

2025

# Priority Jobs and Programs IN GREATER SACRAMENTO



**NORTH (GREATER SACRAMENTO)  
CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH**



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## • Executive Summary

The *Priority Jobs and Programs in Greater Sacramento* report, developed by the North (Greater Sacramento) Center of Excellence for Labor Market Research, provides a comprehensive analysis of middle-skill workforce demand and community college program alignment across the subregion. It identifies 50 high-opportunity, middle-skill “priority occupations” and 64 associated “priority programs” offered by subregional community colleges. The findings are designed to guide program planning, funding decisions, and cross-sector collaboration among education and workforce stakeholders.

This report is the first in a two-part series. The next report will explore equity and cross-regional disparities, building on these findings to ensure inclusive and effective workforce development strategies across the Greater Sacramento subregion.

### Key Findings

#### **Strong demand for middle-skill and priority occupations:**

- Middle-skill jobs represent 44% of employment in priority sectors.
- These roles are expected to produce nearly 73,000 annual openings through 2028.
- The 50 priority occupations account for 153,000+ current jobs, 13% projected job growth, 17,500 annual openings, and an average entry-level wage of \$36.69 per hour.

#### **Sector highlights:**

- The health sector leads in job volume and growth, with 7,560 projected annual openings and only 460 annual program completions, creating a 16:1 gap.
- Other sectors with high demand and limited supply include public safety, energy, construction & utilities, and advanced transportation & logistics.
- ICT/digital media shows a possible oversupply but also supports a broader tech workforce beyond the priority occupations identified in this report.

#### **Career education program insights:**

- The Greater Sacramento COE identified 64 priority programs across the 12 California Community College Chancellor’s Office (CCCCO) sectors. The sectors with the most programs include the 16 programs in health (which also has the largest share), 10 programs in ICT/digital media, and 8 programs in energy, construction & utilities.
- Business & entrepreneurship programs conferred the most awards, with an average of 1,500+ annual awards, representing 40% of the total priority

program awards. Public safety was the second largest with approximately 740 annual awards.

## Conclusion

Greater Sacramento's community colleges are uniquely positioned to meet workforce demand by realigning educational offerings to match high-growth, living-wage occupations. The analysis reveals both opportunities and urgent needs—especially in the health sector and other underserved sectors. It also emphasizes the importance of innovation in delivery models, employer partnerships, and equity-focused program design to ensure broad access and impact.

## Recommendations

### **Community colleges and subregional workforce partners should:**

- Align programs with priority occupations by reviewing and revising existing career education offerings and launching new programs aligned to priority occupations.
- Scale up existing programs to meet high-need sectors by expanding capacity in health, construction, and public safety programs.
- Develop short-term and stackable pathways, with a focus on certificates and apprenticeships for rapid workforce entry and upskilling.
- Monitor program saturation in key areas to avoid overproduction in sectors where demand is limited.
- Support transfer pathways and career mobility, particularly in sectors like education & human development that offer career advancement potential.
- Coordinate strategic investments by using this report to guide the Strong Workforce Program, Perkins V, and other grant initiatives.
- Innovate program delivery and outreach by implementing hybrid, accelerated, and employer-aligned instructional models.
- And strengthen student supports to reach underserved populations.

For additional data, methodology, and occupation-specific profiles, refer to the full report or contact the Greater Sacramento COE.

## • Introduction

In alignment with the goals of the Economic and Workforce Development grant, the North (Greater Sacramento) Center of Excellence for Labor Market Research conducted a comprehensive subregional labor market analysis. This analysis focuses on identifying the most in-demand middle-skill occupations and the corresponding community college programs in the Greater Sacramento subregion. Collectively, these are referred to as “priority occupations” and “priority programs.”

### Purpose of the Report

This report is designed to:

- **Identify priority occupations:** Establish a list of 50 middle-skill occupations that offer community college learners clear pathways to in-demand careers with living wages. These occupations span key North Far North industry sectors such as health, public safety, construction, and logistics.
- **Assess program alignment:** Evaluate the extent to which current community college programs meet subregional labor market needs—especially in preparing students for the identified priority occupations. Programs aligned with these occupations are termed “priority programs.”
- **Inform subregional planning and investments:** Provide data-driven insights to support strategic planning for community colleges and subregional workforce development partners across Greater Sacramento. This includes supporting decisions related to curriculum development, enrollment strategies, and broader workforce initiatives across the subregion.

### Intended Use

This report is intended to serve as a strategic resource for California Community Colleges and regional stakeholders. Its primary goal is to strengthen the alignment between career education programs and regional employer needs—ensuring students are equipped with the skills necessary for high-demand, well-paying jobs in the Greater Sacramento subregion.

### Future Research

This is the first of two reports examining the alignment between career education programs and regional workforce needs. The follow-up report will expand on these findings by exploring equity and cross-regional disparities in achieving the goals outlined here.

## Greater Sacramento Employment Trends

In 2023, the Greater Sacramento subregion supported nearly 1.3 million jobs (Exhibit 1). Overall employment in the subregion is projected to grow by 7% by 2028, adding more than 92,000 new jobs. When examined through the lens of the California Community Colleges Chancellor’s Office priority sector framework, four key sectors emerge based on size, growth, and annual job openings.

Employment in the subregion is projected to grow by 7% by 2028, adding more than 92,000 new jobs.

The business & entrepreneurship and health sectors are the largest in employment, accounting for 24% and 14% of the subregion’s jobs, respectively. Both sectors are also notable for their projected growth and volume of annual openings. The health sector is expected to expand at more than twice the rate of overall job growth in the subregion, generating nearly 27,000 annual openings between 2023 and 2028. While job growth in the business & entrepreneurship sector is projected to be below the subregional average, it will still add about 10,000 new jobs and produce over 34,000 annual openings during the same period.

Two additional sectors—retail, hospitality & tourism and advanced transportation & logistics—also stand out. Combined, they employ over 273,000 workers, representing about 20% of Greater Sacramento’s total employment. These sectors are projected to experience steady, average growth and are expected to offer more than 46,000 annual job openings through 2028.

**Exhibit 1. Greater Sacramento’s total employment by priority sector**

CCCCO Sector	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Advanced Manufacturing	40,389	1,292	3%	4,882
Advanced Transportation & Logistics	117,421	7,667	7%	15,976
Agriculture, Water & Environmental Technologies	42,067	2,232	5%	6,251
Business & Entrepreneurship	309,803	10,062	3%	34,115

CCCCO Sector	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Education & Human Development	102,440	9,517	9%	12,802
Energy, Construction & Utilities	115,789	7,473	6%	11,993
Health	182,034	30,588	17%	26,745
Information and Communication Technologies (ICT)/Digital Media	52,932	4,172	8%	4,698
Life Sciences & Biotechnology	7,363	205	3%	819
Public Safety	35,806	3,538	10%	4,941
Retail, Hospitality & Tourism	156,247	10,903	7%	30,329
Unassigned	127,391	4,657	4%	19,274
<b>Greater Sacramento Totals</b>	<b>1,289,683</b>	<b>92,307</b>	<b>7%</b>	<b>172,826</b>

While all sectors offer employment opportunities, the distribution of those opportunities varies by sector. Community colleges primarily focus on preparing students for middle-skill occupations—jobs that typically require education or training beyond high school but not a four-year degree.

In Greater Sacramento, middle-skill jobs make up 44% of the total labor market across priority sectors and are expected to generate approximately 73,000 annual openings over the next five years, accounting for 42% of all projected job openings in the subregion (Exhibit 2).

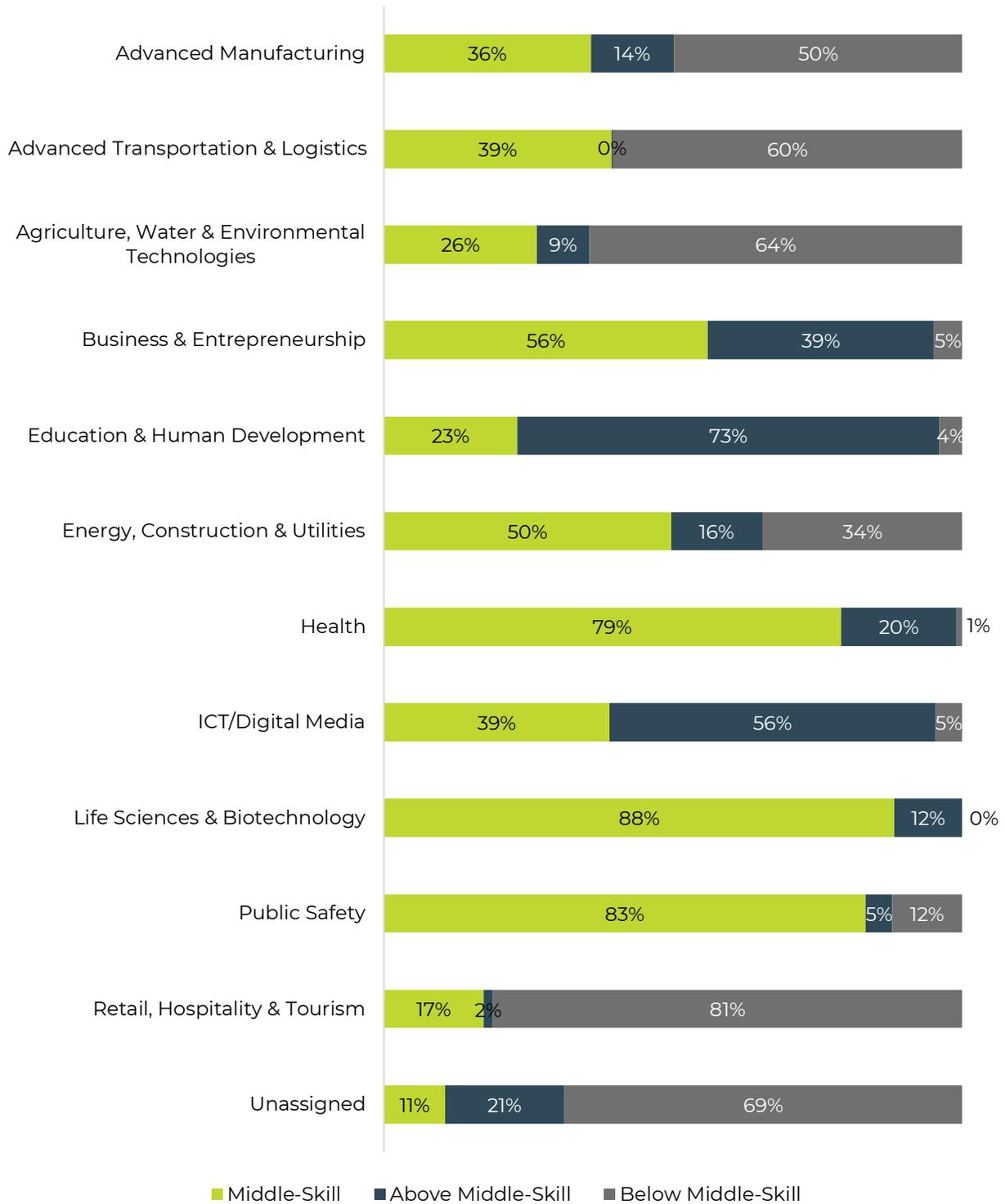


An analysis of middle-skill employment by priority sector shows significant variation in both the number and share of these jobs across sectors (Exhibit 2). Notably, more than half of all middle-skill jobs in Greater Sacramento are concentrated in the business & entrepreneurship and health sectors. And the share of middle-skill employment ranges from 11% to 88% of jobs in Greater Sacramento's priority sectors (Exhibit 3).

### Exhibit 2. Greater Sacramento's middle-skill employment by priority sector

CCCCO Sector	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Advanced Manufacturing	14,451	688	5%	1,675
Advanced Transportation & Logistics	46,202	3,630	8%	5,507
Agriculture, Water & Environmental Technologies	11,140	923	8%	1,722
Business & Entrepreneurship	173,593	(1,672)	(1%)	19,216
Education & Human Development	23,623	1,001	4%	3,541
Energy, Construction & Utilities	57,509	3,977	7%	6,309
Health	143,901	26,060	18%	23,106
ICT/Digital Media	20,656	518	3%	1,591
Life Sciences & Biotechnology	6,499	193	3%	747
Public Safety	29,831	3,199	11%	3,812
Retail, Hospitality & Tourism	26,961	1,069	4%	3,627
Unassigned	13,518	1,225	9%	2,099
<b>Greater Sacramento's Middle-Skill Employment</b>	<b>567,882</b>	<b>40,810</b>	<b>7%</b>	<b>72,952</b>

### Exhibit 3. Greater Sacramento's employment by priority sector and skill level



## ● Priority Occupations in Greater Sacramento

The Greater Sacramento COE identified these top occupations based on the following criteria:

- **Middle-skilled.** These top occupations typically require more education and training than a high school diploma but less than a bachelor's degree.
- **Pay a living wage.** These occupations offer entry-level hourly earnings that meet or exceed the Greater Sacramento living wage of \$21.19 per hour.<sup>1</sup>
- **Good projected growth.** These occupations have projected job growth that meets or exceeds Greater Sacramento's average job growth of 7.1% over the next five years (2023-2028).
- **Local labor market demand.** And last, these occupations have a minimum of 43 annual openings, the median number of projected annual openings across all occupations in the Greater Sacramento subregion through 2028.

The priority occupations analyzed in this report are considered in-demand, stable or growing, and offer the potential for economic stability to residents and students within the subregion. The Greater Sacramento COE identified 63 out of 796 Standard Occupational Classification (SOC) codes – the first 50 of which are covered in this report. Together, these occupations:

- Represent more than 153,000 jobs in Greater Sacramento – about 12% of subregional employment in 2023,
- Are poised to grow by nearly 13% over the next five years,
- Will generate an estimated 17,500 annual openings between 2023 and 2028,
- And offer a weighted average entry-level wage of \$36.69 per hour.<sup>2</sup>

Additional strengths of these priority occupations include:

- Strong historical job growth, with an average growth rate of 23% between 2018 and 2023.
- Low turnover rates, with separation rates typically below the subregional average of 53%.
- Low automation risk, where 41 of the 50 priority occupations have a below-average risk of displacement due to automation.

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<sup>1</sup> This report relies on data from the University of Washington's Center for Women's Welfare Self-Sufficiency Standard to determine an aggregated subregional living wage. The subregional living wage was calculated by averaging the living wage for a single adult in all seven counties (El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba), weighted by the population of each county.

<sup>2</sup> Entry-level wages weighted by 2023 jobs. Please note that entry-level wages vary by occupation.

- Increased potential for self-sufficiency, where 31 priority occupations meet a higher level single-adult living wage threshold and 19 occupations provide family-sustaining wages.
- And, national recognition, where 15 of these occupations appear on *US News & World Report's* 2025 "Best Jobs" list.<sup>3</sup>

These 50 priority occupations span multiple sectors, covering nearly all 11 priority sectors in the North Far North (Exhibit 4). The health sector accounted for the largest number of priority occupations, with 16 out of the 50 occupations. The health sector also accounted for the highest number of jobs of all the sectors (65,473) as well as the most job openings (7,560).

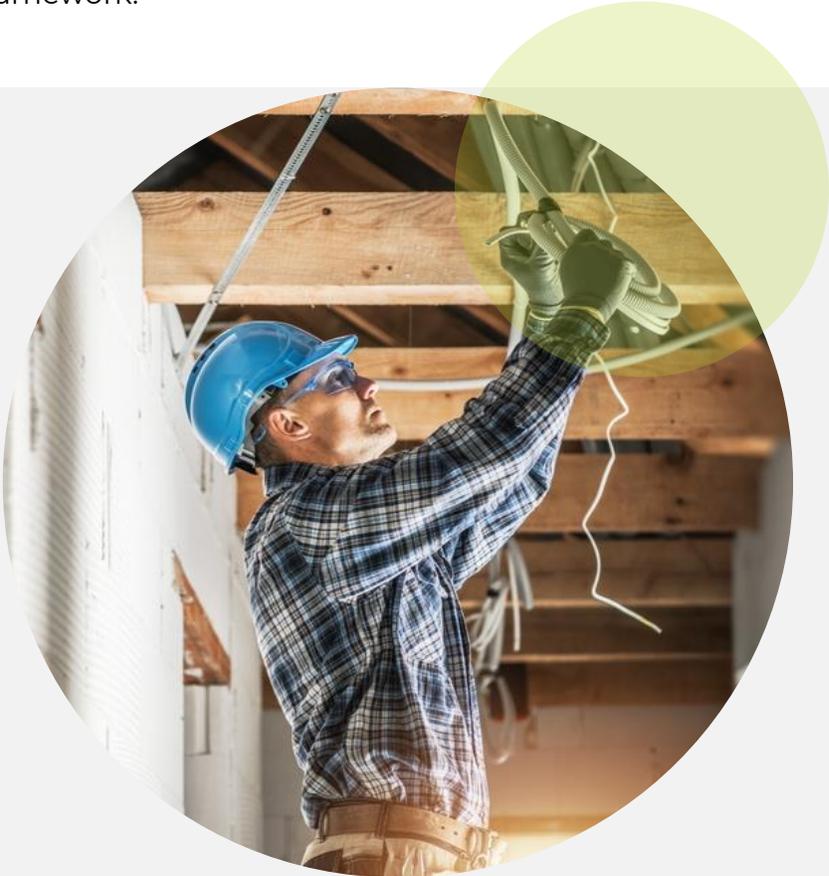
#### Exhibit 4. Greater Sacramento's priority occupations by sector

CCCCO Sector	# of occupations	2023 Jobs	2023-2028 Projections		
			Job Change (#)	Job Change (%)	Annual Openings
Advanced Manufacturing	2	3,788	344	9%	416
Advanced Transportation & Logistics	4	7,089	755	11%	842
Agriculture, Water & Environmental Technologies	2	1,747	3	22%	283
Business & Entrepreneurship	3	26,046	3,074	12%	2,785
Education & Human Development	0	--	--	--	--
Energy, Construction & Utilities	8	25,142	3,143	13%	2,960
Health	16	65,473	8,693	13%	7,560
ICT/Digital Media	2	1,472	169	11%	132
Life Sciences & Biotechnology	2	2,795	351	13%	308

<sup>3</sup> U.S. News & World Report, "U.S. News Unveils the 2025 Best Jobs," *U.S. News & World Report*, January 14, 2025, <https://www.usnews.com/info/blogs/press-room/articles/2025-01-14/u-s-news-unveils-the-2025-best-jobs>.

CCCCO Sector	# of occupations	2023 Jobs	2023-2028 Projections		
			Job Change (#)	Job Change (%)	Annual Openings
Public Safety	8	13,880	1,777	13%	1,509
Retail, Hospitality & Tourism	0	--	--	--	--
Unassigned	3	5,726	676	12%	747
<b>Greater Sacramento Priority Occupations</b>	<b>50</b>	<b>153,158</b>	<b>19,369</b>	<b>13%</b>	<b>17,545</b>

The following pages of this report provide detailed information about each of the priority occupations, organized by the California Community Colleges Chancellor's Office sector framework.

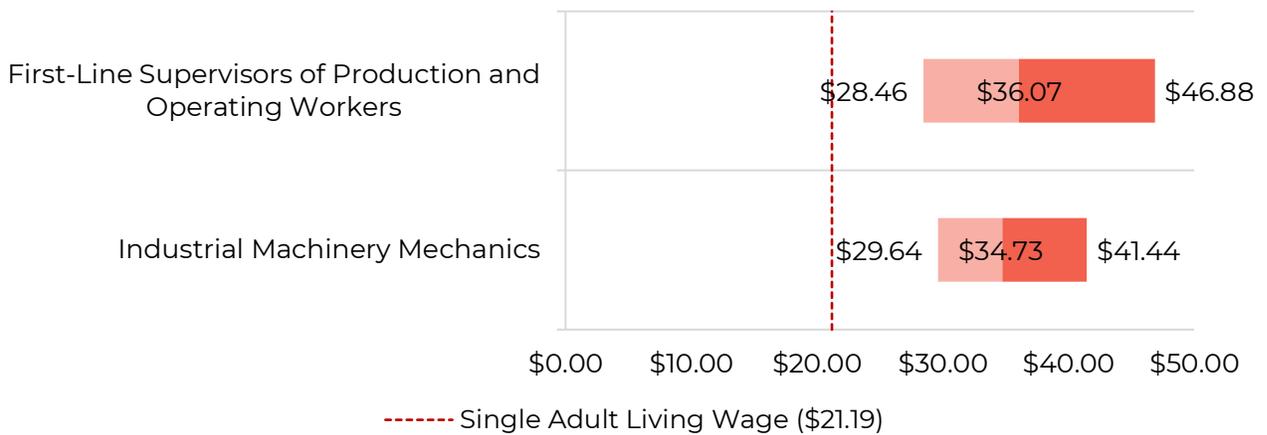


- Advanced Manufacturing

**Exhibit 5. Greater Sacramento’s advanced manufacturing priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
First-Line Supervisors of Production and Operating Workers	2,410	175	7%	268
Industrial Machinery Mechanics	1,378	170	12%	148

**Exhibit 6. Greater Sacramento’s advanced manufacturing priority occupation’s wage ranges**

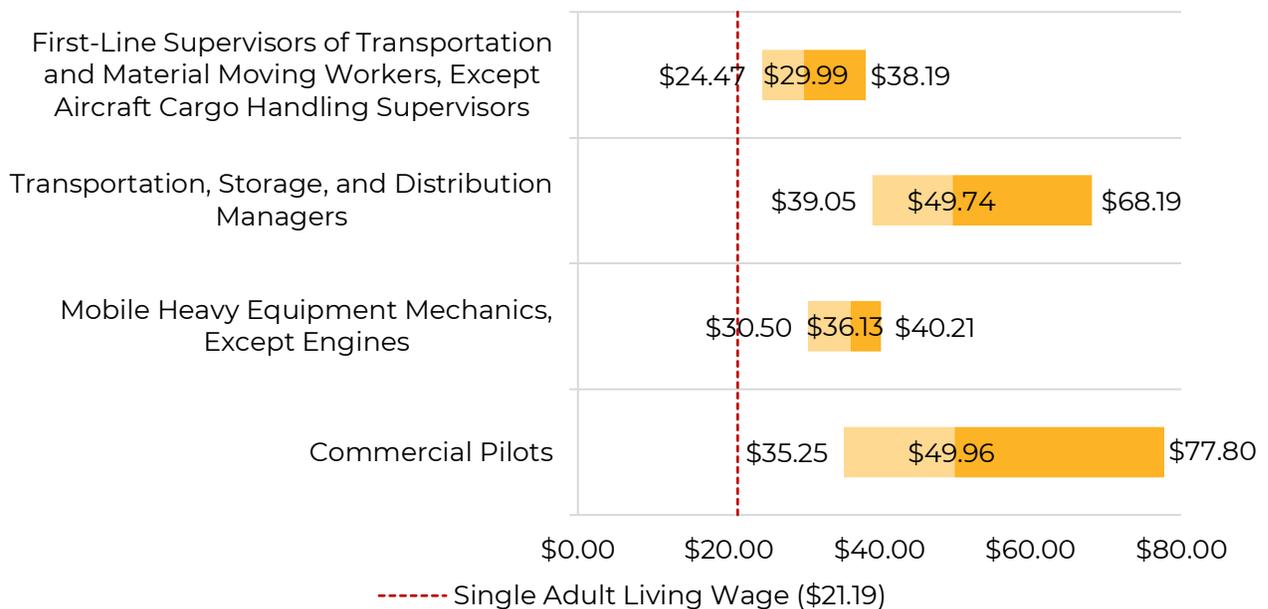


- Advanced Transportation & Logistics

**Exhibit 7. Greater Sacramento’s advanced transportation and logistics priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,823	325	9%	458
Transportation, Storage, and Distribution Managers	1,608	212	13%	177
Mobile Heavy Equipment Mechanics, Except Engines	1,282	153	12%	146
Commercial Pilots	375	65	17%	61

**Exhibit 8. Greater Sacramento’s advanced transportation and logistics priority occupation wage ranges**

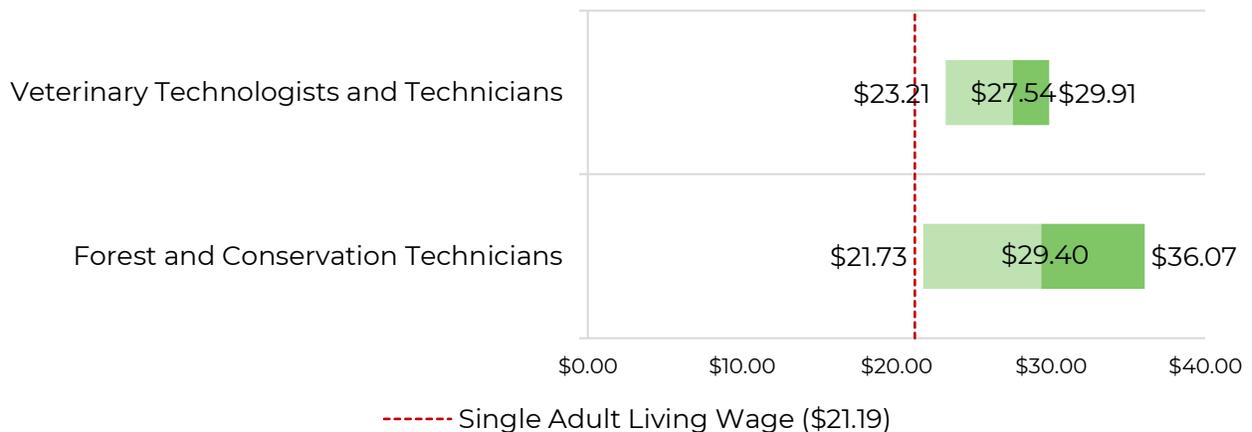


- Agriculture, Water & Environmental Technologies

**Exhibit 9. Greater Sacramento’s agriculture, water and environmental technologies priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Veterinary Technologists and Technicians	948	288	30%	159
Forest and Conservation Technicians	798	98	12%	124

**Exhibit 10. Greater Sacramento’s agriculture, water and environmental technologies priority occupation wage ranges**

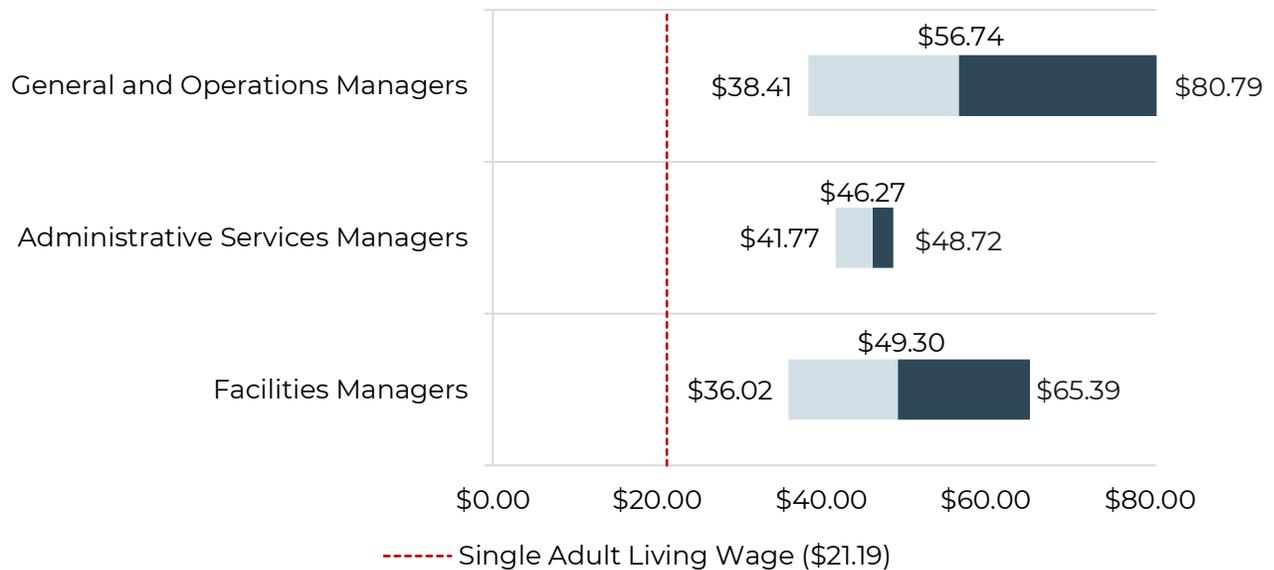


- Business & Entrepreneurship

### Exhibit 11. Greater Sacramento's business and entrepreneurship priority occupations

Occupation	2023 Jobs	2023-2028 Projections		
		Jobs Change (#)	Job Change (%)	Annual Openings
General and Operations Managers	19,061	2,045	11%	1,996
Administrative Services Managers	5,937	923	16%	685
Facilities Managers	1,048	106	10%	104

### Exhibit 12. Greater Sacramento's business and entrepreneurship priority occupation wage ranges



## ● Education & Human Development

Although the analysis encompassed occupations within the education and human development sector, none were identified as priority occupations in the Greater Sacramento subregion. This is primarily because most of the occupations in this sector are classified as above middle-skill, particularly the teaching occupations which typically require a bachelor's degree or higher for entry-level jobs within the occupation.

Among the four occupations considered middle-skill—preschool teachers, kindergarten teachers, teaching assistants (excluding postsecondary), and childcare workers—none met the criteria established for top occupations in this analysis. Notably, employment for kindergarten teachers is projected to decline over the next five years, and the entry-level wages for preschool teachers, teaching assistants, and childcare workers fall below the subregional average living wage of \$21.19 per hour.

Nevertheless, the education and human development sector remains a vital part of Greater Sacramento's economy, accounting for nearly 8% of the subregion's total employment (see Exhibit 1 on pages 6-7). While no specific "priority occupations" were identified in this sector, employment opportunities continue to be robust. In 2023, the sector supported over 100,000 jobs throughout the subregion. Of these, approximately 23% are considered middle-skill roles—those requiring education and training beyond a high school diploma but less than a four-year degree. Each year, an estimated 3,500 job openings are expected across the four middle-skill occupations aligned with this sector, with most openings stemming from the teaching assistant and childcare worker occupations.

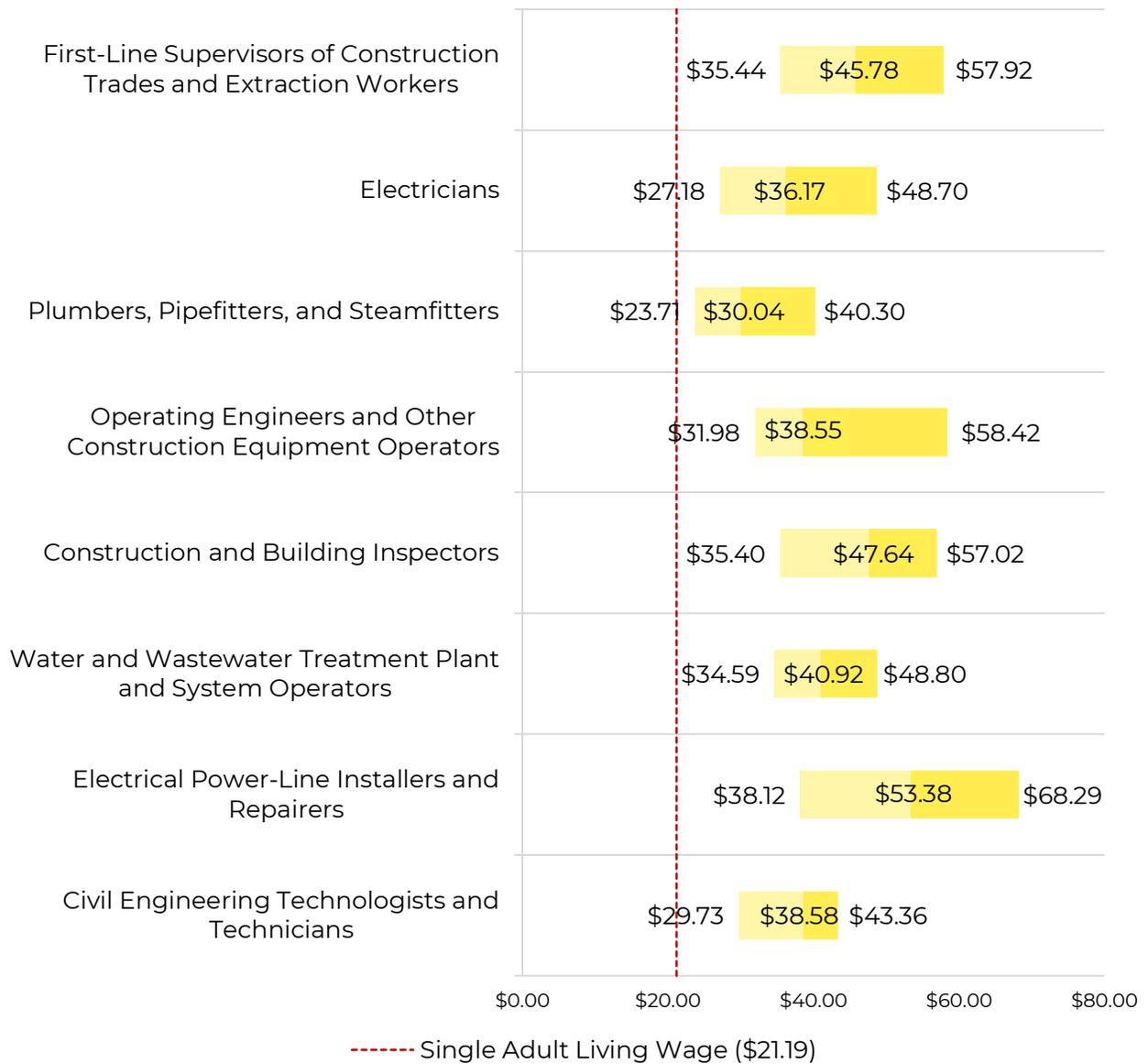
These middle-skill positions offer a strategic opportunity for community colleges to align programs with subregional labor market demand by developing targeted training that prepares students for entry into these roles, while also creating clear pathways for career advancement through transfer-oriented programs aimed at cultivating a well-prepared teaching workforce in the subregion.

- Energy, Construction & Utilities

**Exhibit 13. Greater Sacramento's energy, construction and utilities priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
First-Line Supervisors of Construction Trades and Extraction Workers	7,096	739	10%	760
Electricians	6,887	1,085	16%	869
Plumbers, Pipefitters, and Steamfitters	3,956	442	11%	458
Operating Engineers and Other Construction Equipment Operators	3,459	360	10%	380
Construction and Building Inspectors	1,176	146	12%	174
Water and Wastewater Treatment Plant and System Operators	1,000	103	10%	123
Electrical Power-Line Installers and Repairers	985	222	23%	131
Civil Engineering Technologists and Technicians	582	44	8%	65

**Exhibit 14. Greater Sacramento’s energy, construction and utilities priority occupation wage ranges**

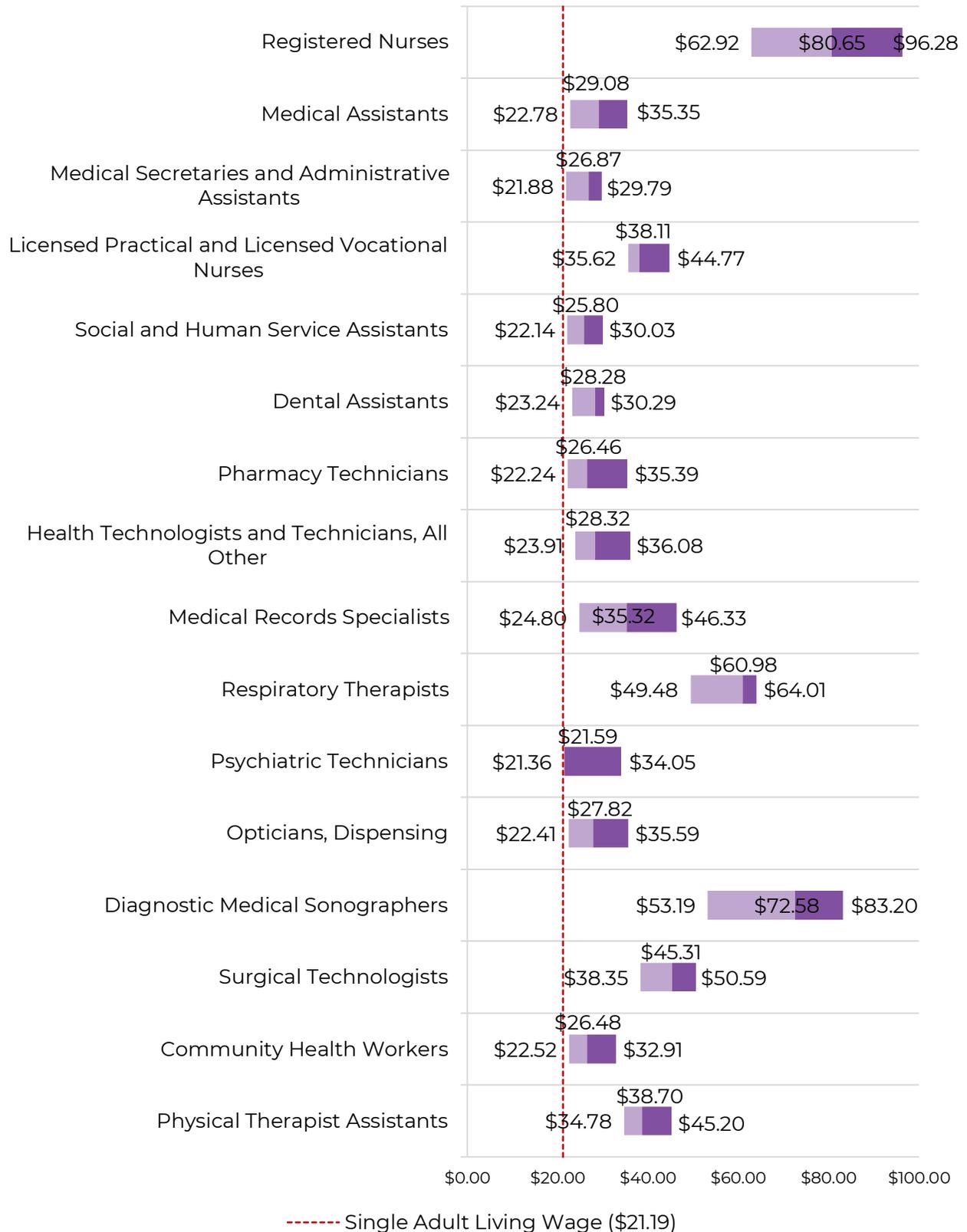


- Health

**Exhibit 15. Greater Sacramento's health priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Registered Nurses	24,884	3,007	12%	2,032
Medical Assistants	8,371	1,053	13%	1,337
Medical Secretaries and Administrative Assistants	7,710	1,197	16%	1,114
Licensed Practical and Licensed Vocational Nurses	5,060	402	8%	490
Social and Human Service Assistants	4,310	703	16%	609
Dental Assistants	3,804	418	11%	637
Pharmacy Technicians	3,182	419	13%	396
Health Technologists and Technicians, All Other	1,742	348	20%	197
Medical Records Specialists	1,464	203	14%	146
Respiratory Therapists	1,099	186	17%	99
Psychiatric Technicians	800	235	29%	122
Opticians, Dispensing	695	80	11%	78
Diagnostic Medical Sonographers	664	114	17%	60
Surgical Technologists	642	118	18%	65
Community Health Workers	528	122	23%	85
Physical Therapist Assistants	517	87	17%	93

### Exhibit 16. Greater Sacramento's health priority occupation wage ranges

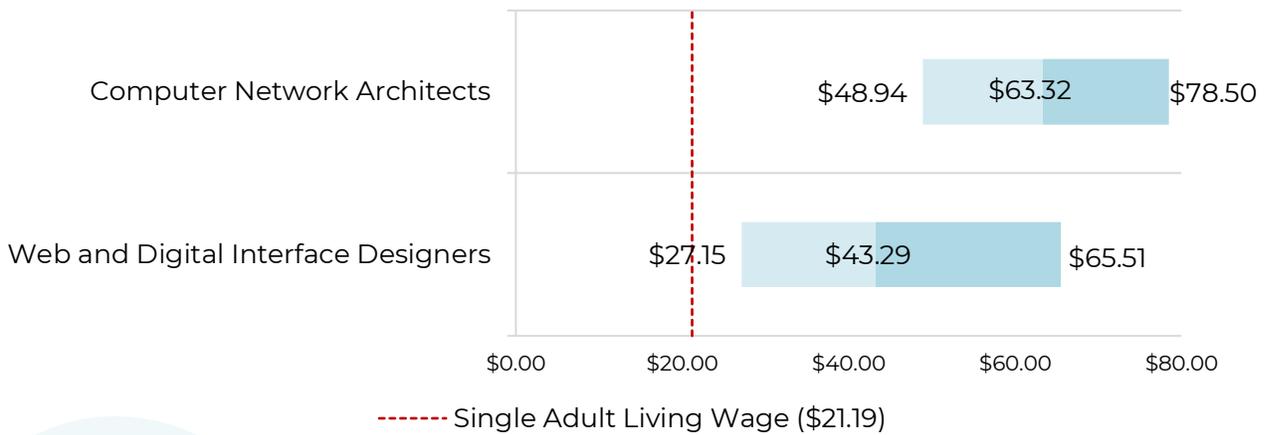


- ICT/Digital Media

**Exhibit 17. Greater Sacramento’s ICT/digital media priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Jobs Change (%)	Annual Openings
Computer Network Architects	751	91	12%	63
Web and Digital Interface Designers	722	77	11%	69

**Exhibit 18. Greater Sacramento’s ICT/digital media priority occupation wage ranges**

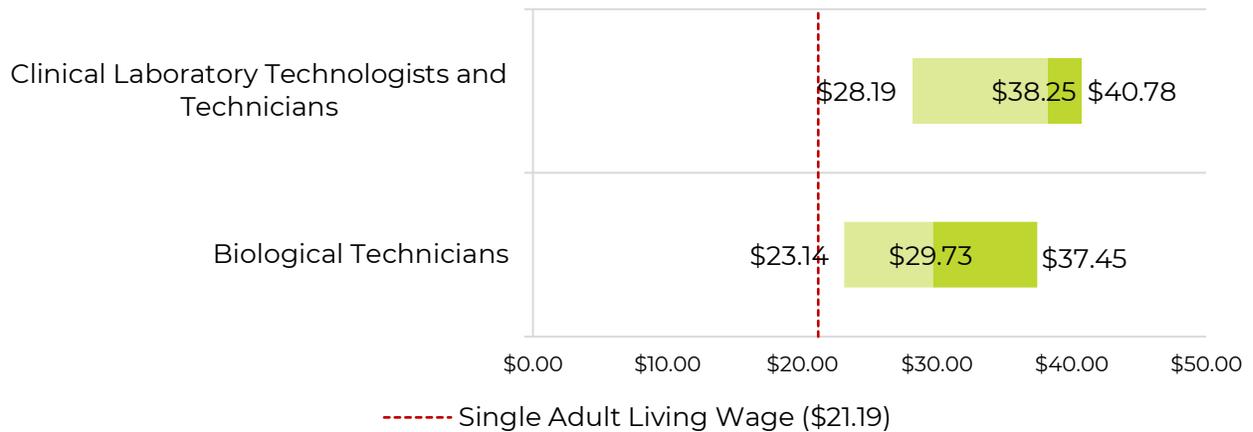


- Life Sciences & Biotechnology

**Exhibit 19. Greater Sacramento’s life sciences and biotechnology priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Clinical Laboratory Technologists and Technicians	2,102	243	12%	191
Biological Technicians	693	109	16%	118

**Exhibit 20. Greater Sacramento’s life sciences and biotechnology priority occupation wage ranges**



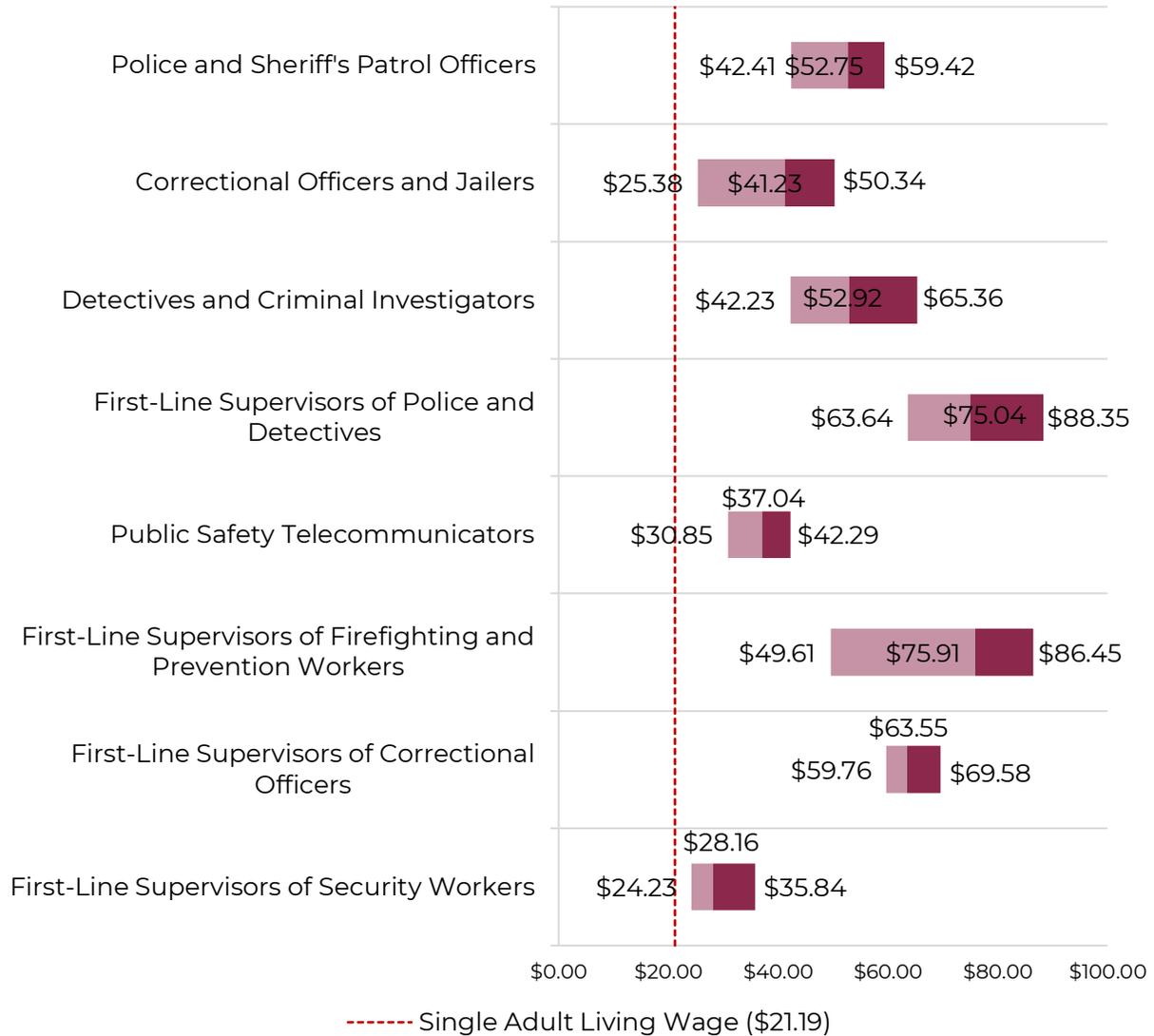
- Public Safety

**Exhibit 21. Greater Sacramento's public safety priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Police and Sheriff's Patrol Officers	6,275	655	10%	634
Correctional Officers and Jailers	2,413	428	18%	310
Detectives and Criminal Investigators	1,653	151	9%	157
First-Line Supervisors of Police and Detectives	952	241	25%	120
Public Safety Telecommunicators	774	74	10%	95
First-Line Supervisors of Firefighting and Prevention Workers	661	114	17%	67
First-Line Supervisors of Correctional Officers	645	76	12%	71
First-Line Supervisors of Security Workers	507	39	8%	56



## Exhibit 22. Greater Sacramento's public safety priority occupation wage ranges



## ● Retail, Hospitality & Tourism

Of the 796 occupations analyzed for this report, 50 are associated with the retail, hospitality and tourism sector. In 2023, these occupations accounted for over 156,000 jobs in the subregion, with 17% classified as middle-skill roles. None of the occupations in this sector qualified as priority occupations, as they did not meet all the required criteria.

However, two occupations emerged as notable exceptions. While they did not make the final priority list, they ranked highly in the overall analysis:

- Flight attendants received 9 out of 12 points in the occupational ranking but were excluded due to an insufficient number of annual openings.
- First-line supervisors of gambling services workers scored 7 out of 12 points and met all four criteria to be considered a priority occupation. However, the total number of jobs in this role was lower than that of other similarly scored occupations. Consequently, it was not included in the top 50 priority occupations but is listed among the 63 occupations that met the criteria (see Appendix C).



- Unassigned

**Exhibit 23. Greater Sacramento's unassigned priority occupations**

Occupation	2023 Jobs	2023-2028 Projections		
		Job Change (#)	Job Change (%)	Annual Openings
Paralegals and Legal Assistants	3,074	350	11%	400
Court, Municipal, and License Clerks	2,268	297	13%	299
Legal Support Workers, All Other	384	29	8%	49

**Exhibit 24. Greater Sacramento's unassigned priority occupation wage ranges**



# Priority Programs in Greater Sacramento

This report also analyzes career education programs at Greater Sacramento community colleges that prepare learners for the previously identified priority occupations. The Greater Sacramento COE identified 87 TOP code programs aligned with these occupations, 64 of which are currently offered locally. These are referred to as “priority programs.” Exhibit 25 provides an overview of 64 priority programs, organized by the California Community College Chancellor’s Office sector framework.

Programs from the health sector represent over a quarter of all priority programs, with 17 of the 64 programs, making it the largest sector (Exhibit 25). ICT/digital media follows with 10 priority programs, and the energy, construction & utilities sector accounts for 8 programs. Although essential to developing the subregion’s teaching workforce, no priority programs were identified in the education & human development sector.

## Exhibit 25. Greater Sacramento community college priority programs

<p><b>Advanced Manufacturing</b></p> <ul style="list-style-type: none"> <li>• Engineering Technology, General (0924.00)</li> <li>• Industrial Systems Technology and Maintenance (0945.00)</li> </ul>	<p><b>Advanced Transportation &amp; Logistics</b></p> <ul style="list-style-type: none"> <li>• Aviation and Airport Management (3020.10)</li> <li>• Aviation and Airport Management and Services (3020.00)</li> <li>• Diesel Technology (0947.00)</li> <li>• Piloting (3020.20)</li> <li>• Railroad and Light Rail Operations (0947.40)</li> </ul>	<p><b>Agriculture, Water &amp; Environmental Technologies</b></p> <ul style="list-style-type: none"> <li>• Agricultural Power Equipment Technology (0116.00)</li> <li>• Forestry (0114.00)</li> <li>• Natural Resources (0115.00)</li> <li>• Veterinary Technician (Licensed) (0102.10)</li> </ul>
<p><b>Business &amp; Entrepreneurship</b></p> <ul style="list-style-type: none"> <li>• Business Administration (0505.00)</li> </ul>	<p><b>Education &amp; Human Development</b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>	<p><b>Energy, Construction &amp; Utilities</b></p> <ul style="list-style-type: none"> <li>• Architecture and Architectural Technology (0201.00)</li> </ul>

## Business & Entrepreneurship

- Business and Commerce, General (0501.00)
- Business Management (0506.00)
- International Business and Trade (0508.00)
- Legal Office Technology (0514.10)
- Management Development and Supervision (0506.3)
- Small Business and Entrepreneurship (0506.40)

## Education & Human Development

## Energy, Construction & Utilities

- Carpentry (0952.10)
- Civil and Construction Management Technology (0957.00)
- Construction Crafts Technology (0952.00)
- Construction Inspection (0957.20)
- Electrical (0952.20)
- Plumbing, Pipefitting and Steamfitting (0952.30)
- Water and Wastewater Technology (0958.00)

## Health

- Administrative Medical Assisting (1208.20)
- Community Health Care Worker (1261.00)
- Dental Assistant (1240.10)
- Diagnostic Medical Sonography (1227.00)
- Health Information Coding (1223.10)
- Health Information Technology (1223.00)
- Licensed Vocational Nursing (1230.20)
- Medical Assisting (1208.00)

## ICT/Digital Media

- Computer Information Systems (0702.00)
- Computer Infrastructure and Support (0708.00)
- Computer Networking (0708.10)
- Computer Support (0708.20)
- Computer Systems Analysis (0707.30)
- Digital Media (0614.00)

## Life Sciences & Biotechnology

- Biotechnology and Biomedical Technology (0430.00)
- Laboratory Science Technology (0955.00)

## Health

- Medical Laboratory Technology (1205.00)
- Medical Office Technology (0514.20)
- Optical Technology (1219.00)
- Pharmacy Technology (1221.00)
- Physical Therapist Assistant (1222.00)
- Psychiatric Technician (1239.00)
- Registered Nursing (1230.10)
- Respiratory Care-Therapy (1210.00)
- Surgical Technology (1217.00)

## ICT/Digital Media

- Information Technology, General (0701.00)
- Software Applications (0702.10)
- Website Design and Development (0614.30)
- World Wide Web Administration (0709.00)

## Life Sciences & Biotechnology

## Public Safety

- Administration of Justice (2105.00)
- Corrections (2105.10)
- Fire Academy (2133.50)
- Fire Technology (2133.00)
- Other Public and Protective Services (2199.00)
- Police Academy (2105.50)

## Retail, Hospitality & Tourism

- Office Management (0514.40)

## Unassigned

- Human Services (2104.00)
- Paralegal (1402.00)

Between the 2021–2022 and 2023–2024 academic years, Greater Sacramento’s priority programs awarded an average of more than 3,700 awards annually, as shown in Exhibit 26. The business and entrepreneurship sector accounted for the largest share, conferring over 1,500 awards per year—approximately 40 percent of all priority program awards. The next largest contributor was the public safety sector, which awarded an average of nearly 740 credentials annually.

**Exhibit 26. Greater Sacramento priority program awards by sector**

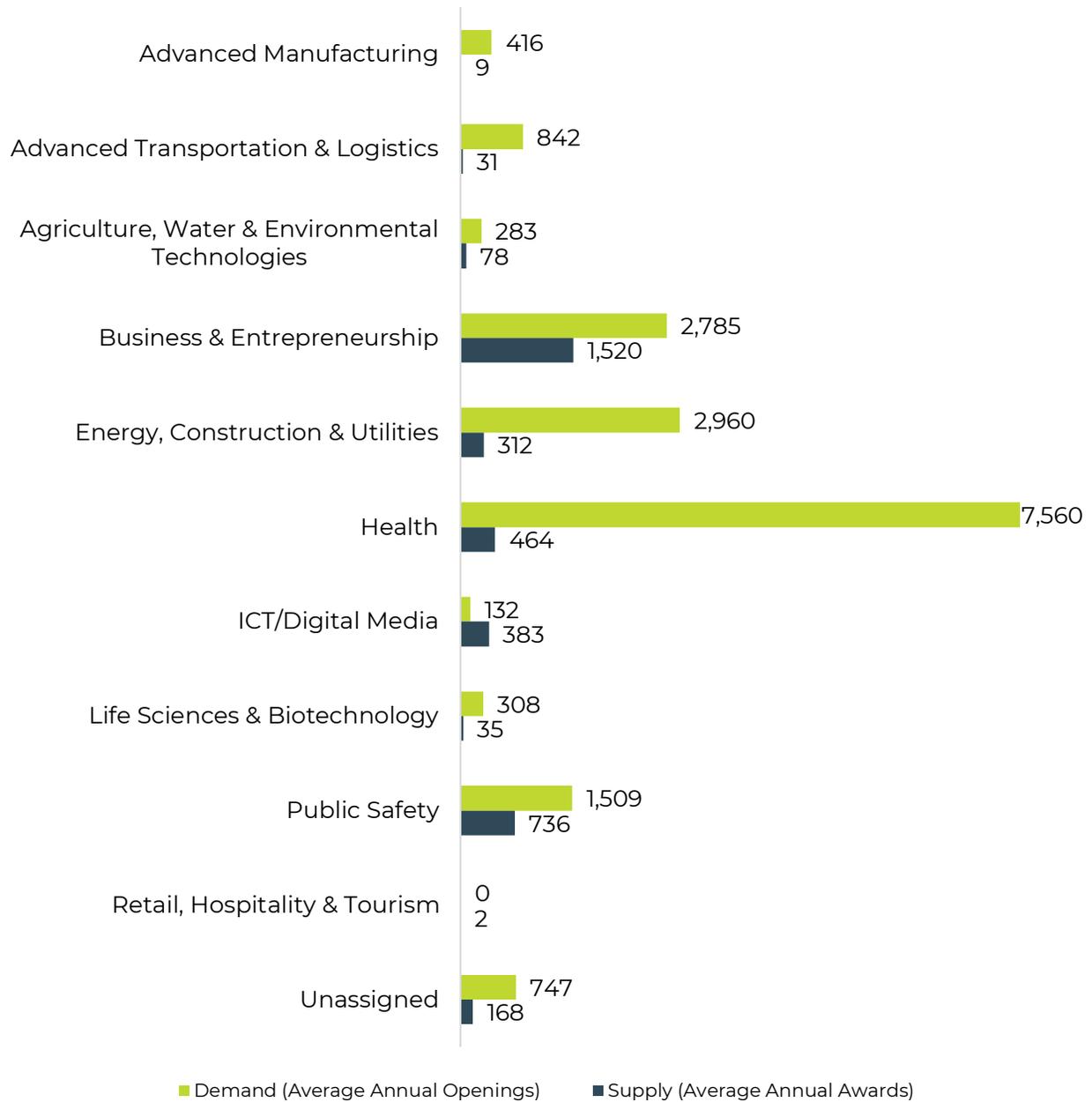
CCCCO Sector	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Average
Advanced Manufacturing	2	4	21	9
Advanced Transportation & Logistics	30	34	29	31
Agriculture, Water & Environmental Technologies	70	87	78	78
Business & Entrepreneurship	1,562	1,502	1,496	1,520
Energy, Construction & Utilities	142	127	666	312
Health	488	398	505	464
ICT/Digital Media	334	400	414	383
Life Sciences & Biotechnology	11	41	52	35
Public Safety	951	640	617	736
Retail, Hospitality & Tourism	1	4	2	2
Unassigned	159	186	160	168
<b>Priority Program Award Totals</b>	<b>3,750</b>	<b>3,423</b>	<b>4,040</b>	<b>3,738</b>



A comparison between the demand for priority occupations and the number of awards from corresponding priority programs reveals a significant undersupply of skilled workers needed to meet subregional labor market demand in Greater Sacramento (Exhibit 27). However, this gap is not uniform across sectors; some industries face much more acute shortages than others. The most pronounced gap is in the health sector, which projects nearly 7,600 annual job openings through 2028, yet produces only about 460 related awards per year—resulting in a workforce gap exceeding a 16-to-1 ratio. Conversely, the agriculture, water, and environmental technologies sector exhibits the smallest gap, with job openings outpacing awards by a factor of four.

Interestingly, two sectors—ICT/digital media and retail, hospitality, and tourism—indicate a potential oversupply (Exhibit 27). For ICT/digital media, the programs identified as “priority” in this report also support a broader range of ICT occupations beyond those formally classified as priority occupations. Including demand from those additional roles would likely alter the supply gap analysis. In the case of the retail, hospitality, and tourism sector, no occupations were designated as priority; therefore, the measured demand is technically zero. When compared to the two awards issued by priority programs in this sector, this results in an apparent oversupply—though this outcome reflects the absence of aligned priority occupations rather than a true mismatch between training output and employer demand.

## Exhibit 27. Greater Sacramento priority occupational demand vs priority program supply



## ● Conclusion

The *Priority Jobs and Programs in Greater Sacramento* report highlights key opportunities for community colleges to take a leading role in addressing regional workforce needs by aligning education and training with high-opportunity, middle-skill occupations. The 50 identified priority occupations span sectors such as health, business, public safety, construction, and logistics. These roles offer stable employment, living wages, and strong long-term demand—representing over 150,000 jobs in the subregion, with a projected growth rate of 13% and nearly 17,500 annual openings.

To support these workforce needs, the report identifies 64 community college programs as “priority programs” most closely aligned with the targeted occupations. However, significant supply gaps persist. For instance, the health sector expects nearly 7,600 job openings annually, yet colleges are awarding only about 460 related credentials per year—a ratio of more than 16-to-1. Similar imbalances exist in sectors like public safety, construction, and transportation. Conversely, fields such as ICT/digital media may be producing more graduates than are needed for narrowly defined priority roles, signaling a need for broader alignment within the sector.

The report’s findings point to several implications for practice and potential impacts, including:

- > **Strengthening program alignment with labor market demand:** there’s a clear opportunity for Greater Sacramento community colleges to realign career education offerings with priority occupations, which are characterized by high demand, strong growth, living wages and the potential for job stability. This alignment would ensure that students and adult learners are gaining skills for jobs that are both economically sustainable and subregionally relevant in Greater Sacramento.
- > **Address critical supply gaps in key sectors:** The analysis revealed a significant gap between priority occupation job openings and priority program completions.
- > **Target underserved and emerging sectors:** Several sectors, such as advanced transportation & logistics and energy, construction & utilities, have strong demand but educational offerings are limited. These sectors have the potential to provide career mobility to local residents, especially those coming from underserved areas and populations.
- > **Monitor and manage program saturation:** While most sectors face workforce shortages, some – such as ICT/digital media – appear to be producing more completions than the number of formally identified priority occupations suggest is needed. However, ICT/digital media programs often support a broader range of occupations beyond those included in this report.

- > **Support equity, career mobility, and transfer pathways:** Although no priority occupations were identified in the education & human development sector due to demand and wage criteria, this report acknowledges the sector's essential role in building the subregion's teaching workforce. This presents a unique opportunity for colleges to build transfer-oriented pathways that connect with middle-skill occupations and lead to bachelor's degree teaching careers.
- > **Inform strategic investment decisions:** This report provides a data-driven foundation for community colleges, workforce development boards, and other agencies to coordinate planning and funding priorities. The data supports evidence-based decision-making in several areas, including curriculum development, enrollment management, and employer engagement.
- > **Innovate service delivery and outreach strategies:** Given the scale of unmet workforce needs, traditional models of engagement may not be sufficient in addressing those needs. Innovation in program delivery, such as hybrid and accelerated learning environments, and enhanced employer collaboration are needed to meet the scale of need across Greater Sacramento.

## Recommendations

Community colleges and subregional workforce stakeholders should use this report to:

- > Assess and revise existing programs and create new pathways that directly prepare learners for priority occupations.
- > Scale-up existing programs linked to high-demand sectors, such as health, public safety, and skilled construction trades.
- > Expand short-term certificate and apprenticeship programs aligned to priority occupations to better meet demand and promote career mobility and advancement.
- > Ensure program capacities align with labor market demand but also exercise caution in oversaturating niche occupational areas without adequate employment prospects.
- > Use these insights to inform Strong Workforce Program planning, Perkins V funding allocations, and the development of sector-based partnerships.
- > Explore flexible learning options, strengthen employer partnerships, and enhance wraparound supports to attract and retain diverse learners and meet subregional workforce needs more effectively.
- > Support equity-driven program designs that promote access to quality entry-level jobs and upward mobility, especially in sectors critical to Greater Sacramento's long-term development.

## • Appendix A. Methodologies

### Priority Occupations Methodology

The Greater Sacramento COE applied a multi-step process to analyze and identify top – or priority – occupations in the subregion. This process considered multiple data points. The Greater Sacramento COE scored and ranked 796 occupations based on 12 criteria, with a maximum score of 12 and a minimum score of zero:

#### Exhibit A1. Priority occupation ranking metrics and criteria

Metric	Criteria Description	Criteria Value
<b>2023 Jobs</b>	The occupation's 2023 job count is greater than or equal to the median number of all jobs within the subregion	360
<b>2018-2023 % Change</b>	The last five years of historic job % change was stable or positive	0%
<b>2023 - 2028 % Change</b>	The next five years of projected job % change meets or exceeds subregional average job growth rate	7.14%
<b>Avg. Annual Openings</b>	Average annual openings for the occupation meet or exceeds the median number of annual job openings across all occupations in the subregion	43
<b>US News &amp; World Report 2025 Best Jobs</b>	Occupation was listed as top or best job on the 2025 US News and World Report Top Occupations list	Yes
<b>Skill Level</b>	The occupation is middle-skilled	Middle-Skill
<b>Living Wage 1</b> <i>(25<sup>th</sup> percentile hourly earnings vs. SSS Single Adult)</i>	The occupation's 25th percentile hourly earnings meet or exceed the weighted average self-sufficiency living wage threshold for a single adult living in the subregion	\$21.19
<b>Living Wage 2</b> <i>(25<sup>th</sup> percentile hourly earnings vs. MIT Single Adult)</i>	The occupation's 25th percentile hourly earnings meet or exceed the weighted average MIT living wage threshold for a single adult living in the subregion	\$27.18

Metric	Criteria Description	Criteria Value
<b>Living Wage 3</b> <i>(Median percentile hourly earnings vs. SSS Single Adult + Infant)</i>	The occupation's median hourly earnings meet or exceed the weighted average self-sufficiency living wage threshold for one adult and one child living in the subregion	\$42.55
<b>Living Wage 4</b> <i>(Median percentile hourly earnings vs MIT Single Adult + one Child)</i>	The occupation's median hourly earnings meet or exceed the weighted average MIT living wage threshold for one adult and one child living in the subregion	\$48.04
<b>Turnover</b>	The occupation's turnover rate is below the subregional average turnover rate across all occupations.	53%
<b>Automation</b>	The occupation's automation index score is below the average automation score determined for the subregion.	100

After the scoring was completed, the entire list of 796 occupations was sorted in descending order based on scores (from 12 to zero) and 2023 jobs, then the following filters were applied:

- **Middle-skilled.** These top occupations typically require more education and training than a high school diploma but less than a bachelor's degree.
- **Pay a living wage.** These occupations have Entry-level hourly earnings meet or exceed the Greater Sacramento living wage of \$21.19 per hour.
- **Projected growth.** These occupations have projected job growth that meets or exceeds Greater Sacramento's average job growth of 7.1% over the next five years (2023-2028).
- **Annual openings.** And last, these occupations have at least 43 annual job openings, which is the median number of projected annual openings across all occupations in the Greater Sacramento subregion through 2028.

The Greater Sacramento COE identified a total of 63 occupations that met these criteria. The final 50 occupations were selected after testing the order in which the filters were applied and ranking the top 63 occupations. All 63 occupations earned a rank of 6-12 points. While this report focuses on the top 50 priority occupations, the remaining 13 occupations that met the criteria but were not included in the analysis of this report are listed in Appendix B.

## Priority Programs Methodology

To identify priority programs, the Greater Sacramento COE used the Statewide Center of Excellence’s TOP-CIP-SOC crosswalk to match programs with priority occupations. With the exception of many health-related fields, most occupations aligned with multiple TOP codes. As a result, nearly all TOP codes linked to a priority occupation were included in the analysis. Any TOP code that appeared misaligned or irrelevant was excluded.

After identifying all relevant TOP codes, the Greater Sacramento COE reviewed program availability in the subregion using awards data from DataMart and the Chancellor’s Office Curriculum Inventory (COCI). Programs were designated as “priority” were marked as “active” in COCI. A complete list of relevant TOP codes is provided in Appendix B.

## • Appendix B. Additional Tables

### Exhibit B1. Full list of Greater Sacramento priority occupations (all 63)

Total Points	Lightcast SOC Code	Lightcast Occupation
12	29-1141	Registered Nurses
12	11-1021	General and Operations Managers
12	29-1126	Respiratory Therapists
12	15-1241	Computer Network Architects
12	29-2032	Diagnostic Medical Sonographers
12	53-2012	Commercial Pilots
11	33-3051	Police and Sheriff's Patrol Officers
11	33-3021	Detectives and Criminal Investigators
11	11-3071	Transportation, Storage, and Distribution Managers
11	11-3013	Facilities Managers
11	33-1012	First-Line Supervisors of Police and Detectives
11	33-1021	First-Line Supervisors of Firefighting and Prevention Workers
11	33-1011	First-Line Supervisors of Correctional Officers
10	11-3012	Administrative Services Managers
10	47-4011	Construction and Building Inspectors
10	49-9051	Electrical Power-Line Installers and Repairers
9	31-9092	Medical Assistants
9	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
9	47-2111	Electricians
9	29-2061	Licensed Practical and Licensed Vocational Nurses
9	23-2011	Paralegals and Legal Assistants
9	51-1011	First-Line Supervisors of Production and Operating Workers
9	29-2018	Clinical Laboratory Technologists and Technicians
9	29-2072	Medical Records Specialists
9	29-2056	Veterinary Technologists and Technicians
9	43-5031	Public Safety Telecommunicators
9	15-1255	Web and Digital Interface Designers
9	29-2055	Surgical Technologists
9	21-1094	Community Health Workers
9	31-2021	Physical Therapist Assistants
8	43-6013	Medical Secretaries and Administrative Assistants
8	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors
8	47-2073	Operating Engineers and Other Construction Equipment Operators
8	29-2052	Pharmacy Technicians
8	43-4031	Court, Municipal, and License Clerks
8	29-2099	Health Technologists and Technicians, All Other
8	49-9041	Industrial Machinery Mechanics

Total Points	Lightcast SOC Code	Lightcast Occupation
8	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
8	29-2053	Psychiatric Technicians
8	19-4071	Forest and Conservation Technicians
8	29-2081	Opticians, Dispensing
8	19-4021	Biological Technicians
8	17-3022	Civil Engineering Technologists and Technicians
8	33-1091	First-Line Supervisors of Security Workers
8	23-2099	Legal Support Workers, All Other
7	21-1093	Social and Human Service Assistants
7	47-2152	Plumbers, Pipefitters, and Steamfitters
7	31-9091	Dental Assistants
7	33-3012	Correctional Officers and Jailers
7	51-8031	Water and Wastewater Treatment Plant and System Operators
7	33-3011	Bailiffs
7	51-4121	Welders, Cutters, Solderers, and Brazers
7	31-9097	Phlebotomists
7	47-2231	Solar Photovoltaic Installers
7	31-9093	Medical Equipment Preparers
7	19-4012	Agricultural Technicians
7	39-1013	First-Line Supervisors of Gambling Services Workers
6	53-3032	Heavy and Tractor-Trailer Truck Drivers
6	31-1131	Nursing Assistants
6	47-2211	Sheet Metal Workers
6	47-2121	Glaziers
6	47-2021	Brickmasons and Blockmasons
6	47-4041	Hazardous Materials Removal Workers

**Exhibit B2. Full list of CCCC TOP code programs aligned to priority occupations**

TOP Program Title & Code	TOP Program Title & Code
Administration of Justice-210500	Heavy Equipment Operation-094730
Administrative Medical Assisting-120820	Human Services-210400
Agricultural Power Equipment Technology-011600	Industrial and Transportation Security-210530
Applied Design-100900	Industrial Systems Technology and Maintenance-094500
Architecture and Architectural Technology-020100	Information Technology, General-070100
Artificial Inseminator-010220	International Business and Trade-050800

TOP Program Title & Code	TOP Program Title & Code
Aviation and Airport Management and Services-302000	Laboratory Science Technology-095500
Aviation and Airport Management-302010	Legal and Community Interpretation-214000
Biotechnology and Biomedical Technology-043000	Legal Office Technology-051410
Business Administration-050500	Licensed Vocational Nursing-123020
Business and Commerce, General-050100	Management Development and Supervision-050630
Business Management-050600	Medical Assisting-120800
Carpentry-095210	Medical Laboratory Technology-120500
Civil and Construction Management Technology-095700	Medical Office Technology-051420
Clinical Medical Assisting-120810	Natural Resources-011500
Community Health Care Worker-126100	Nursing-123000
Computer Information Systems-070200	Office Management-051440
Computer Infrastructure and Support-070800	Optical Technology-121900
Computer Networking-070810	Orthopedic Assistant-121400
Computer Support-070820	Other Public and Protective Services-219900
Computer Systems Analysis-070730	Paralegal-140200
Construction Crafts Technology-095200	Pharmacy Technology-122100
Construction Inspection-095720	Physical Therapist Assistant-122200
Corrections-210510	Piloting-302020
Dental Assistant-124010	Plumbing, Pipefitting and Steamfitting-095230
Dental Occupations-124000	Police Academy-210550
Diagnostic Medical Sonography-122700	Polysomnography-121100
Diesel Technology-094700	Probation and Parole-210520
Digital Media-061400	Psychiatric Technician-123900
E-Commerce (technology emphasis)-070910	Public Administration-210200
Electrical Systems and Power Transmission-093440	Public Works-210210

TOP Program Title & Code	TOP Program Title & Code
Electrical-095220	Purchasing-050920
Electro-Neurodiagnostic Technology-121200	Radiation Therapy Technician-122600
Energy Systems Technology-094610	Railroad and Light Rail Operations-094740
Engineering Technology, General-092400	Registered Nursing-123010
Fire Academy-213350	Respiratory Care-Therapy-121000
Fire Technology-213300	Small Business and Entrepreneurship-050640
Flight Attendant-302040	Software Applications-070210
Forensics, Evidence, and Investigation-210540	Surgical Technician-121700
Forestry-011400	Veterinary Technician (Licensed)-010210
Health Facility Unit Coordinator-120830	Water and Wastewater Technology-095800
Health Information Coding-122310	Website Design and Development-061430
Health Information Technology-122300	World Wide Web Administration-070900
Heavy Equipment Maintenance-094720	

## • Appendix C. Data Sources

This report includes occupations identified by using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the O\*Net OnLine education crosswalk. This report's findings were primarily determined with labor market and educational supply data from the Bureau of Labor Statistics (BLS), Lightcast, and the California Community Colleges Chancellor's Office.

Data sources include:

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI). 2025. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator. 2025. <https://livingwage.mit.edu/>.

Lightcast 2025.2; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://lightcast.io/>. (Notes: Occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O\*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

The Self-Sufficiency Standard for California. The Center for Women's Welfare at the University of Washington. 2024. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. May 2023, 7<sup>th</sup> Edition. <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/final-top-code-manual-2023edit-4-ally.pdf?la=en&hash=28074BFE9915B49A7688B8BDEF0DB7E55FEB3A2C>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

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The Centers of Excellence (COE) for Labor Market Research deliver regional workforce research and technical expertise to California Community Colleges for program decision making and resource development. This information has proven valuable to colleges in beginning, revising, or updating economic development and Career Education (CE) programs, strengthening grant applications, assisting in the accreditation process, and supporting strategic planning efforts.

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