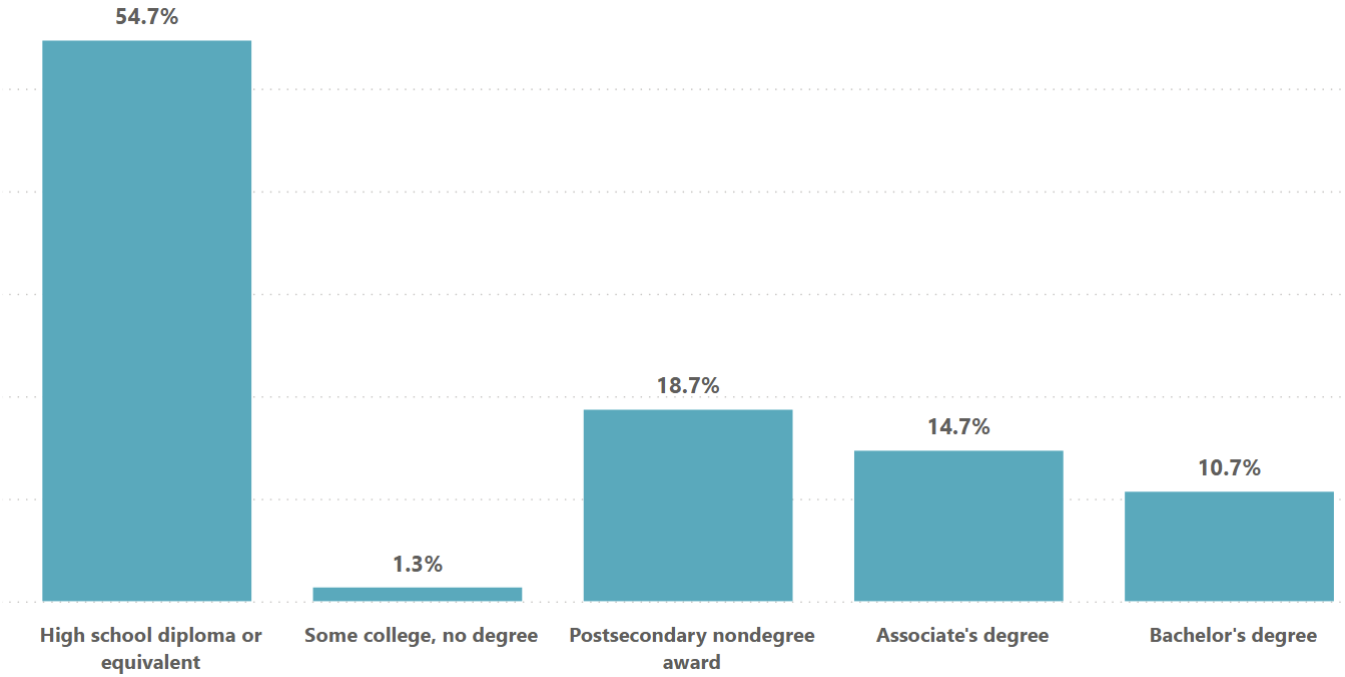
The data is updated biennially, in alignment with the release schedule of the Occupational Outlook Handbook. Educational levels are standardized into categories such as: less than a high school diploma, high school diploma or equivalent, postsecondary nondegree award, associate degree, bachelor’s degree, 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 Low Desert subregion.

The majority of occupations in the Low 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.

⁵ 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, Low 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 RIVERSIDE METRO SUBREGION TRAIN?

This section outlines programs that prepare students for employment in good jobs¹ and provides labor market information for subregional faculty and staff to review these programs to assess whether expanding them in the subregion would help address unmet workforce demand.

To ensure our research included active programs, we analyzed the program offerings listed as “active” or “approved” in the Chancellor’s Office Curriculum Inventory (COCI). COCI is a repository of locally approved curricula² that contains the most up-to-date inventory of current community college program offerings. Some programs displayed below are considered active despite having issued an average of zero awards over the last three academic years. Active programs without awards represent opportunities for potential program expansion or increased marketing efforts. However, please note that the most recent award data is through the 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 2021-2024.³ 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.⁴

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 Transportation and Logistics Sector

Exhibit 20 displays the existing programs in the advanced transportation and logistics sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the advanced transportation and logistics sector that train students for good jobs.

Exhibit 20: Existing Advanced Transportation and Logistics Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0948.00	Automotive Technology	2	"Palo Verde", "Desert"	64
0948.40	Alternative Fuels and Advanced Transportation Technology	1	"Desert"	1

Source: COCI, MIS DATA MART

The two advanced transportation and logistics programs highlighted above train students for two good job occupations as shown in Exhibit 21. In 2023, these occupations accounted for 1,399 jobs in the subregion and are projected to grow by 5%, adding 71 jobs through 2028. On average, these occupations are expected to produce 141 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 21: Good Jobs Trained by Existing Advanced Transportation and Logistics Programs, Low 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
49-3023	Automotive Service Technicians and Mechanics	850	84	985	\$22.61	106
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	550	57	633	\$29.97	94
Total		1,399	141	1,618		

Source: Lightcast 2025.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 22 displays existing programs in the agriculture, water, and environmental technologies sector that prepare students for employment in good jobs. Of the two community colleges in the Low Desert Subregion, one currently offers programs in the business and entrepreneurship sector that train students for good jobs.

Exhibit 22: Existing Agriculture, Water, and Environmental Technologies Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0112.00	Agriculture Business, Sales and Service	1	"Desert"	0
0115.00	Natural Resources	1	"Desert"	13

Source: COCI, MIS DATA MART

The two agriculture, water, and environmental technologies programs highlighted above train students for three good job occupations as shown in Exhibit 23. In 2023, these occupations accounted for 1,627 jobs in the subregion and are projected to grow by 3%, adding 49 jobs through 2028. On average, these occupations are expected to produce 163 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 23: Good Jobs Trained by Existing Agriculture, Water, and Environmental Technologies Programs, Low 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	1,356	140	1,563	\$26.23	92
15-1232	Computer User Support Specialists	241	19	296	\$24.06	83
19-4071	Forest and Conservation Technicians	30	4	78	\$27.97	76
Total		1,627	163	1,937		

Source: Lightcast 2025.1

Business and Entrepreneurship Sector

Exhibit 24 displays the existing programs in the business and entrepreneurship sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the business and entrepreneurship sector that train students for good jobs.

Exhibit 24: Existing Business and Entrepreneurship Programs that Train Good Jobs, Low 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	1	"Desert"	25
0502.00	Accounting	1	"Desert"	19
0505.00	Business Administration	1	"Palo Verde"	183
0506.30	Management Development and Supervision	2	"Palo Verde", "Desert"	13
0511.00	Real Estate	1	"Desert"	0

Source: COCI, MIS DATA MART

The five business and entrepreneurship programs highlighted above train students for 11 good job occupations as shown in Exhibit 25. In 2023, these occupations accounted for 6,695 jobs in the subregion and are projected to grow by 7%, adding 457 jobs through 2028. On average, these occupations are expected to produce 677 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 25: Good Jobs Trained by Existing Business and Entrepreneurship Programs, Low 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	2,217	231	2,246	\$37.38	82
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,356	140	1,563	\$26.23	92
11-9141	Property, Real Estate, and Community Association Managers	752	69	365	\$22.54	84
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	550	57	633	\$29.97	94
41-9021	Real Estate Brokers	491	46	228	\$22.37	99
51-1011	First-Line Supervisors of Production and Operating Workers	294	31	510	\$24.39	89
13-1051	Cost Estimators	277	27	285	\$26.83	97
11-3071	Transportation, Storage, and Distribution Managers	213	23	489	\$36.79	88
11-3012	Administrative Services Managers	191	18	213	\$37.90	81
43-3051	Payroll and Timekeeping Clerks	183	19	201	\$22.36	101
11-3013	Facilities Managers	170	16	148	\$38.67	81
Total		6,695	677	6,882		

Source: Lightcast 2025.1

Energy, Construction, and Utilities Sector

Exhibit 26 displays the existing programs in the energy, construction, and utilities sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the energy, construction, and utilities sector that train students for good jobs.

Exhibit 26: Existing Energy, Construction, and Utilities Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0201.00	Architecture and Architectural Technology	1	"Desert"	6
0946.00	Environmental Control Technology (HVAC)	1	"Desert"	130
0946.10	Energy Systems Technology	2	"Palo Verde", "Desert"	2
0952.00	Construction Crafts Technology	1	"Palo Verde"	4
0953.00	Drafting Technology	1	"Desert"	1
0957.00	Civil and Construction Management Technology	1	"Desert"	10
0957.20	Construction Inspection	1	"Desert"	5

Source: COCI, MIS DATA MART

The seven energy, construction, and utilities programs highlighted above train students for eight good job occupations as shown in Exhibit 27. In 2023, these occupations accounted for 1,964 jobs in the subregion and are projected to grow by 9%, adding 175 jobs through 2028. On average, these occupations are expected to produce 209 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 27: Good Jobs Trained by Existing Energy, Construction, and Utilities Programs, Low 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
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	728	77	686	\$23.32	113
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	550	57	633	\$29.97	94
11-3013	Facilities Managers	170	16	148	\$38.67	81
49-9041	Industrial Machinery Mechanics	166	17	344	\$25.45	110
47-4011	Construction and Building Inspectors	124	16	195	\$29.64	93
17-3011	Architectural and Civil Drafters	92	10	90	\$24.30	89
47-2171	Reinforcing Iron and Rebar Workers	70	8	79	\$23.56	137
47-2231	Solar Photovoltaic Installers	64	8	114	\$21.14	120
Total		1,964	209	2,288		

Source: Lightcast 2025.1

Health Sector

Exhibit 28 displays the existing programs in the health sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the health sector that train students for good jobs.

Exhibit 28: Existing Health Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
1221.00	Pharmacy Technology	1	"Desert"	17
1222.00	Physical Therapist Assistant	1	"Desert"	4
1230.20	Licensed Vocational Nursing	2	"Palo Verde", "Desert"	17

Source: COCI, MIS DATA MART

The three health programs highlighted above train students for three good job occupations as shown in Exhibit 29. In 2023, these occupations accounted for 1,262 jobs in the subregion and are projected to grow by 8%, adding 100 jobs through 2028. On average, these occupations are expected to produce 137 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 29: Good Jobs Trained by Health Programs, Low 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
29-2061	Licensed Practical and Licensed Vocational Nurses	773	79	843	\$30.44	85
29-2052	Pharmacy Technicians	420	45	479	\$22.02	110
31-2021	Physical Therapist Assistants	68	13	169	\$31.52	88
Total		1,262	137	1,490		

Source: Lightcast 2025.1

Information and Communication Technologies/Digital Media Sector

Exhibit 30 displays the existing programs in the information and communication technologies/digital media sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the information and communication technologies/digital media sector that train students for good jobs.

Exhibit 30: Existing Information and Communication Technologies/Digital Media Programs that Train Good Jobs, Low 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	"Desert"	31
0702.00	Computer Information Systems	2	"Palo Verde", "Desert"	7
0708.10	Computer Networking	1	"Desert"	19
2206.10	Geographic Information Systems	1	"Desert"	0

Source: COCI, MIS DATA MART

The four information and communication technologies/digital media programs highlighted above train students for eight good job occupations as shown in Exhibit 31. In 2023, these occupations accounted for 2,187 jobs in the subregion and are projected to grow by 3%, adding 70 jobs through 2028. On average, these occupations are expected to produce 220 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 31: Good Jobs Trained by Information and Communication Technologies/Digital Media Programs, Low 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	1,356	140	1,563	\$26.23	92
43-6011	Executive Secretaries and Executive Administrative Assistants	271	28	331	\$29.39	92
15-1299	Computer Occupations, All Other	227	18	312	\$26.39	86
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	100	12	175	\$22.66	96
15-1244	Network and Computer Systems Administrators	94	7	107	\$36.84	87
15-1231	Computer Network Support Specialists	55	4	78	\$27.40	87
33-1012	First-Line Supervisors of Police and Detectives	46	5	89	\$64.46	85
17-3023	Electrical and Electronic Engineering Technologists and Technicians	39	5	77	\$29.15	99
Total		2,187	220	2,733		

Source: Lightcast 2025.1

Public Safety Sector

Exhibit 32 displays the existing programs in the public safety sector that prepare students for employment in good jobs. Both community colleges in the Low Desert Subregion currently offer programs in the public safety sector that train students for good jobs.

Exhibit 32: Existing Public Safety Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
2105.00	Administration of Justice	2	"Palo Verde", "Desert"	92
2105.10	Corrections	1	"Desert"	1
2105.50	Police Academy	1	"Desert"	10
2133.00	Fire Technology	2	"Palo Verde", "Desert"	16
2133.50	Fire Academy	1	"Desert"	14

Source: COCI, MIS DATA MART

The five public safety programs highlighted above train students for five good job occupations as shown in Exhibit 33. In 2023, these occupations accounted for 1,183 jobs in the subregion and are projected to grow by 9%, adding 107 jobs through 2028. On average, these occupations are expected to produce 120 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 33: Good Jobs Trained by Public Safety Programs, Low 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	431	46	754	\$42.83	95
33-3012	Correctional Officers and Jailers	289	29	385	\$36.21	91
15-1299	Computer Occupations, All Other	227	18	312	\$26.39	86
33-2011	Firefighters	191	21	326	\$28.80	101
33-1012	First-Line Supervisors of Police and Detectives	46	5	89	\$64.46	85
Total		1,183	120	1,866		

Source: Lightcast 2025.1

Retail, Hospitality, and Tourism Sector

Exhibit 34 displays the existing programs in the retail, hospitality, and tourism sector that prepare students for employment in good jobs. Of the two community colleges in the Low Desert Subregion, one currently offer programs in the retail, hospitality, and tourism sector that train students for good jobs.

Exhibit 34: Existing Retail, Hospitality, and Tourism Programs that Train Good Jobs, Low Desert Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0506.50	Retail Store Operations and Management	1	"Desert"	0
1306.30	Culinary Arts	1	"Desert"	18
1307.00	Hospitality	1	"Desert"	3

Source: COCI, MIS DATA MART

The three retail, hospitality, and tourism programs highlighted above train students for three good job occupations as shown in Exhibit 35. In 2023, these occupations accounted for 3,995 jobs in the

subregion and are projected to grow by 10%, adding 395 jobs through 2028. On average, these occupations are expected to produce 471 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 35: Good Jobs Trained by Retail, Hospitality, and Tourism Programs, Low 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	2,217	231	2,246	\$37.38	82
11-9051	Food Service Managers	1,093	143	869	\$23.09	104
35-1011	Chefs and Head Cooks	685	97	470	\$22.16	93
Total		3,995	471	3,585		

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 Business and Entrepreneurship sector represents the greatest opportunity for program expansion, with 677 job openings projected annually for good jobs in the subregion, accounting for nearly 10% of regional employer demand in this sector.

The demand for good jobs in the Retail, Hospitality, and Tourism sector is strong and concentrated in the Low Desert Subregion, with 471 annual job openings projected over the next five years, accounting for 13% of regional demand. Subregional demand for good jobs in this sector is greater than subregional employment as a share of regional employment, at 10%. Both sectors illuminated here stand out as great opportunities for program expansion.

Several active programs in the subregion have not issued awards over the last three academic years, potentially representing opportunities for program expansion or increased marketing efforts. These programs are listed below in Exhibit 36. Please note that these programs were displayed in their respective sectors and were consolidated for this Exhibit. Furthermore, the Exhibit may display programs that have issued one award over the last three academic years as the average is less than one award per year, and, therefore, worthy of program expansion consideration. Newly developed programs may be displayed as awards have yet to be conferred in these program codes.

Exhibit 36: Existing Programs that Train Good Jobs with Less Than One Average Award Reported Over the Past Three Years, Low Desert Subregion

TOP Code	TOP Title	CCCO Sector	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0112.00	Agriculture Business, Sales and Service	Agriculture, Water and Environmental Technologies	1	"Desert"	0
0506.50	Retail Store Operations and Management	Retail, Hospitality and Tourism	1	"Desert"	0
0511.00	Real Estate	Business and Entrepreneurship	1	"Desert"	0
2206.10	Geographic Information Systems	Information and Communication Technologies - Digital Media	1	"Desert"	0

Source: COCI, MIS DATA MART

SECTION 5: WHAT PROGRAMS SHOULD MY COLLEGE OFFER TO MEET THE WORKFORCE DEMAND IN THE LOW 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.⁵

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 Manufacturing Sector

Exhibit 37 highlights advanced manufacturing program development opportunities. Low Desert Subregion community colleges do not currently offer four advanced manufacturing programs that may prepare students for employment in good jobs.

Exhibit 37: Advanced Manufacturing Program Development Opportunities, Low Desert Subregion

TOP Code	TOP Title
0934.10	Computer Electronics
0934.20	Industrial Electronics
0950.00	Aeronautical and Aviation Technology
0950.50	Aircraft Fabrication

Source: COCI

The advanced manufacturing program highlighted above may train students with the knowledge, skills, and abilities necessary for the two good job occupations shown in Exhibit 38. In 2023, these occupations accounted for 91 jobs in the subregion and are projected to grow by 5%, adding five jobs through 2028. On average, these occupations are expected to produce nine annual job openings in this subregion.

Exhibit 38: Good Jobs Not Trained by Existing Advanced Manufacturing Programs, Low 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	38	4	245	\$30.71	101
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	53	5	110	\$29.74	97
Total		91	9	355		

Source: Lightcast 2025.1

Advanced Transportation and Logistics Sector

Exhibit 39 highlights advanced transportation and logistics program development opportunities. Low Desert Subregion community colleges do not currently offer seven advanced transportation and logistics programs that may prepare students for employment in good jobs.

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

TOP Code	TOP Title
0510.00	Logistics and Materials Transportation
0947.00	Diesel Technology
0947.20	Heavy Equipment Maintenance
0947.40	Railroad and Light Rail Operations
0947.50	Truck and Bus Driving
0950.10	Aviation Airframe Mechanics
0950.20	Aviation Powerplant Mechanics

Source: COCI

The advanced transportation and logistics program highlighted above may train students with the knowledge, skills, and abilities necessary for the eight good job occupations shown in Exhibit 40. In 2023, these occupations accounted for 3,878 jobs in the subregion and are projected to grow by 14%, adding 556 jobs through 2028. On average, these occupations are expected to produce 531 annual job openings in this subregion.

Exhibit 40: Good Jobs Not Trained by Existing Advanced Transportation and Logistics Programs, Low 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	38	4	245	\$30.71	101
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	344	38	557	\$26.23	115
53-3052	Bus Drivers, Transit and Intercity	159	25	454	\$23.45	98
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	466	60	1,159	\$22.95	94
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,384	349	6,093	\$22.58	110
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	164	16	250	\$29.31	110
43-5061	Production, Planning, and Expediting Clerks	302	37	577	\$21.70	94
53-4031	Railroad Conductors and Yardmasters	20	2	78	\$40.55	98
Total		3,878	531	9,412		

Source: Lightcast 2025.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 41 highlights agriculture, water, and environmental technologies program development opportunities. Low 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, Low Desert Subregion

TOP Code	TOP Title
0102.10	Veterinary Technician (Licensed)
0102.20	Artificial Inseminator (Licensed)
0116.00	Agricultural Power Equipment Technology

Source: COCI

The agriculture, water, and environmental technologies programs highlighted above may train students with the knowledge, skills, and abilities necessary for the three good job occupations shown in Exhibit 42. In 2023, these occupations accounted for 255 jobs in the subregion and are projected to grow by 9%, adding 22 jobs through 2028. On average, these occupations are expected to produce 27 annual job openings in this subregion.

Exhibit 42: Good Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, Low 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	38	4	245	\$30.71	101
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	164	16	250	\$29.31	110
29-2056	Veterinary Technologists and Technicians	53	7	100	\$21.54	91
Total		255	27	594		

Source: Lightcast 2025.1

Business and Entrepreneurship Sector

Exhibit 43 highlights business and entrepreneurship program development opportunities. Low 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, Low Desert Subregion

TOP Code	TOP Title
0504.00	Banking and Finance
0512.00	Insurance
0514.10	Legal Office Technology
1402.00	Paralegal

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 693 jobs in the subregion and are projected to decline by 1%, shedding four jobs through 2028. On average, these occupations are expected to produce 72 annual job openings in this subregion.

Exhibit 44: Good Jobs Not Trained by Existing Business and Entrepreneurship Programs, Low 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	111	9	131	\$31.55	89
43-4031	Court, Municipal, and License Clerks	121	15	228	\$24.33	95
13-2072	Loan Officers	254	19	130	\$22.89	92
23-2011	Paralegals and Legal Assistants	208	29	247	\$24.48	89
Total		693	72	735		

Source: Lightcast 2025.1

Education and Human Development Sector

Exhibit 45 highlights an education and human development program development opportunity. Low 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, Low 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 73 jobs in the subregion and is projected to grow by 2%, adding two jobs through 2028. On average, this occupation is expected to produce 13 annual job openings in this subregion.

Exhibit 46: Good Jobs Not Trained by Existing Education and Human Development Programs, Low 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	73	13	222	\$22.31	95
Total		73	13	222		

Source: Lightcast 2025.1

Energy, Construction, and Utilities Sector

Exhibit 47 highlights energy, construction, and utilities program development opportunities. Low 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, Low Desert Subregion

TOP Code	TOP Title
0934.40	Electrical Systems and Power Transmission
0935.00	Electro-Mechanical Technology
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 4,125 jobs in the subregion and are projected to grow by 6%, adding 243 jobs through 2028. On average, these occupations are expected to produce 420 annual job openings in this subregion.

Exhibit 48: Good Jobs Not Trained by Existing Energy, Construction, and Utilities Programs, Low 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	2,209	214	1,834	\$23.85	126
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	53	5	110	\$29.74	97
49-9051	Electrical Power-Line Installers and Repairers	105	11	136	\$38.36	114
47-2111	Electricians	772	77	984	\$23.42	110
47-2121	Glaziers	82	12	120	\$22.26	127
47-2152	Plumbers, Pipefitters, and Steamfitters	542	57	512	\$22.39	116
49-2098	Security and Fire Alarm Systems Installers	70	9	116	\$22.93	113
47-2211	Sheet Metal Workers	101	12	128	\$21.64	118
47-2221	Structural Iron and Steel Workers	97	12	133	\$24.14	132
51-8031	Water and Wastewater Treatment Plant and System Operators	95	10	159	\$29.95	104
Total		4,125	420	4,233		

Source: Lightcast 2025.1

Health Sector

Exhibit 49 highlights health program development opportunities. Low Desert Subregion community colleges do not currently offer 12 health programs that may prepare students for employment in good jobs.

Exhibit 49: Health Program Development Opportunities, Low Desert Subregion

TOP Code	TOP Title
1205.00	Medical Laboratory Technology
1205.10	Phlebotomy
1210.00	Respiratory Care/Therapy
1211.00	Polysomnography
1212.00	Electro-Neurodiagnostic Technology
1214.00	Orthopedic Assistant
1217.00	Surgical Technician
1223.00	Health Information Technology
1223.10	Health Information Coding
1225.00	Radiologic Technology
1226.00	Radiation Therapy Technician
1239.00	Psychiatric Technician

Source: COCI

The health programs highlighted above may train students with the knowledge, skills, and abilities necessary for the nine good job occupations shown in Exhibit 50. In 2023, these occupations accounted

for 1,291 jobs in the subregion and are projected to grow by 16%, adding 108 jobs through 2028. On average, these occupations are expected to produce 130 annual job openings in this subregion.

Exhibit 50: Good Jobs Not Trained by Existing Health Programs, Low 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	134	14	161	\$23.86	98
29-1292	Dental Hygienists	131	13	171	\$49.95	97
29-2099	Health Technologists and Technicians, All Other	219	22	243	\$21.55	92
29-2072	Medical Records Specialists	136	12	140	\$21.10	92
31-9097	Phlebotomists	140	23	214	\$21.52	104
29-2053	Psychiatric Technicians	97	12	144	\$20.89	79
29-2034	Radiologic Technologists and Technicians	171	14	160	\$38.70	94
29-1126	Respiratory Therapists	167	12	140	\$37.29	93
29-2055	Surgical Technologists	98	8	101	\$25.46	89
Total		1,291	130	1,474		

Source: Lightcast 2025.1

Information and Communication Technologies/Digital Media Sector

Exhibit 51 highlights an opportunity to develop an information and communication technologies/digital media program. Low Desert Subregion community colleges do not currently offer one information and communication technologies/digital media program that may prepare students for employment in good jobs.

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

TOP Code	TOP Title
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 two good job occupations shown in Exhibit 52. In 2023, these occupations accounted for 142 jobs in the subregion and are projected to remain flat through 2028. On average, these occupations are expected to produce 15 annual job openings in this subregion.

Exhibit 52: Good Job Not Trained by Existing Information and Communication Technologies/Digital Media Programs, Low 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
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	63	7	125	\$23.09	105
49-9052	Telecommunications Line Installers and Repairers	79	8	139	\$24.91	117
Total		142	15	264		

Source: Lightcast 2025.1

Public Safety Sector

Exhibit 53 highlights an opportunity to develop a public safety program. Low 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, Low 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 68 jobs in the subregion and is projected to grow by 10%, adding six jobs through 2028. On average, this occupation is expected to produce nine annual job openings in this subregion.

Exhibit 54: Good Job Not Trained by Existing Public Safety Programs, Low 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	68	9	133	\$29.17	91
Total		68	9	133		

Source: Lightcast 2025.1

Retail, Hospitality, and Tourism Sector

Exhibit 55 highlights a retail, hospitality, and tourism program development opportunity. Low 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, Low 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 466 jobs in the subregion and is projected to grow by 13%, adding 59 jobs through 2028. On average, this occupation is expected to produce 60 annual job openings in this subregion.

Exhibit 56: Good Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, Low 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	466	60	1,159	\$22.95	94
Total		466	60	1,159		

Source: Lightcast 2025.1

Unassigned Sector

Exhibit 57 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. Low 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, Low 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 232 jobs in the subregion and is projected to grow by 6%, adding 13 jobs through 2028. On average, this occupation is expected to produce 24 annual job openings in this subregion.

Exhibit 58: Good Jobs Not Trained by Existing Programs, Low 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	232	24	333	\$24.80	99
Total		232	24	333		

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 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.

All 10 CCCCCO sectors present program development opportunities for the subregional community colleges; however some sectors warrant closer attention due to the scale of the projected workforce

demand, specifically, the projected annual openings. The Advanced Transportation and Logistics sector stands out, with 531 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 Energy, Construction, and Utilities, and Health sectors exhibit the greatest gaps between current program offerings and labor market demand, making them strong candidates for future program development.

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 Low 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.⁷ 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.⁸

TOP code: The Taxonomy of Programs is a system of codes used by the State of California to compare differently named academic programs with similar outcomes across community colleges.⁹ Each course offered by California Community Colleges is assigned to a TOP code.

Living wage: The living wage for this study is based on the University of Washington's Self-Sufficiency Standards, which 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.¹⁰ The living wage is \$20.76 in Riverside County and \$20.07 in San Bernardino County. This report uses the higher rate of \$20.76 as the benchmark to identify 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.¹¹

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, Low 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
Architecture and Engineering Occupations	131	1,587					
Architectural and Civil Drafters (17-3011)	92	828	10	90	\$ 23.78	\$ 24.30	Associate's degree
Electrical and Electronic Engineering Technologists and Technicians (17-3023)	39	759	5	77	\$ 28.07	\$ 29.15	Associate's degree
Business and Financial Operations Occupations	642	6,994					
Claims Adjusters, Examiners, and Investigators (13-1031)	254	2,076	19	130	\$ 22.35	\$ 31.55	High school diploma or equivalent
Cost Estimators (13-1051)	277	3,064	27	285	\$ 26.23	\$ 26.83	Bachelor's degree
Loan Officers (13-2072)	111	1,854	9	131	\$ 31.68	\$ 22.89	Bachelor's degree
Computer and Mathematical Occupations	617	10,015					
Computer Network Support Specialists (15-1231)	241	3,678	19	296	\$ 23.85	\$ 27.40	Associate's degree
Computer Occupations, All Other (15-1299)	227	3,953	18	312	\$ 24.31	\$ 26.39	Bachelor's degree
Computer User Support Specialists (15-1232)	55	899	4	78	\$ 27.33	\$ 24.06	Some college, no degree
Network and Computer Systems Administrators (15-1244)	94	1,485	7	107	\$ 36.22	\$ 36.84	Bachelor's degree
Construction and Extraction Occupations	4,061	40,831					
Carpenters (47-2031)	772	9,536	77	984	\$ 20.05	\$ 23.85	High school diploma or equivalent
Construction and Building Inspectors (47-4011)	101	1,122	12	128	\$ 20.30	\$ 29.64	High school diploma or equivalent
Electricians (47-2111)	64	939	8	114	\$ 20.43	\$ 23.42	High school diploma or equivalent
Glaziers (47-2121)	542	4,925	57	512	\$ 20.71	\$ 22.26	High school diploma or equivalent
Plumbers, Pipefitters, and Steamfitters (47-2152)	82	930	12	120	\$ 20.72	\$ 22.39	High school diploma or equivalent
Reinforcing Iron and Rebar Workers (47-2171)	2,209	19,890	214	1,834	\$ 20.92	\$ 23.56	High school diploma or equivalent
Sheet Metal Workers (47-2211)	70	823	8	79	\$ 21.43	\$ 21.64	High school diploma or equivalent

Solar Photovoltaic Installers (47-2231)	97	1,193	12	133	\$ 22.45	\$ 21.14	High school diploma or equivalent
Structural Iron and Steel Workers (47-2221)	124	1,473	16	195	\$ 26.44	\$ 24.14	High school diploma or equivalent
Educational Instruction and Library Occupations	73	1,232					
Library Technicians (25-4031)	73	1,232	13	222	\$ 21.85	\$ 22.31	Postsecondary nondegree award
Food Preparation and Serving Related Occupations	685	3,320					
Chefs and Head Cooks (35-1011)	685	3,320	97	470	\$ 21.96	\$ 22.16	High school diploma or equivalent
Healthcare Practitioners and Technical Occupations	2,399	27,408					
Clinical Laboratory Technologists and Technicians (29-2018)	97	1,251	12	144	\$ 20.84	\$ 23.86	Bachelor's degree
Dental Hygienists (29-1292)	136	1,585	12	140	\$ 21.13	\$ 49.95	Associate's degree
Health Technologists and Technicians, All Other (29-2099)	219	2,370	22	243	\$ 21.49	\$ 21.55	Postsecondary nondegree award
Licensed Practical and Licensed Vocational Nurses (29-2061)	53	764	7	100	\$ 21.53	\$ 30.44	Postsecondary nondegree award
Medical Records Specialists (29-2072)	420	4,569	45	479	\$ 22.15	\$ 21.10	Postsecondary nondegree award
Pharmacy Technicians (29-2052)	134	1,464	14	161	\$ 23.73	\$ 22.02	High school diploma or equivalent
Psychiatric Technicians (29-2053)	98	1,123	8	101	\$ 25.74	\$ 20.89	Postsecondary nondegree award
Radiologic Technologists and Technicians (29-2034)	773	8,627	79	843	\$ 30.45	\$ 38.70	Associate's degree
Respiratory Therapists (29-1126)	167	1,811	12	140	\$ 38.07	\$ 37.29	Associate's degree
Surgical Technologists (29-2055)	171	1,883	14	160	\$ 38.78	\$ 25.46	Postsecondary nondegree award
Veterinary Technologists and Technicians (29-2056)	131	1,961	13	171	\$ 50.96	\$ 21.54	Associate's degree
Healthcare Support Occupations	208	2,193					
Phlebotomists (31-9097)	140	1,343	23	214	\$ 21.28	\$ 21.52	Postsecondary nondegree award
Physical Therapist Assistants (31-2021)	68	850	13	169	\$ 30.89	\$ 31.52	Associate's degree
Installation, Maintenance, and Repair Occupations	3,279	43,901					
Aircraft Mechanics and Service Technicians (49-3011)	850	9,889	84	985	\$ 17.29	\$ 30.71	Postsecondary nondegree award
Automotive Service Technicians and Mechanics (49-3023)	70	980	9	116	\$ 21.55	\$ 22.61	Postsecondary nondegree award
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	69	660	10	84	\$ 21.84	\$ 26.23	High school diploma or equivalent
Coin, Vending, and Amusement Machine Servicers and Repairers (49-9091)	728	6,676	77	686	\$ 22.09	\$ 21.16	High school diploma or equivalent

Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)	63	1,150	7	125	\$ 22.45	\$ 29.74	Postsecondary nondegree award
Electrical Power-Line Installers and Repairers (49-9051)	79	1,368	8	139	\$ 24.38	\$ 38.36	High school diploma or equivalent
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)	344	5,589	38	557	\$ 24.66	\$ 29.97	High school diploma or equivalent
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	166	3,490	17	344	\$ 24.79	\$ 23.32	Postsecondary nondegree award
Industrial Machinery Mechanics (49-9041)	164	2,477	16	250	\$ 28.37	\$ 25.45	High school diploma or equivalent
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	550	6,342	57	633	\$ 29.36	\$ 29.31	High school diploma or equivalent
Security and Fire Alarm Systems Installers (49-2098)	38	2,575	4	245	\$ 29.39	\$ 22.93	High school diploma or equivalent
Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)	53	1,150	5	110	\$ 29.56	\$ 23.09	Postsecondary nondegree award
Telecommunications Line Installers and Repairers (49-9052)	105	1,555	11	136	\$ 35.04	\$ 24.91	High school diploma or equivalent
Legal Occupations	208	1,997					
Paralegals and Legal Assistants (23-2011)	208	1,997	29	247	\$ 24.43	\$ 24.48	Associate's degree
Life, Physical, and Social Science Occupations	30	586					
Forest and Conservation Technicians (19-4071)	30	586	4	78	\$ 29.16	\$ 27.97	Associate's degree
Management Occupations	4,636	41,505					
Administrative Services Managers (11-3012)	752	4,053	69	365	\$ 20.86	\$ 37.90	Bachelor's degree
Facilities Managers (11-3013)	1,093	6,671	143	869	\$ 22.26	\$ 38.67	Bachelor's degree
Food Service Managers (11-9051)	213	4,707	23	489	\$ 36.22	\$ 23.09	High school diploma or equivalent
General and Operations Managers (11-1021)	2,217	22,143	231	2,246	\$ 36.80	\$ 37.38	Bachelor's degree
Property, Real Estate, and Community Association Managers (11-9141)	191	2,326	18	213	\$ 37.55	\$ 22.54	High school diploma or equivalent
Transportation, Storage, and Distribution Managers (11-3071)	170	1,605	16	148	\$ 38.40	\$ 36.79	High school diploma or equivalent
Office and Administrative Support Occupations	2,908	37,926					
Court, Municipal, and License Clerks (43-4031)	134	2,069	18	272	\$ 21.45	\$ 24.33	High school diploma or equivalent
Eligibility Interviewers, Government Programs (43-4061)	302	4,911	37	577	\$ 21.61	\$ 24.80	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants (43-6011)	183	2,049	19	201	\$ 22.00	\$ 29.39	High school diploma or equivalent
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	100	1,475	12	175	\$ 22.71	\$ 26.23	High school diploma or equivalent

Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	121	1,764	15	228	\$ 23.07	\$ 22.66	Associate's degree
Information and Record Clerks, All Other (43-4199)	141	2,753	19	378	\$ 23.31	\$ 21.20	High school diploma or equivalent
Payroll and Timekeeping Clerks (43-3051)	232	3,346	24	333	\$ 24.67	\$ 22.36	High school diploma or equivalent
Production, Planning, and Expediting Clerks (43-5061)	1,356	15,270	140	1,563	\$ 25.96	\$ 21.70	High school diploma or equivalent
Public Safety Telecommunicators (43-5031)	68	1,005	9	133	\$ 28.41	\$ 29.17	High school diploma or equivalent
Weighers, Measurers, Checkers, and Samplers, Recordkeeping (43-5111)	271	3,284	28	331	\$ 29.17	\$ 22.95	High school diploma or equivalent
Production Occupations	389	6,542					
First-Line Supervisors of Production and Operating Workers (51-1011)	294	5,086	31	510	\$ 23.85	\$ 24.39	High school diploma or equivalent
Water and Wastewater Treatment Plant and System Operators (51-8031)	95	1,456	10	159	\$ 28.58	\$ 29.95	High school diploma or equivalent
Protective Service Occupations	957	14,855					
Correctional Officers and Jailers (33-3012)	191	2,928	21	326	\$ 27.72	\$ 36.21	High school diploma or equivalent
Firefighters (33-2011)	289	4,148	29	385	\$ 34.83	\$ 28.80	Postsecondary nondegree award
First-Line Supervisors of Police and Detectives (33-1012)	431	6,962	46	754	\$ 40.99	\$ 64.46	High school diploma or equivalent
Police and Sheriff's Patrol Officers (33-3051)	46	817	5	89	\$ 61.83	\$ 42.83	High school diploma or equivalent
Sales and Related Occupations	491	2,465					
Real Estate Brokers (41-9021)	491	2,465	46	228	\$ 22.37	\$ 22.37	High school diploma or equivalent
Transportation and Material Moving Occupations	3,029	62,011					
Bus Drivers, Transit and Intercity (53-3052)	2,384	49,242	349	6,093	\$ 21.29	\$ 23.45	High school diploma or equivalent
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	159	2,701	25	454	\$ 22.64	\$ 22.95	High school diploma or equivalent
Heavy and Tractor-Trailer Truck Drivers (53-3032)	466	9,191	60	1,159	\$ 23.15	\$ 22.58	Postsecondary nondegree award
Railroad Conductors and Yardmasters (53-4031)	20	877	2	78	\$ 39.93	\$ 40.55	High school diploma or equivalent