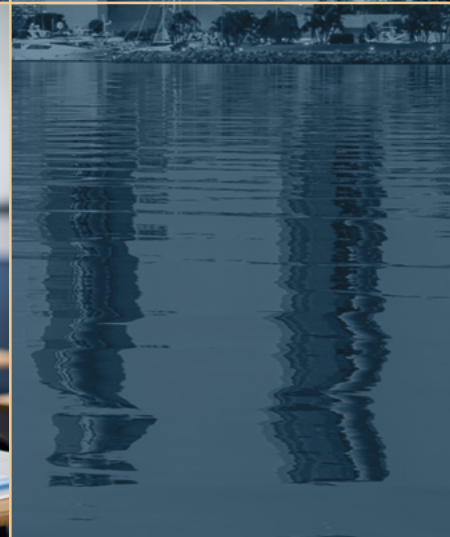


OPPORTUNITIES FOR ADULT EDUCATION TO CLOSE ENTRY-LEVEL JOB GAPS

San Diego County



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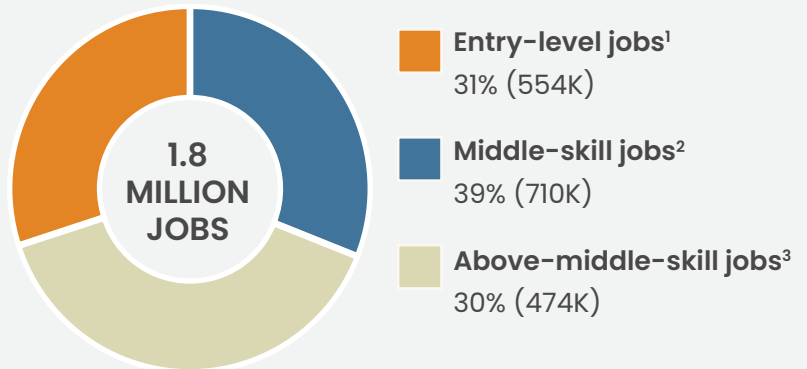
Assessing the Opportunities

Jobs Landscape vs Adult Education Offerings in San Diego County

Offered through regional consortia that include both K-12 and community college partners, **Adult Education** refers to publicly funded programs that provide free or low-cost classes to adults aged 18 and older. To identify opportunities for Adult Education programs in the labor market, the San Diego & Imperial Center of Excellence (COE) developed *Opportunities for Adult Education to Close Entry-Level Job Gaps*, a report aimed at:

- 1 **Assessing the current landscape** of Career Technical Education (CTE) Adult Education programs in San Diego County
- 2 **Identifying program development opportunities** for high-demand and high-wage jobs
- 3 **Exploring entry-level jobs** where existing workers could benefit from additional training

In 2023, **entry-level jobs accounted for 31% of the 1.8 million jobs** in San Diego County.



Adult Education in San Diego County offers **60 programs that train for 34 occupations**. Of those 34 occupations:

- ▶ Only **4** are entry-level jobs
- ▶ **25** have existing **for-credit** community college programs
- ▶ **19** have existing **non-credit** community college programs

The majority of Adult Education programs target middle-skill jobs, similar to community college programs.

Few offerings exist for entry-level jobs.

DID YOU KNOW?

In San Diego County, the number of community college awards (certificates, degrees) exceeds annual job openings in 3 of the 34 occupations offered through Adult Education. Additionally, there are 21 entry-level jobs with high worker demand, wages at or above the living wage, **and no corresponding training programs**.

Periodic assessment of labor market data can uncover gaps in San Diego County's Adult Education offerings and provide opportunities to better align programs to the local job market. Read on for more insights from our report.

¹ typically require a high school diploma or less

² typically require a high school diploma and some training (certificate or associate degree), but not a four-year degree

³ typically require a bachelor's degree or higher

Program Development Opportunity

High Demand, High-Wage Entry-Level Jobs in San Diego County

The following entry-level jobs offer wages at or above the living wage and currently lack Adult Education training programs. These occupations present opportunities to create new programs or modify existing ones to better address regional job gaps.

Description	Avg. Annual Openings	Median Hourly Earnings
Maintenance and Repair Workers, General	1,537	\$23.19
Painters, Construction and Maintenance	451	\$22.87
Drywall and Ceiling Tile Installers	267	\$31.20
Roofers	233	\$29.68
Postal Service Mail Carriers	228	\$27.77
Cement Masons and Concrete Finishers	169	\$29.68
Tree Trimmers and Pruners	156	\$27.66
Refuse and Recyclable Material Collectors	132	\$28.88
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	114	\$23.86
Structural Metal Fabricators and Fitters	105	\$25.41
Sailors and Marine Oilers	92	\$21.03
Tile and Stone Setters	90	\$26.69
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	84	\$23.73
Postal Service Mail Sorters, Processors, and Processing Machine Operators	77	\$26.18
Helpers, Construction Trades, All Other	69	\$22.38
Floor Layers, Except Carpet, Wood, and Hard Tiles	64	\$23.78
Coin, Vending, and Amusement Machine Servicers and Repairers	59	\$22.30
Switchboard Operators, Including Answering Service	59	\$20.68
Plasterers and Stucco Masons	58	\$29.12
Septic Tank Servicers and Sewer Pipe Cleaners	52	\$22.01
Highway Maintenance Workers	50	\$25.12

Recruitment Opportunity

Students Seeking Career Mobility and Advancement



DID YOU KNOW?

In 2023, 11% of San Diego County residents aged 25 or older (258,447 individuals) **did not have a high school diploma**.

To support enrollment efforts, the report identified two groups that would most benefit from Adult Education programs:

	WORKERS CURRENTLY IN OCCUPATIONS THAT...	ARE IDEAL CANDIDATES FOR...
Recruitment Opportunity #1	  <p>have no formal education requirements and earnings below the living wage</p>	 <p>high school diploma or equivalency programs</p>
Recruitment Opportunity #2	  <p>require a high school diploma or equivalent and no work experience, with earnings below the living wage</p>	 <p>programs focused on upskilling</p>



The following pages list the top 25 jobs that align with these profiles, which can help guide recruitment strategies for Adult Education programs and help foster partnerships with employers interested in upskilling their workforce.

Recruitment Opportunity for High School Equivalency

Top 25 Jobs in San Diego County Without Formal Education Requirements or Living Wages

Description	2023 Jobs	Median Hourly Earnings
Cashiers	35,417	\$15.95
Retail Salespersons	30,805	\$16.36
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	27,261	\$17.01
Waiters and Waitresses	24,586	\$14.99
Laborers and Freight, Stock, and Material Movers, Hand	21,999	\$17.62
Maids and Housekeeping Cleaners	18,941	\$16.82
Landscaping and Groundskeeping Workers	16,415	\$17.74
Cooks, Restaurant	15,917	\$18.20
Dining Room and Cafeteria Attendants and Bartender Helpers	7,607	\$14.97
Bartenders	7,086	\$14.91
Counter and Rental Clerks	6,308	\$18.01
Packers and Packagers, Hand	6,181	\$16.23
Dishwashers	5,954	\$16.59
Amusement and Recreation Attendants	5,766	\$15.20
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	5,522	\$15.21
Cleaners of Vehicles and Equipment	4,510	\$16.45
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	4,341	\$15.23
Taxi Drivers	3,014	\$14.82
Food Servers, Nonrestaurant	2,546	\$16.42
Parking Attendants	2,492	\$16.94
Food Preparation and Serving Related Workers, All Other	2,455	\$15.72
Parts Salespersons	2,138	\$17.39
Laundry and Dry-Cleaning Workers	1,760	\$16.37
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1,745	\$17.95
Shuttle Drivers and Chauffeurs	1,672	\$17.25

Recruitment Opportunity for Upskilling Candidates

Top 25 Jobs in San Diego County With Formal Education Requirements and No Living Wages

Description	2023 Jobs	Median Hourly Earnings
Stockers and Order Fillers	24,787	\$17.35
Childcare Workers	13,805	\$15.72
Miscellaneous Assemblers and Fabricators	9,833	\$17.54
Receptionists and Information Clerks	7,514	\$17.65
Animal Caretakers	4,619	\$16.77
Production Workers, All Other	3,710	\$17.11
Recreation Workers	3,649	\$16.21
Protective Service Workers, All Other	3,303	\$16.22
Hotel, Motel, and Resort Desk Clerks	3,182	\$17.00
Packaging and Filling Machine Operators and Tenders	2,762	\$17.60
Couriers and Messengers	2,382	\$17.10
Helpers--Production Workers	1,938	\$18.39
Merchandise Displayers and Window Trimmers	1,842	\$18.26
Reservation and Transportation Ticket Agents and Travel Clerks	1,248	\$17.32
Data Entry Keyers	1,060	\$18.06
Food Batchmakers	887	\$16.75
Tire Repairers and Changers	796	\$17.46
Floral Designers	738	\$16.86
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	690	\$18.14
Gambling Dealers	677	\$14.71
Helpers--Installation, Maintenance, and Repair Workers	646	\$18.16
Animal Trainers	577	\$17.98
Baggage Porters and Bellhops	526	\$15.89
Communications Equipment Operators, All Other	397	\$14.00
Concierges	377	\$17.77

How Adult Education Can Shape San Diego County's Workforce

How can Adult Education support regional workforce development efforts? The San Diego & Imperial COE recommends taking the following three actions:

1

Share your data: Prioritize regular updates to the San Diego and Imperial Counties (SDIC) Adult Education CTE Data Repository

To understand the existing landscape of Adult Education CTE programs, this study examined data in a repository that training providers manually created. To ensure that the data repository remains a valuable resource, **K-12 adult schools and community colleges must provide regular updates**. Consistent updates improve coordination and communication between providers, offering students a seamless experience.

2

Leverage labor market data: Align programs with regional demand and explore opportunities

Labor market information is essential for developing new programs, refining curricula, and creating career pathways for entry-level roles. By regularly analyzing trends, **K-12 adult schools and community colleges can identify gaps** and ensure that their training programs support high-demand, high-wage entry-level jobs. This study provides a list of 21 jobs that meet the criteria and can be used for this purpose.

3

Consult with colleagues: Continue to build on existing dual-enrollment programs and conduct targeted recruitment

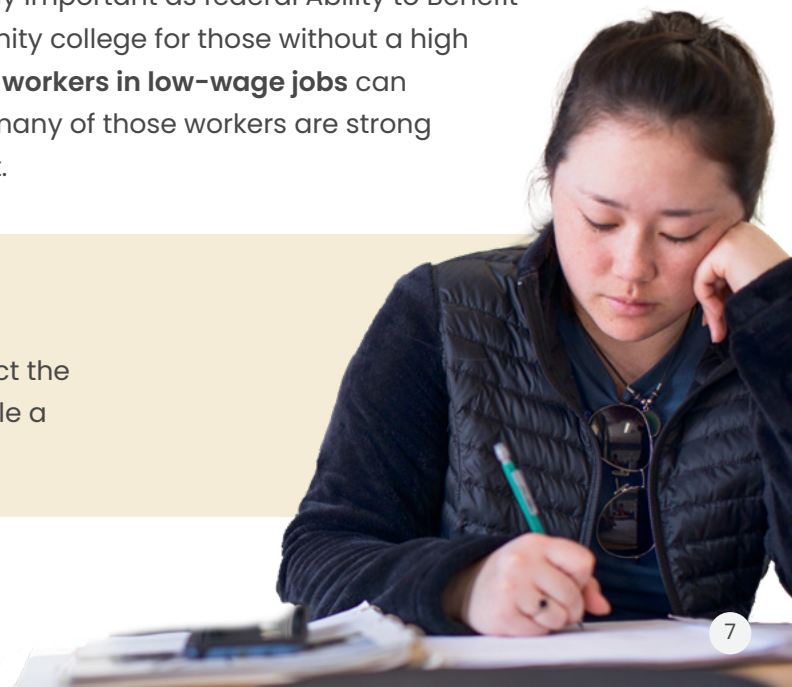
Effective dual enrollment⁴ **requires collaboration between community colleges and adult schools, including curriculum alignment, flexible scheduling, and clearly defined roles**. This collaboration will be increasingly important as federal Ability to Benefit (ATB) funding expands access to community college for those without a high school diploma.⁵ **Targeted recruitment of workers in low-wage jobs** can also enhance dual enrollment efforts, as many of those workers are strong candidates for educational advancement.

HOW WE CAN HELP

Interested in learning more about the report? Contact the San Diego & Imperial Center of Excellence to schedule a workshop at sandiego-imperial@coeccc.net.

⁴ <https://bit.ly/3Z5nBE1>

⁵ <https://bit.ly/4mM9vBz>





San Diego & Imperial Center of Excellence

As part of the California Community College system, the San Diego & Imperial Center of Excellence (COE) conducts research to advocate on behalf of employers and students' workforce needs. The COE's objectives include building community college capacity to close systemic equity gaps; unifying the San Diego & Imperial regional workforce ecosystem; and advocating for equitable changes to policies, processes, and practices in education and economic/workforce development.

All data presented in ***Opportunities for Adult Education to Close Entry-Level Job Gaps*** are based on primary research and secondary review of public and private data/research. The study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to validate the accuracy of the data; however, the San Diego & Imperial Center of Excellence, COE host district, and California Community Colleges Chancellor's Office are not responsible for the decisions or actions taken by individuals and/or organizations based on this report or its recommendations.