

SCC COE Regional Webinar South Central Coast Labor Market Landscape: Assessing Job Quality in the SCC Region

October 2025



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NEW
REPORT!

South Central Coast Labor Market Landscape: Assessing Job Quality in the SCC Region

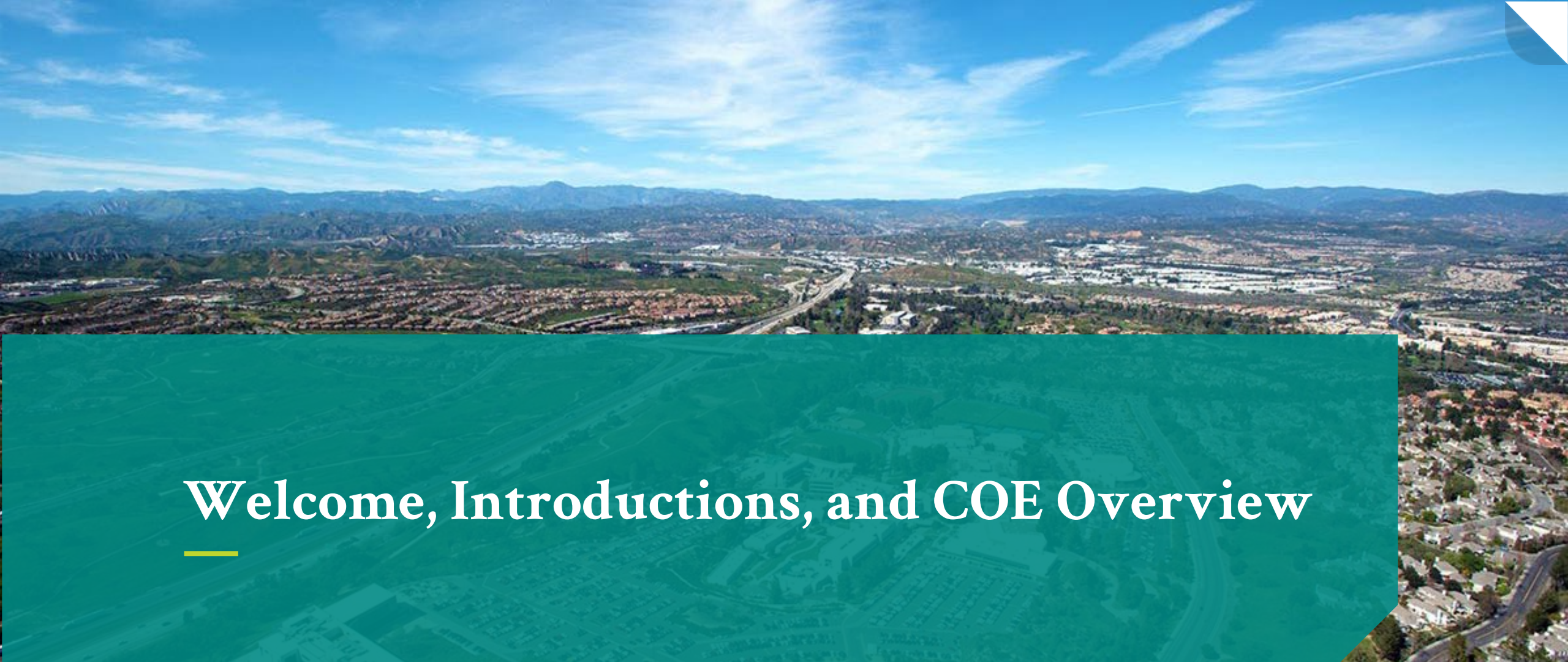
- Provides a comprehensive analysis of the region's labor market, emphasizing traditional labor market data and job quality indicators.
- Classifies 791 Bureau of Labor Statistics (BLS) occupations into High-, Medium-, and Low-Quality categories using nine criteria.
- Identifies and provides detailed data for 155 High-Quality occupations in the SCC Region.

WELCOME, INTRODUCTIONS, AND COE OVERVIEW



Agenda

- Welcome, Introductions, and COE Overview
- Highlights and Findings
- SCC Region Profile
- Job Quality Overview and SCC Region Job Quality Analysis
- Sector-by-Sector Analysis
- Conclusion, Discussion Questions, and Next Steps



Welcome, Introductions, and COE Overview



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California Community Colleges

South Central Coast Center of Excellence



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We aspire to be the leading source of workforce information and insight for California's community colleges.



CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH

The COE provide **quality labor market data and information** to help colleges with:



Assessing labor market needs



Reviewing career education programs



Investing in new career education programs



Grant program planning and investment

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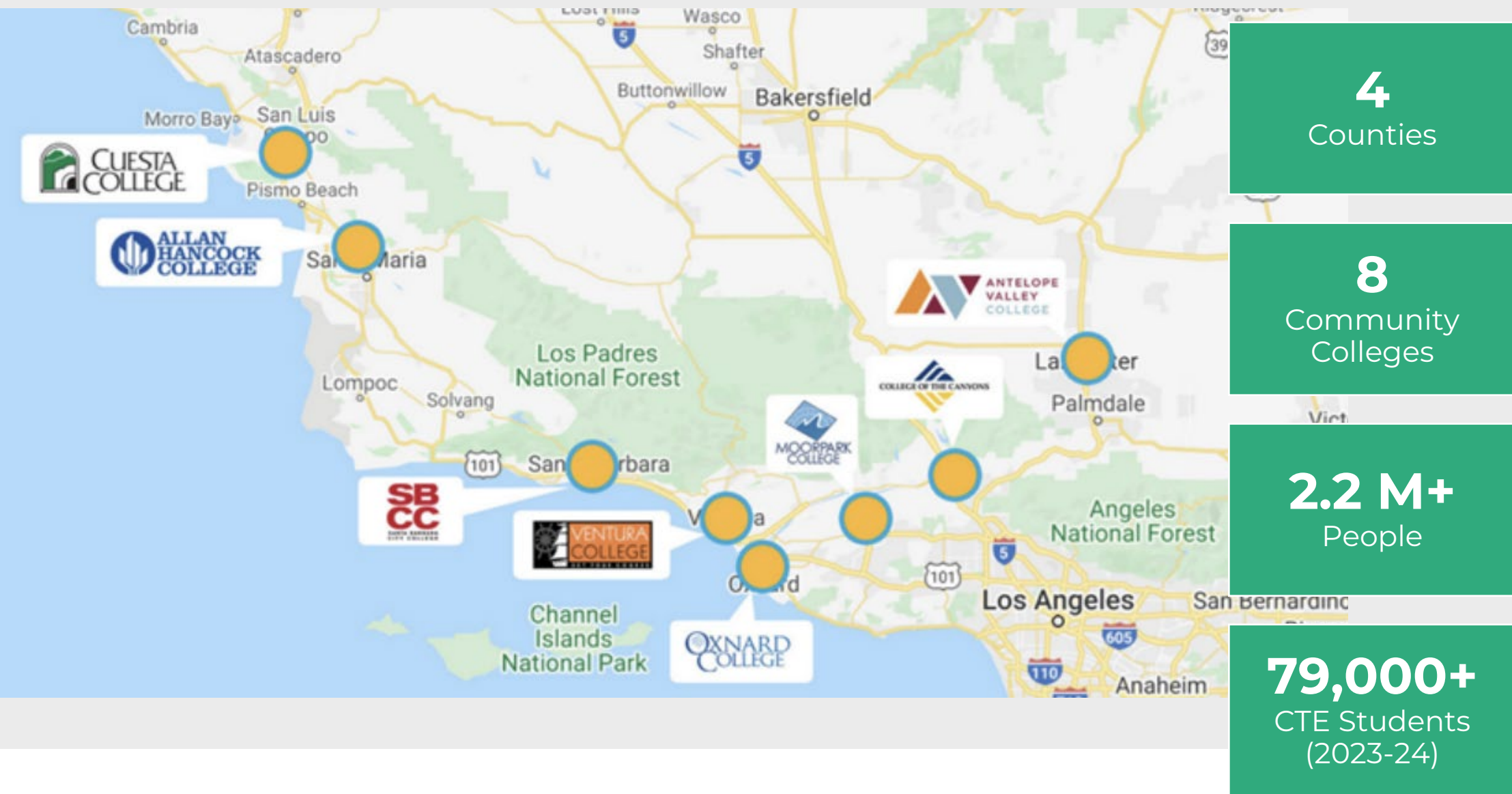
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<https://coeccc.net/regions/>



South Central Coast Region

Highlights and Findings

Highlights and Findings



Executive Summary

Findings for High-Quality Occupations

- High-Quality occupations are concentrated in the **Health** (42 occupations), **Business and Entrepreneurship** (32), and **Education and Human Development** (16) sectors.
- High-Quality occupations accounted for 27% of total regional employment in 2024 (273,291 jobs).
- Entry-level wages for nearly all High-Quality occupations exceed the living wage, with **ICT/Digital Media** (\$46.24), **Public Safety** (\$44.07), and **Health** (\$44.01) leading the way.
- **Public Safety** (90%), **Other/Unassigned** (87%), **ICT/Digital Media** (86%), and **Education and Human Development** (86%) have high rates of employer-sponsored health coverage
- **ICT/Digital Media** and **Education and Human Development** having the lowest levels of automation risk and **Energy, Construction, and Utilities** has the highest

HIGHLIGHTS AND FINDINGS

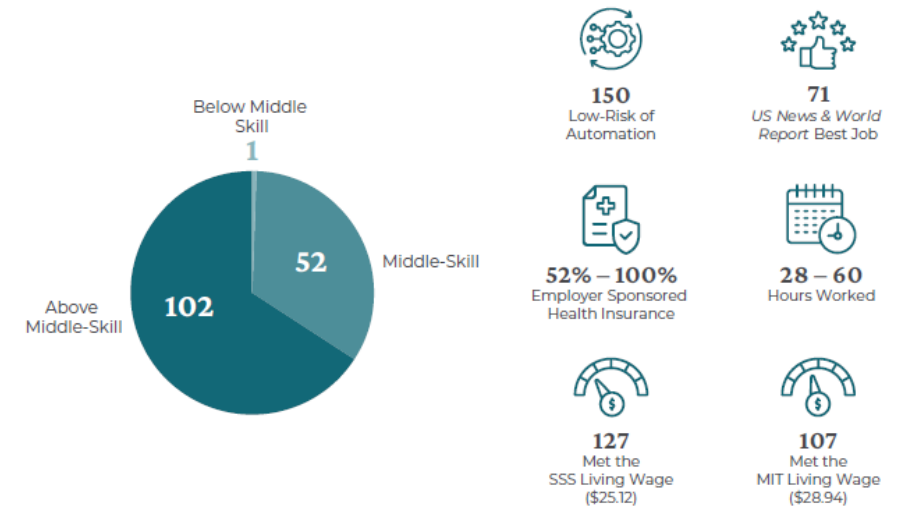
• High-Quality Occupations in the SCC Region



791 Total Occupations



155 High-Quality Occupations



High-Quality Occupations Key Figures

273,921
Jobs in 2024

22,715
Annual Openings

4%
5-Year % Change

\$20.98 – \$115.70
Entry-Level Wages

SCC Region Profile

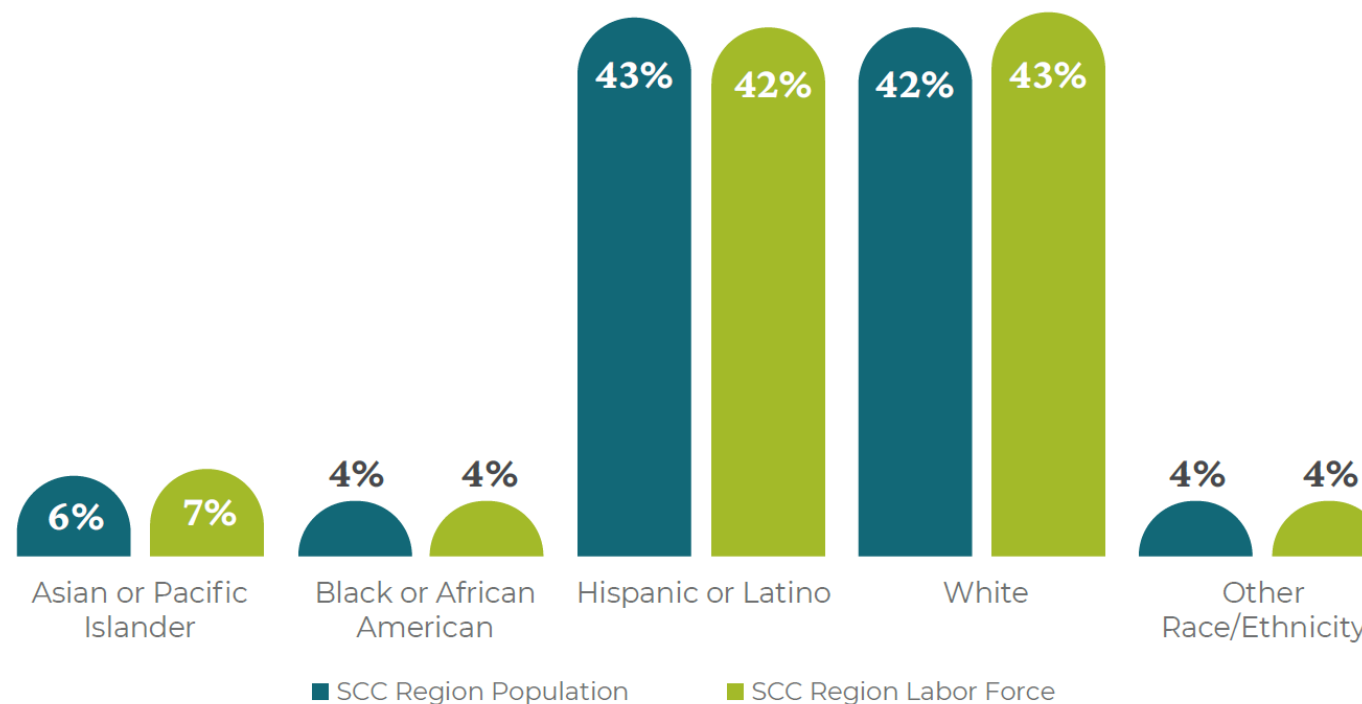


Population and Labor Force

Race and Ethnicity

- The share of white (42%) and Hispanic or Latino individuals (43%) in the population are nearly identical to their shares of the SCC labor force (42% and 42%, respectively).
- The percentage of Black or African American (4%), Other Race/Ethnicity (4%), and Asian or Pacific Islander (6%) individuals in population are comparable to the SCC labor force (4%, 4%, and 7% respectively).

Exhibit 1: South Central Coast Population and Labor Force Race and Ethnicity Distribution

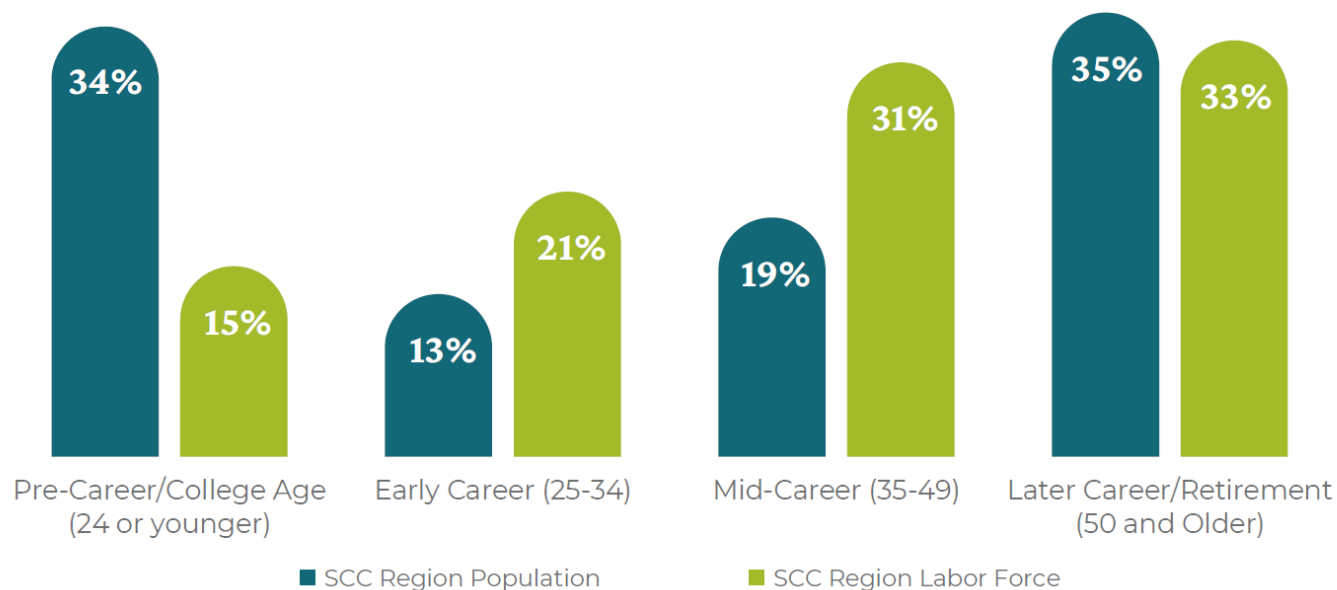


Population and Labor Force

Age

- Pre-Career/College Age (24 or younger) individuals make up 34% of the SCC population, but only account for 15% of the labor force.
- Early Career (25–34) individuals make up only 13% of the population but account for 21% of the SCC labor force.
- Mid-Career (35–49) individuals make up 19% of the population but account for 31% of the labor force.

Exhibit 2: South Central Coast Population and Labor Force Age Distribution

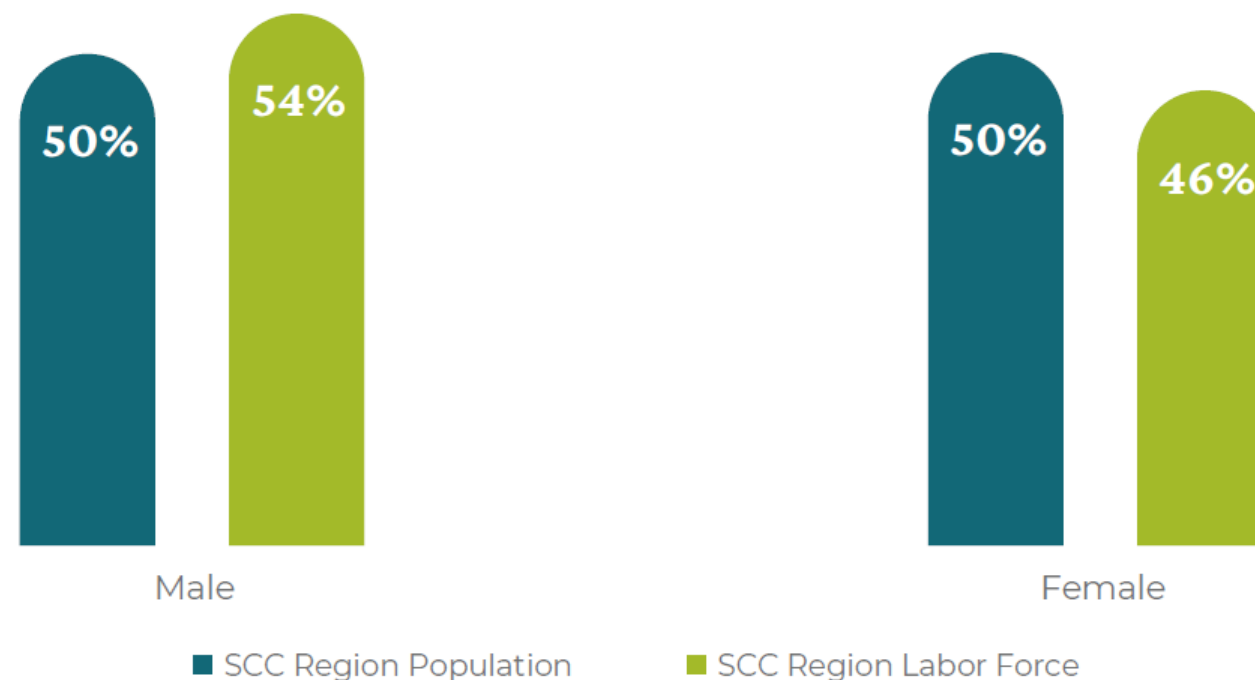


Population and Labor Force

Sex and Gender

- The SCC population is split evenly between women (50%) and men (50%)
- However, women account for 46% of the labor force while men account for 54%

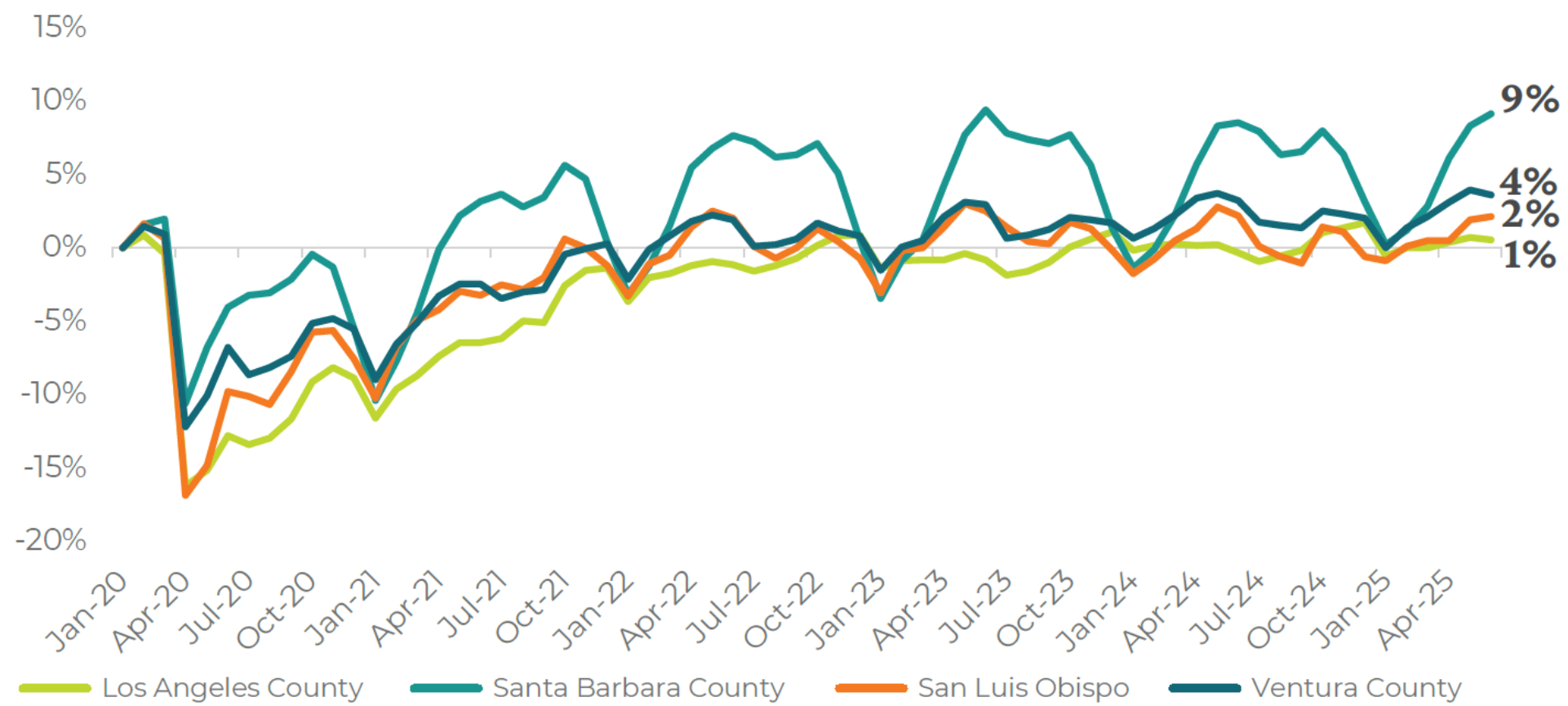
Exhibit 3: South Central Coast Population and Labor Force Sex and Gender Distribution



Regional Economy

Employment and Unemployment

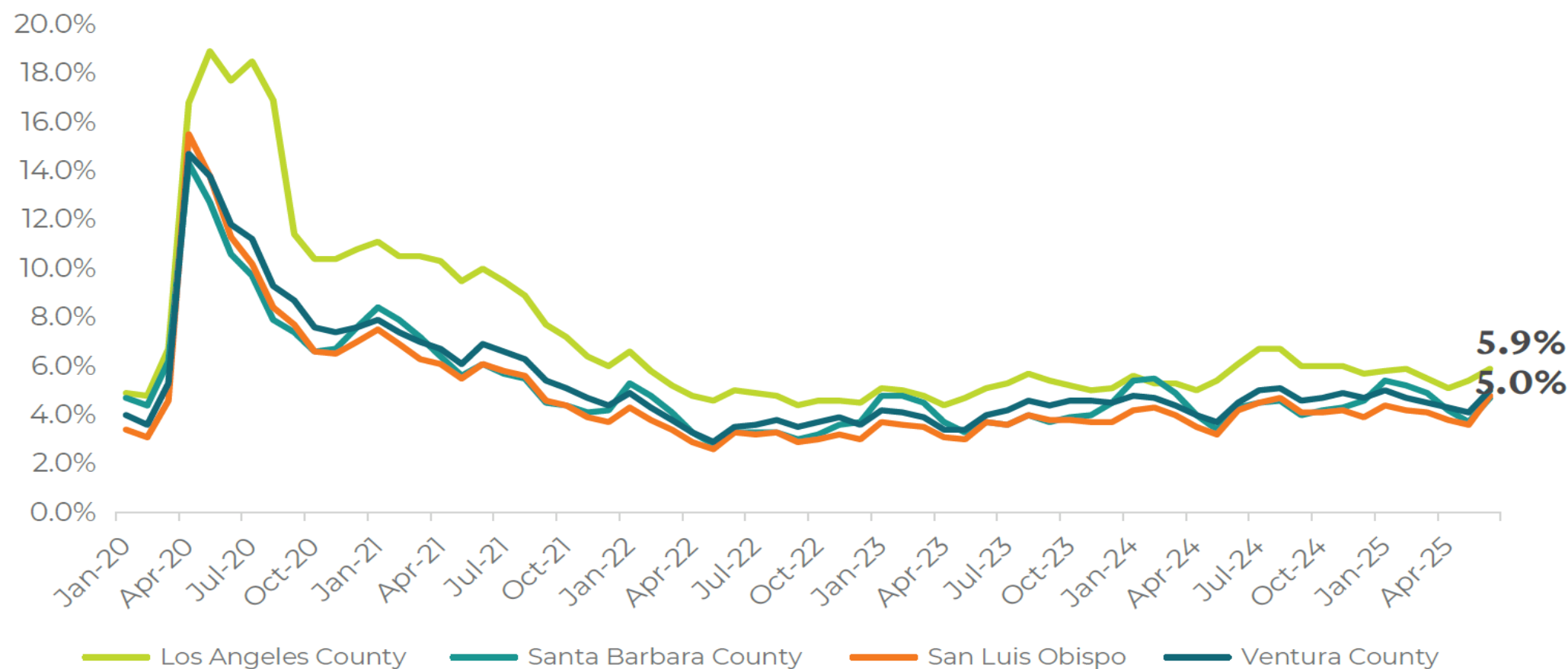
Exhibit 4: Industry Employment in SCC Counties, January 2020 to June 2025



Regional Economy

Employment and Unemployment

Exhibit 5: Unemployment Rates in SCC Counties, January 2020 to June 2025



Regional Economy

Challenges

Cost of Living

- Prices continue to rise and outpace wage growth
- Job openings are clustered around low-paying jobs
- Median home price is \$1.5 million in SB County and over \$1 million in LA County

Aging Population

- As the population ages, the size of the labor force usually declines, hindering economic expansion.
- Ventura County employers have cited the high number of retired, or soon to retire, individuals as a difficulty for finding qualified employees.
- In San Luis Obispo County, the % of people 60 years old and over is projected to increase 29% by 2030, a 61% increase from 2010.

Lack of Quality Jobs

- According to Uplift Central Coast, less than one-third of jobs in the California Jobs First Central Coast Region are considered “quality jobs.”
- The SCC Region also has a relatively high concentration of seasonal jobs, most notably in the agricultural and leisure/hospitality sectors, which offer low wages and often do not provide adequate benefits

Job Quality Overview



What makes a job “good” or “High Quality”?



Earnings and Pay

The level of pay that an individual earns, as well as predictability of pay, are both integral to workers’ well-being. Equitable pay that compensates workers well above the minimum wage so they can support themselves and their families.



Benefits

Employer-sponsored benefits such as health care and retirement plans boost employees’ well-being and employees are less likely to switch jobs when they have these benefits.

What makes a job “good” or “High Quality”?

Job Stability



Workers desire job stability and studies show that workers will accept a job with lower pay in exchange for job stability. Emerging technologies, including generative artificial intelligence (AI), present new challenges related to automation and job stability.

Working Conditions



High-Quality jobs are expected to have working conditions that are safe both physically and psychologically. Unsafe working conditions can have detrimental impacts on worker safety, such as on-the-job injuries and even fatalities.

Job Quality Analysis

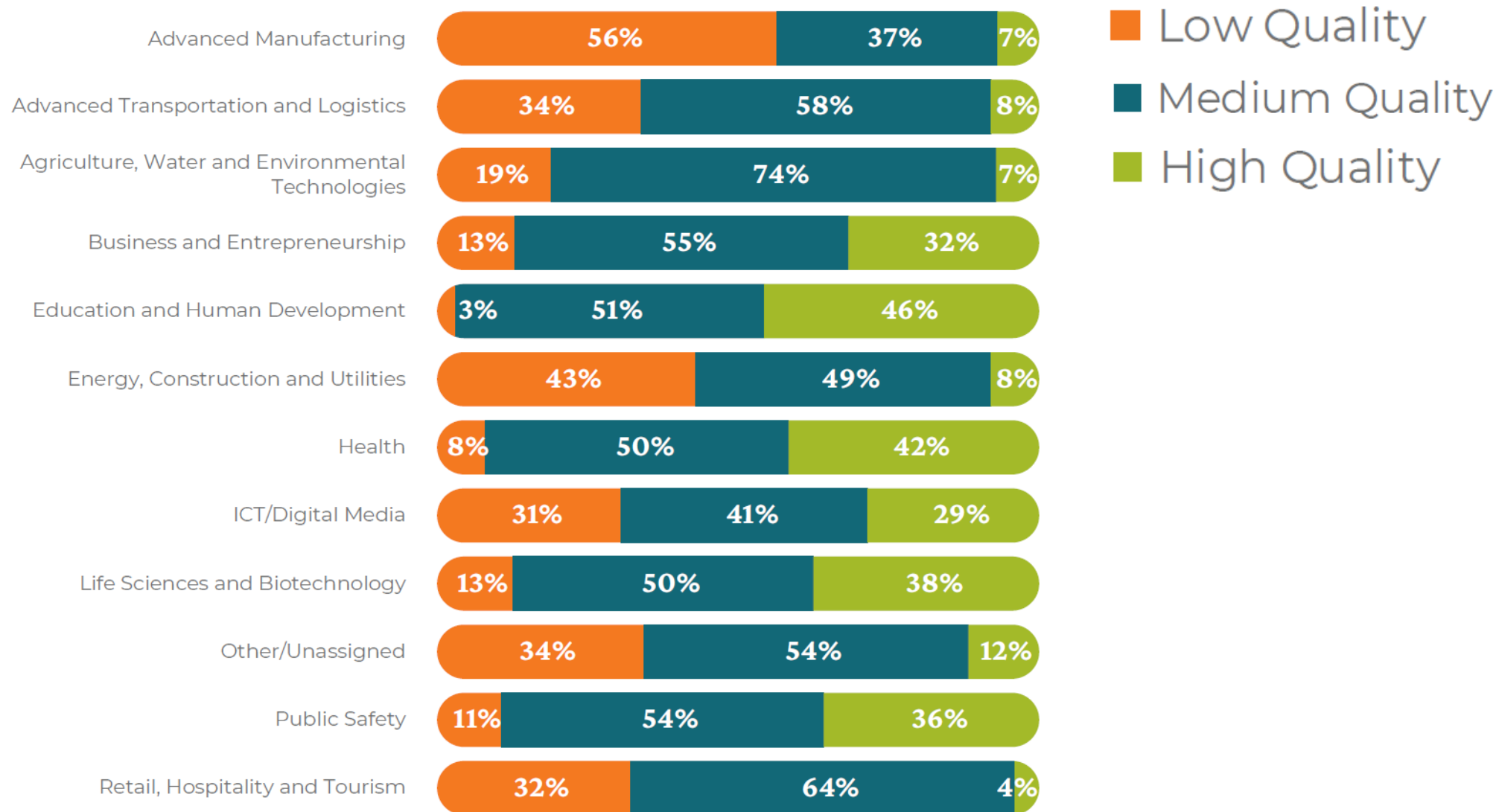


Methodology and Criteria

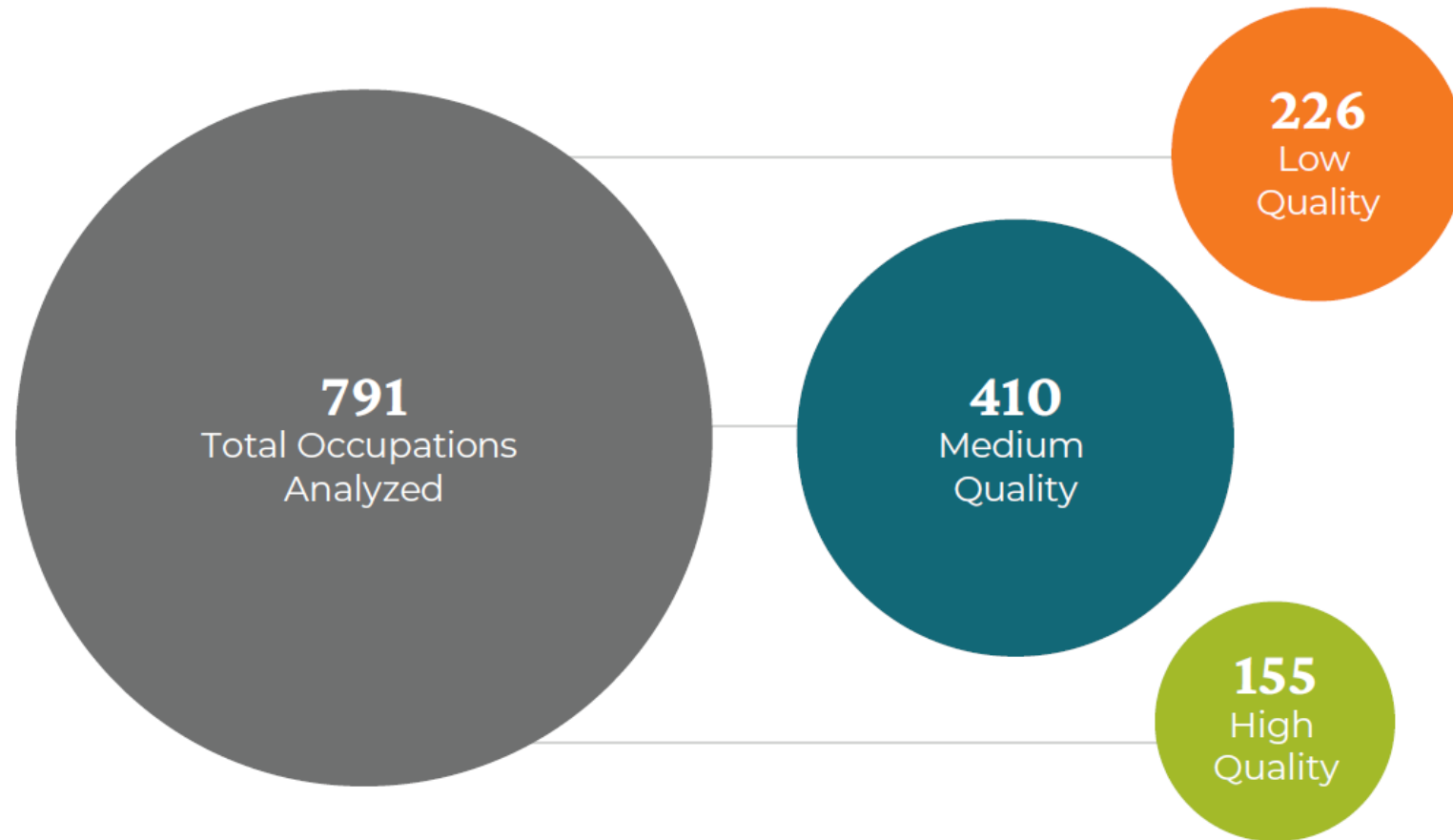
Exhibit 6: Criteria Used to Assess Occupations

Indicator Type	Indicator	Definition	Criterion
Traditional LMI	2024 Jobs	The number of jobs in 2024	316
	2024–2029 % Change	The projected change in employment expressed as a percentage.	0%
	Demand (Avg. Annual Openings)	The projected number of annual job openings from 2024 to 2029.	34
	Living Wage (Self-Sufficiency Standard)	This figure “measures the floor income necessary for an individual or family to afford basic expenses.”	\$25.12
	Living Wage (MIT)	This figure measures “what one full-time worker must earn on an hourly basis to help cover the cost of their family’s minimum basic needs where they live while still being self-sufficient.”	\$28.94
Job Quality	Employer-Sponsored Health Insurance	Data is sourced from the American Community Survey via IPUMS.	65%
	# of Hours Worked Per Week	Data on the usual hours worked per week is sourced from the American Community Survey via IPUMS.	30
	Lightcast Automation Index	The “automation index measures the risk of an occupation for automation.” A score > 100 indicates a greater-than-average automation risk, and a score < 100 indicates a lower-than-average automation risk.	100
	U.S. News & World Report 2025 Best Job	U.S. News considers several factors in its Best Jobs rankings, including projected growth, salary, stress level, and work-life balance.	Yes

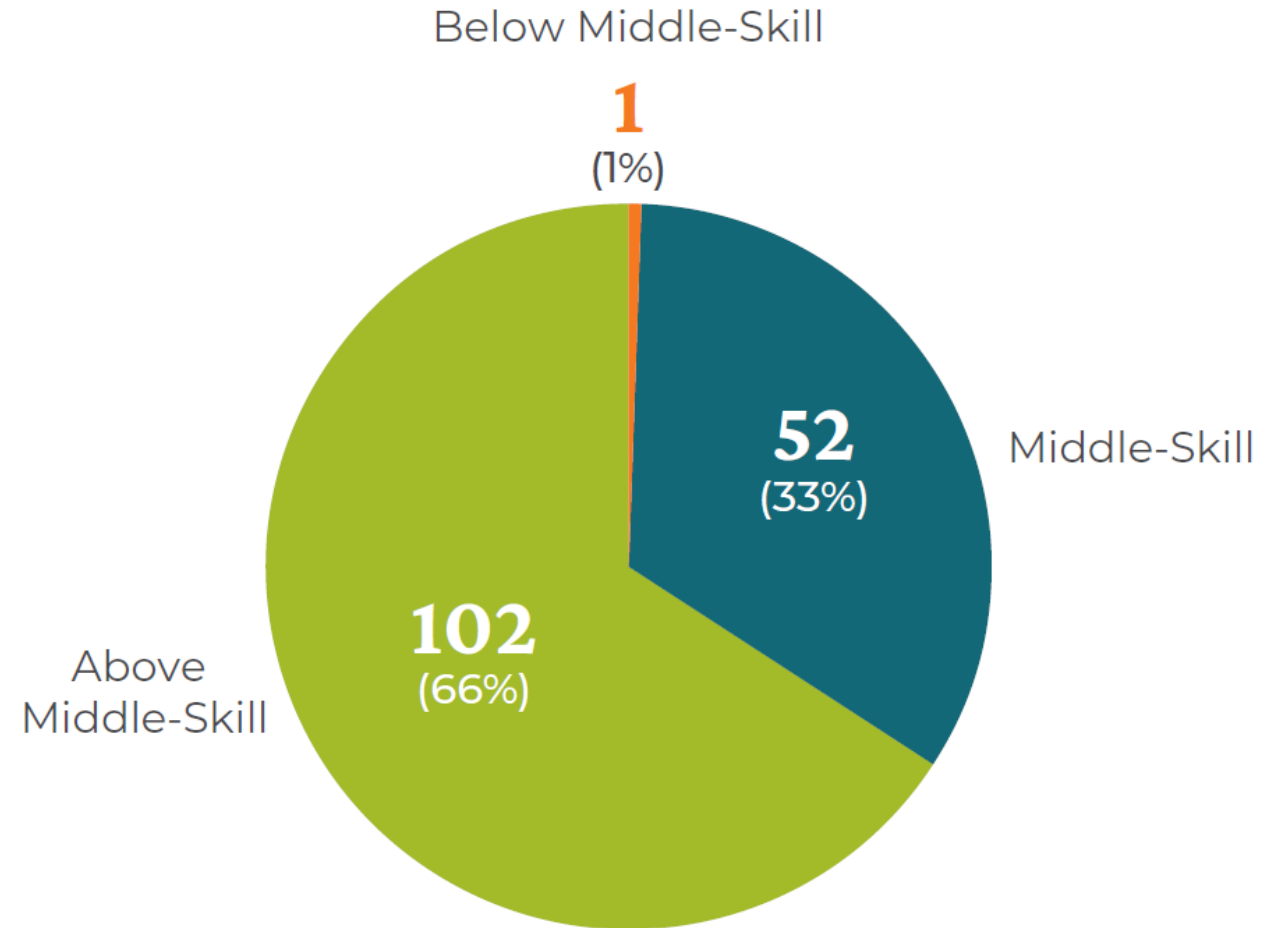
Job Quality Distribution by Sector



Narrowing the Field: 155 High-Quality Occupations



High-Quality Occupations by Skill-Level

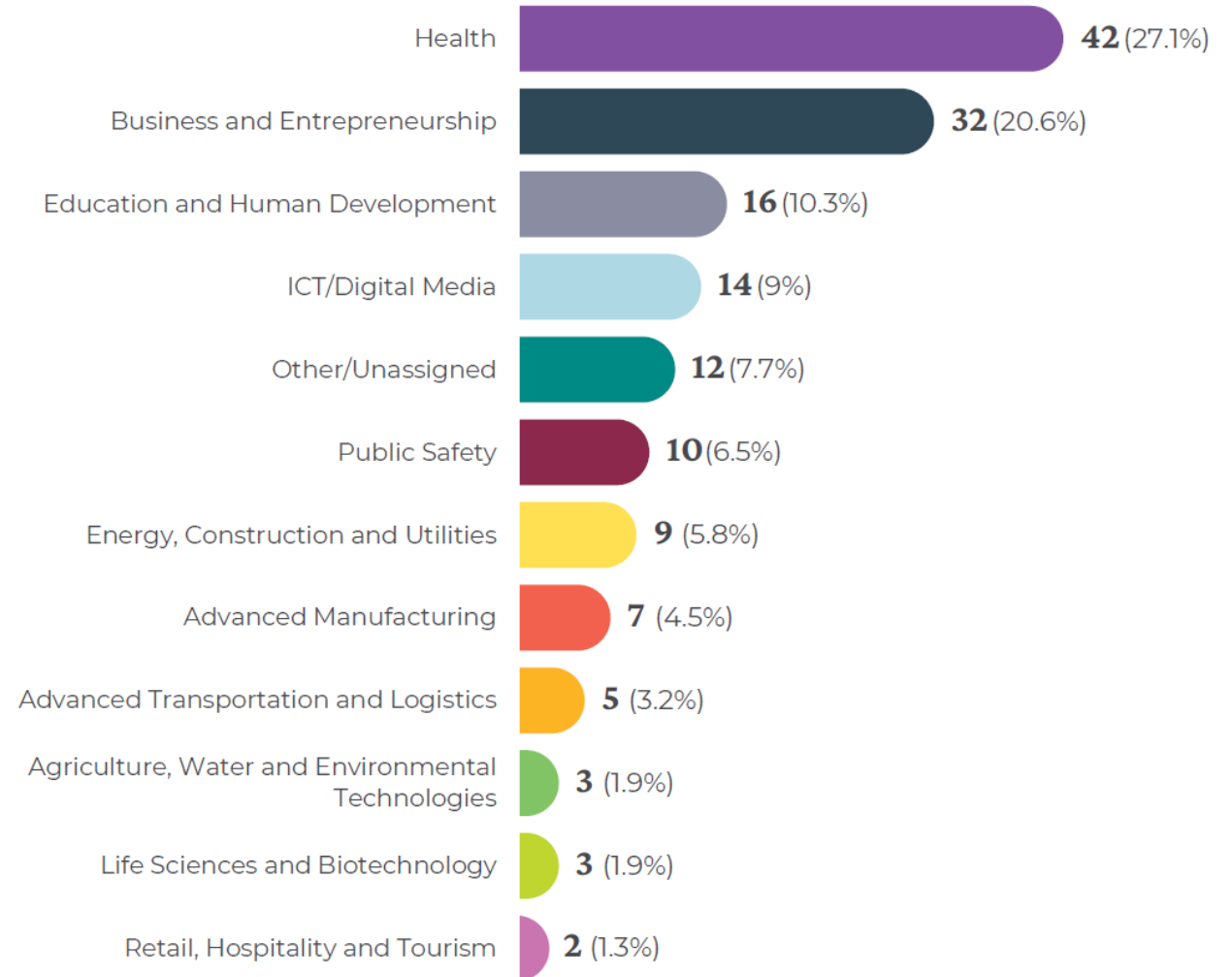


High-Quality Occupations Sector Comparisons



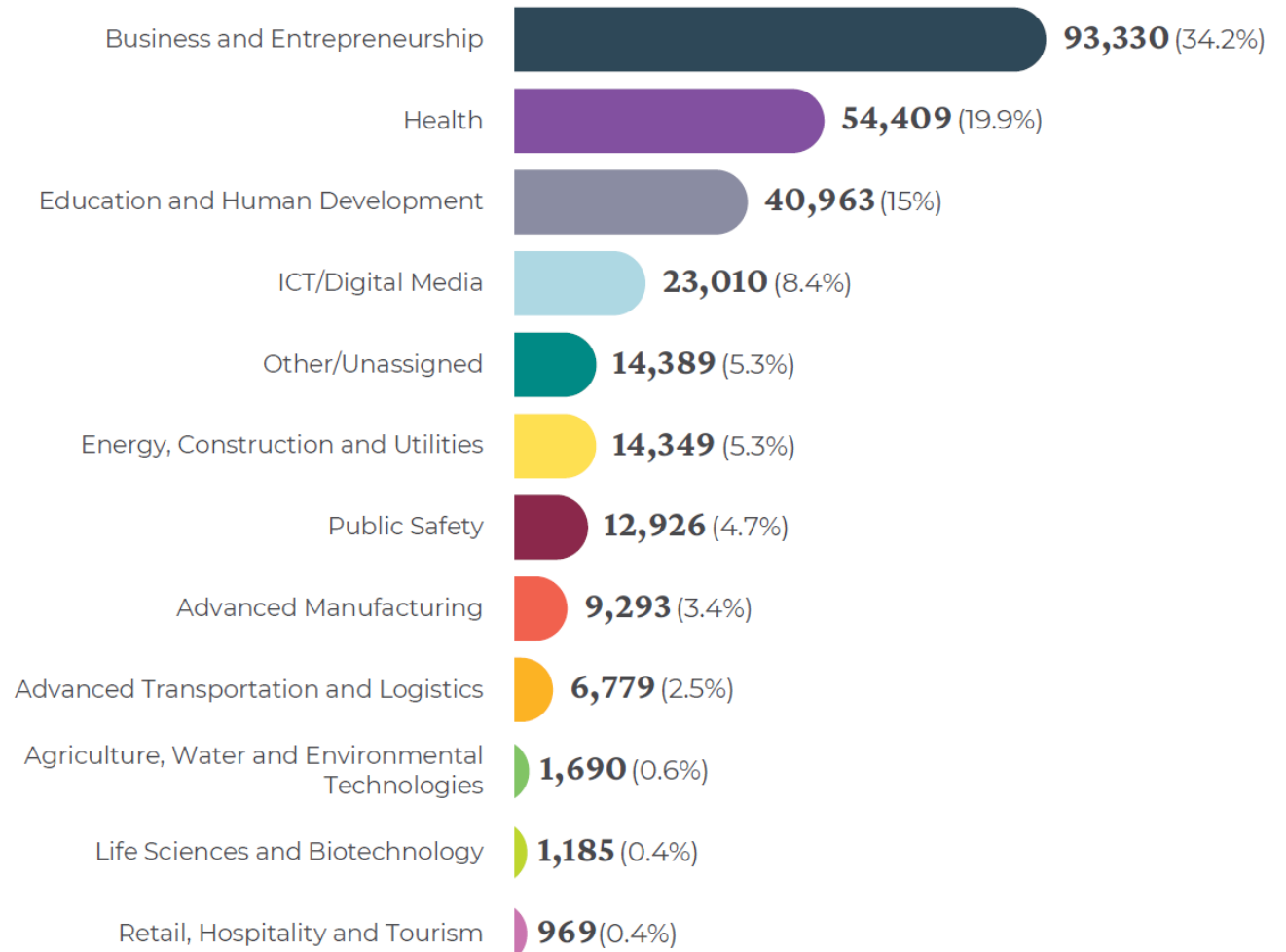
Number of High-Quality Occupations by Sector

- **Health** has the largest number of High-Quality occupations (42), comprising more than a quarter of all High-Quality occupations analyzed in this report.
- Nearly half of all High-Quality occupations in this report are within two sectors: **Health** (27.1%) and **Business and Entrepreneurship** (20.6%).
- **Retail, Hospitality and Tourism** (1.3%) has the fewest High-Quality occupations

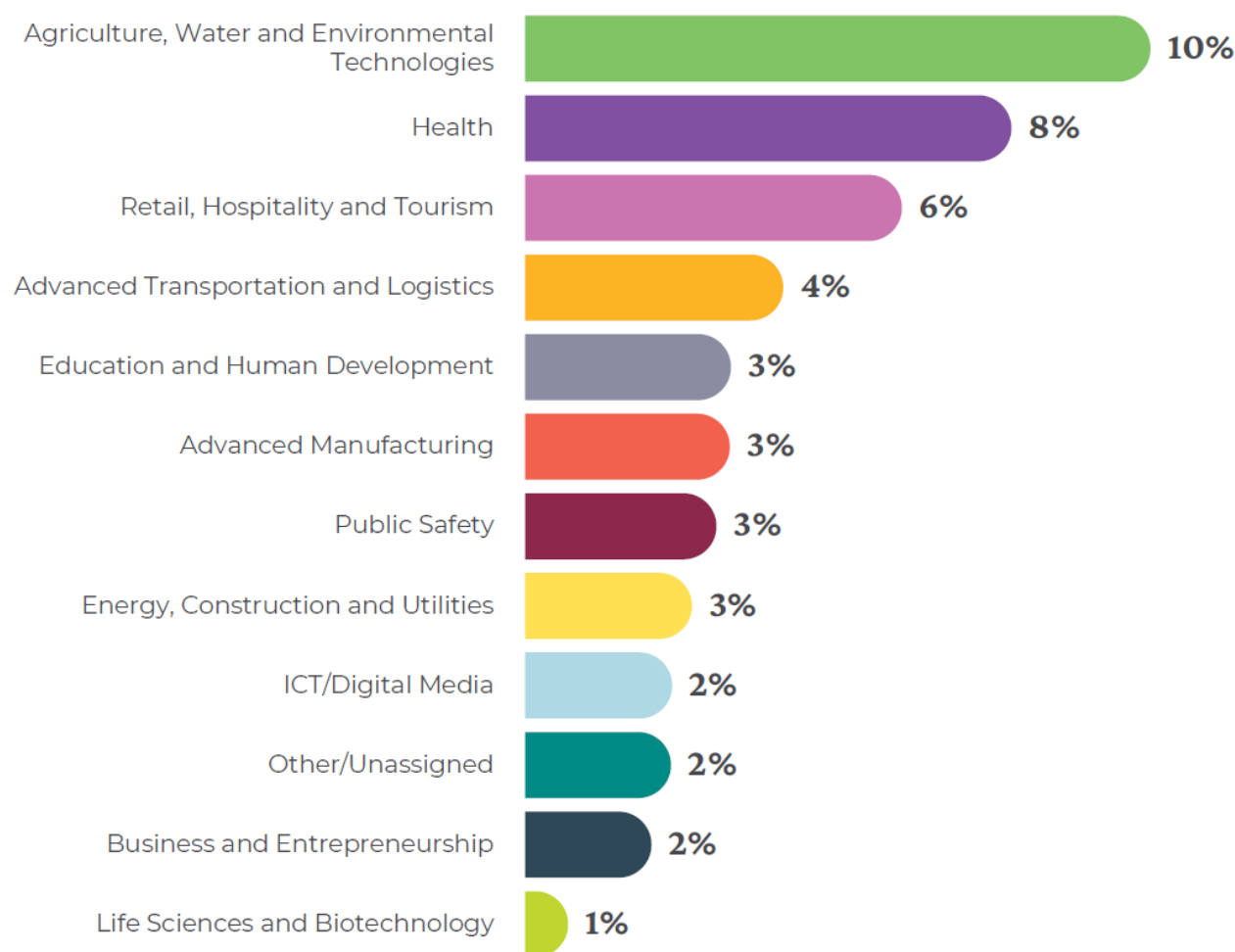


Number of Jobs by Sector

- The sectors with the most jobs in 2024 were **Business and Entrepreneurship** (93,330); **Health** (54,409); and **Education and Human Development** (40,963).
- Life Sciences and Biotechnology** (0.4%) and **Retail, Hospitality and Tourism** (0.4%) are the smallest sectors, accounting for a total of less than 1% of all jobs for High-Quality occupations in 2024.

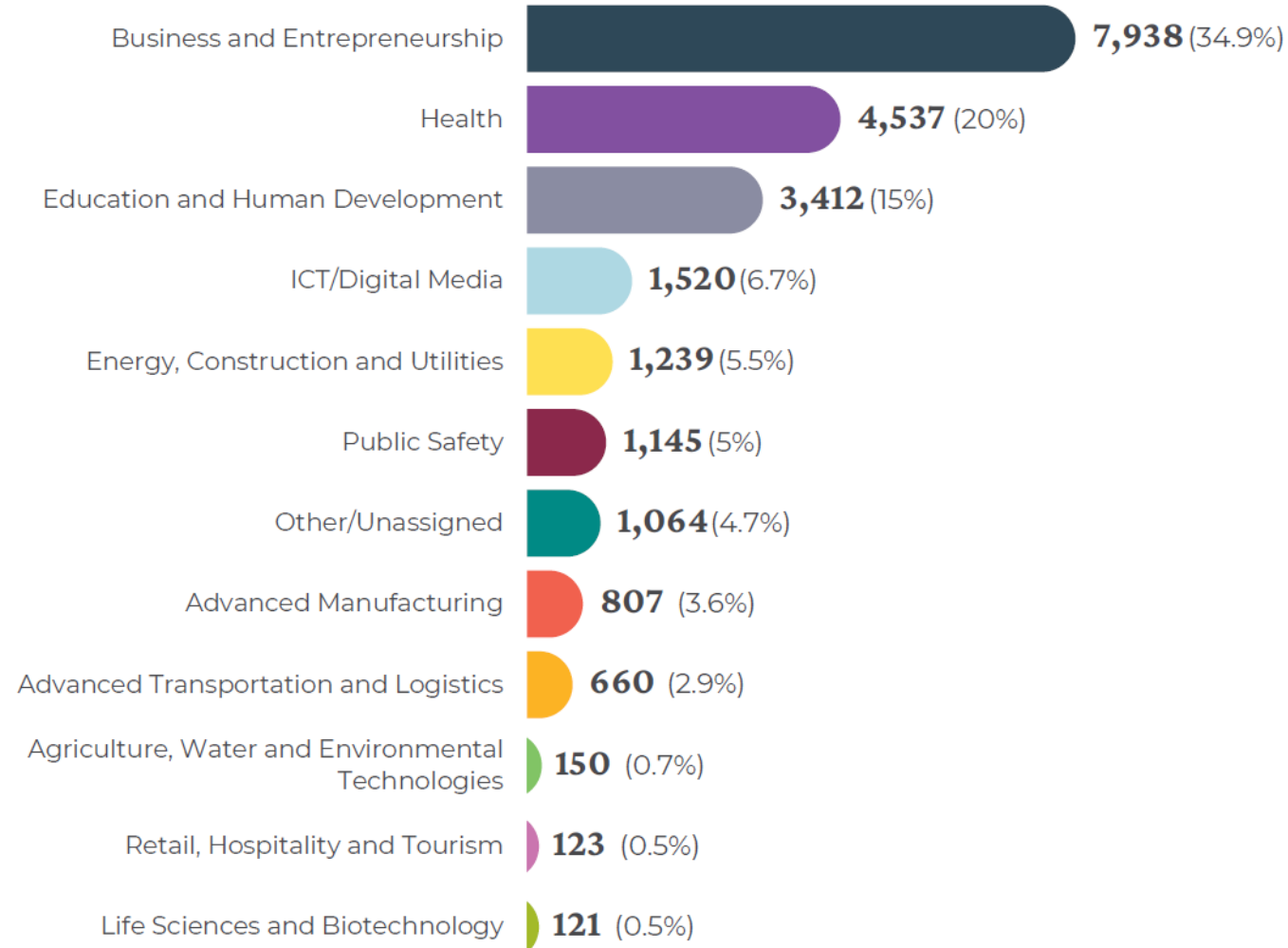


Projected Five-Year Percent Change by Sector

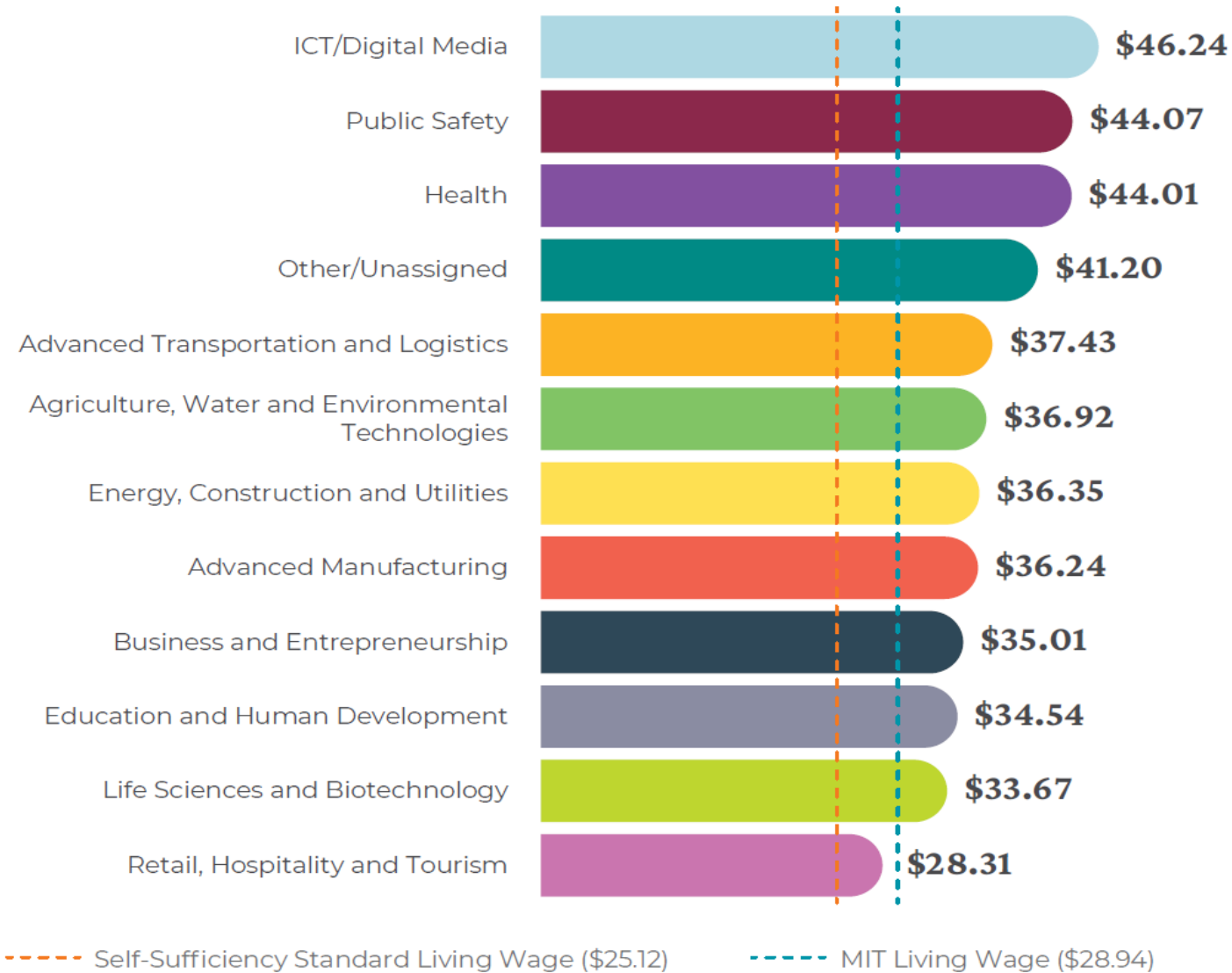


- The sector that is projected to have the largest percentage increase in employment is **Agriculture, Water and Environmental Technologies** (10%).
 - › However, this sector accounts for only 0.6% of the SCC Region's High-Quality jobs in 2024, **which means the actual number of jobs represented by this sector's growth is relatively small.**
- **Health** employment is projected to increase 8% through 2029.
- **Life Sciences and Biotechnology** is projected to have the smallest percentage increase in employment (1%).

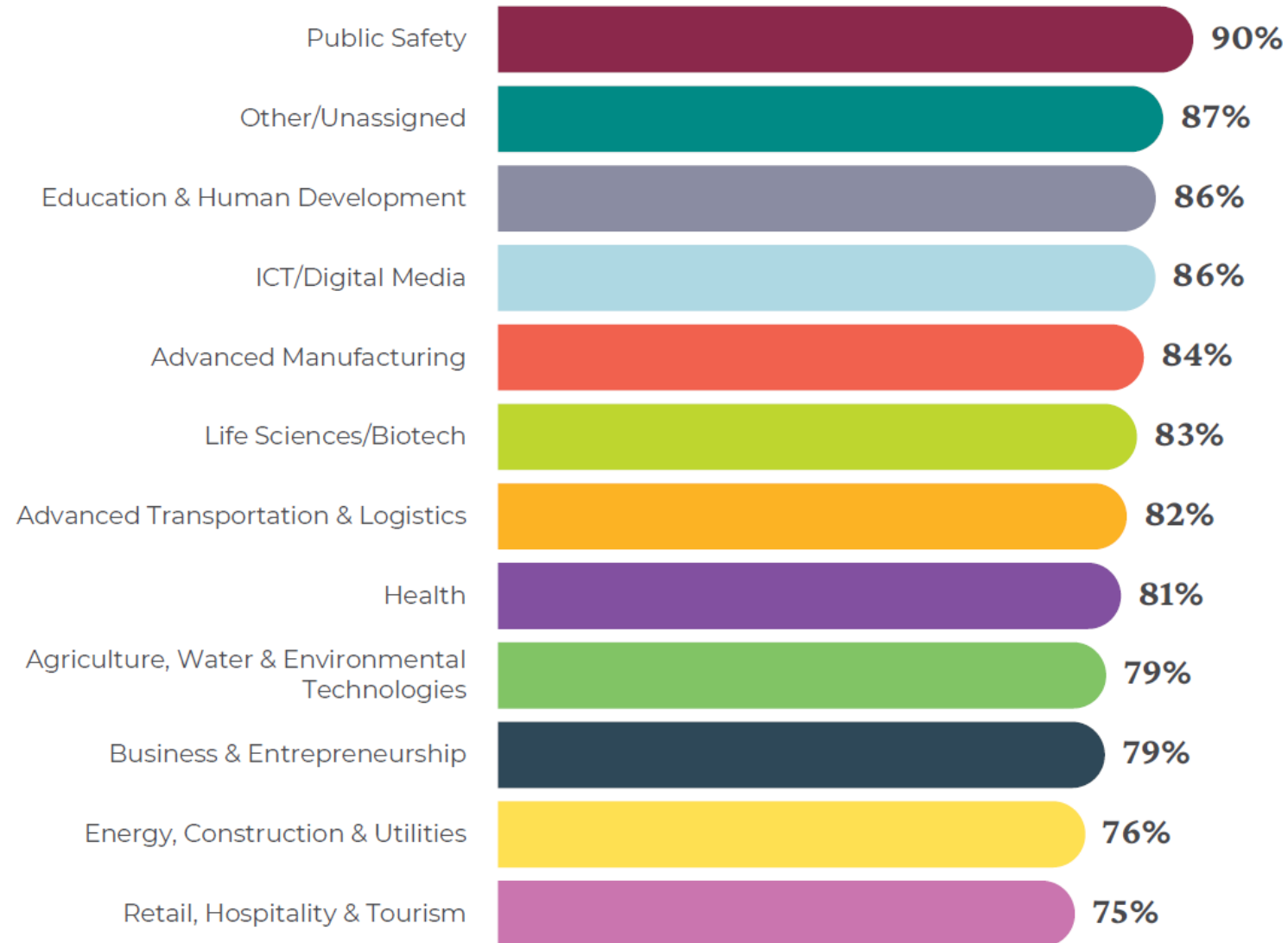
Annual Openings (Demand) by Sector



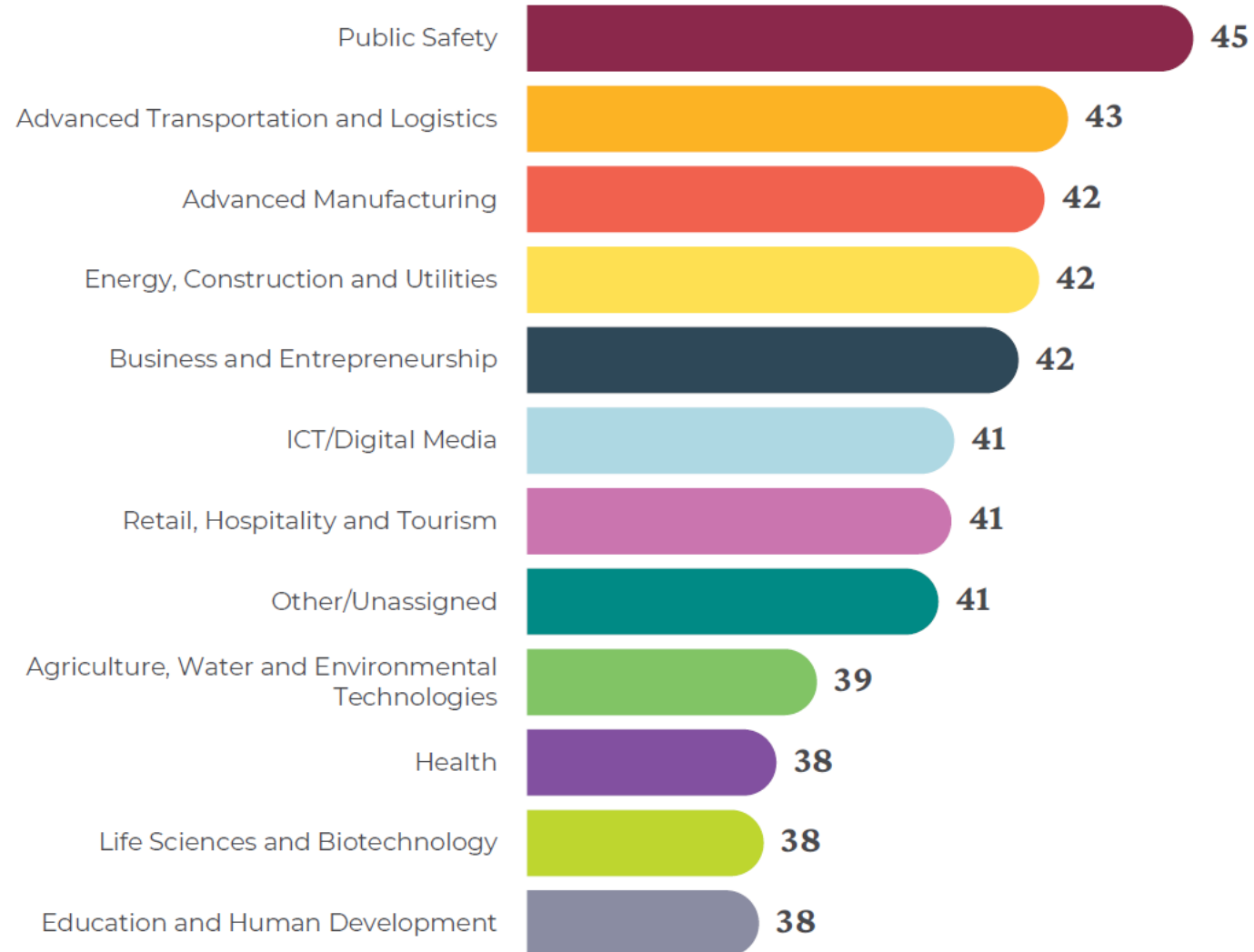
Entry-Level Wages by Sector



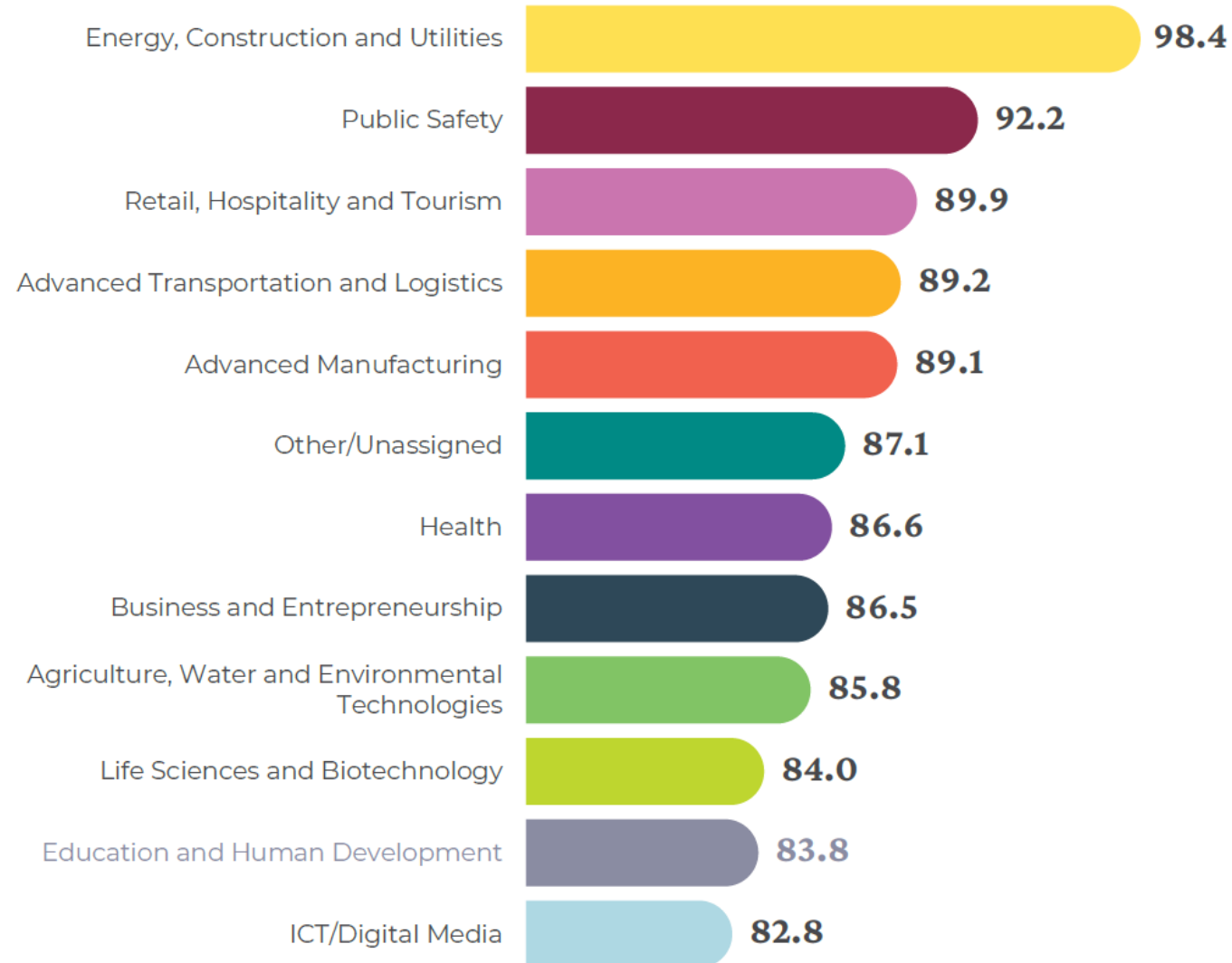
Employer-Sponsored Health Insurance by Sector



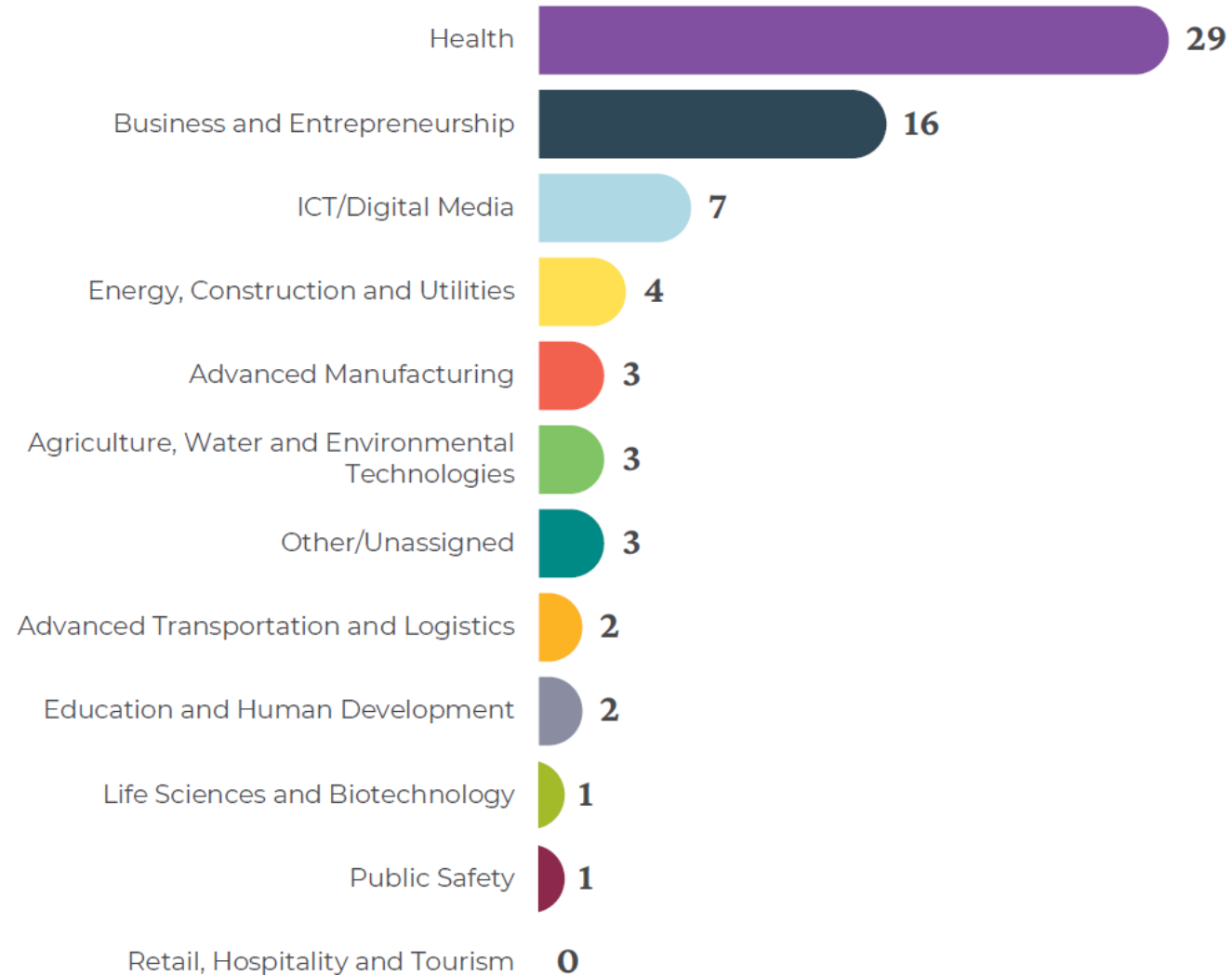
Usual Hours Worked Per Week by Sector



Lightcast Automation Index by Sector



Number of U.S. News 2025 Best Jobs by Sector



Leading the Way: Nine-for-Nine Occupations



Nine-for-Nine Occupations

LEADING THE WAY

Middle-Skill

These **10 middle-skill occupations** leading the way represent five sectors: Health (5), Advanced Transportation and Logistics (2), Business and Entrepreneurship (1), ICT/Digital Media (1), and Public Safety (1). Occupations in this group include:

- General and Operations Managers (11-1021)
- Logisticians (13-1081)
- Computer Network Architects (15-1241)
- Forensic Science Technicians (19-4092)
- Respiratory Therapists (29-1126)
- Registered Nurses (29-1141)



41,582
Jobs in 2024



6%
5-Year % Change



3,381
Annual Openings (Demand)



\$32.46 – \$52.95
Entry-Level Wages



85%
Employer-Sponsored Health Insurance



33 – 45
Hours Worked



82.1 – 96.8
Automation Index Range



10
USN&WR Best Jobs

Nine-for-Nine Occupations

LEADING THE WAY

Above Middle-Skill

These **33 above middle-skill occupations** leading the way represent seven sectors: Business and Entrepreneurship (11), Health (14), ICT/Digital Media (5), Advanced Manufacturing (3), Energy, Construction and Utilities (3), Education and Human Development (1), and Other/Unassigned (1). Occupations in this group include:

- Project Management Specialists (13-1082)
- Software Developers (15-1252)
- Civil Engineers (17-2051)
- Electrical Engineers (17-2071)
- Lawyers (23-1011)
- Librarians and Media Collections Specialists (25-4022)
- Occupational Therapists (29-1122)



70,393
Jobs in 2024



5%
5-Year % Change



5,257
Annual Openings (Demand)



\$29.06 – \$70.89
Entry-Level Wages



82%
Employer-Sponsored Health Insurance



33 – 45
Hours Worked



75.2 – 96.4
Automation Index Range



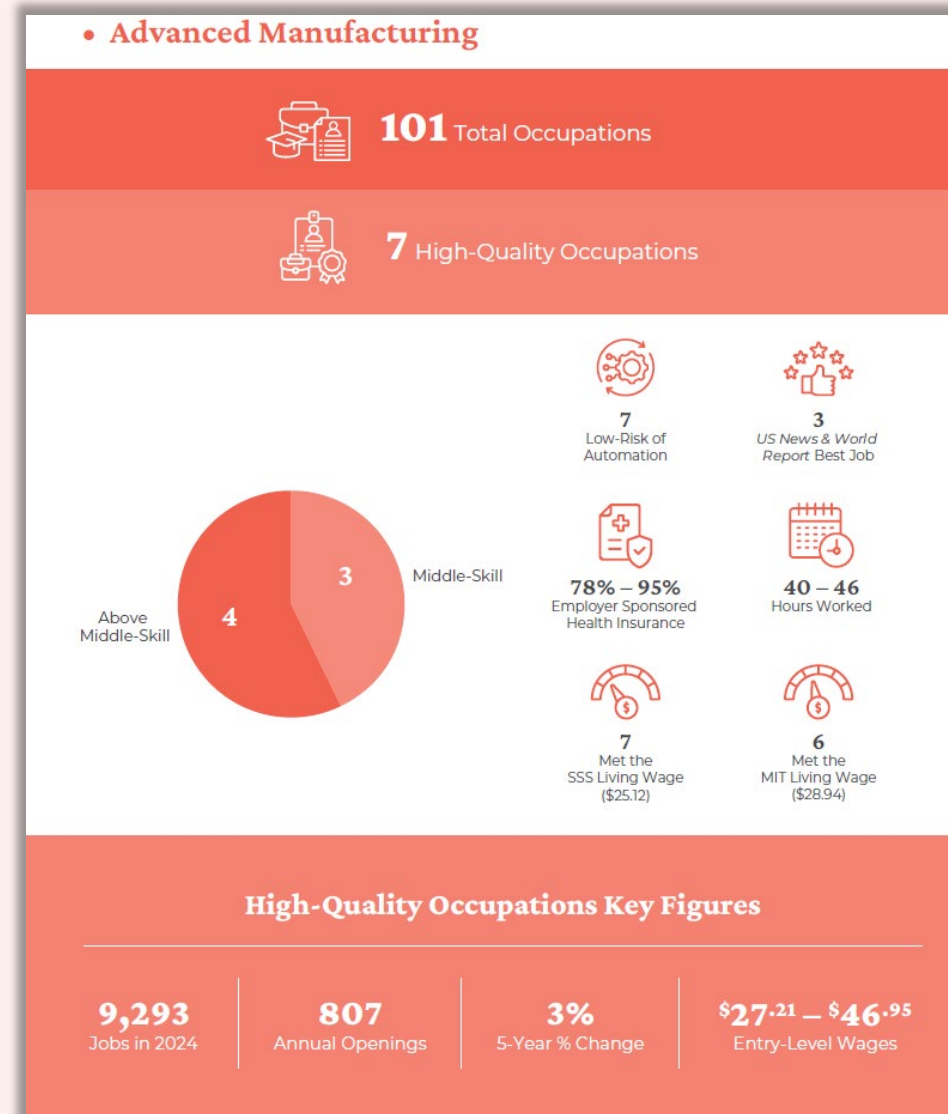
33
USN&WR Best Jobs

High-Quality Occupations Sector-by- Sector Analysis



Advanced Manufacturing

- Eighth-highest number of:
 - › High-Quality occupations (7)
 - › Jobs (9,293)
 - › Annual openings (807)
 - › Entry-level wages (\$36.24)
- Third-highest number of hours worked per week (42)
- Fifth-highest percentage of workers with employer-sponsored health insurance (84%)



Advanced Manufacturing High-Quality Occupations

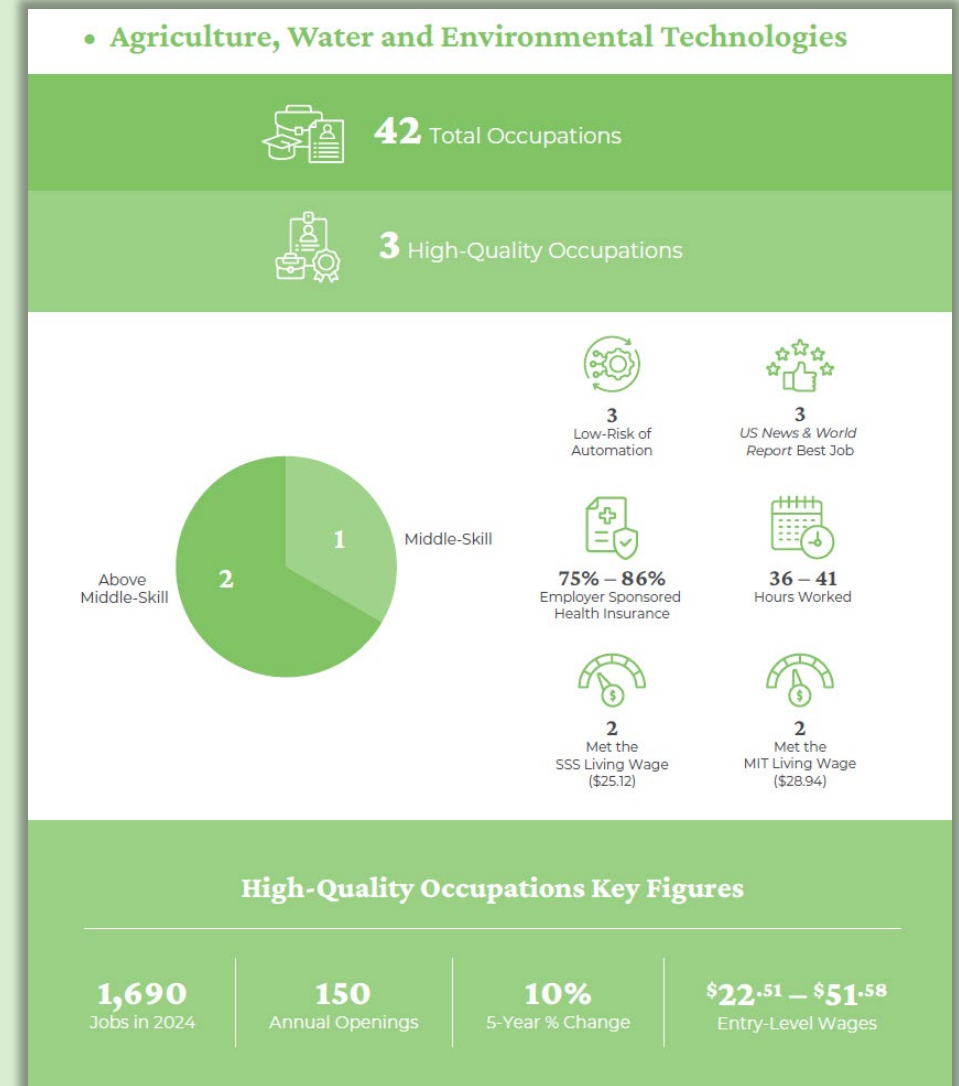
Exhibit 19: Advanced Manufacturing High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
17-2071	Electrical Engineers	Above Middle-Skill	1,259	1,290	31	2%	78	\$46.95	84.8	87%	41	Yes	9
17-2112	Industrial Engineers	Above Middle-Skill	1,185	1,296	111	9%	96	\$42.11	92	88%	42	Yes	9
17-2141	Mechanical Engineers	Above Middle-Skill	1,686	1,766	80	5%	111	\$43.69	83.4	95%	42	Yes	9
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Middle-Skill	583	593	9	2%	53	\$32.63	92.1	80%	40	No	8
19-5011	Occupational Health and Safety Specialists	Above Middle-Skill	730	781	52	7%	84	\$35.85	92.5	88%	46	No	8
17-3023	Electrical and Electronic Engineering Technologists and Technicians	Middle-Skill	943	908	(35)	(4%)	86	\$31.58	98.6	79%	41	No	7
51-1011	First-Line Supervisors of Production and Operating Workers	Middle-Skill	2,906	2,969	63	2%	299	\$27.21	88.6	78%	44	No	7

Numbers may not add due to rounding.

Agriculture, Water and Environmental Technologies

- Second-lowest number of High-Quality occupations (3)
- Third-lowest number of jobs (1,690) and annual openings (150)
- Highest projected five-year % change (10%)



Agriculture, Water and Environmental Technologies High-Quality Occupations

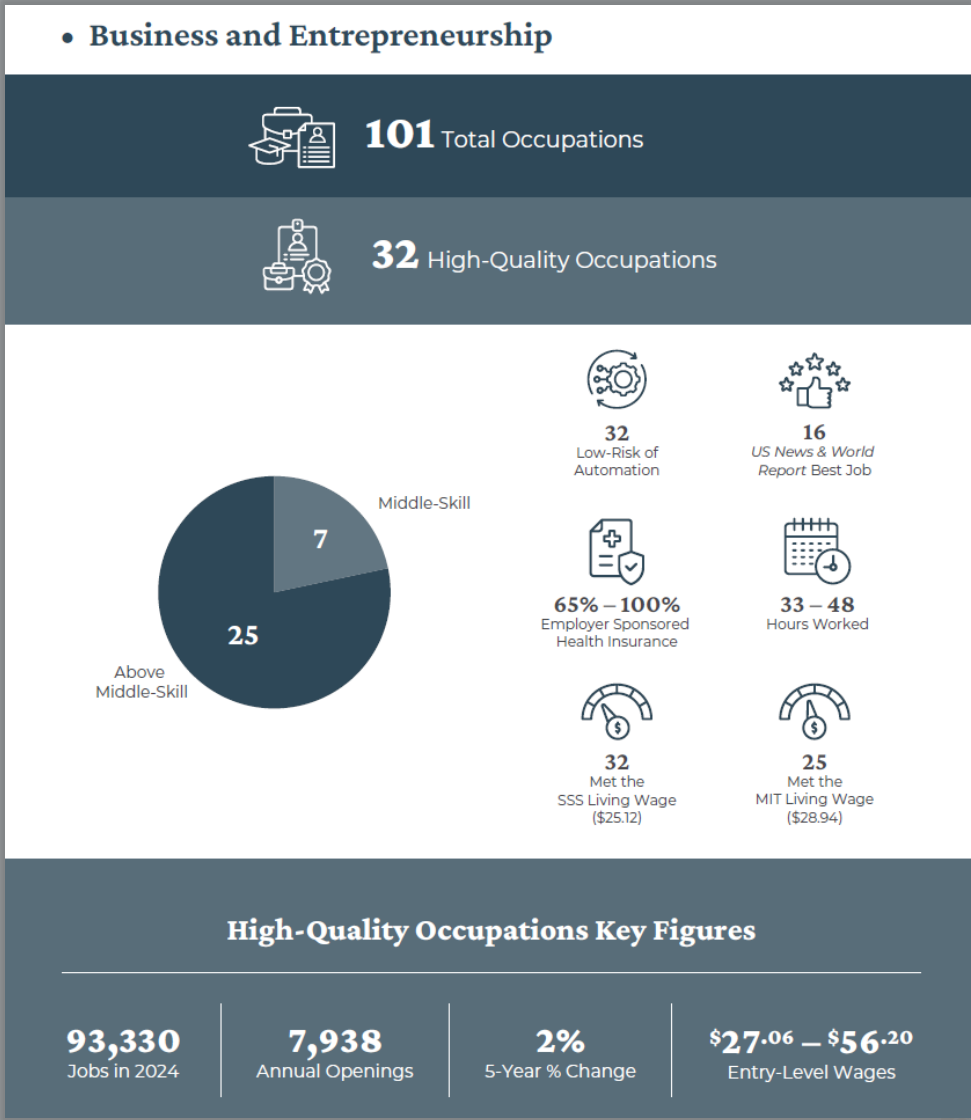
Exhibit 21: Agriculture, Water and Environmental Technologies High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
29-1131	Veterinarians	Above Middle-Skill	649	714	65	10%	32	\$51.58	83.1	82%	41	Yes	8
17-2081	Environmental Engineers	Above Middle-Skill	236	243	7	3%	17	\$45.81	76.6	86%	40	Yes	7
29-2056	Veterinary Technologists and Technicians	Middle-Skill	805	906	101	13%	101	\$22.51	90.7	75%	36	Yes	7

Numbers may not add due to rounding.

Business and Entrepreneurship

- Second-highest number of High-Quality occupations (32)
- Highest number of jobs (93,330) and annual openings (7,938)
- Third-highest number of hours worked per week (42)
- Second-lowest projected five-year % change (2%)



Business and Entrepreneurship High-Quality Occupations

Exhibit 22: Business and Entrepreneurship High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-2021	Marketing Managers	Above Middle-Skill	1,840	1,862	22	1%	154	\$50.89	76.7	86%	44	Yes	9
11-3031	Financial Managers	Above Middle-Skill	3,810	3,967	157	4%	301	\$56.20	85.8	86%	42	Yes	9
11-3121	Human Resources Managers	Above Middle-Skill	1,112	1,122	10	1%	89	\$56.08	84	91%	44	Yes	9
11-9151	Social and Community Service Managers	Above Middle-Skill	2,178	2,365	187	9%	216	\$31.53	85.7	84%	40	Yes	9
11-1011	Chief Executives	Above Middle-Skill	2,331	2,374	44	2%	168	\$47.59	82	73%	45	Yes	9
11-1021	General and Operations Managers	Middle-Skill	15,173	15,772	599	4%	1,366	\$35.81	82.2	78%	45	Yes	9
13-1082	Project Management Specialists	Above Middle-Skill	4,666	4,791	125	3%	356	\$37.50	86.8	83%	41	Yes	9
13-1111	Management Analysts	Above Middle-Skill	5,263	5,428	165	3%	463	\$36.15	91.1	73%	38	Yes	9
13-2011	Accountants and Auditors	Above Middle-Skill	7,481	7,533	52	1%	599	\$33.39	93.1	84%	41	Yes	9
13-2051	Financial and Investment Analysts	Above Middle-Skill	1,439	1,459	21	1%	97	\$38.79	89	82%	42	Yes	9
13-2052	Personal Financial Advisors	Above Middle-Skill	1,385	1,418	33	2%	99	\$36.05	89.4	76%	41	Yes	9
15-2031	Operations Research Analysts	Above Middle-Skill	446	483	37	8%	37	\$35.32	91.2	96%	39	Yes	9

Business and Entrepreneurship High-Quality Occupations

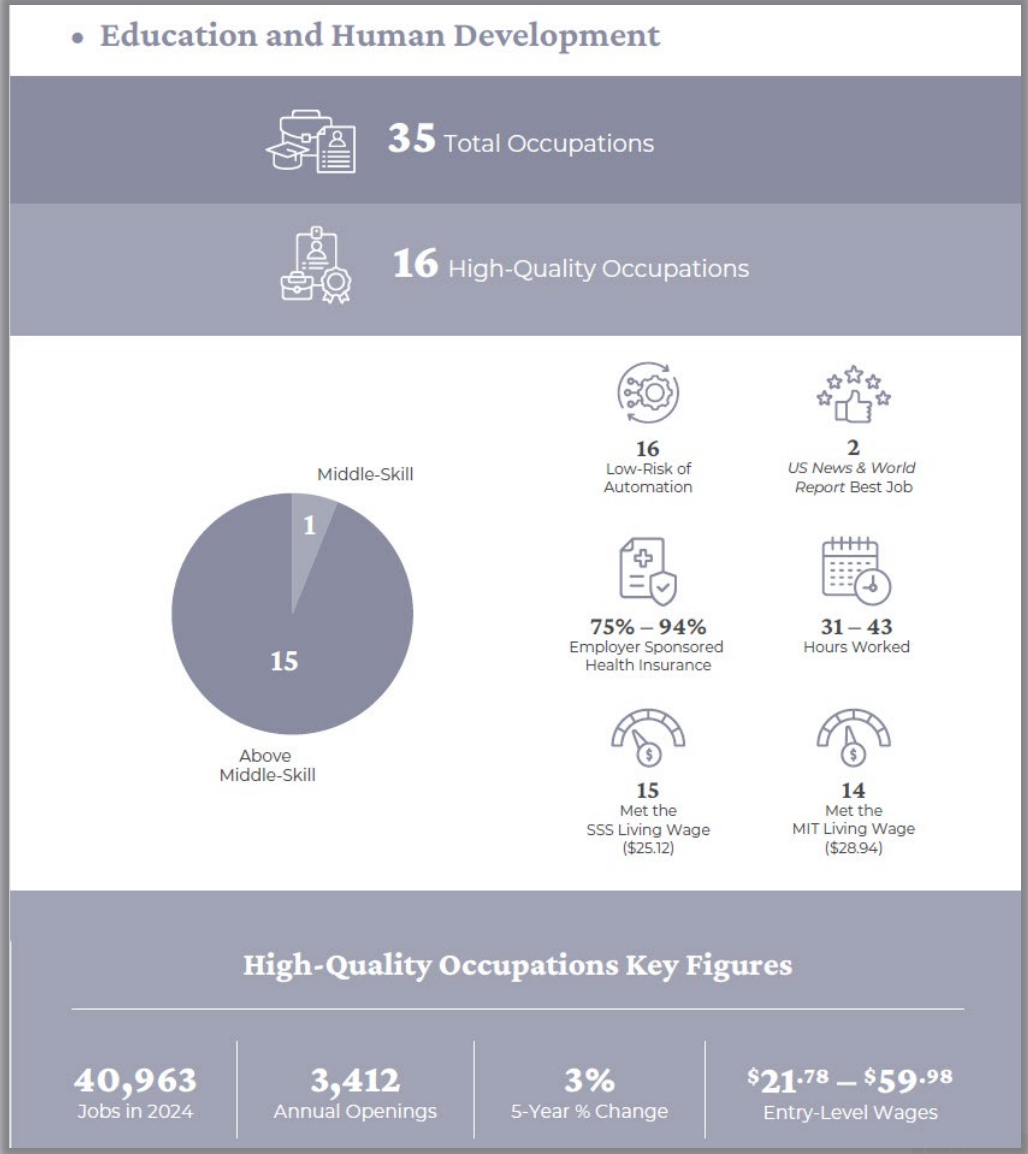
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11-2022	Sales Managers	Above Middle-Skill	4,466	4,364	(102)	(2%)	338	\$36.22	85.7	90%	45	Yes	8
11-3012	Administrative Services Managers	Middle-Skill	1,797	1,831	34	2%	155	\$40.79	81	88%	41	No	8
11-3013	Facilities Managers	Middle-Skill	951	993	42	4%	89	\$38.01	81	96%	41	No	8
11-3051	Industrial Production Managers	Above Middle-Skill	1,576	1,593	18	1%	120	\$46.21	80.9	77%	45	No	8
13-1071	Human Resources Specialists	Above Middle-Skill	4,652	4,733	80	2%	407	\$30.50	83.8	82%	42	No	8
13-1141	Compensation, Benefits, and Job Analysis Specialists	Above Middle-Skill	698	698	0	0%	51	\$30.47	86.4	93%	39	No	8
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	4,239	4,323	84	2%	392	\$27.06	88.6	69%	38	Yes	8

Business and Entrepreneurship High-Quality Occupations

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-3061	Purchasing Managers	Above Middle-Skill	345	361	16	5%	30	\$48.84	88.7	87%	40	No	7
11-9199	Managers, All Other	Above Middle-Skill	8,162	8,239	77	1%	648	\$28.05	84.5	74%	43	No	7
13-1028	Buyers and Purchasing Agents	Middle-Skill	2,528	2,614	87	3%	263	\$28.68	93.4	82%	40	No	7
13-1031	Claims Adjusters, Examiners, and Investigators	Middle-Skill	814	768	(45)	(6%)	55	\$35.29	89.4	87%	42	No	7
13-1051	Cost Estimators	Middle-Skill	1,437	1,440	4	0%	127	\$27.99	96.5	75%	42	No	7
13-1131	Fundraisers	Above Middle-Skill	714	738	24	3%	61	\$28.69	85.8	90%	38	No	7
13-1199	Business Operations Specialists, All Other	Above Middle-Skill	8,239	8,406	168	2%	739	\$28.31	86.8	78%	41	No	7
13-2099	Financial Specialists, All Other	Above Middle-Skill	823	821	(3)	0%	61	\$30.84	89	91%	41	No	7
15-2011	Actuaries	Above Middle-Skill	105	106	1	1%	6	\$43.98	75	100%	48	Yes	7
19-3032	Industrial-Organizational Psychologists	Above Middle-Skill	14	15	1	4%	1	\$43.93	87	65%	33	Yes	7
27-3031	Public Relations Specialists	Above Middle-Skill	1,361	1,398	37	3%	119	\$28.34	90	86%	42	No	7
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Above Middle-Skill	794	748	(46)	(6%)	70	\$30.82	93.5	75%	42	No	7
43-6011	Executive Secretaries and Executive Administrative Assistants	Middle-Skill	2,495	2,493	(1)	0%	262	\$32.63	92.4	84%	38	No	7

Education and Human Development

- Third-highest number of:
 - › High-Quality occupations (16)
 - › Jobs (40,963)
 - › Annual openings (3,412)
 - › Workers with employer-sponsored health insurance (86%)
- Second-lowest Lightcast Automation Index (83.8)
- Third-lowest entry-level hourly wages (\$34.54)



Education and Human Development High-Quality Occupations

Exhibit 23: Education and Human Development High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
25-4022	Librarians and Media Collections Specialists	Above Middle-Skill	638	666	28	4%	65	\$31.52	96.4	89%	36	Yes	9
11-9032	Education Administrators, Kindergarten through Secondary	Above Middle-Skill	1,819	1,861	42	2%	139	\$59.98	79.2	88%	43	No	8
11-9033	Education Administrators, Postsecondary	Above Middle-Skill	953	967	14	1%	73	\$43.49	79.6	88%	43	No	8
11-9039	Education Administrators, All Other	Above Middle-Skill	615	645	31	5%	49	\$31.03	82.7	88%	43	No	8
21-1012	Educational, Guidance, and Career Counselors and Advisors	Above Middle-Skill	2,728	2,808	80	3%	232	\$33.34	80	91%	36	No	8
25-1099	Postsecondary Teachers	Above Middle-Skill	10,218	10,533	315	3%	903	\$32.92	86.6	85%	37	No	8
25-2012	Kindergarten Teachers, Except Special Education	Middle-Skill	533	555	22	4%	66	\$34.98	82.5	76%	35	No	8
25-2021	Elementary School Teachers, Except Special Education	Above Middle-Skill	7,657	7,884	227	3%	590	\$35.29	82.3	85%	38	No	8

Education and Human Development High-Quality Occupations

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
25-2021	Elementary School Teachers, Except Special Education	Above Middle-Skill	7,657	7,884	227	3%	590	\$35.29	82.3	85%	38	No	8
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Above Middle-Skill	2,578	2,669	91	4%	201	\$34.49	84.5	85%	38	No	8
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Above Middle-Skill	5,371	5,525	154	3%	386	\$36.76	84.9	91%	40	No	8
25-2052	Special Education Teachers, Kindergarten and Elementary School	Above Middle-Skill	1,053	1,092	39	4%	84	\$35.58	83.7	84%	38	No	8
25-2058	Special Education Teachers, Secondary School	Above Middle-Skill	407	429	22	5%	34	\$36.81	81.8	84%	38	No	8
25-2059	Special Education Teachers, All Other	Above Middle-Skill	454	467	13	3%	36	\$32.47	77.1	84%	38	No	8
25-9031	Instructional Coordinators	Above Middle-Skill	1,158	1,202	44	4%	115	\$33.39	88.5	77%	31	No	8

Education and Human Development High-Quality Occupations

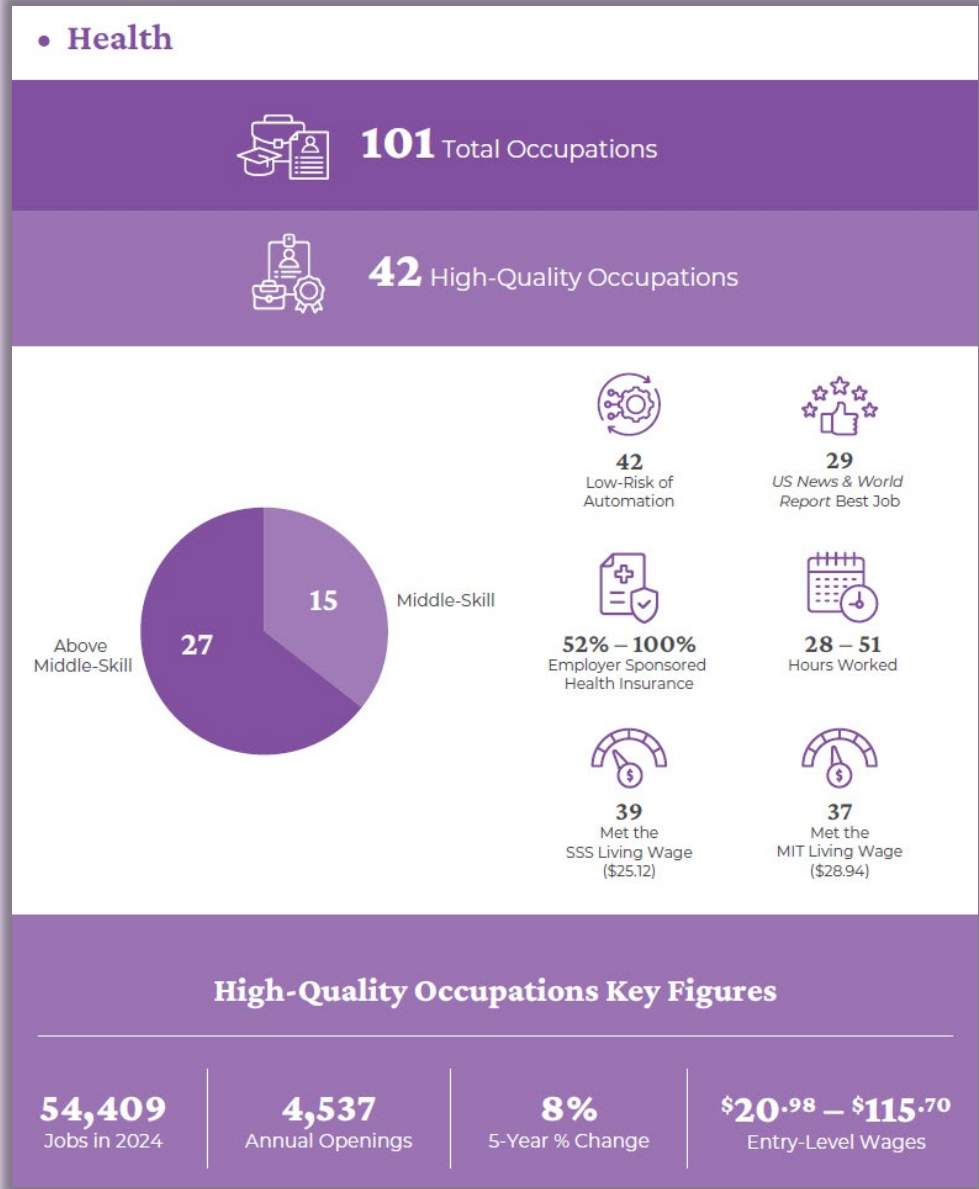
SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
21-1013	Marriage and Family Therapists	Above Middle-Skill	1,881	1,990	109	6%	171	\$21.78	79.1	75%	34	Yes	7
21-1021	Child, Family, and School Social Workers	Above Middle-Skill	2,900	3,047	147	5%	268	\$26.13	83.7	94%	38	No	7

Numbers may not add due to rounding.



Health

- The highest number of High-Quality occupations (42) of all 12 sectors.
- The second-highest number of:
 - › Jobs (54,409)
 - › Projected five-year percentage change (8%)
 - › Annual job openings (4,537)
- The third-highest entry-level hourly wages (\$44.01)
- The highest number of "Best Jobs" on U.S. News & World Report's Best Jobs of 2025 list (29)



Health High-Quality Occupations

Exhibit 25: Health High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
11-9111	Medical and Health Services Managers	Above Middle-Skill	3,473	4,052	578	17%	381	\$38.25	75.2	82%	41	Yes	9
19-3039	Psychologists, All Other	Above Middle-Skill	699	763	64	9%	57	\$29.06	80.2	65%	33	Yes	9
29-1031	Dietitians and Nutritionists	Above Middle-Skill	562	608	46	8%	47	\$35.40	84.7	82%	33	Yes	9
29-1051	Pharmacists	Above Middle-Skill	1,790	1,831	42	2%	77	\$66.68	89.1	78%	36	Yes	9
29-1071	Physician Assistants	Above Middle-Skill	641	748	107	17%	56	\$63.37	87.8	88%	41	Yes	9
29-1122	Occupational Therapists	Above Middle-Skill	692	762	70	10%	51	\$46.70	87.3	74%	34	Yes	9
29-1123	Physical Therapists	Above Middle-Skill	1,430	1,563	133	9%	82	\$46.11	85.5	75%	39	Yes	9
29-1126	Respiratory Therapists	Middle-Skill	741	811	70	9%	49	\$42.68	93.2	91%	38	Yes	9
29-1127	Speech-Language Pathologists	Above Middle-Skill	960	1,079	119	12%	77	\$44.10	87.5	82%	34	Yes	9

Health High-Quality Occupations

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
29-1141	Registered Nurses	Middle-Skill	15,982	16,999	1,017	6%	1,060	\$51.89	85.3	91%	37	Yes	9
29-1171	Nurse Practitioners	Above Middle-Skill	994	1,264	270	27%	102	\$64.73	83.2	84%	36	Yes	9
29-1292	Dental Hygienists	Middle-Skill	1,402	1,487	85	6%	115	\$52.95	96.8	66%	33	Yes	9
29-2034	Radiologic Technologists and Technicians	Middle-Skill	1,085	1,154	68	6%	73	\$39.47	94.1	81%	39	Yes	9
29-2061	Licensed Practical and Licensed Vocational Nurses	Middle-Skill	3,814	4,069	255	7%	367	\$32.46	84.8	82%	38	Yes	9
19-1042	Medical Scientists, Except Epidemiologists	Above Middle-Skill	736	775	39	5%	46	\$50.02	78.6	88%	42	No	8
19-3033	Clinical and Counseling Psychologists	Above Middle-Skill	721	776	55	8%	48	\$36.78	85.4	68%	37	No	8
19-3034	School Psychologists	Above Middle-Skill	549	558	9	2%	35	\$49.10	85.4	100%	42	No	8
21-1022	Healthcare Social Workers	Above Middle-Skill	1,142	1,267	125	11%	125	\$32.37	83.5	70%	36	No	8
29-1021	Dentists, General	Above Middle-Skill	1,187	1,224	37	3%	45	\$58.20	87.9	52%	37	Yes	8
29-1229	Physicians, All Other	Above Middle-Skill	1,110	1,165	55	5%	41	\$40.37	88.9	76%	46	No	8

Health High-Quality Occupations

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
29-2031	Cardiovascular Technologists and Technicians	Middle-Skill	552	560	8	1%	36	\$30.73	91.7	90%	39	No	8
29-2032	Diagnostic Medical Sonographers	Middle-Skill	439	475	36	8%	30	\$41.21	93.3	90%	38	Yes	8
29-2043	Paramedics	Middle-Skill	750	846	96	13%	57	\$31.36	83.7	83%	51	No	8
29-2053	Psychiatric Technicians	Middle-Skill	864	957	93	11%	96	\$35.55	79.4	71%	36	No	8
29-2055	Surgical Technologists	Middle-Skill	514	556	41	8%	39	\$31.91	89	75%	36	No	8
31-2021	Physical Therapist Assistants	Middle-Skill	425	502	77	18%	83	\$35.61	88.1	78%	28	Yes	8
19-1041	Epidemiologists	Above Middle-Skill	50	57	8	15%	4	\$42.60	75	88%	42	Yes	7
21-1023	Mental Health and Substance Abuse Social Workers	Above Middle-Skill	954	1,059	105	11%	96	\$25.57	81.7	91%	34	No	7
21-1029	Social Workers, All Other	Above Middle-Skill	531	565	34	6%	52	\$25.44	81.9	85%	41	No	7

Health High-Quality Occupations

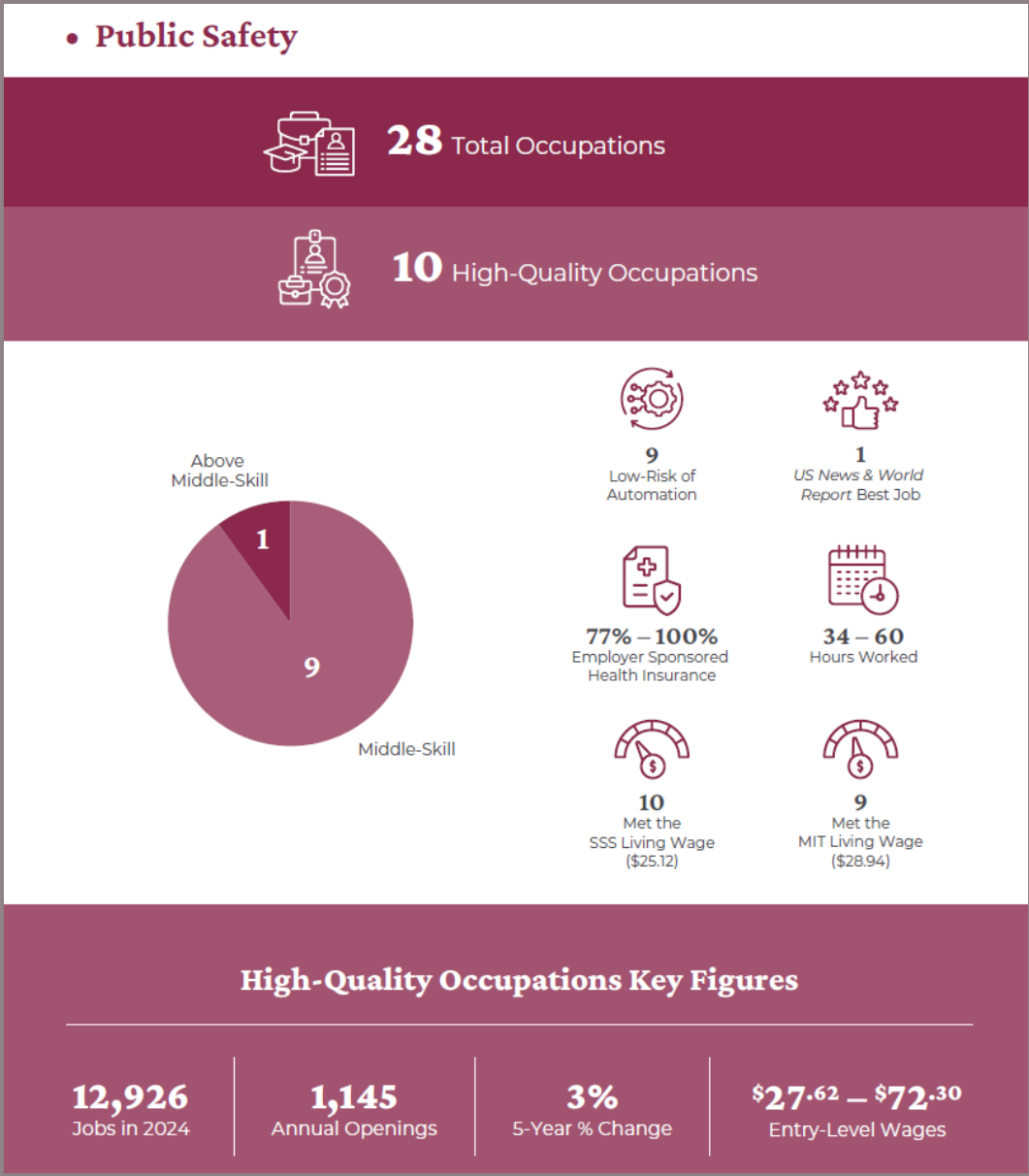
SECTOR-BY-SECTOR ANALYSIS

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
21-1094	Community Health Workers	Middle-Skill	522	569	47	9%	63	\$22.89	80.6	74%	34	Yes	7
29-1161	Nurse Midwives	Above Middle-Skill	38	41	3	9%	2	\$69.50	86.3	84%	36	Yes	7
29-1214	Emergency Medicine Physicians	Above Middle-Skill	224	230	5	2%	8	\$67.93	88.9	76%	46	Yes	7
29-1215	Family Medicine Physicians	Above Middle-Skill	975	980	6	1%	31	\$77.15	85.2	76%	46	No	7
29-1216	General Internal Medicine Physicians	Above Middle-Skill	438	442	4	1%	14	\$115.00	83.3	76%	46	No	7
29-1218	Obstetricians and Gynecologists	Above Middle-Skill	81	82	0	0%	3	\$115.70	83	76%	46	Yes	7
29-1221	Pediatricians, General	Above Middle-Skill	161	165	4	2%	6	\$111.79	82.7	76%	46	Yes	7
29-1223	Psychiatrists	Above Middle-Skill	235	239	3	1%	7	\$85.57	85.8	76%	46	Yes	7
29-2072	Medical Records Specialists	Middle-Skill	941	994	53	6%	77	\$21.91	92.1	85%	38	Yes	7
29-2091	Orthotists and Prosthetists	Above Middle-Skill	51	54	3	6%	5	\$33.02	91.1	83%	38	Yes	7
29-9092	Genetic Counselors	Above Middle-Skill	10	12	2	17%	1	\$51.04	85.6	88%	40	Yes	7
31-2011	Occupational Therapy Assistants	Middle-Skill	168	198	31	18%	27	\$33.72	87.3	91%	34	Yes	7
31-9092	Medical Assistants	Middle-Skill	5,771	6,193	422	7%	865	\$20.98	97.3	79%	38	Yes	7

Numbers may not add due to rounding.

Public Safety

- Sixth-highest number of High-Quality occupations (10)
- Highest percentage of workers with employer-sponsored health insurance (90%)
- Highest number of hours worked per week (45)
- Second-highest entry-level wages (\$44.07)



Public Safety High-Quality Occupations

Exhibit 29: Public Safety High-Quality Occupations (sorted by Total Points)

SOC	Occupation	Occupational Skill Level	2024 Jobs	2029 Jobs	2024 – 2029 Change	2024 – 2029 % Change	Annual Demand	Entry-Level Hourly Wage	Autom. Index	Employer-Sponsored Health Ins. %	Hours Worked	USN&WR 2025 Best Job	Total Points
19-4092	Forensic Science Technicians	Middle-Skill	350	373	23	6%	50	\$35.66	94.2	77%	34	Yes	9
21-1092	Probation Officers and Correctional Treatment Specialists	Above Middle-Skill	803	816	12	2%	68	\$46.66	78.2	100%	41	No	8
33-1012	First-Line Supervisors of Police and Detectives	Middle-Skill	973	1,008	35	4%	73	\$72.30	84.5	97%	43	No	8
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	Middle-Skill	662	693	31	5%	49	\$47.50	79.6	100%	60	No	8
33-3021	Detectives and Criminal Investigators	Middle-Skill	452	468	16	4%	38	\$47.88	94.7	96%	42	No	8
33-3051	Police and Sheriff's Patrol Officers	Middle-Skill	4,940	5,115	174	4%	421	\$47.08	94.5	87%	43	No	8
43-5031	Public Safety Telecommunicators	Middle-Skill	518	550	32	6%	64	\$31.72	90.6	96%	47	No	8
33-2011	Firefighters	Middle-Skill	1,932	2,030	99	5%	168	\$32.17	100.6	95%	54	No	7
33-3012	Correctional Officers and Jailers	Middle-Skill	1,949	1,926	(23)	(1%)	179	\$38.75	90.5	92%	42	No	7
33-9093	Transportation Security Screeners	Middle-Skill	347	352	5	1%	37	\$27.62	96.7	83%	38	No	7

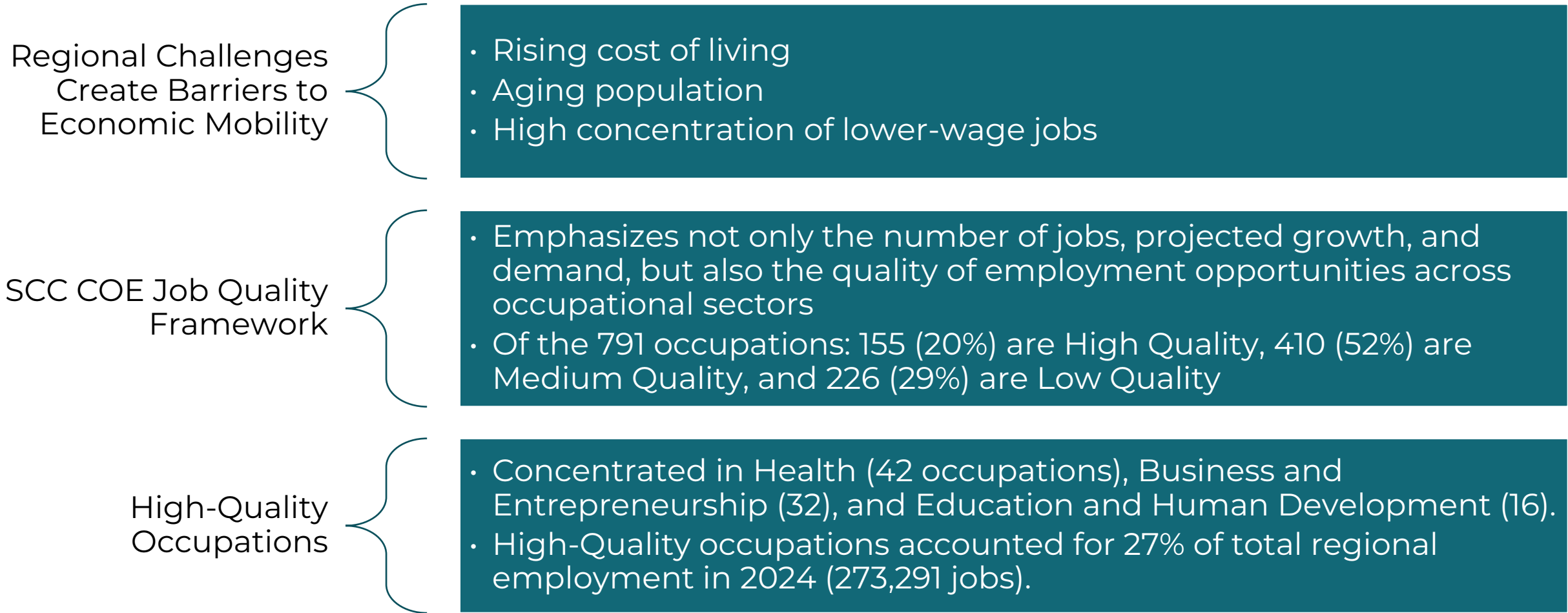
Numbers may not add due to rounding.

Conclusion and Discussion



Conclusion

CONCLUSION



Discussion Questions

- What economic/workforce challenges do you face in your area?
- What other factors make a job “good” or “high-quality” to you?
- What stood out to you about the data for each sector? What was new and/or surprising to you?
- How can you use this data for planning purposes at your organization?

Next Steps





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Webinar for High-Quality Occupations County Profiles



Friday, November 14 @ 10 AM
via Zoom

High-Quality Jobs County Profiles



Thank You!



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THANK YOU!

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