



FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

WORKFORCE DEMAND ASSESSMENT

Riverside Metro Region

INLAND EMPIRE

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 Riverside Metro Subregion is the largest of the four subregions by population and is projected to continue to grow over the next five years. With this growth comes a need for further investment in community 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 Riverside Metro Subregion are employed across a wide range of occupations. To support more focused program planning, the COE has established criteria to narrow this list to 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 Riverside Metro Subregion, this report incorporates data from the Chancellor's Office Curriculum Inventory (COCI) data on active programs at the subregion's four community colleges. By combining this information with the 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 Riverside Metro Subregion, this report is intended to be a foundation for understanding the current labor market landscape, forecasted change to that landscape, and how programs 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 POPULATIONS AND LABOR FORCE CHARACTERISTICS IN RIVERSIDE METRO SUBREGION?

- With 42.9% of the Inland Empire/Desert Region's population within its borders, the Riverside Metro Subregion is the largest subregion in terms of population (2.01 million residents).
- The subregion is projected to remain the largest over the next five years, projecting an increase of 60,600 residents.
- The subregion had nearly 750,600 jobs in 2023, accounting for nearly 40% of regional jobs.
- The subregion has had consistently lower unemployment rates than the broader region, indicating that individuals in the subregion may have access to more job opportunities than the other subregions, potentially a product of its proximity to Los Angeles and Orange counties.
- Working-age residents comprise nearly 52% of the subregional population, with this share projected to increase over the next five years. This indicates that workforce development efforts will have a strong residential pool of individuals to work with.
- Hispanic residents account for nearly 52% of residents, followed by White residents. The share of Hispanic residents is projected to increase while the share of White residents is projected to decrease.
- The subregion has a greater share of residents with a college education, 57.2%, than the broader region, 55.7%, but lags with advanced degree educational attainment.

SECTION 2: WHICH INDUSTRIES ARE IMPORTANT TO THE RIVERSIDE METRO SUBREGION'S ECONOMY?

- The subregion is projected to increase industry employment by 7.3% over the next five years, adding 55,249 jobs, accounting for 45.3% of regional job growth.
- The five industry sectors employing the largest number of workers in the Riverside Metro Subregion are Government, Health Care and Social Assistance, Construction, Transportation and Warehousing, and Accommodation and Food Services.

- The Health Care and Social Assistance sector is highly concentrated in the subregion and is projected to grow significantly, reflecting a growing specialization and opportunity for workforce development.

SECTION 3: WHAT JOBS ARE IMPORTANT TO THE RIVERSIDE METRO SUBREGION'S ECONOMY AND DO WE HAVE THE LABOR FORCE TO MEET THE DEMAND?

- Transportation and Material Moving occupations represent the largest number of jobs for the subregion, with 20,654 jobs and 2,690 annual openings, accounting for over 33% of all IED activity in this category.
- Construction and Extraction occupations represent a major occupational group in the region, with nearly 20,000 jobs and over 2,000 openings, ranking higher in both employment and local workforce concentration.
- Occupational trends by major occupational groups highlight opportunities to scale career education and training programs in infrastructure, logistics, public safety, and healthcare support. At the same time, sectors like IT, business, and professional services, while smaller, present important growth opportunities for future-proof, higher-wage occupations.
- The majority of good jobs occupations in the Riverside Metro Subregion (89.3%) typically require less than a bachelor's degree for entry, indicating that community college training programs provide pathways to in-demand and well-paying positions.

SECTION 4: WHICH GOOD JOBS DO COMMUNITY COLLEGES IN THE RIVERSIDE METRO SUBREGION TRAIN?

- Subregional community colleges offer training for Good Jobs in eight of the ten community college sectors.
- Program expansion opportunities exist in the Advanced Transportation and Logistics sector, with good jobs occupations projected to have nearly 3,300 annual job openings over the next five years in the subregion.
- With Energy, Construction, and Utilities employment concentrated in the subregion, there are opportunities to expand program offerings to meet the considerable subregional demand.
- There are 10 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 RIVERSIDE METRO SUBREGION?

- Program development opportunities exist across nine of the 10 community college sectors, suggesting subregional colleges have many opportunities to address subregional workforce needs with new programs.
- The Health sector contains the greatest number of annual job openings for occupations not currently trained by subregional community colleges.
- Following Health, the Advanced Transportation and Logistics; Energy, Construction, and Utilities; and Retail, Tourism, and Hospitality sectors exhibit the greatest gaps between current program

offerings and labor market demand, making them strong candidates for future program development.

- Subregional community colleges may have a competitive advantage in supplying library technicians and public safety communicators, as these occupations are concentrated in the subregion.

SECTION 1: WHAT ARE THE POPULATION AND LABOR FORCE CHARACTERISTICS IN RIVERSIDE METRO SUBREGION?

1.1: GEOGRAPHIC OVERVIEW OF THE RIVERSIDE METRO SUBREGION

Located in the southwestern quadrant of the Riverside-San Bernardino-Ontario metropolitan statistical area (MSA), the Inland Empire-Riverside Metro subregion encompasses the western portion of Riverside County, extending north to the San Bernardino County line, including San Geronimo Pass communities and south to the San Diego County border. The Inland Empire-Riverside Metro Subregion is the largest of the region's four subregions in terms of current population size and it represents 42.9% of the Inland Empire/Desert Region's total population. This subregion is home to four community colleges within the Riverside Community College District and Mt. San Jacinto Community College District, 16 high school districts, and the University of California, Riverside. 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-Riverside Metro Subregion. See Appendix A for Methodology and Data Sources used in this report.

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)

Community colleges in the Riverside Subregion



1.2: ECONOMIC OVERVIEW OF THE RIVERSIDE METRO SUBREGION

As shown in Exhibit 1, the number of jobs in the Riverside Metro Subregion grew by 10.6% since 2018, reaching 750,593 jobs in 2023. During the same five-year period, Inland Empire/Desert (IED) regional employment grew by 10.0%—significantly outpacing national growth of 4.4%—adding 171,351 jobs. The Riverside Metro Subregion is projected to grow at a faster rate than the region as a whole and the nation, adding 64,936 jobs and growing by 8.7%, 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 (\$71,331) remains \$13,672 below the national average, which may present challenges for attracting and retaining skilled talent.

Exhibit 1: Overview of the Riverside Metro Subregion



2,013,093
Population (2023)

As of 2023 the subregion's population increased by 1.9% since 2018, growing by 37,794. Population is expected to increase by 3.0% between 2023 and 2028, adding 60,647.



\$72k
Avg. Earnings Per Job (2023)

Subregional average earnings per job are \$12,927 below the national average earnings of \$83,271 per job.



750,593
Jobs (2023)

In 2023, total employment reached 750,593 jobs, reflecting a five-year growth of 72,102 jobs since 2018. Looking ahead, employment is projected to increase by an additional 64,936 jobs over the next five years.



Top 3 Industries

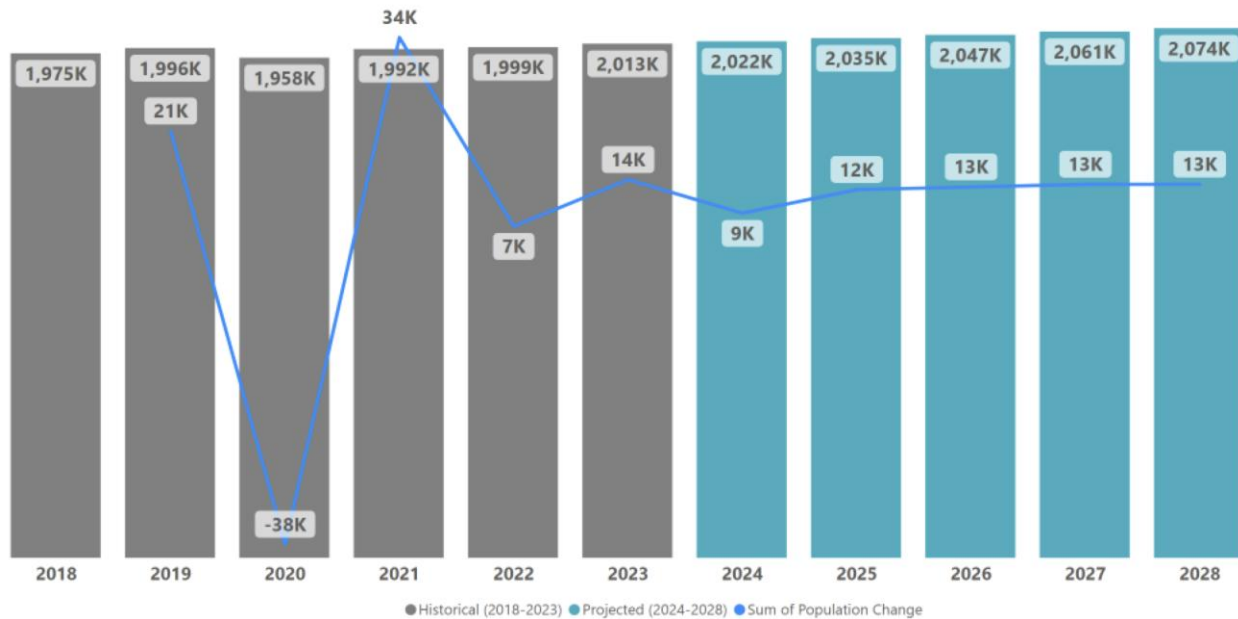
The top three industries by job counts in 2023 are Education and Hospitals (Local Government), Restaurants and Other Eating Places, and Warehousing and Storage.

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

1.3: RIVERSIDE METRO SUBREGION POPULATION AND LABOR FORCE

In 2023, the Riverside Metro Subregion was home to 2.01 million residents, or 42.9% of the Inland Empire region's 4.69 million residents (Exhibit 2). The subregion added 37,794 residents, growing by 1.9% since 2018. The subregion is projected to remain the largest in the region, adding 60,647 residents, growing by 3.0% through 2028.

Exhibit 2: Population, in thousands, Riverside Metro Subregion (2018-2028)



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

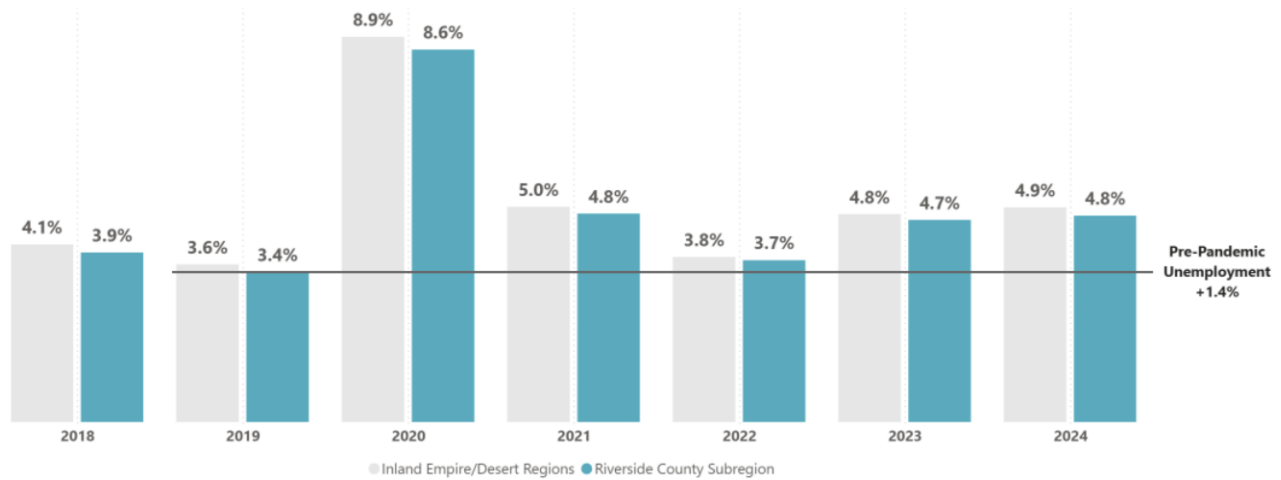
While population data is interesting and an important measure of a region’s overall economic health, these data do not represent the number of residents in the labor force.

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 and contain community college campuses. Note that these figures do not represent the entire college service area due to the constraints on this type of data; however, it is helpful to understand the unemployment trends in the larger cities.

Across all years, the Riverside Metro Subregion’s unemployment tracks closely with IED’s overall, with no more than a 0.3% difference in any year. The unemployment rate increased steadily in Riverside Metro Subregion from 3.7% (2022) to 4.8% (2024) as well as in IED, from 3.8% (2022) to 4.9% (2024). The alignment of regional and subregional unemployment rates is likely a product of the subregion comprising a significant portion of the region’s population and jobs. The consistently lower unemployment rates in the Riverside Metro Subregion may be a product of commuting patterns as it is geographically near to greater employment opportunities in Los Angeles and Orange counties.

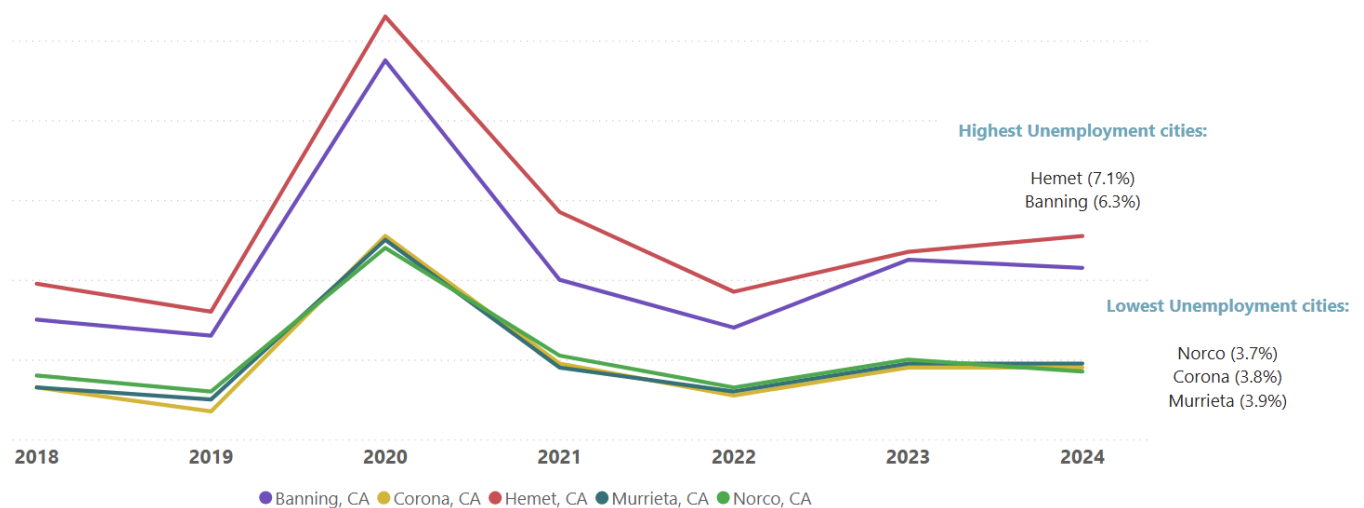
Exhibit 3: Unemployment rate, Riverside Metro Subregion & IED (2018-2023)



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

Exhibit 4 displays the city-level unemployment rates for five of the eight cities in the subregion that have a population greater than 25K and contain community college campuses. The two cities that have the highest unemployment rates in 2024 were Hemet (7.1%) and Banning (6.3%), reaching levels higher than before the pandemic. The three cities with the lowest unemployment rate in 2024 were Norco (3.7%), Corona (3.8%), and Murrieta (3.9%). Cities not displayed below, such as Beaumont (4.5%), Jurupa Valley (4.7%), Lake Elsinore (5.1%), Menifee (5.3%), and Moreno Valley (5.1%) have unemployment rates slightly higher than pre-pandemic levels.

Exhibit 4: Unemployment rate, Riverside Metro Subregion Cities (2018-2024)



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

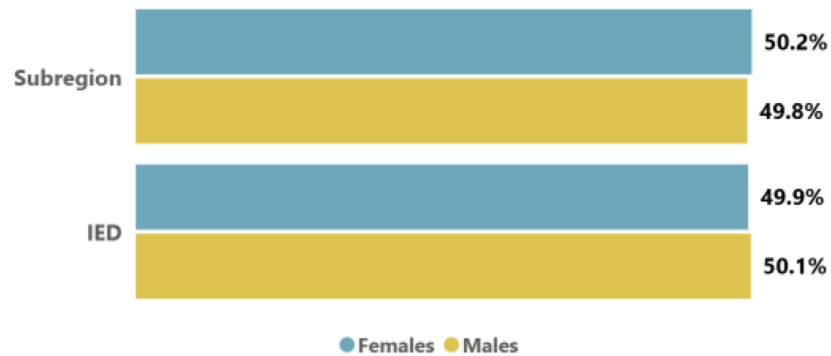
Higher city-level unemployment compared to regional figures can impact students' abilities to find work due to localized labor market dynamics, limited job accessibility. Understanding these factors is

essential for community college faculty to effectively support their students in navigating the job market and achieving successful employment outcomes.

1.4: RIVERSIDE METRO SUBREGION POPULATION DEMOGRAPHICS


As shown in Exhibit 5, both Riverside Metro Subregion and IED populations show an almost equal distribution between male and female residents, with less than a 0.2% difference from an even distribution. There is a slightly higher proportion of women in the Riverside Metro Subregion (50.2%) compared to the women in IED region (49.9%).

Exhibit 5: Population Gender Proportions, Riverside Metro Subregion & IED (2023)



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

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



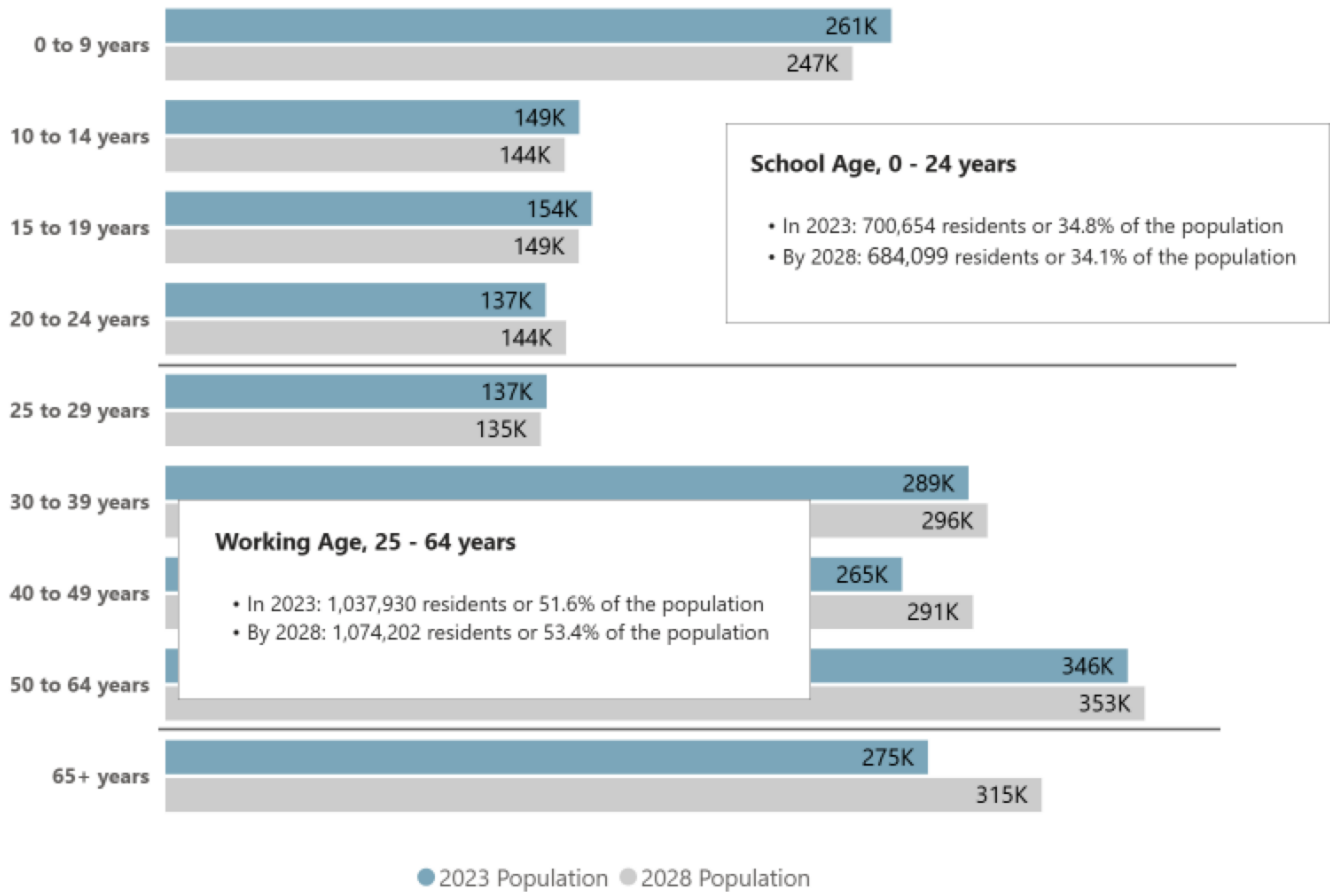
- Workforce programs should ensure gender-inclusive strategies, especially in fields traditionally underrepresented by one gender (e.g., women in STEM/trades, men in healthcare/education).
- The slight variation may have localized impacts on childcare demand, health services, or career program enrollment 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 all 2.013M individuals in the Riverside Metro Subregion.

Exhibit 6 illustrates the current and projected age distribution of residents in the Riverside Metro Subregion. The data reveals a slight decline in the population of individuals aged 20 to 24—typically considered the traditional college-going age. Among the working-age population (25 to 64 years), all age groups are projected to increase by 2028, with the exception of the 25 to 29-year-old group, which

is expected to decrease slightly by 2,000 residents. The cohort of residents at retirement age (65+ years) is projected to increase significantly from 275K residents in 2023 to 315K residents in 2028.

Exhibit 6: Population Age Distribution, Riverside Metro Subregion & IED (2023 - 2028)



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

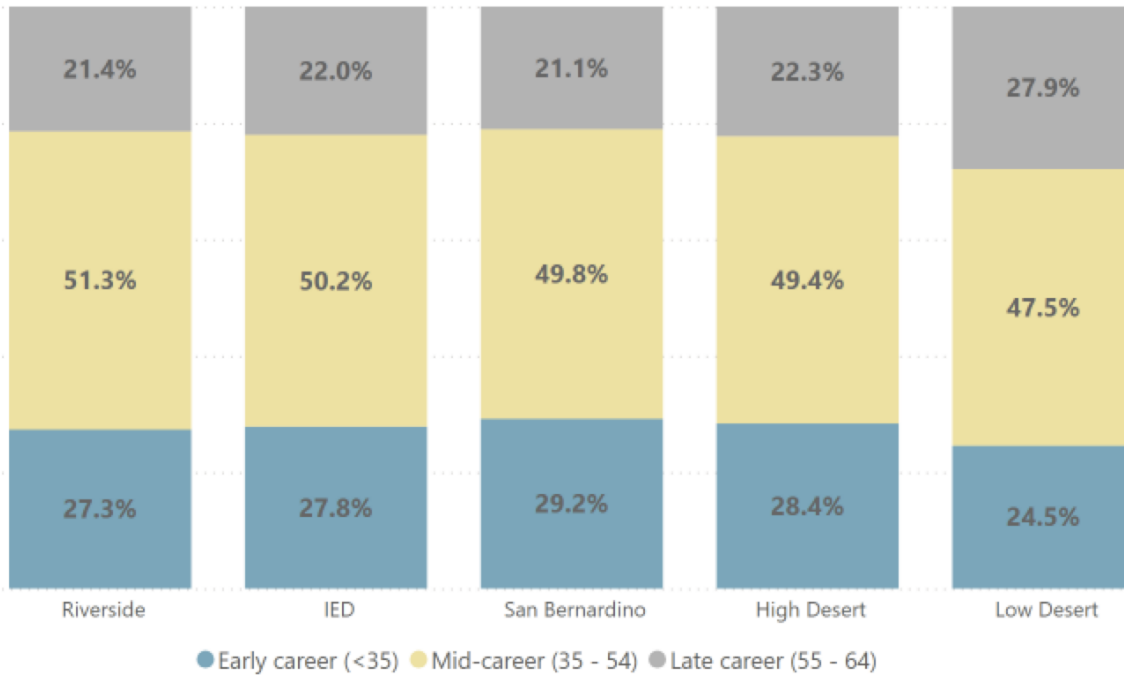
A valuable approach to further disaggregating the population is by analyzing residents’ career stages based on age. The Bureau of Labor Statistics defines individuals between ages 25 and 54 as being in their “prime working age.”² As shown in Exhibit 7, approximately 1.038 million residents between the ages of 25 and 64 are grouped into early, mid, and late career categories for comparative analysis.

In 2023, working-age residents made up 51.6% of the subregion’s approximately 2 million population, with projections indicating an increase slightly to 51.8% by 2028. In contrast, the school-age population accounted for 34.8% in 2023 and is expected to decline to 33.0%, potentially reflecting an aging population and slower population growth moving forward.

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>

1. Early career (< 35) represents 27.3% of the working-age cohort in 2023 and is projected to decrease slightly to 25.7% by 2028.
2. Mid-career (35 – 54) represents 51.3% of the working-age cohort in 2023 and is projected to increase slightly to 52.9% by 2028.
3. Late career (55 - 64) represents 21.4% of the working-age cohort in 2023 and is projected to remain stable at 21.4% by 2028.

Exhibit 7: Population Working-age Distribution, All Subregions & IED (2023 - 2028)



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

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

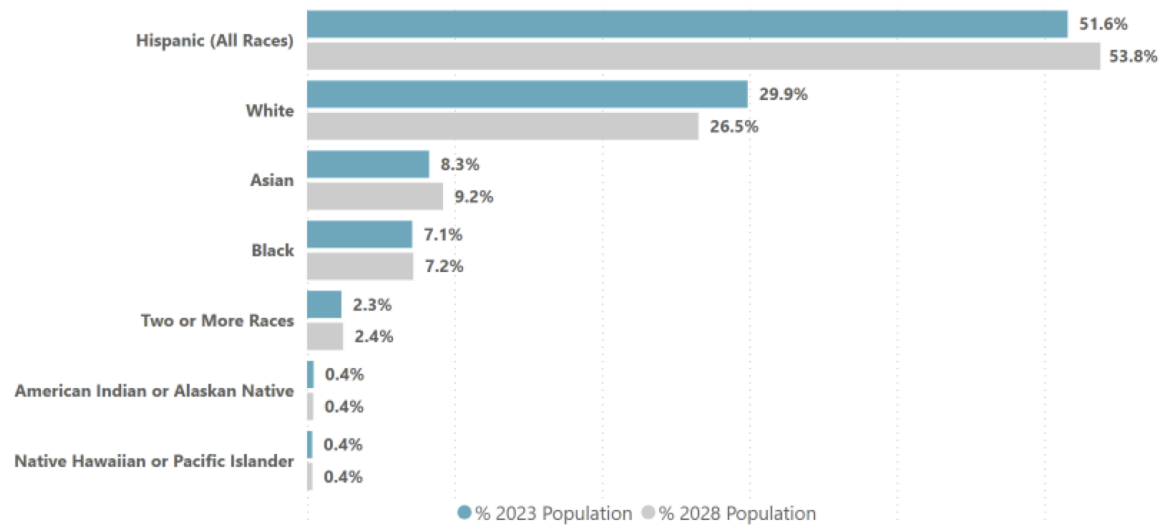
The U.S. Census Bureau collects race and ethnicity data based on standards set by the U.S. Office of Management and Budget.³ Residents are asked to self-identify their race and indicate whether they are of Hispanic or Latino origin. These categories are intended to reflect social and cultural identities,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

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

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 51.6% of the Riverside Metro Subregion's population in 2023, slightly below the Inland Empire regional share of 53.7%. This proportion is projected to rise to 53.8% by 2028. In contrast, the share of White, Non-Hispanic residents in the subregion is expected to decline from 29.9% in 2023 to 26.5% by 2028.

Exhibit 8: Race and Ethnicity Distribution, Riverside Metro Subregion (2023 - 2028)



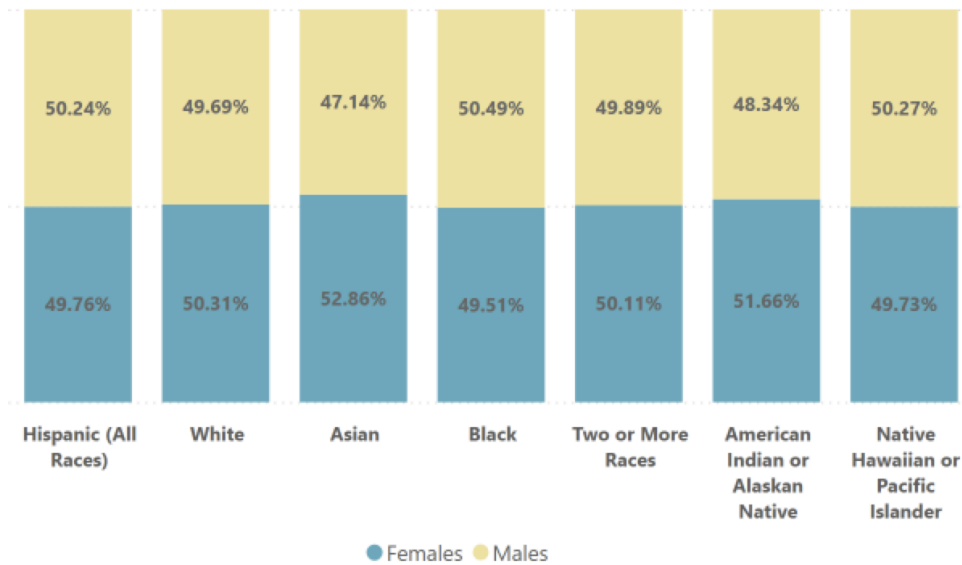
Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 9 displays the gender distribution for each race and ethnicity category. As shown, most racial and ethnic groups show nearly even gender distribution, with only slight variations (generally within $\pm 1\%$ of 50/50). This reinforces earlier findings from the Inland Empire and Riverside Subregion (see earlier chart), where the total population is nearly gender balanced. Asian residents show the largest gender gap, with females representing 52.86% and males only 47.14%. American Indian or Alaskan Native residents also show a notable female majority (51.66%).



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, Riverside Metro Subregion (2023 - 2028)



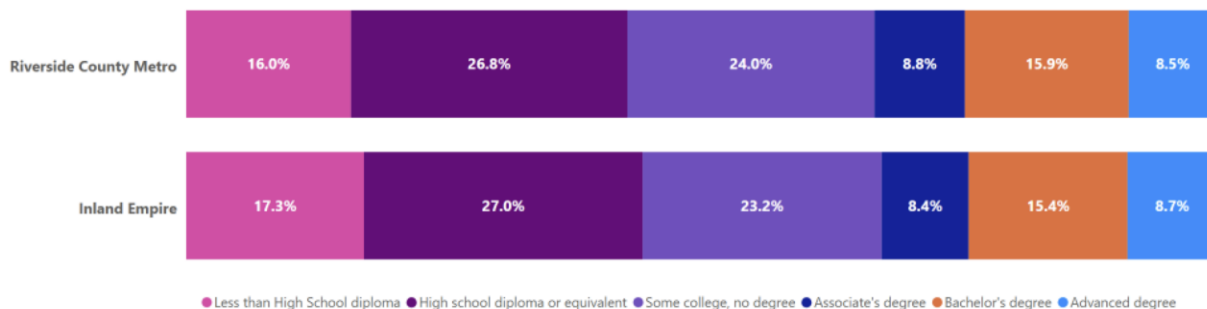
Source: Lightcast 2025.1 – Region Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.5: RIVERSIDE METRO SUBREGION POPULATION EDUCATION ATTAINMENT

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

As shown in Exhibit 10, Riverside County has a lower share of residents with a high school diploma or less (42.8%), compared to 44.3% across the Inland Empire, indicating that the K-12 system in the subregion is serving residents well, compared to the region. Additionally, Riverside Metro Subregion leads in both “some college” (24.0%) and associate degree attainment (8.8%), suggesting a strong opportunity for community colleges to re-engage adult learners and expand access to credential and degree pathways.

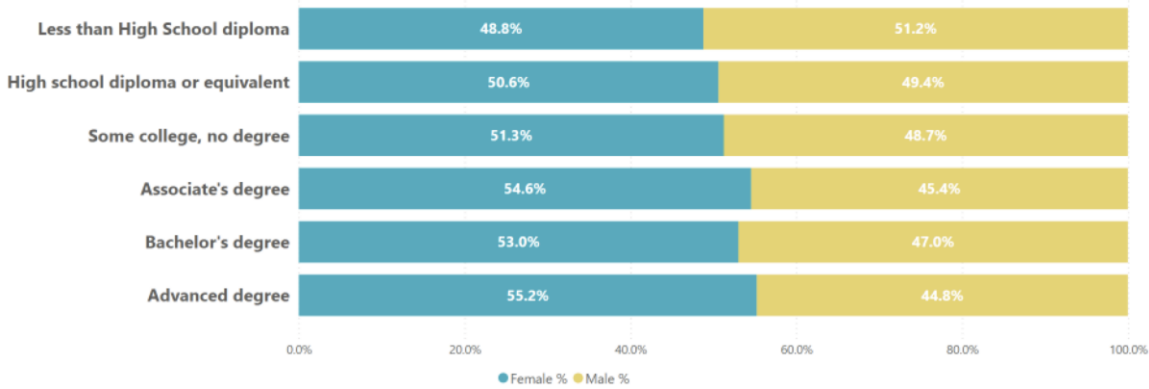
Exhibit 10: Education attainment, Riverside Metro Subregion and IE/D, 2023



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

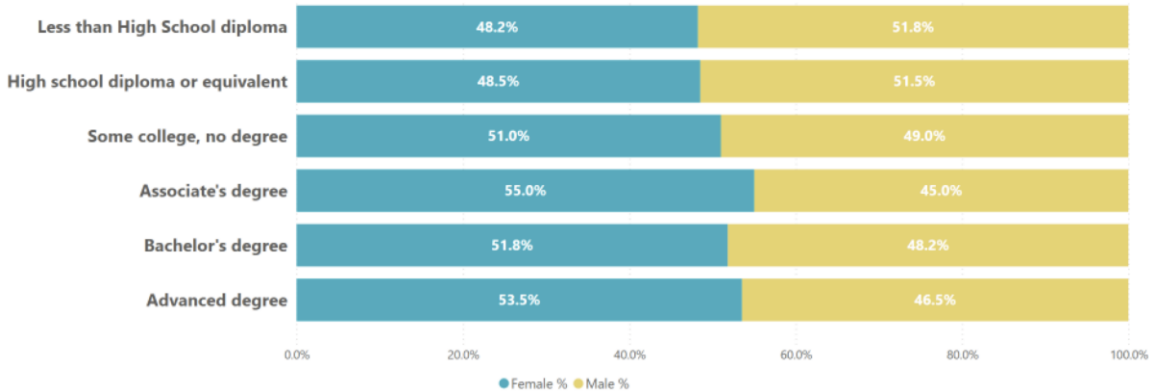
As shown in Exhibit 11, women in Riverside Metro Subregion slightly outpace men in postsecondary attainment, holding 54.6% of associate degrees, 53.0% of bachelor’s degrees, and 55.2% of advanced degrees. This trend mirrors broader patterns in the Inland Empire as shown in Exhibit 11, where women also lead with 55.0% of associate, 51.8% of bachelor’s, and 53.5% of advanced degrees. While gender representation is relatively balanced at the high school level and among those with some college but no degree, the widening gap at higher attainment levels highlights the need to support more men in completing postsecondary credentials, particularly in middle-skill and high-demand career pathways.

Exhibit 11: Education attainment, Riverside Metro 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 RIVERSIDE METRO SUBREGION’S ECONOMY?

Industries are defined as groups of employer establishments classified according to their primary business activity—such as the goods they produce, the services they offer, or what they sell. Data on industries is typically collected through government administrative records and employer reports, such

as unemployment insurance filings and payroll tax records. Sources like the U.S. Bureau of Labor Statistics and state labor departments aggregate this information to track employment by industry.

This analysis measures industries by current job counts, projected job 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 Riverside Metro Subregion including the share of these jobs as compared to the entire IED region.

Exhibit 13: Industries (3-Digit; grouped by 2-Digit NAICS), Riverside Metro 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					
Accommodation	3,827	432	11.3%	22.1%	\$49,818.60
Food Services and Drinking Places	55,774	4,949	8.9%	36.2%	\$32,749.38
Administrative and Support and Waste Management and Remediation Services					
Administrative and Support Services	45,853	1,542	3.4%	36.9%	\$47,529.62
Waste Management and Remediation Services	2,318	379	16.4%	44.0%	\$88,521.17
Agriculture, Forestry, Fishing and Hunting					
Animal Production and Aquaculture	181	(51)	-28.2%	13.5%	\$64,862.34
Crop Production	725	27	3.7%	10.5%	\$55,004.67
Fishing, Hunting and Trapping	13	(2)	-13.5%	41.9%	\$57,228.87
Forestry and Logging	47	(11)	-22.7%	58.0%	\$67,772.62
Support Activities for Agriculture and Forestry	1,023	(5)	-0.5%	16.6%	\$53,996.75
Arts, Entertainment, and Recreation					
Amusement, Gambling, and Recreation Industries	4,123	505	12.3%	20.5%	\$37,723.11
Museums, Historical Sites, and Similar Institutions	124	18	14.7%	17.5%	\$62,713.80
Performing Arts, Spectator Sports, and Related Industries	2,333	244	10.5%	31.9%	\$47,060.70
Construction					
Construction of Buildings	14,268	1,112	7.8%	50.2%	\$77,704.68
Heavy and Civil Engineering Construction	8,984	569	6.3%	56.9%	\$117,655.45
Specialty Trade Contractors	52,446	3,436	6.6%	51.8%	\$73,316.12
Educational Services					
Educational Services	11,813	2,025	17.1%	42.9%	\$47,971.40
Finance and Insurance					
Credit Intermediation and Related Activities	4,143	(412)	-9.9%	36.3%	\$89,558.71
Funds, Trusts, and Other Financial Vehicles	17	(6)	-33.7%	23.0%	\$131,270.44

Insurance Carriers and Related Activities	4,967	219	4.4%	36.0%	\$104,266.23
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1,179	(5)	-0.5%	41.7%	\$135,058.20
Government					
Federal Government	10,896	542	5.0%	26.2%	\$97,671.26
Local Government	102,620	9,482	9.2%	46.4%	\$110,835.40
State Government	12,380	69	0.6%	45.3%	\$106,394.66
Health Care and Social Assistance					
Ambulatory Health Care Services	36,312	5,784	15.9%	38.4%	\$87,660.16
Hospitals	15,317	2,206	14.4%	33.1%	\$107,021.33
Nursing and Residential Care Facilities	12,683	1,671	13.2%	44.4%	\$58,615.40
Social Assistance	38,248	10,712	28.0%	40.5%	\$30,095.07
Information					
Broadcasting and Content Providers	704	104	14.8%	55.5%	\$74,360.97
Data Processing, Hosting, and Related Services	611	89	14.5%	18.5%	\$115,668.56
Motion Picture and Sound Recording Industries	1,219	211	17.3%	33.9%	\$44,149.03
Publishing Industries	587	(44)	-7.5%	35.2%	\$87,535.18
Telecommunications	2,570	(11)	-0.4%	50.0%	\$115,117.35
Web Search Portals, Libraries, Archives, and Other Information Services	80	(1)	-1.3%	13.9%	\$69,495.09
Management of Companies and Enterprises					
Management of Companies and Enterprises	3,439	(214)	-6.2%	38.8%	\$112,140.27
Manufacturing					
Apparel Manufacturing	244	(25)	-10.1%	42.2%	\$54,524.81
Beverage and Tobacco Product Manufacturing	2,669	213	8.0%	59.1%	\$61,681.44
Chemical Manufacturing	2,314	(150)	-6.5%	39.6%	\$79,814.62
Computer and Electronic Product Manufacturing	1,763	(90)	-5.1%	49.1%	\$94,622.15
Electrical Equipment, Appliance, and Component Manufacturing	756	(16)	-2.1%	28.3%	\$93,740.19
Fabricated Metal Product Manufacturing	6,733	328	4.9%	45.1%	\$85,136.49
Food Manufacturing	3,424	506	14.8%	26.8%	\$69,165.41
Furniture and Related Product Manufacturing	1,547	(148)	-9.6%	38.4%	\$81,167.84
Leather and Allied Product Manufacturing	41	(6)	-13.5%	40.6%	\$44,582.31
Machinery Manufacturing	2,689	(73)	-2.7%	41.9%	\$94,404.95
Miscellaneous Manufacturing	4,538	(282)	-6.2%	62.5%	\$94,827.63
Nonmetallic Mineral Product Manufacturing	2,722	118	4.3%	39.6%	\$82,266.40
Paper Manufacturing	755	23	3.0%	29.7%	\$78,248.09
Petroleum and Coal Products Manufacturing	58	(25)	-42.9%	27.5%	\$104,221.89
Plastics and Rubber Products Manufacturing	4,715	439	9.3%	45.4%	\$73,605.59
Primary Metal Manufacturing	1,030	(194)	-18.8%	26.0%	\$88,904.35
Printing and Related Support Activities	953	(150)	-15.8%	39.2%	\$57,471.87
Textile Mills	46	15	32.7%	54.1%	\$80,648.86
Textile Product Mills	479	32	6.6%	54.8%	\$57,995.06

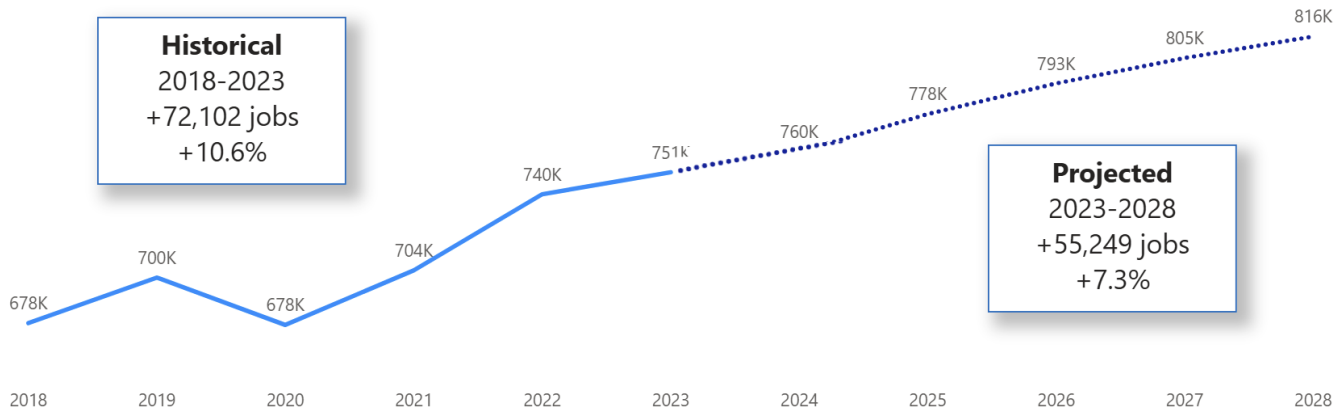
Transportation Equipment Manufacturing	3,682	(102)	-2.8%	48.5%	\$74,161.86
Wood Product Manufacturing	2,349	(209)	-8.9%	44.7%	\$68,249.21
Mining, Quarrying, and Oil and Gas Extraction					
Mining (except Oil and Gas)	331	11	3.3%	25.3%	\$123,589.22
Oil and Gas Extraction	-	-	0.0%	0.0%	\$0
Support Activities for Mining	60	11	18.8%	28.4%	\$91,906.45
Other Services (except Public Administration)					
Personal and Laundry Services	13,787	1,913	13.9%	43.9%	\$40,239.82
Private Households	5,424	440	8.1%	55.6%	\$19,946.55
Religious, Grantmaking, Civic, Professional, and Similar Organizations	7,642	471	6.2%	41.5%	\$42,266.50
Repair and Maintenance	11,057	694	6.3%	38.9%	\$59,696.57
Professional, Scientific, and Technical Services					
Professional, Scientific, and Technical Services	25,813	1,780	6.9%	42.0%	\$87,630.94
Real Estate and Rental and Leasing					
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	20	3	14.2%	71.4%	\$177,453.90
Real Estate	7,765	516	6.6%	33.4%	\$76,739.19
Retail Trade					
Rental and Leasing Services	2,304	87	3.8%	34.3%	\$76,124.33
Building Material and Garden Equipment and Supplies Dealers	7,856	215	2.7%	48.9%	\$58,483.36
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	6,482	(85)	-1.3%	37.0%	\$33,749.19
Food and Beverage Stores	17,820	1,319	7.4%	43.1%	\$49,139.87
Furniture, Home Furnishings, Electronics, and Appliance Retailers	3,753	(571)	-15.2%	36.4%	\$54,106.63
Gasoline Stations and Fuel Dealers	4,009	264	6.6%	36.2%	\$43,354.34
General Merchandise Retailers	17,548	181	1.0%	43.3%	\$43,512.24
Health and Personal Care Retailers	5,164	269	5.2%	39.7%	\$54,896.65
Motor Vehicle and Parts Dealers	11,360	406	3.6%	42.4%	\$83,204.05
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,576	20	0.3%	36.8%	\$40,359.67
Transportation and Warehousing					
Air Transportation	320	21	6.5%	28.4%	\$101,420.76
Couriers and Messengers	6,275	1,606	25.6%	25.5%	\$56,459.10
Pipeline Transportation	106	9	8.1%	31.5%	\$153,774.91
Postal Service	309	137	44.4%	85.8%	\$50,031.27
Rail Transportation	986	(87)	-8.9%	26.8%	\$106,397.32
Scenic and Sightseeing Transportation	100	14	13.6%	73.5%	\$30,020.30
Support Activities for Transportation	3,390	174	5.1%	24.6%	\$72,903.95
Transit and Ground Passenger Transportation	2,301	587	25.5%	36.3%	\$42,048.44
Truck Transportation	9,944	839	8.4%	24.8%	\$81,503.69
Warehousing and Storage	50,370	7,352	14.6%	40.4%	\$68,442.12
Water Transportation	20	3	12.6%	39.2%	\$109,334.08

Utilities					
Utilities	1,168	66	5.6%	20.5%	\$171,819.11
Wholesale Trade					
Merchant Wholesalers, Durable Goods	13,396	(390)	-2.9%	32.2%	\$88,278.70
Merchant Wholesalers, Nondurable Goods	10,473	1,067	10.2%	41.0%	\$114,303.62
Wholesale Electronic Markets and Agents and Brokers	1,238	(89)	-7.2%	38.6%	\$79,125.52

2.1 INDUSTRY EMPLOYMENT OVERVIEW

As shown in Exhibit 14, industry employers reported 750,593 total jobs in 2023, or about 39.5% of the Inland Empire/Desert Region’s total employment of 1.89 million jobs. From 2023 to 2028, the Riverside Metro Subregion is projected to add 55,249 jobs, growing by 7.3%. Over this same time frame, the IEDR is projected to add 143,503 jobs, growing by 7.6%, indicating that 45.3% of regional job growth can be attributed to gains made in the Riverside Metro Subregion.

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

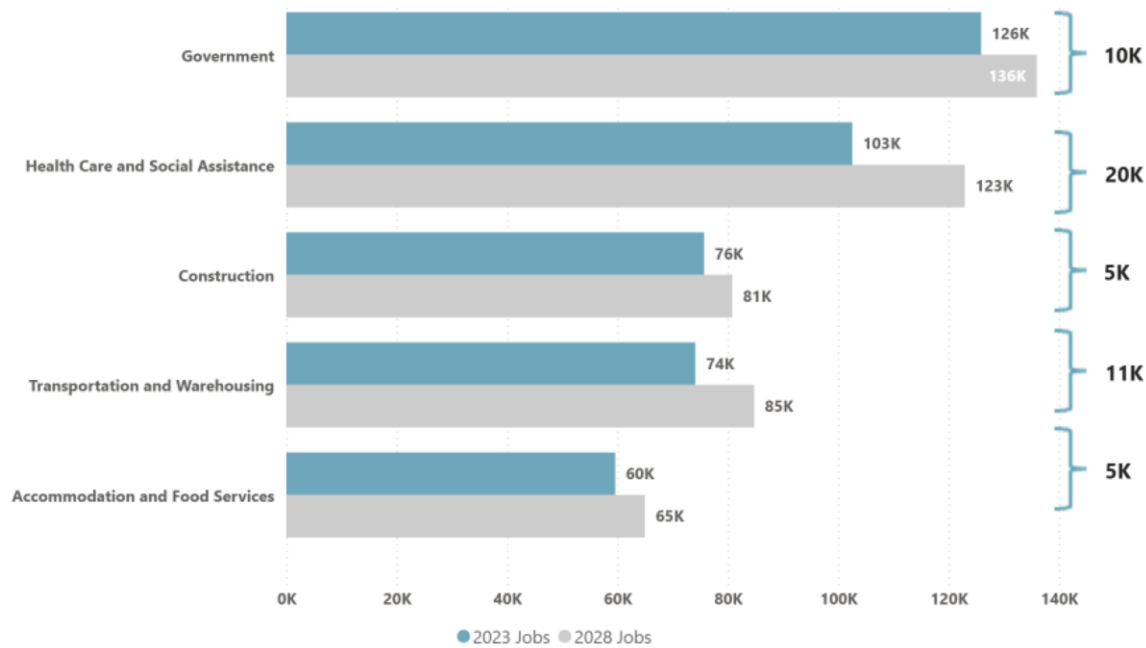


Source: Lightcast 2025.1 – Industry Overview, QCEW Employees, Non-QCEW Employees, and Self-Employed

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 Riverside Metro Subregion are Government (126K jobs), Health Care and Social Assistance (103K), Construction (76K), Transportation and Warehousing (74K), and Accommodation and Food Services (60K). By 2028, the Health Care and Social Assistance sector is projected to experience the most significant growth—adding 20K new jobs for a total of nearly 123K jobs, a 19.9% increase. Together, these top five industry sectors are expected to contribute over 74% of the subregion’s overall job growth (65K jobs) over the next five years.

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



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

The strong job growth relative to population increases suggests a tightening labor market and highlights the need to expand the region’s talent pipeline through targeted education and workforce development strategies within critical growing sectors.

2.2 NOTABLE INDUSTRIES IN THE RIVERSIDE METRO SUBREGION

Exhibit 16 provides five notable industry subsectors for this subregion based on those that are growing faster than the region overall (at or above 8.0% growth), have average per job earnings above the living wage standard⁴ (\$43,180.80 annually), and have a high location quotient at or above 1.2.

The Local Government subsector is the largest employer among the subsectors shown, with 102,620 jobs in 2023 and is projected to add 9,482 jobs (9.2%) by 2028. Location Quotient (LQ) is a measure that compares the concentration of jobs in a specific industry within a subregion to the national average. This subsector offers high average earnings per job of \$110,835 and is concentrated in the subregion (LQ: 1.67), indicating a stable and well-established presence.

Notable industry subsectors within the Transportation and Warehousing sector had 56,954 jobs in 2023 and are projected to collectively grow by nearly 16% through 2028, adding 9,095 jobs. The

⁴ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024.

Warehousing and Storage subsector is projected to be a major driver of job gains in the Transportation and Warehousing sector, creating 7,352 jobs through 2028, or 14.6% of sector job growth.

Plastics and Rubber Products Manufacturing, while smaller in scale (4,715 jobs), shows modest growth (+439 jobs) and a high subregional concentration (LQ: 1.52), suggesting a specialized but stable subsector within manufacturing. Average earnings in this sector are \$73,606, making it a moderately high-wage pathway for skilled trades.

The data highlights Transportation and Warehousing as a top priority for workforce development, given its strong job growth, and regional specialization. Government and niche manufacturing sectors also offer stable, well-paying opportunities, reinforcing the need for training pathways that align with both broad public sector roles and specialized skilled trades.

Exhibit 16: Top Industries (3-Digit; grouped by 2-Digit NAICS), Riverside Metro 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
Government						
Local Government	102,620	9,482	9.2%	46.4%	1.63	\$110,835
Manufacturing						
Plastics and Rubber Products Manufacturing	4,715	439	9.3%	45.4%	1.46	\$73,606
Transportation and Warehousing						
Couriers and Messengers	6,275	1,606	25.6%	25.5%	1.17	\$56,459
Postal Service	309	137	44.4%	85.8%	5.47	\$50,031
Warehousing and Storage	50,370	7,352	14.6%	40.4%	6.17	\$68,442
Avg. Annual Growth Rate			11.6%			

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 Riverside Metro Subregion.

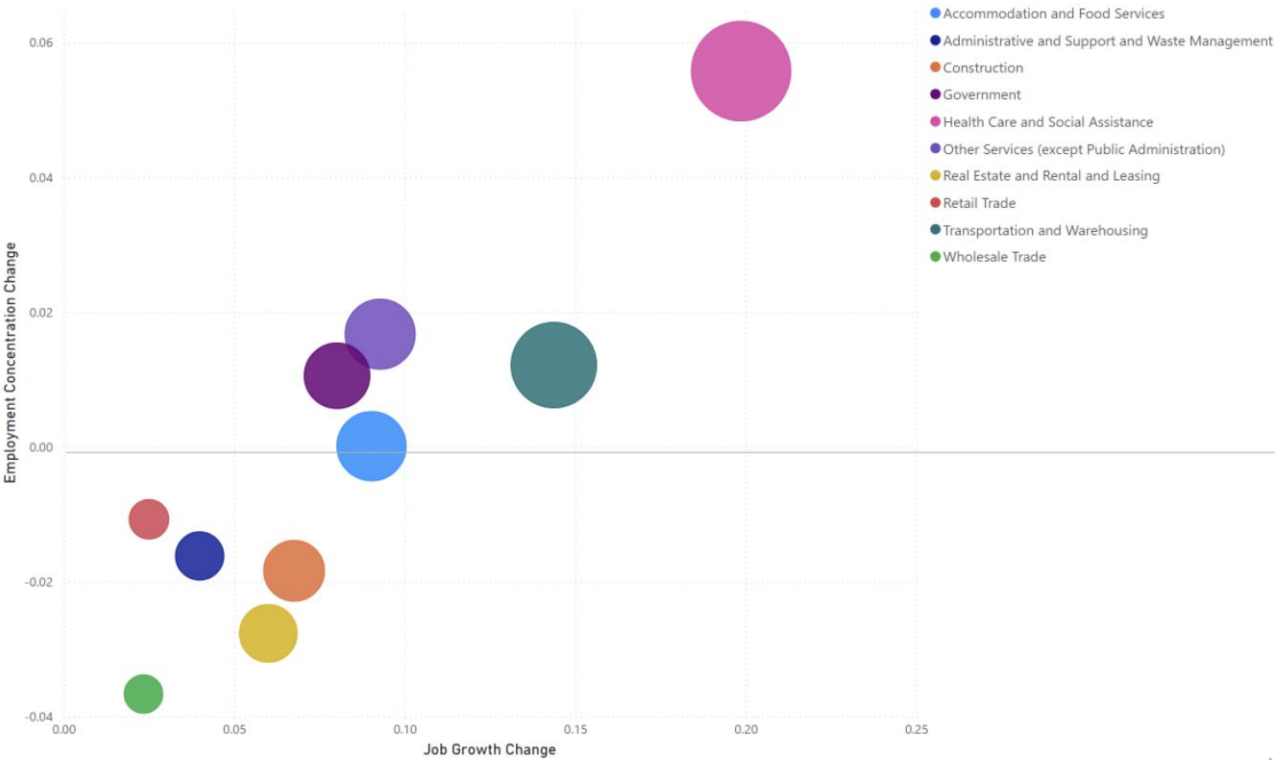
Health Care and Social Assistance stands out prominently in the top-right quadrant of the chart, with a large bubble size, indicating it leads all sectors in both job growth and increased employment concentration. This positioning reflects strong subregional demand, growing local specialization, and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

Positioned in the upper-middle right quadrant, Transportation and Warehousing shows strong job growth and a moderate increase in employment concentration, with a large bubble size indicating its significant share of regional employment. This trend reinforces the Inland Empire’s role as a national logistics hub, signaling a sustained need for skilled workers, making it a high-priority sector for workforce and training investments.

Construction and Administrative Support and Waste Management, appearing in the lower-right quadrant, reflecting positive job growth but declining employment concentration—meaning these industries are expanding but not as quickly as they are nationally. Community colleges may need to focus on modernizing training programs, integrating new technologies, and promoting career mobility to keep pace with changing industry dynamics.

Wholesale Trade and Real Estate and Rental and Leasing, located in the bottom-left quadrant, are both declining job growth and decreasing employment concentration, with relatively small bubble sizes. This suggests these sectors are becoming less significant to the regional economy and likely lower priorities for large-scale workforce development, and training investments may be better directed toward growing sectors.

Exhibit 17: Highest Industry Employment Concentration (2-Digit NAICS), Riverside Metro Subregion (2023 - 2028)



Source: Lightcast 2025.1 – Highest Ranked Industries, QCEW Employees, Non-QCEW Employees, and Self-Employed

Based on the above analysis of sector-level trends in job growth and employment concentration, it is clear that certain industries—such as health care, transportation, and other services—are driving workforce demand in the Riverside Metro Subregion. 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 RIVERSIDE METRO SUBREGION'S ECONOMY AND DO WE HAVE THE WORKFORCE TO MEET THE DEMAND?

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

To identify the best opportunities for new program development in the Riverside Metro 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 Riverside Metro 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.⁵ Analyzing occupations within the context of their broader 2-digit occupational major group is valuable because it reveals patterns in employment demand, specialization, and vulnerability to automation across related job roles. Grouping occupations this way helps align training programs and workforce strategies with sector-wide trends rather than isolated job titles.

The Riverside Metro Subregion plays a major role in the region’s labor market, particularly in construction, transportation, and protective services, where these Major SOC groups contribute over 40.1% of all IED good jobs. Transportation and Material Moving occupations are the largest in volume for the subregion with 20,654 jobs and 2,690 annual openings, accounting for over 33% of all IED

⁵ 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

activity in this category. The logistics industry concentration in the Inland Empire, this underscores a need for upskilling, CDL training, and supply chain-related pathways. Construction, with nearly 20,000 jobs and over 2,000 openings, is also a leading occupational group in both employment volume and subregional dominance.

Computer and Mathematical Occupations (38.6% of IED jobs in this category) and Business and Financial Operations (40.6%) reflect solid but not dominant local presence, pointing to emerging areas for growth in tech and finance careers. Similarly, Healthcare Practitioners and Technical Occupations account for 40% of openings regionally, suggesting strong demand and a solid case for program expansion. These trends highlight opportunities to scale career education and training programs in infrastructure, logistics, public safety, and healthcare support. At the same time, sectors like IT, business, and professional services—while smaller—present important growth opportunities for future-proof, higher-wage occupations.

Exhibit 18: Annual Job Openings per Good Job by 2-digit Major Occupational Group, Riverside Metro 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
Transportation and Material Moving Occupations (4 Occupations)	20,654	62,011	33.3%	2,690	7,784	34.6%
Construction and Extraction Occupations (9 Occupations)	19,717	40,831	48.3%	2,017	4,099	49.2%
Installation, Maintenance, and Repair Occupations (13 Occupations)	17,603	43,901	40.1%	1,826	4,410	41.4%
Office and Administrative Support Occupations (10 Occupations)	15,376	37,926	40.5%	1,743	4,191	41.6%
Management Occupations (6 Occupations)	15,980	41,505	38.5%	1,698	4,330	39.2%
Healthcare Practitioners and Technical Occupations (11 Occupations)	10,199	27,408	37.2%	1,081	2,682	40.3%
Protective Service Occupations (4 Occupations)	6,854	14,855	46.1%	736	1,554	47.4%
Computer and Mathematical Occupations (4 Occupations)	3,867	10,015	38.6%	301	793	38.0%
Production Occupations (2 Occupations)	2,742	6,542	41.9%	291	669	43.5%
Business and Financial Operations Occupations (3 Occupations)	2,837	6,994	40.6%	242	546	44.3%
Food Preparation and Serving Related Occupations (1 Occupations)	1,173	3,320	35.3%	170	470	36.2%
Healthcare Support Occupations (2 Occupations)	905	2,193	41.3%	170	383	44.4%
Legal Occupations (1 Occupations)	845	1,997	42.3%	108	247	43.7%
Educational Instruction and Library Occupations (1 Occupations)	576	1,232	46.8%	105	222	47.3%
Sales and Related Occupations (1 Occupations)	859	2,465	34.8%	82	228	36.0%
Architecture and Engineering Occupations (2 Occupations)	603	1,587	38.0%	65	167	38.9%
Life, Physical, and Social Science Occupations (1 Occupations)	190	586	32.4%	27	78	34.6%

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

This major occupational group-level analysis helps colleges and workforce planners identify which occupational categories present both strong economic opportunity and an urgent need for program alignment—particularly when considering their concentration within the 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

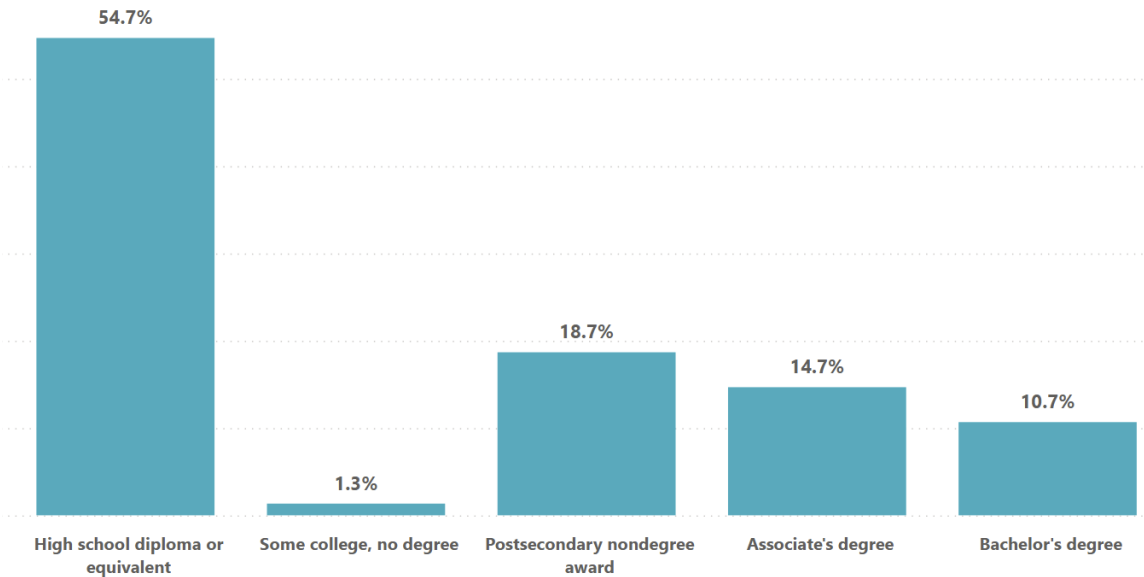
Statistics (OEWS) program. BLS determines these education requirements using a combination of employer surveys, labor market expert input, and analysis of job duties and training needs.⁶

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 Riverside Metro Subregion.

The majority of occupations in the Riverside Metro 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.

Exhibit 19: Typical Entry Level Education Requirement for Good Jobs, Riverside Metro Subregion (2023)



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

⁶ U.S. Bureau of Labor Statistics. (2023). Education and training assignments by detailed occupation. Occupational Outlook Handbook. U.S. Department of Labor. <https://www.bls.gov/emp/documentation/education/tech.htm>

SECTION 4: WHICH 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 Manufacturing Sector

Exhibit 20 displays the existing programs in the advanced manufacturing sector that prepare students for employment in good jobs. Of the four community colleges in the Riverside Metro Subregion, one college currently offers two programs that train students for good jobs in the advanced manufacturing sector.

Exhibit 20: Existing Advanced Manufacturing Programs that Train Good Jobs, Riverside Metro Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0934.00	Electronics and Electric Technology	1	"Norco"	0
0956.00	Manufacturing and Industrial Technology	1	"Norco"	8

Source: COCI, MIS DATA MART

The two advanced manufacturing programs highlighted above train students for four good job occupations as shown in Exhibit 21. In 2023, these occupations accounted for 4,852 jobs in the subregion and are projected to grow by 6%, adding 200 jobs through 2028. On average, these occupations are expected to produce 508 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 21: Good Jobs Trained by Existing Advanced Manufacturing Programs, Riverside Metro 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	3,844	394	985	\$22.61	106
47-2231	Solar Photovoltaic Installers	405	49	114	\$21.14	120
17-3011	Architectural and Civil Drafters	314	34	90	\$24.30	89
17-3023	Electrical and Electronic Engineering Technologists and Technicians	289	31	77	\$29.15	99
Total		4,852	508	1,267		

Source: Lightcast 2025.1

Advanced Transportation and Logistics Sector

Exhibit 22 displays the existing programs in the advanced transportation and logistics sector that prepare students for employment in good jobs. All four community colleges in the Riverside Metro

Subregion currently offer programs in the advanced transportation and logistics sector that train students for good jobs.

Exhibit 22: Existing Advanced Transportation and Logistics Programs that Train Good Jobs, Riverside Metro Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0510.00	Logistics and Materials Transportation	3	"Norco", "Mt. San Jacinto", "Moreno Valley"	28
0947.50	Truck and Bus Driving	1	"Mt. San Jacinto"	0
0948.00	Automotive Technology	2	"Riverside City", "Mt. San Jacinto"	81

Source: COCI, MIS DATA MART

The three advanced transportation and logistics programs highlighted above train students for six good job occupations as shown in Exhibit 23. In 2023, these occupations accounted for 26,928 jobs in the subregion and are projected to grow by 9%, adding 2,470 jobs through 2028. On average, these occupations are expected to produce 3,278 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 23: Good Jobs Trained by Existing Advanced Transportation and Logistics Programs, Riverside Metro Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
53-3032	Heavy and Tractor-Trailer Truck Drivers	15,621	2,003	6,093	\$22.58	110
49-3023	Automotive Service Technicians and Mechanics	3,844	394	985	\$22.61	106
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,489	253	633	\$29.97	94
43-5061	Production, Planning, and Expediting Clerks	1,935	233	577	\$21.70	94
11-3071	Transportation, Storage, and Distribution Managers	1,716	185	489	\$36.79	88
53-3052	Bus Drivers, Transit and Intercity	1,323	211	454	\$23.45	98
Total		26,928	3,278	9,231		

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. All four community colleges in the Riverside Metro 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, Riverside Metro Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0501.00	Business and Commerce, General	3	"Norco", "Riverside City", "Moreno Valley"	68
0502.00	Accounting	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	184
0504.00	Banking and Finance	2	"Riverside City", "Moreno Valley"	29
0505.00	Business Administration	2	"Mt. San Jacinto", "Moreno Valley"	786
0506.00	Business Management	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	116
0506.40	Small Business and Entrepreneurship	3	"Riverside City", "Mt. San Jacinto", "Moreno Valley"	54
0508.00	International Business and Trade	1	"Riverside City"	6
0509.70	E-Commerce (Business emphasis)	1	"Moreno Valley"	4
0511.00	Real Estate	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	95
1402.00	Paralegal	2	"Riverside City", "Mt. San Jacinto"	27

Source: COCI, MIS DATA MART

The 10 business and entrepreneurship programs highlighted above train students for 11 good job occupations as shown in Exhibit 25. In 2023, these occupations accounted for 24,319 jobs in the subregion and are projected to grow by 7%, adding 1,625 jobs through 2028. On average, these occupations are expected to produce 2,476 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, Riverside Metro 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	8,781	908	2,246	\$37.38	82
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,077	639	1,563	\$26.23	92
11-3071	Transportation, Storage, and Distribution Managers	1,716	185	489	\$36.79	88
13-1051	Cost Estimators	1,474	143	285	\$26.83	97
11-9141	Property, Real Estate, and Community Association Managers	1,449	133	365	\$22.54	84
11-3012	Administrative Services Managers	948	88	213	\$37.90	81
41-9021	Real Estate Brokers	859	82	228	\$22.37	99
23-2011	Paralegals and Legal Assistants	845	108	247	\$24.48	89
43-3051	Payroll and Timekeeping Clerks	803	81	201	\$22.36	101
13-2072	Loan Officers	742	51	130	\$22.89	92
11-3013	Facilities Managers	625	59	148	\$38.67	81
Total		24,319	2,476	6,116		

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. Of the four community colleges in the Riverside Metro Subregion, three colleges 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, Riverside Metro 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	"Norco"	3
0946.00	Environmental Control Technology (HVAC)	2	"Norco", "Riverside City"	85
0952.00	Construction Crafts Technology	1	"Mt. San Jacinto"	0
0952.10	Carpentry	1	"Norco"	0
0952.20	Electrical	1	"Norco"	63
0953.00	Drafting Technology	2	"Norco", "Mt. San Jacinto"	23
0953.10	Architectural Drafting	1	"Norco"	1
0957.00	Civil and Construction Management Technology	1	"Norco"	6
0957.20	Construction Inspection	1	"Norco"	17
0958.00	Water and Wastewater Technology	1	"Mt. San Jacinto"	30

Source: COCI, MIS DATA MART

The 10 energy, construction, and utilities programs highlighted above train students for 11 good job occupations as shown in Exhibit 27. In 2023, these occupations accounted for 23,847 jobs in the subregion and are projected to grow by 6%, adding 1,445 jobs through 2028. On average, these occupations are expected to produce 2,415 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, Riverside Metro 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	9,868	958	1,834	\$23.85	126
47-2111	Electricians	4,230	423	984	\$23.42	110
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,400	354	686	\$23.32	113
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,489	253	633	\$29.97	94
49-9051	Electrical Power-Line Installers and Repairers	697	70	136	\$38.36	114
51-8031	Water and Wastewater Treatment Plant and System Operators	665	75	159	\$29.95	104
47-4011	Construction and Building Inspectors	654	87	195	\$29.64	93
11-3013	Facilities Managers	625	59	148	\$38.67	81
49-2098	Security and Fire Alarm Systems Installers	492	62	116	\$22.93	113
47-2171	Reinforcing Iron and Rebar Workers	413	40	79	\$23.56	137
17-3011	Architectural and Civil Drafters	314	34	90	\$24.30	89
Total		23,847	2,415	5,060		

Source: Lightcast 2025.1

Health Sector

Exhibit 28 displays the existing programs in the health sector that prepare students for employment in good jobs. Of the four community colleges in the Riverside Metro Subregion, three colleges currently offer programs in the health sector that train students for good jobs.

Exhibit 28: Existing Health Programs that Train Good Jobs, Riverside Metro Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
0514.20	Medical Office Technology	1	"Riverside City"	0
1202.00	Hospital and Health Care Administration	1	"Moreno Valley"	1
1205.00	Medical Laboratory Technology	1	"Mt. San Jacinto"	0
1208.20	Administrative Medical Assisting	1	"Mt. San Jacinto"	12
1225.00	Radiologic Technology	1	"Mt. San Jacinto"	0
1230.20	Licensed Vocational Nursing	1	"Riverside City"	82
1240.20	Dental Hygienist	1	"Moreno Valley"	17
1306.00	Nutrition, Foods, and Culinary Arts	1	"Riverside City"	10

Source: COCI, MIS DATA MART

The eight health programs highlighted above train students for nine good job occupations as shown in Exhibit 29. In 2023, these occupations accounted for 14,492 jobs in the subregion and are projected to grow by 9%, adding 1,320 jobs through 2028. On average, these occupations are expected to produce 1,560 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 29: Good Jobs Trained by Health Programs, Riverside Metro 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	6,077	639	1,563	\$26.23	92
29-2061	Licensed Practical and Licensed Vocational Nurses	3,166	337	843	\$30.44	85
35-1011	Chefs and Head Cooks	1,173	170	470	\$22.16	93
29-1292	Dental Hygienists	857	85	171	\$49.95	97
29-2099	Health Technologists and Technicians, All Other	812	88	243	\$21.55	92
29-2034	Radiologic Technologists and Technicians	662	62	160	\$38.70	94
11-3013	Facilities Managers	625	59	148	\$38.67	81
29-2072	Medical Records Specialists	561	53	140	\$21.10	92
29-2018	Clinical Laboratory Technologists and Technicians	558	67	161	\$23.86	98
Total		14,492	1,560	3,898		

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. All four community colleges in the Riverside Metro 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, Riverside Metro 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	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	49
0701.00	Information Technology, General	1	"Riverside City"	1
0702.00	Computer Information Systems	1	"Mt. San Jacinto"	27
0702.10	Software Applications	1	"Moreno Valley"	1
0707.00	Computer Software Development	2	"Riverside City", "Moreno Valley"	0
0707.10	Computer Programming	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	90
0707.30	Computer Systems Analysis	3	"Norco", "Riverside City", "Moreno Valley"	0
0708.00	Computer Infrastructure and Support	2	"Riverside City", "Moreno Valley"	53
0708.10	Computer Networking	3	"Riverside City", "Mt. San Jacinto", "Moreno Valley"	74
0708.20	Computer Support	2	"Riverside City", "Moreno Valley"	8
0709.00	World Wide Web Administration	2	"Riverside City", "Moreno Valley"	7
0709.10	E-Commerce (Technology emphasis)	1	"Mt. San Jacinto"	2
0934.30	Telecommunications Technology	1	"Norco"	1
2206.10	Geographic Information Systems	1	"Mt. San Jacinto"	1

Source: COCI, MIS DATA MART

The 14 information and communication technologies/digital media programs highlighted above train students for 11 good job occupations as shown in Exhibit 31. In 2023, these occupations accounted for 13,727 jobs in the subregion and are projected to grow by 4%, adding 562 jobs through 2028. On average, these occupations are expected to produce 1,355 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, Riverside Metro 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	6,077	639	1,563	\$26.23	92
15-1232	Computer User Support Specialists	1,472	115	296	\$24.06	83
15-1299	Computer Occupations, All Other	1,432	113	312	\$26.39	86
43-6011	Executive Secretaries and Executive Administrative Assistants	1,367	140	331	\$29.39	92
49-9052	Telecommunications Line Installers and Repairers	688	74	139	\$24.91	117
15-1244	Network and Computer Systems Administrators	591	42	107	\$36.84	87
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	560	68	175	\$22.66	96
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	521	60	125	\$23.09	105
15-1231	Computer Network Support Specialists	372	31	78	\$27.40	87
33-1012	First-Line Supervisors of Police and Detectives	359	41	89	\$64.46	85
17-3023	Electrical and Electronic Engineering Technologists and Technicians	289	31	77	\$29.15	99
Total		13,727	1,355	3,293		

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. All four community colleges in the Riverside Metro 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, Riverside Metro Subregion

TOP Code	TOP Title	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
2105.00	Administration of Justice	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	388
2105.10	Corrections	3	"Norco", "Riverside City", "Moreno Valley"	125
2105.20	Probation and Parole	1	"Moreno Valley"	10
2105.30	Industrial and Transportation Security	1	"Moreno Valley"	0
2105.40	Forensics, Evidence, and Investigation	4	"Norco", "Riverside City", "Mt. San Jacinto", "Moreno Valley"	28
2105.50	Police Academy	1	"Moreno Valley"	52
2105.60	Modern Policing	1	"Moreno Valley"	0
2133.00	Fire Technology	2	"Mt. San Jacinto", "Moreno Valley"	68
2133.50	Fire Academy	1	"Moreno Valley"	92

Source: COCI, MIS DATA MART

The nine public safety programs highlighted above train students for five good job occupations as shown in Exhibit 33. In 2023, these occupations accounted for 8,286 jobs in the subregion and are projected to grow by 11%, adding 907 jobs through 2028. On average, these occupations are expected to produce 849 annual job openings in the subregion, reflecting strong and sustained demand for skilled workers.

Exhibit 33: Good Jobs Trained by Public Safety Programs, Riverside Metro 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	3,256	357	754	\$42.83	95
33-3012	Correctional Officers and Jailers	1,848	183	385	\$36.21	91
15-1299	Computer Occupations, All Other	1,432	113	312	\$26.39	86
33-2011	Firefighters	1,391	155	326	\$28.80	101
33-1012	First-Line Supervisors of Police and Detectives	359	41	89	\$64.46	85
Total		8,286	849	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 four community colleges in the Riverside Metro Subregion, three colleges 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, Riverside Metro 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	"Norco"	2
0514.40	Office Management	1	"Riverside City"	16
1306.30	Culinary Arts	2	"Riverside City", "Mt. San Jacinto"	82

Source: COCI, MIS DATA MART

The three retail, hospitality, and tourism programs highlighted above train students for four good job occupations as shown in Exhibit 35. In 2023, these occupations accounted for 16,655 jobs in the subregion and are projected to grow by 8%, adding 1,302 jobs through 2028. On average, these occupations are expected to produce 1,775 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, Riverside Metro 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	8,781	908	2,246	\$37.38	82
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,077	639	1,563	\$26.23	92
35-1011	Chefs and Head Cooks	1,173	170	470	\$22.16	93
11-3013	Facilities Managers	625	59	148	\$38.67	81
Total		16,655	1,775	4,427		

Source: Lightcast 2025.1

Key Takeaways

The programs displayed in this section represent some of the best opportunities for current students to graduate and enter jobs with a bright outlook. Despite these programs being listed as active in the curriculum inventory, the awards data suggests that there are opportunities for program expansion. Community college staff and faculty are encouraged to consider their current program offerings to determine if their programs are supplying enough students to meet subregional employment demand.

Program expansion across the eight sectors displayed in this section would enhance the strength of the subregional economy by supplying employers with qualified candidates capable of filling essential roles. While each sector has room for program expansion, the scale of demand in certain sectors warrants further illumination. For example, the Advanced Transportation and Logistics sector represents the greatest opportunity for program expansion, with 3,278 job openings projected annually for good jobs in the subregion, accounting for 36% of regional employer demand in this sector.

The demand for good jobs in the Energy, Construction, and Utilities sector is strong and concentrated in the Riverside Metro Subregion, with 2,415 annual job openings projected over the next five years, accounting for 48% of regional demand. As a result, while the Transportation and Logistics sector has the highest number of job openings, community colleges in this subregion may have a competitive

advantage in supplying good jobs workers in Energy, Construction, and Utilities sector. Both sectors 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 below, if awards have yet to be conferred in any of these program codes.

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

TOP Code	TOP Title	CCCCO Sector	# Colleges Offering Programs (Subregion)	Colleges Offering Programs (Subregion)	3-Yr Award Average (Subregion)
2105.30	Industrial and Transportation Security	Public Safety	1	"Moreno Valley"	0
2105.60	Modern Policing	Public Safety	1	"Moreno Valley"	0
0947.50	Truck and Bus Driving	Advanced Transportation and Logistics	1	"Mt. San Jacinto"	0
0952.00	Construction Crafts Technology	Energy, Construction and Utilities	1	"Mt. San Jacinto"	0
1205.00	Medical Laboratory Technology	Health	1	"Mt. San Jacinto"	0
1225.00	Radiologic Technology	Health	1	"Mt. San Jacinto"	0
0934.00	Electronics and Electric Technology	Advanced Manufacturing	1	"Norco"	0
0952.10	Carpentry	Energy, Construction and Utilities	1	"Norco"	0
0707.30	Computer Systems Analysis	Information and Communication Technologies - Digital Media	3	"Norco", "Riverside City", "Moreno Valley"	0
0707.00	Computer Software Development	Information and Communication Technologies - Digital Media	2	"Riverside City", "Moreno Valley"	0

Source: COCI, MIS DATA MART

SECTION 5: WHAT PROGRAMS SHOULD MY COLLEGE OFFER TO MEET THE WORKFORCE DEMAND IN THE RIVERSIDE METRO 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. Riverside Metro Subregion community colleges do not currently offer five advanced manufacturing programs that may prepare students for employment in good jobs.

Exhibit 37: Advanced Manufacturing Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
0934.10	Computer Electronics
0934.20	Industrial Electronics
0945.00	Industrial Systems Technology and Maintenance
0950.00	Aeronautical and Aviation Technology
0950.50	Aircraft Fabrication

Source: COCI

The advanced manufacturing programs highlighted above may train students with the knowledge, skills, and abilities necessary for the three good job occupations shown in Exhibit 38. In 2023, these occupations accounted for 2,259 jobs in the subregion and are projected to grow by 9%, adding 200 jobs through 2028. On average, these occupations are expected to produce 226 annual job openings in this subregion.

Exhibit 38: Good Jobs Not Trained by Existing Advanced Manufacturing Programs, Riverside Metro 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	554	51	245	\$30.71	101
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	421	42	110	\$29.74	97
49-9041	Industrial Machinery Mechanics	1,285	133	344	\$25.45	110
Total		2,259	226	698		

Source: Lightcast 2025.1

Advanced Transportation and Logistics Sector

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

Exhibit 39: Advanced Transportation and Logistics Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
0947.00	Diesel Technology
0947.20	Heavy Equipment Maintenance
0947.40	Railroad and Light Rail Operations
0950.10	Aviation Airframe Mechanics
0950.20	Aviation Powerplant Mechanics

Source: COCI

The advanced transportation and logistics programs highlighted above may train students with the knowledge, skills, and abilities necessary for the five good job occupations shown in Exhibit 40. In 2023, these occupations accounted for 7,199 jobs in the subregion and are projected to grow by 10%, adding

699 jobs through 2028. On average, these occupations are expected to produce 823 annual job openings in this subregion.

Exhibit 40: Good Jobs Not Trained by Existing Advanced Transportation and Logistics Programs, Riverside Metro 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	554	51	245	\$30.71	101
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,935	196	557	\$26.23	115
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,446	453	1,159	\$22.95	94
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,000	101	250	\$29.31	110
53-4031	Railroad Conductors and Yardmasters	264	23	78	\$40.55	98
Total		7,199	823	2,288		

Source: Lightcast 2025.1

Agriculture, Water, and Environmental Technologies Sector

Exhibit 41 highlights agriculture, water, and environmental technologies program development opportunities. Riverside Metro Subregion community colleges do not currently offer six 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, Riverside Metro Subregion

TOP Code	TOP Title
0102.10	Veterinary Technician (Licensed)
0102.20	Artificial Inseminator (Licensed)
0104.00	Viticulture, Enology, and Wine Business
0114.00	Forestry
0115.00	Natural Resources
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 five good job occupations shown in Exhibit 42. In 2023, these occupations accounted for 4,537 jobs in the subregion and are projected to grow by 8%, adding 383 jobs through 2028. On average, these occupations are expected to produce 546 annual job openings in this subregion.

Exhibit 42: Good Jobs Not Trained by Existing Agriculture, Water, and Environmental Technologies Programs, Riverside Metro 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	554	51	245	\$30.71	101
11-9051	Food Service Managers	2,461	325	869	\$23.09	104
19-4071	Forest and Conservation Technicians	190	27	78	\$27.97	76
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,000	101	250	\$29.31	110
29-2056	Veterinary Technologists and Technicians	333	42	100	\$21.54	91
Total		4,537	546	1,541		

Source: Lightcast 2025.1

Business and Entrepreneurship Sector

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

Exhibit 43: Business and Entrepreneurship Program Development Opportunities, Riverside Metro Subregion

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

Source: COCI

The business and entrepreneurship programs highlighted above may train students with the knowledge, skills, and abilities necessary for the three good job occupations shown in Exhibit 44. In 2023, these occupations accounted for 3,541 jobs in the subregion and are projected to grow by 6%, adding 199 jobs through 2028. On average, these occupations are expected to produce 374 annual job openings in this subregion.

Exhibit 44: Good Jobs Not Trained by Existing Business and Entrepreneurship Programs, Riverside Metro 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	621	48	131	\$31.55	89
43-4031	Court, Municipal, and License Clerks	844	110	228	\$24.33	95
51-1011	First-Line Supervisors of Production and Operating Workers	2,077	216	510	\$24.39	89
Total		3,541	374	869		

Source: Lightcast 2025.1

Education and Human Development Sector

Exhibit 45 highlights a development opportunity in the education and human development program development sector. Riverside Metro 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 Opportunity, Riverside Metro 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 576 jobs in the subregion and is projected to grow by 9%, adding 24 jobs through 2028. On average, this occupation is expected to produce 105 annual job openings in this subregion.

Exhibit 46: Good Job Not Trained by Existing Education and Human Development Programs, Riverside Metro 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	576	105	222	\$22.31	95

Source: Lightcast 2025.1

Energy, Construction, and Utilities Sector

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

Exhibit 47: Energy, Construction, and Utilities Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
0935.00	Electro-Mechanical Technology
0946.10	Energy Systems Technology
0952.30	Plumbing, Pipefitting and Steamfitting
0952.40	Glazing
0956.40	Sheet Metal and Structural Metal

Source: COCI

The energy, construction, and utilities programs highlighted above may train students with the knowledge, skills, and abilities necessary for the six good job occupations shown in Exhibit 48. In 2023, these occupations accounted for 5,852 jobs in the subregion and are projected to grow by 10%, adding

562 jobs through 2028. On average, these occupations are expected to produce 636 annual job openings in this subregion.

Exhibit 48: Good Jobs Not Trained by Existing Energy, Construction, and Utilities Programs, Riverside Metro 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
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	421	42	110	\$29.74	97
47-2121	Glaziers	466	61	120	\$22.26	127
49-9041	Industrial Machinery Mechanics	1,285	133	344	\$25.45	110
47-2152	Plumbers, Pipefitters, and Steamfitters	2,507	264	512	\$22.39	116
47-2211	Sheet Metal Workers	569	67	128	\$21.64	118
47-2221	Structural Iron and Steel Workers	605	68	133	\$24.14	132
Total		5,852	636	1,347		

Source: Lightcast 2025.1

Health Sector

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

Exhibit 49: Health Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
1205.10	Phlebotomy
1210.00	Respiratory Care/Therapy
1214.00	Orthopedic Assistant
1217.00	Surgical Technician
1221.00	Pharmacy Technology
1222.00	Physical Therapist Assistant
1239.00	Psychiatric Technician
1306.20	Dietetic Services and Management

Source: COCI

The health programs highlighted above may train students with the knowledge, skills, and abilities necessary for the seven good job occupations shown in Exhibit 50. In 2023, these occupations accounted for 6,615 jobs in the subregion and are projected to grow by 12%, adding 800 jobs through 2028. On average, these occupations are expected to produce 842 annual job openings in this subregion.

Exhibit 50: Good Jobs Not Trained by Existing Health Programs, Riverside Metro Subregion, 2023-2028

SOC	SOC Title	2023 Jobs (Subregion)	Avg. Annual Job Openings (Subregion)	Avg. Annual Job Openings (Region)	Entry Level Wages (Region)	Automation Index
11-9051	Food Service Managers	2,461	325	869	\$23.09	104
29-2052	Pharmacy Technicians	1,836	200	479	\$22.02	110
31-9097	Phlebotomists	533	91	214	\$21.52	104
31-2021	Physical Therapist Assistants	372	79	169	\$31.52	88
29-2053	Psychiatric Technicians	447	60	144	\$20.89	79
29-1126	Respiratory Therapists	592	50	140	\$37.29	93
29-2055	Surgical Technologists	375	37	101	\$25.46	89
Total		6,615	842	2,116		

Source: Lightcast 2025.1

Public Safety Sector

Exhibit 51 highlights an opportunity to develop a public safety program. Riverside Metro Subregion community colleges do not currently offer one public safety program that may prepare students for employment in good jobs.

Exhibit 51: Public Safety Program Development Opportunity, Riverside Metro 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 52. In 2023, this occupation accounted for 483 jobs in the subregion and is projected to grow by 13%, adding 63 jobs through 2028. On average, this occupation is expected to produce 64 annual job openings in this subregion.

Exhibit 52: Good Job Not Trained by Existing Public Safety Programs, Riverside Metro 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	483	64	133	\$29.17	91

Source: Lightcast 2025.1

Retail, Hospitality, and Tourism Sector

Exhibit 53 highlights retail, hospitality, and tourism program development opportunities. Riverside Metro Subregion community colleges do not currently offer four retail, hospitality, and tourism programs that may prepare students for employment in good jobs.

Exhibit 53: Retail, Hospitality, and Tourism Program Development Opportunities, Riverside Metro Subregion

TOP Code	TOP Title
1307.00	Hospitality
1307.10	Restaurant and Food Services and Management
1307.20	Lodging Management
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 two good job occupations shown in Exhibit 54. In 2023, these occupations accounted for 5,907 jobs in the subregion and are projected to grow by 12%, adding 680 jobs through 2028. On average, these occupations are expected to produce 778 annual job openings in this subregion.

Exhibit 54: Good Jobs Not Trained by Existing Retail, Hospitality, and Tourism Programs, Riverside Metro 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	3,446	453	1,159	\$22.95	94
11-9051	Food Service Managers	2,461	325	869	\$23.09	104
Total		5,907	778	2,028		

Source: Lightcast 2025.1

Unassigned Sector

Exhibit 55 highlights a program development opportunity that is not currently assigned to a CCCCCO sector. Riverside Metro Subregion community colleges do not currently offer one program that is not assigned to a CCCCCO sector and may prepare students for employment in good jobs.

Exhibit 55: Non-Sector Specific Program Development Opportunity, Riverside Metro Subregion

TOP Code	TOP Title
2101.00	Community Services, General

Source: COCI

The program highlighted above may train students with the knowledge, skills, and abilities necessary for the one good job occupation shown in Exhibit 56. In 2023, this occupation accounted for 1,401 jobs in the subregion and is projected to grow by 6%, adding 79 jobs through 2028. On average, this occupation is expected to produce 145 annual job openings in this subregion.

Exhibit 56: Good Jobs Not Trained by Existing Programs, Riverside Metro 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	1,401	145	333	\$24.80	99

Source: Lightcast 2025.1

Key Takeaways

The sectors above represent opportunities to build pipelines for students to find employment in middle-skill occupations that are high-paying and in-demand, which no community college in the subregion appears to be offering based on our research. The number of annual job openings and lack of current program offerings in the subregion demonstrates that there is demand that could be met by new local programs. However, colleges are encouraged to consider the entirety of regional program offerings prior to program development since the program approval process views labor market needs and community college supply from a regional perspective. While the program development opportunities highlighted in this section would assist subregional colleges in addressing the workforce demand in their subregion, the COE recommends a comprehensive labor market assessment prior to focused program development efforts.

While 9 of the 10 CCCCCO sectors present program development opportunities for the subregional community colleges, some sectors warrant closer attention due to the scale of the projected workforce demand, specifically, the projected annual openings. The Health sector stands out, with 842 projected subregional job openings annually for good jobs, representing the most significant opportunity for program development aimed at addressing supply gaps. Following Health, the Advanced Transportation; Logistics, Energy, Construction, and Utilities; and Retail, Tourism, and Hospitality sectors exhibit the greatest gaps between current program offerings and labor market demand, making them strong candidates for future program development.

The demand for Library Technicians (Education and Human Development) and Public Safety Communicators (Public Safety) occupations is strong and concentrated in the Riverside Metro Subregion, with local demand accounting for nearly half of all regional demand. As a result, community colleges in this subregion may have a competitive advantage in supplying workers in these types of occupations.

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

APPENDIX A: RESEARCH METHODOLOGIES

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

Industry data is presented to describe the activities of businesses in the subregion, illuminating the types of businesses that employ the subregional workforce. This information may be used to identify which businesses make the greatest impact on the subregional economy, potentially guiding future workforce planning investments. Occupation data is presented in this report to identify the occupational characteristics most impactful to workforce planners and community colleges. This report exclusively displays occupational information for those occupations that meet the 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 CCCC 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

⁷ Lightcast (2025). Version 2025.1. Retrieved from <https://lightcast.io/> in April 2025.

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.

⁸ “Standard Occupational Classification,” Bureau of Labor Statistics, bls.gov/soc/

⁹ “Taxonomy of Programs,” California Community Colleges, <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513>

¹⁰ Center for Women’s Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. <http://www.selfsufficiencystandard.org/California>

¹¹ “North American Industry Classification System”, United States Census Bureau, <https://www.census.gov/naics/>

APPENDIX B: GOOD JOBS OCCUPATIONS

Good Jobs Occupational Overview, Riverside Metro 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	603	1,587					
Architectural and Civil Drafters (17-3011)	314	828	34	90	\$ 23.79	\$ 24.30	Associate's degree
Electrical and Electronic Engineering Technologists and Technicians (17-3023)	289	759	31	77	\$ 28.47	\$ 29.15	Associate's degree
Business and Financial Operations Occupations	2,837	6,994					
Claims Adjusters, Examiners, and Investigators (13-1031)	621	1,854	48	131	\$ 32.20	\$ 31.55	High school diploma or equivalent
Cost Estimators (13-1051)	1,474	3,064	143	285	\$ 26.28	\$ 26.83	Bachelor's degree
Loan Officers (13-2072)	742	2,076	51	130	\$ 22.30	\$ 22.89	Bachelor's degree
Computer and Mathematical Occupations	3,867	10,015					
Computer Network Support Specialists (15-1231)	372	899	31	78	\$ 27.44	\$ 27.40	Associate's degree
Computer Occupations, All Other (15-1299)	1,432	3,953	113	312	\$ 25.17	\$ 26.39	Bachelor's degree
Computer User Support Specialists (15-1232)	1,472	3,678	115	296	\$ 23.95	\$ 24.06	Some college, no degree
Network and Computer Systems Administrators (15-1244)	591	1,485	42	107	\$ 36.36	\$ 36.84	Bachelor's degree
Construction and Extraction Occupations	19,717	40,831					
Carpenters (47-2031)	9,868	19,890	958	1,834	\$ 21.32	\$ 23.85	High school diploma or equivalent
Construction and Building Inspectors (47-4011)	654	1,473	87	195	\$ 27.39	\$ 29.64	High school diploma or equivalent
Electricians (47-2111)	4,230	9,536	423	984	\$ 20.43	\$ 23.42	High school diploma or equivalent
Glaziers (47-2121)	466	930	61	120	\$ 20.89	\$ 22.26	High school diploma or equivalent
Plumbers, Pipefitters, and Steamfitters (47-2152)	2,507	4,925	264	512	\$ 20.93	\$ 22.39	High school diploma or equivalent
Reinforcing Iron and Rebar Workers (47-2171)	413	823	40	79	\$ 21.80	\$ 23.56	High school diploma or equivalent

Sheet Metal Workers (47-2211)	569	1,122	67	128	\$ 20.57	\$ 21.64	High school diploma or equivalent
Solar Photovoltaic Installers (47-2231)	405	939	49	114	\$ 20.43	\$ 21.14	High school diploma or equivalent
Structural Iron and Steel Workers (47-2221)	605	1,193	68	133	\$ 22.53	\$ 24.14	High school diploma or equivalent
Educational Instruction and Library Occupations	576	1,232					
Library Technicians (25-4031)	576	1,232	105	222	\$ 21.83	\$ 22.31	Postsecondary nondegree award
Food Preparation and Serving Related Occupations	1,173	3,320					
Chefs and Head Cooks (35-1011)	1,182	3,320	166	470	\$ 20.92	\$ 22.16	High school diploma or equivalent
Healthcare Practitioners and Technical Occupations	10,199	27,408					
Clinical Laboratory Technologists and Technicians (29-2018)	558	1,464	67	161	\$ 23.72	\$ 23.86	Bachelor's degree
Dental Hygienists (29-1292)	857	1,961	85	171	\$ 50.96	\$ 49.95	Associate's degree
Health Technologists and Technicians, All Other (29-2099)	812	2,370	88	243	\$ 21.49	\$ 21.55	Postsecondary nondegree award
Licensed Practical and Licensed Vocational Nurses (29-2061)	3,166	8,627	337	843	\$ 30.47	\$ 30.44	Postsecondary nondegree award
Medical Records Specialists (29-2072)	561	1,585	53	140	\$ 21.15	\$ 21.10	Postsecondary nondegree award
Pharmacy Technicians (29-2052)	1,836	4,569	200	479	\$ 22.16	\$ 22.02	High school diploma or equivalent
Psychiatric Technicians (29-2053)	447	1,251	60	144	\$ 20.82	\$ 20.89	Postsecondary nondegree award
Radiologic Technologists and Technicians (29-2034)	662	1,883	62	160	\$ 38.85	\$ 38.70	Associate's degree
Respiratory Therapists (29-1126)	592	1,811	50	140	\$ 38.07	\$ 37.29	Associate's degree
Surgical Technologists (29-2055)	375	1,123	37	101	\$ 25.73	\$ 25.46	Postsecondary nondegree award
Veterinary Technologists and Technicians (29-2056)	333	764	42	100	\$ 21.68	\$ 21.54	Associate's degree
Healthcare Support Occupations	905	2,193					
Phlebotomists (31-9097)	533	1,343	91	214	\$ 21.28	\$ 21.52	Postsecondary nondegree award
Physical Therapist Assistants (31-2021)	372	850	79	169	\$ 31.09	\$ 31.52	Associate's degree
Installation, Maintenance, and Repair Occupations	17,603	43,901					
Aircraft Mechanics and Service Technicians (49-3011)	554	2,575	51	245	\$ 30.67	\$ 30.71	Postsecondary nondegree award
Automotive Service Technicians and Mechanics (49-3023)	3,844	9,889	394	985	\$ 17.97	\$ 22.61	Postsecondary nondegree award
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	1,935	5,589	196	557	\$ 24.96	\$ 26.23	High school diploma or equivalent

Coin, Vending, and Amusement Machine Servicers and Repairers (49-9091)	277	660	36	84	\$ 21.83	\$ 21.16	High school diploma or equivalent
Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)	421	1,150	42	110	\$ 29.35	\$ 29.74	Postsecondary nondegree award
Electrical Power-Line Installers and Repairers (49-9051)	697	1,555	70	136	\$ 35.20	\$ 38.36	High school diploma or equivalent
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)	2,489	6,342	253	633	\$ 29.33	\$ 29.97	High school diploma or equivalent
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	3,400	6,676	354	686	\$ 22.23	\$ 23.32	Postsecondary nondegree award
Industrial Machinery Mechanics (49-9041)	1,285	3,490	133	344	\$ 24.97	\$ 25.45	High school diploma or equivalent
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	1,000	2,477	101	250	\$ 28.51	\$ 29.31	High school diploma or equivalent
Security and Fire Alarm Systems Installers (49-2098)	492	980	62	116	\$ 21.89	\$ 22.93	High school diploma or equivalent
Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)	521	1,150	60	125	\$ 23.03	\$ 23.09	Postsecondary nondegree award
Telecommunications Line Installers and Repairers (49-9052)	688	1,368	74	139	\$ 24.48	\$ 24.91	High school diploma or equivalent
Legal Occupations	845	1,997					
Paralegals and Legal Assistants (23-2011)	845	1,997	108	247	\$ 24.47	\$ 24.48	Associate's degree
Life, Physical, and Social Science Occupations	190	586					
Forest and Conservation Technicians (19-4071)	190	586	27	78	\$ 29.15	\$ 27.97	Associate's degree
Management Occupations	15,980	41,505					
Administrative Services Managers (11-3012)	948	2,326	88	213	\$ 37.60	\$ 37.90	Bachelor's degree
Facilities Managers (11-3013)	625	1,605	59	148	\$ 38.42	\$ 38.67	Bachelor's degree
Food Service Managers (11-9051)	2,461	6,671	325	869	\$ 21.55	\$ 23.09	High school diploma or equivalent
General and Operations Managers (11-1021)	8,781	22,143	908	2,246	\$ 36.85	\$ 37.38	Bachelor's degree
Property, Real Estate, and Community Association Managers (11-9141)	1,449	4,053	133	365	\$ 20.01	\$ 22.54	High school diploma or equivalent
Transportation, Storage, and Distribution Managers (11-3071)	1,716	4,707	185	489	\$ 36.55	\$ 36.79	High school diploma or equivalent
Office and Administrative Support Occupations	15,376	37,926					
Court, Municipal, and License Clerks (43-4031)	844	1,764	110	228	\$ 23.18	\$ 24.33	High school diploma or equivalent
Eligibility Interviewers, Government Programs (43-4061)	1,401	3,346	145	333	\$ 24.67	\$ 24.80	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants (43-6011)	1,367	3,284	140	331	\$ 29.24	\$ 29.39	High school diploma or equivalent

First-Line Supervisors of Office and Administrative Support Workers (43-1011)	6,077	15,270	639	1,563	\$ 26.01	\$ 26.23	High school diploma or equivalent
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	560	1,475	68	175	\$ 22.66	\$ 22.66	Associate's degree
Information and Record Clerks, All Other (43-4199)	811	2,069	109	272	\$ 21.48	\$ 21.20	High school diploma or equivalent
Payroll and Timekeeping Clerks (43-3051)	803	2,049	81	201	\$ 22.06	\$ 22.36	High school diploma or equivalent
Production, Planning, and Expediting Clerks (43-5061)	1,935	4,911	233	577	\$ 21.65	\$ 21.70	High school diploma or equivalent
Public Safety Telecommunicators (43-5031)	483	1,005	64	133	\$ 28.41	\$ 29.17	High school diploma or equivalent
Weighers, Measurers, Checkers, and Samplers, Recordkeeping (43-5111)	1,095	2,753	154	378	\$ 23.32	\$ 22.95	High school diploma or equivalent
Production Occupations	2,077	6,542					
First-Line Supervisors of Production and Operating Workers (51-1011)	2,077	5,086	216	510	\$ 24.00	\$ 24.39	High school diploma or equivalent
Water and Wastewater Treatment Plant and System Operators (51-8031)	665	1,456	75	159	\$ 28.59	\$ 29.95	High school diploma or equivalent
Protective Service Occupations	6,854	14,855					
Correctional Officers and Jailers (33-3012)	1,848	4,148	183	385	\$ 34.83	\$ 36.21	High school diploma or equivalent
Firefighters (33-2011)	1,391	2,928	155	326	\$ 27.71	\$ 28.80	Postsecondary nondegree award
First-Line Supervisors of Police and Detectives (33-1012)	359	817	41	89	\$ 61.56	\$ 64.46	High school diploma or equivalent
Police and Sheriff's Patrol Officers (33-3051)	3,256	6,962	357	754	\$ 41.04	\$ 42.83	High school diploma or equivalent
Sales and Related Occupations	859	2,465					
Real Estate Brokers (41-9021)	859	2,465	82	228	\$ 22.37	\$ 22.37	High school diploma or equivalent
Transportation and Material Moving Occupations	20,654	62,011					
Bus Drivers, Transit and Intercity (53-3052)	1,323	2,701	211	454	\$ 22.65	\$ 23.45	High school diploma or equivalent
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	3,446	9,191	453	1,159	\$ 23.18	\$ 22.95	High school diploma or equivalent
Heavy and Tractor-Trailer Truck Drivers (53-3032)	15,621	49,242	2,003	6,093	\$ 21.32	\$ 22.58	Postsecondary nondegree award
Railroad Conductors and Yardmasters (53-4031)	264	877	23	78	\$ 40.29	\$ 40.55	High school diploma or equivalent