

Adult Education in the Central Valley/ Mother Lode Region

December 2025



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Executive Summary

Entry-level jobs, also known as below-middle-skill jobs or those typically requiring a high school diploma or less, account for approximately 41 percent of the 1.89 million jobs in the Central Valley/Mother Lode Region. Adult Education providers are central to preparing residents for these roles, offering career and technical education (CTE), high school diploma and equivalency options, and English language instruction. To better understand where Adult Education can expand or refine its offerings, the Central Valley/Mother Lode Center of Excellence for Labor Market Research (COE) developed this report to:

1. Examine the current landscape of CTE programs in Adult Education
2. Identify areas where new programs could support high-demand and high-wage jobs
3. Highlight opportunities to upskill workers already in the labor force.

To identify existing Adult Education programs, the Central Valley/Mother Lode COE developed a repository of CTE course and program information for Adult Education providers in the region. The repository includes program information from individual Adult School websites and Adult Education Consortia websites for November 2025. The nine adult education consortia in the region were identified from the California Adult Education Program (CAEP) website.¹

The resulting repository captures 294 courses and programs offered by K-12 adult schools, representing training pipelines for 56 occupations. Of these occupations, 45 have existing for-credit programs, and 30 have noncredit programs offered by regional community colleges. To identify opportunities for future program development, the COE highlighted 12 entry-level occupations with strong demand and median wages at or above the regional living wage and the 2026 California minimum wage.² The report also includes labor market information for other entry-level roles where workers may benefit from a high school diploma/equivalency completion or upskilling to advance in their careers.

Based on the findings, K-12 adult schools and community colleges should:

- Regularly update and use the [CVML Adult Education CTE Data Repository](#) to inform program development and ensure alignment in program coding, with special attention to training programs that appear across both systems to determine where credit-bearing programs are warranted.
- Utilize labor market data to align program offerings with regional needs and evaluate opportunities tied to the 12 highlighted entry-level occupations.
- Strengthen and expand dual enrollment pathways
- Conduct outreach to entry-level workers seeking additional education, training, or advancement opportunities.

This report relies on publicly available data. The COE encourages K-12 adult schools and community colleges to share corrections if needed and use these findings to support regional planning, identify program gaps, and deepen collaboration across institutions.

¹ California Adult Education Map (CAEP). Consortia Map. Retrieved from: <https://caladulthood.org/ConsortiumDirectoryMap>

² State of California Department of Industrial Relations. Minimum Wage. Retrieved from: https://www.dir.ca.gov/dise/minimum_wage.htm

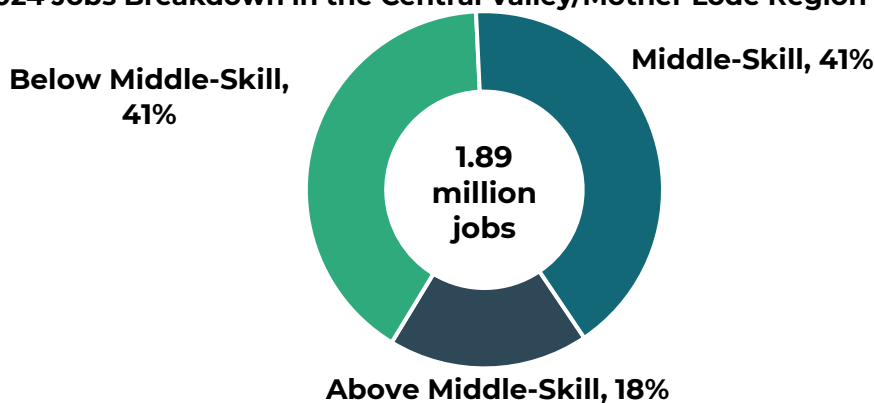
Introduction

Entry-level jobs are a major part of the region’s labor market, yet training pathways are uneven across providers. In 2024, entry-level jobs accounted for 41% of the nearly 1.89 million jobs in the Central Valley/Mother Lode Region. Middle-skill jobs accounted for approximately 41%, while the remaining 18% were classified as above middle-skill (Exhibit 1).³ For this report, “entry-level jobs” typically require a high school diploma or less, while “middle-skill jobs” are occupations that require:

- ◆ An educational requirement of some college, an associate degree, or an apprenticeship;
- ◆ A bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- ◆ A high school diploma or equivalent or no formal education, but also requires short- to long-term on-the-job training, where multiple community colleges have existing programs.

“Above-middle-skill jobs” include occupations that require a bachelor’s degree or higher (excluding those in the middle-skill jobs category, as defined above).

Exhibit 1. 2024 Jobs Breakdown in the Central Valley/Mother Lode Region⁴



Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Adult Education providers are a key part of the regional workforce pipeline, offering CTE programs, high school diploma and equivalency options, and English language instruction.⁵ With nearly 60,000 students served across the region,⁶ these programs play an essential role for learners seeking to enhance their skills, earn degrees, and prepare for the workforce. To support program alignment and identify expansion opportunities, the COE analyzed labor market data and program offerings at K-12 adult schools and community colleges.

This report aims to:

- Provide an overview of existing CTE Adult Education programs in the region;
- Identify program development opportunities for high-demand and high-wage entry-level jobs; and

³ Lightcast 2025.4; QCEW, Non-QCEW, Self-Employed.

⁴ Military-only occupations (SOC 55-9999) were excluded.

⁵ caladulthood.org/students.

⁶ California Adult Education Program (CAEP) 690,858 students statewide and 59,863 students in the Central Valley/Mother Lode Region (2023-2024 data). https://datavista.cccco.edu/data_views/caep_score_card

- Highlight entry-level roles where current workers could benefit from additional training or credential attainment.

The COE relied exclusively on publicly available data to develop the [CVML Adult Education CTE Data Repository](#), which serves as the basis for this report. We encourage K-12 adult schools and community colleges to report any discrepancies and use these findings to guide regional planning, assess program needs, and strengthen and expand institutional partnerships.

Defining Entry-Level Jobs

Of the 798 occupational codes in the Standard Occupational Classification (SOC)⁷ system, 249 were identified as entry-level jobs, 312 as middle-skill jobs, and 235 as above middle-skill jobs.⁸ This report focuses on entry-level jobs, which typically require a high school diploma or equivalent or less at entry.

Adult Education Programs

To better understand the regional landscape of Adult Education training programs, the Central Valley/Mother Lode COE reviewed available information for K-12 adult schools and community college programs in the 15-county region. Community colleges classify programs using the Taxonomy of Programs (TOP) and the Classification of Instructional Programs (CIP) codes. At the same time, K-12 adult schools rely on a different system for course approval and standards. Because these frameworks are not directly comparable, the COE analyzed programs using Standard Occupational Classification (SOC) codes, which tie instructional offerings to the occupations they prepare students for rather than the structure of the educational program itself.

Given the lack of centralized program information, the COE created an [Adult Education CTE Data Repository](#) to compile existing offerings. The region includes nine California Adult Education Program (CAEP) consortia, each with adult schools that provide basic skills instruction and short-term CTE training for adults. As of November 2025, the repository included 294 courses offered by K-12 adult schools, representing training for 56 distinct occupations.

Exhibit 2 summarizes labor market information about these jobs in the Central Valley/Mother Lode Region. Of the 56 occupations identified, 43 were classified as middle-skill, 11 as entry-level, and two as above-middle-skill. This distribution shows that most K-12 adult schools' offerings align with middle-skill roles, with relatively fewer programs that serve entry-level roles, mirroring the focus seen at regional community colleges. A wage analysis indicates that 52 of the 56 occupations pay entry-level (25th percentile) wages above the regional living wage of \$16.83 per hour for a single adult and the 2026 minimum wage in California of \$16.90.^{9,10} As the higher of the two wage estimates, the 2026 minimum wage is used in this report to assess occupational earnings.

⁷ The Standard Occupational Classification (SOC) system is a federal statistical standard used by the U.S. government to categorize workers into occupational groups for the purpose of collecting, calculating, and disseminating data. bls.gov/soc.

⁸ Please note that Military-only occupations (SOC 55-9999) and Unclassified Occupations (SOC 99-9999) are not classified as entry-level, middle-skill, or above-middle-skill.

⁹ Please note that the living wage of \$16.83 in the Central Valley/Mother Lode Region is an average of the living wages across the region's 15 counties from the Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <https://selfsufficiencystandard.org/california/>

¹⁰ State of California Department of Industrial Relations. Minimum Wage. Retrieved from: https://www.dir.ca.gov/dlse/minimum_wage.htm

Exhibit 2. Occupations Trained by K-12 Adult Schools

SOC	Occupation	Skill Level	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
49-3011	Aircraft Mechanics and Service Technicians	Middle-Skill	2,097	5%	180	\$31.24*	\$39.27*	Postsecondary non-degree	None	None
27-4011	Audio and Video Technicians	Middle-Skill	584	7%	59	\$19.77*	\$25.83*	Postsecondary non-degree	None	Short-term OTJ
49-3021	Automotive Body and Related Repairers	Middle-Skill	1,670	6%	163	\$20.31*	\$28.55*	HS or equivalent	None	Long-term OTJ
49-3023	Automotive Service Technicians and Mechanics	Middle-Skill	8,630	5%	814	\$18.61*	\$25.25*	Postsecondary non-degree	None	Short-term OTJ
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Middle-Skill	15,808	0%	1,835	\$21.15*	\$24.78*	Some college, no degree	None	Moderate-term OTJ
53-3051	Bus Drivers, School	Below Middle-Skill	1,913	12%	352	\$23.72*	\$25.27*	No formal credential	None	Short-term OTJ
53-3052	Bus Drivers, Transit and Intercity	Middle-Skill	995	12%	150	\$22.28*	\$28.99*	HS or equivalent	None	Moderate-term OTJ
29-2031	Cardiovascular Technologists and Technicians	Middle-Skill	404	7%	30	\$27.76*	\$35.81*	Associate	None	None
39-9011	Childcare Workers	Middle-Skill	12,753	-3%	2,213	\$15.79	\$16.90*	HS or equivalent	None	Short-term OTJ
21-1094	Community Health Workers	Middle-Skill	647	14%	86	\$21.40*	\$24.47*	HS or equivalent	None	Short-term OTJ
15-1231	Computer Network Support Specialists	Middle-Skill	673	8%	55	\$29.00*	\$35.86*	Associate	None	None
15-1232	Computer User Support Specialists	Middle-Skill	3,727	5%	282	\$25.68*	\$30.10*	Some college, no degree	None	None
47-2061	Construction Laborers	Below Middle-Skill	12,386	6%	1,216	\$19.13*	\$24.69*	No formal credential	None	Short-term OTJ
35-2012	Cooks, Institution and Cafeteria	Below Middle-Skill	2,915	13%	544	\$17.95*	\$20.28*	No formal credential	None	Short-term OTJ
35-2014	Cooks, Restaurant	Below Middle-Skill	11,732	13%	2,172	\$17.32*	\$18.39*	No formal credential	Less than 5 years	Moderate-term OTJ
43-4051	Customer Service Representatives	Middle-Skill	14,234	2%	1,977	\$18.47*	\$21.52*	HS or equivalent	None	Short-term OTJ
43-9021	Data Entry Keyers	Middle-Skill	1,046	-8%	112	\$17.81*	\$19.75*	HS or equivalent	None	Short-term OTJ

SOC	Occupation	Skill Level	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
31-9091	Dental Assistants	Middle-Skill	5,087	7%	767	\$21.40*	\$22.95*	Postsecondary non-degree	None	None
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Middle-Skill	634	4%	58	\$32.96*	\$38.91*	Postsecondary non-degree	None	Long-term OTJ
47-2111	Electricians	Middle-Skill	7,181	14%	871	\$24.62*	\$34.00*	HS or equivalent	None	Apprenticeship
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Middle-Skill	32	19%	4	\$28.27*	\$34.26*	Associate	None	None
29-2042	Emergency Medical Technicians	Middle-Skill	2,149	10%	212	\$17.88*	\$20.19*	Postsecondary non-degree	None	None
33-2011	Firefighters	Middle-Skill	3,547	9%	336	\$27.66*	\$34.82*	Postsecondary non-degree	None	Long-term OTJ
35-2021	Food Preparation Workers	Below Middle-Skill	8,076	4%	1,547	\$16.25	\$17.33*	No formal credential	None	Short-term OTJ
11-9051	Food Service Managers	Middle-Skill	4,364	9%	589	\$20.02*	\$27.59*	HS or equivalent	Less than 5 years	None
11-1021	General and Operations Managers	Middle-Skill	22,381	8%	2,239	\$34.72*	\$49.03*	Bachelor's	5 years or more	None
27-1024	Graphic Designers	Above Middle-Skill	1,416	7%	134	\$20.36*	\$28.78*	Bachelor's	None	None
29-9021	Health Information Technologists and Medical Registrars	Middle-Skill	250	12%	22	\$28.48*	\$37.93*	Postsecondary non-degree	None	None
29-2099	Health Technologists and Technicians, All Other	Middle-Skill	2,620	12%	261	\$22.42*	\$24.63*	Postsecondary non-degree	None	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Middle-Skill	4,183	9%	441	\$23.14*	\$28.85*	Postsecondary non-degree	None	Long-term OTJ
53-3032	Heavy and Tractor-Trailer Truck Drivers	Middle-Skill	44,201	8%	5,425	\$20.77*	\$26.73*	Postsecondary non-degree	None	Short-term OTJ
31-1128	Home Health and Personal Care Aides	Middle-Skill	86,149	21%	17,524	\$16.05	\$16.13*	HS or equivalent	None	Short-term OTJ
53-7051	Industrial Truck and Tractor Operators	Below Middle-Skill	21,059	6%	2,389	\$20.01*	\$25.03*	No formal credential	None	Short-term OTJ

SOC	Occupation	Skill Level	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Below Middle-Skill	24,573	7%	3,898	\$16.51	\$18.25*	No formal credential	None	Short-term OTJ
29-2061	Licensed Practical and Licensed Vocational Nurses	Middle-Skill	7,940	7%	765	\$30.89*	\$35.59*	Postsecondary non-degree	None	None
51-4041	Machinists	Middle-Skill	1,473	6%	169	\$18.91*	\$23.86*	HS or equivalent	None	Long-term OTJ
49-9071	Maintenance and Repair Workers, General	Below Middle-Skill	16,317	7%	1,756	\$20.40*	\$24.93*	HS or equivalent	None	Moderate-term OTJ
49-9095	Manufactured Building and Mobile Home Installers	Below Middle-Skill	9	-18%	1	\$19.09*	\$22.80*	HS or equivalent	None	Short-term OTJ
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	4,084	8%	431	\$24.16*	\$31.97*	Bachelor's	None	None
31-9092	Medical Assistants	Middle-Skill	12,008	11%	1,892	\$18.51*	\$21.77*	Postsecondary non-degree	None	None
43-6013	Medical Secretaries and Administrative Assistants	Middle-Skill	9,265	7%	1,079	\$19.10*	\$22.39*	HS or equivalent	None	Moderate-term OTJ
31-1131	Nursing Assistants	Middle-Skill	11,392	9%	1,878	\$19.17*	\$21.20*	Postsecondary non-degree	None	None
43-9061	Office Clerks, General	Middle-Skill	29,136	1%	3,518	\$18.25*	\$21.93*	HS or equivalent	None	Short-term OTJ
47-2073	Operating Engineers and Other Construction Equipment Operators	Middle-Skill	4,889	7%	487	\$28.95*	\$36.70*	HS or equivalent	None	Moderate-term OTJ
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Middle-Skill	371	6%	58	\$18.02*	\$19.49*	HS or equivalent	None	Moderate-term OTJ
29-2052	Pharmacy Technicians	Middle-Skill	4,773	5%	500	\$19.81*	\$22.96*	HS or equivalent	None	Moderate-term OTJ
31-9097	Phlebotomists	Middle-Skill	1,239	7%	179	\$21.54*	\$23.54*	Postsecondary non-degree	None	None
43-5031	Public Safety Telecommunicators	Middle-Skill	1,098	9%	141	\$23.64*	\$29.93*	HS or equivalent	None	Moderate-term OTJ
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Middle-Skill	16,724	5%	2,049	\$20.33*	\$23.93*	HS or equivalent	None	Short-term OTJ

SOC	Occupation	Skill Level	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
33-9032	Security Guards	Middle-Skill	11,546	4%	1,607	\$17.18*	\$18.20*	HS or equivalent	None	Short-term OTJ
47-2211	Sheet Metal Workers	Middle-Skill	860	8%	93	\$25.44*	\$35.39*	HS or equivalent	None	Apprenticeship
53-7065	Stockers and Order Fillers	Below Middle-Skill	31,030	8%	5,652	\$17.44*	\$18.89*	HS or equivalent	None	Short-term OTJ
29-2055	Surgical Technologists	Middle-Skill	1,136	9%	88	\$29.70*	\$36.38*	Postsecondary non-degree	None	None
25-9045	Teaching Assistants, Except Postsecondary	Middle-Skill	21,184	9%	2,988	\$17.43*	\$19.14*	Some college, no degree	None	None
27-2023	Umpires, Referees, and Other Sports Officials	Below Middle-Skill	437	0%	98	\$17.61*	\$18.73*	HS or equivalent	None	Moderate-term OTJ
51-4121	Welders, Cutters, Solderers, and Brazers	Middle-Skill	4,304	4%	470	\$21.48*	\$24.23*	HS or equivalent	None	Moderate-term OTJ

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed



K-12 Adult School Programs

Exhibit 3 provides an overview of K-12 adult schools consortia offering training programs for the 56 occupations. Adult school-level program data is provided in the repository. Program data is displayed at the consortia level in this exhibit to ensure its readability and usability. The exhibit also highlights alignment with community college programs (marked with X): 45 of these occupations have corresponding for-credit programs listed in the California Community Colleges Chancellor’s Office Curriculum Inventory (COCI), and community colleges offer noncredit programs or courses for 30 of them. Please note that this data is based on publicly available information on adult school websites and subsequently included in the repository and should not be viewed as a complete inventory of all available programs.

Exhibit 3. Occupations with K-12 Adult School and Community College Training Programs

SOC	Occupation Title	Skill Level	Adult Education Consortia	CC For-Credit Program	CC Non-Credit Program
49-3011	Aircraft Mechanics and Service Technicians	Middle-Skill	Kern Adult	X	X
27-4011	Audio and Video Technicians	Middle-Skill	Gateway Adult	X	X
49-3021	Automotive Body and Related Repairers	Middle-Skill	State Center Adult	X	X
49-3023	Automotive Service Technicians and Mechanics	Middle-Skill	State Center Adult West Hills Adult	X	X
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Middle-Skill	Kern Adult San Joaquin Adult State Center Adult	X	X
53-3051	Bus Drivers, School	Below Middle-Skill	Stanislaus Mother Lode Adult State Center Adult	X	X
53-3052	Bus Drivers, Transit and Intercity	Middle-Skill	Stanislaus Mother Lode Adult State Center Adult	X	X
29-2031	Cardiovascular Technologists and Technicians	Middle-Skill	Kern Adult		
39-9011	Childcare Workers	Middle-Skill	Gateway Adult San Joaquin Adult Sequoias Adult Stanislaus Mother Lode Adult	X	X
21-1094	Community Health Workers	Middle-Skill	Gateway Adult	X	X
15-1231	Computer Network Support Specialists	Middle-Skill	Kern Adult San Joaquin Adult	X	X
15-1232	Computer User Support Specialists	Middle-Skill	San Joaquin Adult	X	X
47-2061	Construction Laborers	Below Middle-Skill	Gateway Adult Sequoias Adult State Center Adult West Kern Adult		
35-2014	Cooks, Restaurant	Below Middle-Skill	Gateway Adult Kern Adult Sequoias Adult State Center Adult	X	X
35-2012			Gateway Adult	X	X

SOC	Occupation Title	Skill Level	Adult Education Consortia	CC For-Credit Program	CC Non-Credit Program
	Cooks, Institution and Cafeteria	Below Middle-Skill	Kern Adult Sequoias Adult State Center Adult		
43-4051	Customer Service Representatives	Middle-Skill	State Center Adult		X
43-9021	Data Entry Keyers	Middle-Skill	Kern Adult San Joaquin Adult	X	X
31-9091	Dental Assistants	Middle-Skill	San Joaquin Adult	X	
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Middle-Skill	Sequoias Adult	X	X
47-2111	Electricians	Middle-Skill	San Joaquin Adult West Hills Adult	X	
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Middle-Skill	Stanislaus Mother Lode Adult	X	X
29-2042	Emergency Medical Technicians	Middle-Skill	Gateway Adult Stanislaus Mother Lode Adult State Center Adult	X	
33-2011	Firefighters	Middle-Skill	San Joaquin Adult State Center Adult	X	X
35-2021	Food Preparation Workers	Below Middle-Skill	State Center Adult		
11-9051	Food Service Managers	Middle-Skill	State Center Adult	X	
11-1021	General and Operations Managers	Middle-Skill	Gateway Adult San Joaquin Adult Sequoias Adult State Center Adult	X	X
27-1024	Graphic Designers	Above Middle-Skill	Kern Adult San Joaquin Adult	X	X
29-9021	Health Information Technologists and Medical Registrars	Middle-Skill	Gateway Adult Kern Adult Sequoias Adult State Center Adult	X	
29-2099	Health Technologists and Technicians, All Other	Middle-Skill	Kern Adult	X	X
49-902	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Middle-Skill	State Center Adult West Hills Adult	X	X
53-3032	Heavy and Tractor-Trailer Truck Drivers	Middle-Skill	Sequoias Adult Stanislaus Mother Lode Adult	X	X
31-1128	Home Health and Personal Care Aides	Middle-Skill	Kern Adult Sequoias Adult Stanislaus Mother Lode Adult State Center Adult West Kern Adult		
53-7051	Industrial Truck and Tractor Operators	Below Middle-Skill	San Joaquin Adult Sequoias Adult Stanislaus Mother Lode Adult State Center Adult West Hills Adult		

SOC	Occupation Title	Skill Level	Adult Education Consortia	CC For-Credit Program	CC Non-Credit Program
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Below Middle-Skill	West Kern Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
			West Hills Adult		
29-2061	Licensed Practical and Licensed Vocational Nurses	Middle-Skill	Kern Adult	X	
			Sequoias Adult		
			State Center Adult		
51-4041	Machinists	Middle-Skill	San Joaquin Adult	X	
49-9071	Maintenance and Repair Workers, General	Below Middle-Skill	Sequoias Adult	X	
49-9095	Manufactured Building and Mobile Home Installers	Below Middle-Skill	Kern Adult	X	
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	Gateway Adult	X	X
31-9092	Medical Assistants	Middle-Skill	Gateway Adult	X	
			Kern Adult		
			San Joaquin Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
43-6013	Medical Secretaries and Administrative Assistants	Middle-Skill	Gateway Adult	X	X
			Kern Adult		
31-1131	Nursing Assistants	Middle-Skill	Kern Adult	X	X
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
43-9061	Office Clerks, General	Middle-Skill	State Center Adult	X	X
47-2073	Operating Engineers and Other Construction Equipment Operators	Middle-Skill	State Center Adult	X	
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Middle-Skill	Sequoias Adult	X	
29-2052	Pharmacy Technicians	Middle-Skill	Kern Adult	X	X
			State Center Adult		
31-9097	Phlebotomists	Middle-Skill	Gateway Adult		
			Kern Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
43-5031	Public Safety Telecommunicators	Middle-Skill	State Center Adult	X	
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Middle-Skill	Gateway Adult	X	X
			Kern Adult		
			San Joaquin Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
33-9032	Security Guards	Middle-Skill	State Center Adult	X	
			West Kern Adult		

SOC	Occupation Title	Skill Level	Adult Education Consortia	CC For-Credit Program	CC Non-Credit Program
47-2211	Sheet Metal Workers	Middle-Skill	Stanislaus Mother Lode Adult	X	
53-7065	Stockers and Order Fillers	Below Middle-Skill	Gateway Adult		
29-2055	Surgical Technologists	Middle-Skill	Kern Adult		
25-9045	Teaching Assistants, Except Postsecondary	Middle-Skill	Kern Adult	X	X
			San Joaquin Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
			West Hills Adult		
27-2023	Umpires, Referees, and Other Sports Officials	Below Middle-Skill	Stanislaus Mother Lode Adult		
51-4121	Welders, Cutters, Solderers, and Brazers	Middle-Skill	Gateway Adult	X	X
			Kern Adult		
			San Joaquin Adult		
			Sequoias Adult		
			Stanislaus Mother Lode Adult		
			State Center Adult		
West Kern Adult					

Source: CVML Adult Education CTE Repository

Community College Programs

As shown in Exhibit 3, community colleges offer both noncredit and for-credit programs for many of the same occupations served by K-12 adult schools. Exhibit 4 identifies the occupations for which community colleges provide noncredit training, based on the occupations associated with the programs included in the repository. Because award data for noncredit programs are not publicly available, the exhibit reflects only the institutions that reported noncredit offerings to COCI.

Exhibit 4. Community Colleges with Noncredit Programs by Occupation

SOC	Occupation Title	Skill Level	Community College with Noncredit Program
49-3011	Aircraft Mechanics and Service Technicians	Middle-Skill	Bakersfield
27-4011	Audio and Video Technicians	Middle-Skill	Fresno City
49-3021	Automotive Body and Related Repairers	Middle-Skill	Fresno City
49-3023	Automotive Service Technicians and Mechanics	Middle-Skill	Bakersfield
			Fresno City
			Porterville
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Middle-Skill	Bakersfield Reedley
53-3052	Bus Drivers, Transit and Intercity	Middle-Skill	Cerro Coso Merced
39-9011	Childcare Workers	Middle-Skill	Bakersfield Cerro Coso
21-1094	Community Health Workers	Middle-Skill	Bakersfield Sequoias

SOC	Occupation Title	Skill Level	Community College with Noncredit Program
15-1231	Computer Network Support Specialists	Middle-Skill	Cerro Coso Columbia Merced Reedley
15-1232	Computer User Support Specialists	Middle-Skill	Reedley
43-4051	Customer Service Representatives	Middle-Skill	Bakersfield
43-9021	Data Entry Keyers	Middle-Skill	Bakersfield Fresno City Reedley
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Middle-Skill	San Joaquin Delta
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Middle-Skill	Fresno City San Joaquin Delta
33-2011	Firefighters	Middle-Skill	Reedley
11-1021	General and Operations Managers	Middle-Skill	Bakersfield Clovis Fresno City Reedley
27-1024	Graphic Designers	Above Middle-Skill	Fresno City San Joaquin Delta
29-2099	Health Technologists and Technicians, All Other	Middle-Skill	Bakersfield
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Middle-Skill	Bakersfield Fresno City
53-3032	Heavy and Tractor-Trailer Truck Drivers	Middle-Skill	Cerro Coso Merced
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	Bakersfield Clovis Fresno City Reedley
43-6013	Medical Secretaries and Administrative Assistants	Middle-Skill	Reedley
31-1131	Nursing Assistants	Middle-Skill	San Joaquin Delta
43-9061	Office Clerks, General	Middle-Skill	Bakersfield Fresno City Reedley
29-2052	Pharmacy Technicians	Middle-Skill	Modesto
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Middle-Skill	Bakersfield Fresno City Reedley
25-9045	Teaching Assistants, Except Postsecondary	Middle-Skill	Bakersfield Cerro Coso Modesto Porterville
51-4121	Welders, Cutters, Solderers, and Brazers	Middle-Skill	Bakersfield Reedley

Source: Chancellor's Office Curriculum Inventory (COCI)

Exhibit 5 presents a demand-and-supply comparison for the occupations outlined in Exhibit 2, showing annual job openings alongside the number of for-credit degrees awarded in the Central Valley/Mother Lode Region. The supply figures use a conservative estimate based on the three-year average of for-credit awards from 2021–22 through 2023–24 and do not include completions from K–12 adult schools, noncredit programs, or four-year institutions. While

award counts serve as a proxy for program supply, a single student may earn multiple awards within a pathway, meaning the number of awards does not necessarily equate to the number of qualified workers.

Exhibit 5. Demand vs. Supply (Annual Openings vs. Awards) for For-Credit Programs by Occupation

SOC	Occupation Title	Annual Job Openings	3-Year Average Awards (For-Credit)
49-3011	Aircraft Mechanics and Service Technicians	180	372
27-4011	Audio and Video Technicians	59	109
49-3021	Automotive Body and Related Repairers	163	45
49-3023	Automotive Service Technicians and Mechanics	814	538
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,835	288
53-3051	Bus Drivers, School	352	2
53-3052	Bus Drivers, Transit and Intercity	150	2
39-9011	Childcare Workers	2,213	2,194
21-1094	Community Health Workers	86	329
15-1231	Computer Network Support Specialists	55	577
15-1232	Computer User Support Specialists	282	294
43-9021	Data Entry Keyers	112	268
31-9091	Dental Assistants	767	46
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	58	114
47-2111	Electricians	871	160
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	4	192
29-2042	Emergency Medical Technicians	212	18
33-2011	Firefighters	336	283
11-9051	Food Service Managers	589	43
11-1021	General and Operations Managers	2,239	1,982
27-1024	Graphic Designers	134	291
29-9021	Health Information Technologists and Medical Registrars	22	25
29-2099	Health Technologists and Technicians, All Other	261	154
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	441	129
53-3032	Heavy and Tractor-Trailer Truck Drivers	5,425	2
29-2061	Licensed Practical and Licensed Vocational Nurses	765	121
51-4041	Machinists	169	28
49-9071	Maintenance and Repair Workers, General	1,756	128
49-9095	Manufactured Building and Mobile Home Installers	1	7
13-1161	Market Research Analysts and Marketing Specialists	431	1,862
31-9092	Medical Assistants	1,892	245
43-6013	Medical Secretaries and Administrative Assistants	1,079	312
31-1131	Nursing Assistants	1,878	5
43-9061	Office Clerks, General	3,518	243
47-2073	Operating Engineers and Other Construction Equipment Operators	487	22
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	58	7

SOC	Occupation Title	Annual Job Openings	3-Year Average Awards (For-Credit)
29-2052	Pharmacy Technicians	500	15
43-5031	Public Safety Telecommunicators	141	8
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,049	243
33-9032	Security Guards	1,607	8
47-2211	Sheet Metal Workers	93	12
25-9045	Teaching Assistants, Except Postsecondary	2,988	2,269
51-4121	Welders, Cutters, Solderers, and Brazers	470	384

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Opportunities to Develop Programs for Entry-Level Jobs

In 2024, there were 249 entry-level occupations in the Central Valley/Mother Lode Region, yet K-12 adult schools only trained for 14 of them (Exhibit 2). To assess potential areas for program expansion, the Central Valley Mother Lode COE identified 12 entry-level occupations with strong demand, defined as more than 50 projected annual openings between 2024 and 2029, and entry-level wages above the regional living wage of \$16.83 per hour and the 2026 minimum wage in California of \$16.90 (Exhibit 6). These occupations represent possible opportunities for new or modified programs within K-12 adult schools. Additional labor market details for these occupations are provided in the Appendix (Exhibit 9).

Exhibit 6. High-Demand and High-Wage Entry-Level Jobs

SOC	Occupation	2024 Jobs	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings
53-7065	Stockers and Order Fillers	31,030	5,652	\$17.44	\$18.89
53-7051	Industrial Truck and Tractor Operators	21,059	2,389	\$20.01	\$25.03
35-2014	Cooks, Restaurant	11,732	2,172	\$17.32	\$18.39
47-2061	Construction Laborers	12,386	1,216	\$19.13	\$24.69
35-2012	Cooks, Institution and Cafeteria	2,915	544	\$17.95	\$20.28
47-2073	Operating Engineers and Other Construction Equipment Operators	4,889	487	\$28.95	\$36.70
51-4121	Welders, Cutters, Solderers, and Brazers	4,304	470	\$21.48	\$24.23
53-3051	Bus Drivers, School	1,913	352	\$23.72	\$25.27
49-3021	Automotive Body and Related Repairers	1,670	163	\$20.31	\$28.55
27-2023	Umpires, Referees, and Other Sports Officials	437	98	\$17.61	\$18.73
21-1094	Community Health Workers	647	86	\$21.40	\$24.47
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	371	58	\$18.02	\$19.49

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Opportunities to Enhance Career Mobility

In 2024, approximately 22% of residents aged 25 or older (643,425 individuals) in the Central Valley/Mother Lode had not completed high school.¹¹ To identify potential areas for high school diploma or equivalency programs in K-12 adult schools, Exhibit 7 highlights the 20 occupations in the region with no formal education requirements and earnings below the living wage and minimum wage. Adult Education providers can use this list to guide targeted outreach and enrollment efforts. By participating in these programs, individuals in these roles can acquire additional education and skills, enhancing opportunities for career advancement and economic mobility. Further labor market details on these occupations are available in Appendix Exhibit 10.

Exhibit 7. Top 20 Occupations that Require No Formal Education

SOC	Occupation	2024 Jobs	Entry-Level Hourly Earnings	Median Hourly Earnings
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	114,399	\$16.02	\$16.32
41-2011	Cashiers	39,670	\$16.16	\$16.77
35-3031	Waiters and Waitresses	16,920	\$16.02	\$16.15
53-7064	Packers and Packagers, Hand	16,752	\$16.16	\$16.67
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	11,593	\$16.04	\$16.36
35-9021	Dishwashers	5,215	\$16.09	\$16.78
45-2041	Graders and Sorters, Agricultural Products	4,943	\$16.04	\$16.48
35-3011	Bartenders	4,726	\$16.03	\$16.32
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	4,682	\$16.03	\$16.26
39-3091	Amusement and Recreation Attendants	4,034	\$16.04	\$16.19
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2,961	\$16.06	\$16.31
53-3054	Taxi Drivers	1,784	\$9.90	\$16.59
35-9099	Food Preparation and Serving Related Workers, All Other	1,715	\$16.07	\$16.46
39-3031	Ushers, Lobby Attendants, and Ticket Takers	1,116	\$16.13	\$16.44
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	580	\$6.74	\$13.94
53-6021	Parking Attendants	573	\$16.19	\$16.74
27-1019	Artists and Related Workers, All Other	345	\$5.79	\$15.28
51-6021	Pressers, Textile, Garment, and Related Materials	324	\$16.06	\$16.64
27-1012	Craft Artists	270	\$2.81	\$6.84
39-5093	Shampooers	144	\$10.49	\$16.31

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

To identify additional opportunities for Adult Education program development, Exhibit 8 presents the top 25 jobs in the Central Valley/Mother Lode Region in 2024 that typically require a high school diploma or equivalent, do not require work experience, and have entry-level earnings below the living wage and minimum wage. Workers in these roles may seek

¹¹ Educational attainment data are based on Lightcast's demographic data and the American Community Survey. Educational attainment data cover only the population aged 25 years or more and indicate the highest level achieved. Lightcast 2025.4.

upskilling or higher-paying positions to better meet regional living costs. Therefore, this list can guide targeted recruitment strategies and foster collaborations between Adult Education providers to create pathways for career advancement. Additional labor market details for these occupations are provided in Appendix Exhibit 11.

Exhibit 8. Top 25 Jobs that Require a High School Diploma or Equivalent

SOC	Occupation	2024 Jobs	Entry-Level Hourly Earnings	Median Hourly Earnings
51-9199	Production Workers, All Other	4,313	\$16.74	\$18.67
53-3031	Driver/Sales Workers	4,126	\$16.71	\$20.97
39-2021	Animal Caretakers	3,554	\$16.32	\$17.26
39-9031	Exercise Trainers and Group Fitness Instructors	2,919	\$16.71	\$22.43
43-5021	Couriers and Messengers	2,397	\$10.65	\$17.77
43-4081	Hotel, Motel, and Resort Desk Clerks	2,233	\$16.71	\$17.22
51-3092	Food Batchmakers	1,948	\$16.65	\$20.10
39-9099	Personal Care and Service Workers, All Other	1,139	\$16.04	\$16.77
27-4021	Photographers	983	\$16.46	\$25.03
39-2011	Animal Trainers	877	\$16.06	\$17.73
39-3011	Gambling Dealers	745	\$16.01	\$17.07
31-2022	Physical Therapist Aides	669	\$16.58	\$17.27
27-1023	Floral Designers	492	\$16.55	\$19.17
45-4011	Forest and Conservation Workers	460	\$16.31	\$19.42
41-3011	Advertising Sales Agents	385	\$16.44	\$20.52
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	381	\$16.41	\$17.82
51-9071	Jewelers and Precious Stone and Metal Workers	313	\$13.29	\$23.76
51-7099	Woodworkers, All Other	259	\$16.07	\$20.07
51-6093	Upholsterers	243	\$16.00	\$18.52
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	221	\$16.11	\$16.91
41-3041	Travel Agents	213	\$13.63	\$21.04
43-9071	Office Machine Operators, Except Computer	175	\$16.40	\$19.34
51-5113	Print Binding and Finishing Workers	160	\$16.77	\$19.09
51-2031	Engine and Other Machine Assemblers	156	\$16.62	\$20.08
51-7021	Furniture Finishers	135	\$16.37	\$19.78

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed



Insights and Recommendations

The purpose of this report is to highlight labor market opportunities relevant to Adult Education and to support constructive collaboration between K-12 adult schools and community colleges. While the Central Valley/Mother Lode COE recognizes that these conversations are already underway, the recommendations and reflection questions included here are designed to help partners enhance coordination and more effectively align their efforts across the region.

Regularly update and use the CVML Adult Education CTE Data Repository to inform program development and ensure alignment in program coding, with special attention to training programs that appear across both systems to determine where credit-bearing programs are warranted.

In the past, adult schools and community colleges had minimal coordination around course offerings and pathways, resulting in gaps in understanding what programs existed and how well they aligned. The state's 2014 restructuring of Adult Education created local consortia to improve communication and collaboration between K-12 adult schools and community colleges.¹² To support this work, especially the development and alignment of CTE programs, the COE established the Central Valley/Mother Lode [Adult Education CTE Data Repository](#), which formed the foundation for this report. The repository is intended to serve as a shared, centralized source of information on CTE offerings to support program planning, alignment discussions, and annual or three-year planning processes. Each institution is expected to maintain and update the repository in line with regional practices and needs, with updates occurring at least once per year.

In this report, the Central Valley/Mother Lode COE provides a snapshot of information from the data repository on occupations that K-12 adult schools indicate they train for, and on the

¹² Redesigning California's Adult Education Funding Model. Legislative Analyst's Office. Retrieved from: lao.ca.gov/Publications/Report/4652

alignment of those occupations with community college programs that also train for them. This report summarizes information about 294 K-12 adult school programs that provide training for 56 occupations.

When comparing Adult Education programs with community college offerings, the Central Valley/Mother Lode COE found that for-credit programs are available for 45 of the 56 occupations studied (80 percent), and 30 of those occupations also have noncredit options. This report can help K-12 adult schools and community colleges: (1) identify where programs overlap, (2) clarify what distinguishes offerings at each institution, and (3) determine how best to advise students based on their goals. For instance, both systems offer training for “Market Research Analysts and Marketing Specialists” and “Graphic Designers,” even though these careers typically require a bachelor’s degree. These findings can serve as a starting point for discussions on aligning programs with labor market needs, understanding differences across credential types, and strengthening Adult Education pathways.

While this report offers only a narrow view of the programs captured in the data repository, it demonstrates the repository’s value in enabling cross-institutional comparisons. For the repository to remain useful and accurately represent the region’s Adult Education landscape, consistent engagement and updates from all K-12 adult schools and community colleges are essential. The reflection questions below can support ongoing repository maintenance and help frame conversations between partners across the two systems.

Reflection Questions

- Who at each institution is responsible for keeping the data repository current? How long does it take to update the repository and compile the information? Is that timing realistic?
- How can we streamline the process for updating the data repository to ensure it remains a priority and receives timely updates?
- What additional data could be added to the data repository to help stakeholders get the most out of that resource? How can each institution use the repository to improve its program offerings?
- How can K-12 adult schools and community colleges use the repository to better align their programs with regional labor market needs?
- What factors should be considered when identifying duplicative programs across institutions? How can the repository’s information support these discussions?
- Are there opportunities to partner with other educational providers? Can partnerships be expanded?

Utilize labor market data to align program offerings with regional needs and evaluate opportunities tied to the 12 highlighted entry-level occupations.

Based on the COE’s definition of middle-skill jobs, the majority of occupations (40 of the 56 jobs) trained by K-12 adult schools in the region are considered middle-skill jobs, and only 14 are entry-level. This study provides a list of 12 high-demand, high-wage entry-level jobs (Exhibits 6 and 9) that can assist in developing new programs, refining curricula for existing programs that train for related jobs, or exploring ways to create pathways for these entry-level roles. Because entry-level positions are often vulnerable to automation and other forces, the region should prioritize methods that increase students’ adaptability and resiliency against sudden labor market changes. By regularly incorporating labor market data into program planning and analyzing these trends, K-12 adult schools and community colleges can identify gaps and ensure that students are equipped with the skills necessary for future employment

opportunities. Currently, the Central Valley/Mother Lode Community Colleges use labor market information or other comparable data for curriculum development and approval, as outlined in the Program and Course Approval Handbook (PCAH). This provides an opportunity for K-12 adult schools to reflect on their program approval processes and how those processes align with those standards, while also considering how to create a collaborative approach that involves K-12 adult schools, their school districts, community colleges, and student voices.

Reflection Questions

- How well do current K-12 adult school programs align with the regional labor market? Can programs be developed or modified for any of the 12 high-demand, entry-level occupations?
- How could K-12 adult schools and community colleges enhance program pathways for entry-level jobs?
- How is labor market data currently incorporated into program planning for K-12 adult schools? Are there opportunities to expand how labor market data is used?
- In addition to the PCAH, what other resources can be leveraged to inform K-12 adult schools' program planning and program approval process? How can student voices be incorporated?

Strengthen and expand dual enrollment pathways and conduct outreach to entry-level workers seeking additional education, training, or advancement opportunities.

In addition to CTE, K-12 adult schools play a crucial role in helping learners achieve high school diploma equivalency and progress to higher levels of educational attainment.¹³ In 2024, 22 percent of Central Valley/Mother Lode County residents aged 25 or older (643,425 individuals) did not have a high school diploma or equivalent. According to a report by the Careers Ladder Project,¹⁴ efforts to support adult learners include Ability to Benefit (ATB), a provision under the Higher Education Act (HEA) allowing adults without a high school diploma or equivalent to be eligible for federal financial aid, including Pell grants. By utilizing adult education dual enrollment under SB 554, students can simultaneously enroll in high school diploma or equivalency classes and community college coursework.¹⁵ Using ATB, students can dual-enroll and access financial aid.¹⁶ For dual enrollment programs to effectively support adult learners, community colleges and adult schools must collaborate closely to build and scale sustainable dual enrollment processes.¹⁷ To support these efforts, the Governor's Office and the California Community Colleges Chancellor's Office (CCCCO) announced a proposal in June 2024 to increase federal funding for the ATB State-Defined Plan, stating that "the state is seeking to make community college more accessible and affordable for students without a high school diploma."¹⁸

¹³ Restructuring California's Adult Education System. Legislative Analyst's Office. Retrieved from: lao.ca.gov/reports/2012/edu/adulteducation/restructuring-adult-education-120412.pdf

¹⁴ Transitioning Adult Learners to College. A User Guide for Ability to Benefit and Adult Dual Enrollment. Career Ladder Project. Retrieved from: careerladdersproject.org/wp-content/uploads/2023/02/Transitioning-Adult-Learners-to-College-ATB-User-Guide-02.23.23.pdf

¹⁵ California submits proposal to increase federal financial aid access for more community college students. Retrieved from: gov.ca.gov/2024/06/03/california-submits-proposal-to-increase-federal-financial-aid-access-for-more-community-college-students

¹⁶ Ibid.

¹⁷ Transitioning Adult Learners to College. A User Guide for Ability to Benefit and Adult Dual Enrollment. Career Ladder Project. February 2023. Retrieved from: careerladdersproject.org/wp-content/uploads/2023/02/Transitioning-Adult-Learners-to-College-ATB-User-Guide-02.23.23.pdf

¹⁸ California submits proposal to increase federal financial aid access for more community college students. Retrieved from: gov.ca.gov/2024/06/03/california-submits-proposal-to-increase-federal-financial-aid-access-for-more-community-college-students

As a starting point, the Central Valley/Mother Lode COE analyzed labor market information to identify the top 20 jobs in the Central Valley/Mother Lode in 2024 with no formal educational requirements and median wages below the living wage and the 2026 California minimum wage (Exhibit 7 and Exhibit 10). K-12 adult schools can use the list of occupations in Exhibit 7 to target recruitment of workers who could benefit from high school diploma and equivalency programs. This list can also help prospective and existing collaborations between K-12 adult schools and community colleges for dual enrollment under SB 554. Additionally, this report highlighted the top 25 occupations in the Central Valley/Mother Lode in 2024 that require a high school diploma or equivalent at entry, do not require work experience, and pay wages below the living wage and the 2026 California minimum wage (Exhibits 8 and 11). Given that wages in these jobs do not cover basic living costs in the Central Valley/Mother Lode, individuals in these roles will likely seek opportunities for career advancement and economic mobility into higher-paying jobs. K-12 adult schools and community colleges can use the information provided to design career pathways that guide students through additional training in these roles and opportunities for advancement.

A May 2024 CAEP report highlighted the importance of “intentional and structured regional partnerships” as a best practice for connecting community colleges, adult schools, and local communities.¹⁹ This report underscores the value of collaboration between K-12 adult schools and community colleges, while acknowledging that partnerships already exist. The COE encourages Adult Education providers to consider ways to strengthen and expand these collaborations to support ongoing success.

Effective collaboration can help streamline transitions between institutions, including aligning curricula, scheduling classes for accessibility, and clarifying roles and transition points. K-12 adult school students also represent a potential pipeline for community colleges, particularly for individuals who have paused their education and are seeking to reengage.

Although outside the scope of this report, these discussions should also consider funding disparities. For instance, K-12 adult school funding is not adjusted based on student demand, and students often pay fees for CTE courses without access to state aid. In contrast, community colleges can waive fees for qualifying students or offer courses at no cost.²⁰ The reflection questions provided below are intended to help guide these conversations and support regional coordination efforts.

Reflection Questions

- How can the region strengthen partnerships between K-12 adult schools and community colleges to support students transitioning from Adult Education to higher education? What are transition points?
- How are students seeking dual enrollment currently supported? How can K-12 adult schools and community colleges better align their efforts to expand dual enrollment?
- What strategies can be implemented to target recruitment for high school diploma and equivalency programs, especially for workers in low-wage jobs?
- What strategies could be implemented to strengthen collaborations between adult schools and community colleges to create career pathways?

¹⁹ Transitioning Adult Learners to College. A User Guide for Ability to Benefit and Adult Dual Enrollment. Career Ladder Project. February 2023. Retrieved from: careerladdersproject.org/wp-content/uploads/2023/02/Transitioning-Adult-Learners-to-College-ATB-User-Guide-02.23.23.pdf.

²⁰ “Redesigning California’s Adult Education Funding Model,” Legislative Analyst’s Office, accessed August 1, 2024, lao.ca.gov/Publications/Report/4652.

- How might funding disparities between K-12 adult schools and community colleges impact these institutions or students? How can K-12 adult schools and community colleges work together?

Conclusion

These findings highlight clear opportunities to expand programs targeting entry-level occupations and address existing training gaps. By leveraging this information, K-12 adult schools and community colleges can strengthen collaboration and create more robust career pathways that better serve students while aligning with regional workforce needs.

Methodology and Data Sources

Disclaimers

These findings should not be the sole basis for program development, as they lack detailed program-level nuances and rely on conservative estimates of program supply. For community colleges proposing new programs or modifying existing programs, please refer to the Regional Program Recommendation Process.

Please note that publicly available wage data is lagged and does not reflect recent technological, economic, or legislative changes. Additionally, Exhibit 3 represents only the programs captured and updated at the time of the analysis; it is not a full inventory of all offerings in the region, and recent changes may not be reflected. Additional details on the repository and methodology are included in the Appendix.

Methodology

The Central Valley/Mother Lode (CVML) [Adult Education CTE Data Repository](#) was created by the Center of Excellence for Labor Market Research (COE). The data repository is a workbook containing selected CTE courses and occupational training programs (OTPs) from K-12 adult schools across the region. Its purpose is to provide a central source of shared information on adult schools' CTE programs that can serve as a “staging area” for program data intended for display in a regional mapping tool, and to promote collaboration among adult schools and community colleges in developing and linking CTE programs. The data repository is designed to facilitate program development and alignment conversations, contribute to gap analyses and annual/three-year planning efforts, and support other possible uses. The workbook contains information on career education programs offered by adult education institutions affiliated with the nine California Adult Education Program (CAEP) consortia. The COE designed this repository as a first step in centralizing adult education CTE program information. Given the intent of this repository, it is not a comprehensive listing of all CTE courses offered across the region.

The program information in the repository was found on adult education consortium websites or on adult education schools' websites listed as career education. As a result of this methodology, the programs displayed in the repository may not be an exact representation of CTE programs offered by Adult Education schools in the region. Using publicly available data, this repository takes the perspective of a prospective student seeking career education at a regional adult school. Following the establishment of this repository, the COE will rely on feedback to ensure the accuracy of the data provided. Designated staff from each adult school and community college noncredit programs should update the repository regularly, following regional practices and needs. Currently, the COE recommends refreshing data at least annually, though data may be updated whenever new programs are introduced or existing ones change.

Data Sources

The labor market and educational supply data compiled in this report are derived from various sources. Data were drawn from external sources, including Lightcast, the California Community Colleges Chancellor’s Office Management Information Systems Data Mart, and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections	Lightcast. Lightcast 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). Occupational wage estimates are also affected by county-level Lightcast earnings by industry: https://lightcast.io .
Typical Education Level and On-the-job Training	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm .
Supply (Postsecondary Institution Awards)	Community college awards issued over the last three academic years come from the California Community Colleges Chancellor’s Office (CCCCO) Management Information Systems Data Mart: https://datamart.cccco.edu/Outcomes/Program_Awards.aspx . Other postsecondary awards issued over the last three academic years come from the National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS): https://nces.ed.gov/ipeds/use-the-data .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by the total number of job openings. Typically used as a proxy for occupational demand.

Demand: The number of annual job openings expected over a period.

Education Attainment Level: The highest education attainment level of workers aged 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections are calculated using a proprietary Lightcast formula that incorporates historical employment and economic indicators, along with national, state, and local trends.

Living Wage: The cost of living in a specific community or subregion for one adult and no children. The cost increases with the addition of children.

Occupation: A grouping of job titles with a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering a new occupation often require training. These replacement needs, combined with job openings resulting from growth, can be used to determine the minimum number of workers who will need to be trained for an occupation.

Supply: The average number of awards issued by postsecondary institutions over the last three academic years. Supply includes community college awards as well as awards issued by other postsecondary education institutions. While four-year institutions primarily prepare students for employment beyond the middle-skill level, their awards are included in this analysis, as graduates are frequently qualified to work in middle-skill occupations.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs or maintain its current employment level, the number of openings will equal the number of replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-the-Job Training: indicates the typical on-the-job training required to attain competency in the skills necessary for the occupation. Short-term training equates to less than one month of on-the-job training. Moderate training typically requires more than one month but less than 12 months of on-the-job training. Long-term on-the-job training requires more than one year of on-the-job training for workers to successfully perform their role.

Work Experience: indicates the typical work experience required to enter an occupation.

Appendix

Community colleges and higher education institutions utilize the Taxonomy of Programs (TOP) and the Classification of Instructional Programs (CIP) codes to classify academic programs. TOP was designed to aggregate information about programs, but local program titles often differ substantially across colleges. For example, one college’s program may be titled “Mechanized Agriculture,” another college’s program may be titled “Agriculture Engineering Technology,” and a third college’s program may be titled “Agriculture Equipment Operations & Maintenance.” Because they have similar outcomes, information on all three is collected and reported at the state level under TOP code 011600, which carries the standardized title “Agricultural Power Equipment Technology.” TOP data comes from the California Community Colleges Chancellor’s Office Curriculum Inventory (COCI). The table below shows the average number of for-credit degrees awarded in the last three academic years, by TOP code, community college, and award type.

Exhibit 9. High-Demand and High-Wage Entry-Level Jobs (Central Valley/Mother Lode)

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
53-7065	Stockers and Order Fillers	31,030	8%	5,652	\$17.44	\$18.89	HS or equivalent	None	Short-term OTJ

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
53-7051	Industrial Truck and Tractor Operators	21,059	6%	2,389	\$20.01	\$25.03	No formal credential	None	Short-term OTJ
35-2014	Cooks, Restaurant	11,732	13%	2,172	\$17.32	\$18.39	No formal credential	Less than 5 years	Moderate-term OTJ
47-2061	Construction Laborers	12,386	6%	1,216	\$19.13	\$24.69	No formal credential	None	Short-term OTJ
35-2012	Cooks, Institution and Cafeteria	2,915	13%	544	\$17.95	\$20.28	No formal credential	None	Short-term OTJ
47-2073	Operating Engineers and Other Construction Equipment Operators	4,889	7%	487	\$28.95	\$36.70	HS or equivalent	None	Moderate-term OTJ
51-4121	Welders, Cutters, Solderers, and Brazers	4,304	4%	470	\$21.48	\$24.23	HS or equivalent	None	Moderate-term OTJ
53-3051	Bus Drivers, School	1,913	12%	352	\$23.72	\$25.27	No formal credential	None	Short-term OTJ
49-3021	Automotive Body and Related Repairers	1,670	6%	163	\$20.31	\$28.55	HS or equivalent	None	Long-term OTJ
27-2023	Umpires, Referees, and Other Sports Officials	437	0%	98	\$17.61	\$18.73	HS or equivalent	None	Moderate-term OTJ
21-1094	Community Health Workers	647	14%	86	\$21.40	\$24.47	HS or equivalent	None	Short-term OTJ
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	371	6%	58	\$18.02	\$19.49	HS or equivalent	None	Moderate-term OTJ

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 10. Top 20 Occupations that Require No Formal Education (Central Valley/Mother Lode)

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	114,399	0%	17,859	\$16.02	\$16.32	No formal education	None	Short-term OTJ
41-2011	Cashiers	39,670	-1%	7,571	\$16.16	\$16.77	No formal education	None	Short-term OTJ
35-3031	Waiters and Waitresses	16,920	6%	3,776	\$16.02	\$16.15	No formal education	None	Short-term OTJ
53-7064	Packers and Packagers, Hand	16,752	3%	2,474	\$16.16	\$16.67	No formal education	None	Short-term OTJ

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	11,593	-7%	1,721	\$16.04	\$16.36	No formal education	None	Short-term OTJ
35-9021	Dishwashers	5,215	5%	945	\$16.09	\$16.78	No formal education	None	Short-term OTJ
45-2041	Graders and Sorters, Agricultural Products	4,943	-3%	724	\$16.04	\$16.48	No formal education	None	Short-term OTJ
35-3011	Bartenders	4,726	12%	951	\$16.03	\$16.32	No formal education	None	Short-term OTJ
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	4,682	9%	986	\$16.03	\$16.26	No formal education	None	Short-term OTJ
39-3091	Amusement and Recreation Attendants	4,034	9%	1,226	\$16.04	\$16.19	No formal education	None	Short-term OTJ
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2,961	5%	800	\$16.06	\$16.31	No formal education	None	Short-term OTJ
53-3054	Taxi Drivers	1,784	21%	264	\$9.90	\$16.59	No formal education	None	Short-term OTJ
35-9099	Food Preparation and Serving Related Workers, All Other	1,715	6%	325	\$16.07	\$16.46	No formal education	None	Short-term OTJ
39-3031	Ushers, Lobby Attendants, and Ticket Takers	1,116	11%	352	\$16.13	\$16.44	No formal education	None	Short-term OTJ
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	580	-6%	77	\$6.74	\$13.94	No formal education	None	Short-term OTJ
53-6021	Parking Attendants	573	8%	96	\$16.19	\$16.74	No formal education	None	Short-term OTJ
27-1019	Artists and Related Workers, All Other	345	21%	47	\$5.79	\$15.28	No formal education	None	Long-term OTJ
51-6021	Pressers, Textile, Garment, and Related Materials	324	7%	46	\$16.06	\$16.64	No formal education	None	Short-term OTJ
27-1012	Craft Artists	270	16%	33	\$2.81	\$6.84	No formal education	None	Long-term OTJ
39-5093	Shampooers	144	11%	26	\$10.49	\$16.31	No formal education	None	Short-term OTJ

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 11. Top 25 Jobs that Require a High School Diploma or Equivalent (Central Valley/Mother Lode)

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
51-9199	Production Workers, All Other	4,313	2%	499	\$16.74	\$18.67	HS or equivalent	None	Moderate-term OTJ
53-3031	Driver/Sales Workers	4,126	12%	547	\$16.71	\$20.97	HS or equivalent	None	Short-term OTJ
39-2021	Animal Caretakers	3,554	9%	725	\$16.32	\$17.26	HS or equivalent	None	Short-term OTJ
39-9031	Exercise Trainers and Group Fitness Instructors	2,919	12%	650	\$16.71	\$22.43	HS or equivalent	None	Short-term OTJ
43-5021	Couriers and Messengers	2,397	17%	346	\$10.65	\$17.77	HS or equivalent	None	Short-term OTJ
43-4081	Hotel, Motel, and Resort Desk Clerks	2,233	8%	401	\$16.71	\$17.22	HS or equivalent	None	Short-term OTJ
51-3092	Food Batchmakers	1,948	15%	348	\$16.65	\$20.10	HS or equivalent	None	Moderate-term OTJ
39-9099	Personal Care and Service Workers, All Other	1,139	19%	254	\$16.04	\$16.77	HS or equivalent	None	Short-term OTJ
27-4021	Photographers	983	2%	92	\$16.46	\$25.03	HS or equivalent	None	Moderate-term OTJ
39-2011	Animal Trainers	877	-3%	124	\$16.06	\$17.73	HS or equivalent	None	Moderate-term OTJ
39-3011	Gambling Dealers	745	2%	135	\$16.01	\$17.07	HS or equivalent	None	Short-term OTJ
31-2022	Physical Therapist Aides	669	2%	104	\$16.58	\$17.27	HS or equivalent	None	Short-term OTJ
27-1023	Floral Designers	492	-3%	62	\$16.55	\$19.17	HS or equivalent	None	Moderate-term OTJ
45-4011	Forest and Conservation Workers	460	0%	96	\$16.31	\$19.42	HS or equivalent	None	Moderate-term OTJ
41-3011	Advertising Sales Agents	385	-8%	39	\$16.44	\$20.52	HS or equivalent	None	Moderate-term OTJ
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	381	4%	47	\$16.41	\$17.82	HS or equivalent	None	Moderate-term OTJ
51-9071	Jewelers and Precious Stone and Metal Workers	313	1%	42	\$13.29	\$23.76	HS or equivalent	None	Long-term OTJ
51-7099	Woodworkers, All Other	259	0%	30	\$16.07	\$20.07	HS or equivalent	None	Moderate-term OTJ

SOC	Occupation	2024 Jobs	2024-2029 % Change	Average Annual Openings	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training (OTJ)
51-6093	Upholsterers	243	-2%	25	\$16.00	\$18.52	HS or equivalent	None	Moderate-term OTJ
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	221	9%	67	\$16.11	\$16.91	HS or equivalent	None	Short-term OTJ
41-3041	Travel Agents	213	12%	32	\$13.63	\$21.04	HS or equivalent	None	Moderate-term OTJ
43-9071	Office Machine Operators, Except Computer	175	-9%	23	\$16.40	\$19.34	HS or equivalent	None	Short-term OTJ
51-5113	Print Binding and Finishing Workers	160	-5%	19	\$16.77	\$19.09	HS or equivalent	None	Moderate-term OTJ
51-2031	Engine and Other Machine Assemblers	156	-3%	18	\$16.62	\$20.08	HS or equivalent	None	Moderate-term OTJ
51-7021	Furniture Finishers	135	2%	15	\$16.37	\$19.78	HS or equivalent	None	Short-term OTJ

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 12. Career Education Providers by Adult Education Consortia

Adult Education Consortia	Career Education Providers
Gateway Adult Education Network (GAEN)	Gustine Adult School
	Le Grand Adult School
	Los Banos Adult Education
	Mariposa Adult Education
	Merced County Office of Education
	Merced Adult School
	Merced Union High School District
Kern Adult Education Consortium	Bakersfield Adult School
	Delano Adult School
	Muroc Joint Unified School District-Lynch Learning Center (Adult Education)
	Mojave Adult School
	Mono County Office of Education Adult Education Program
	Porterville Adult School

Adult Education Consortia	Career Education Providers
	Tehachapi Adult School
	Wasco Adult Education
San Joaquin Adult Education Consortium (SJAEC)	Calaveras Adult Education
	Lodi Adult School
	Manteca Education & Training Center (Manteca Adult School)
	Stockton School for Adults
	Wind River Adult Education
Sequoias Adult Education Consortium (SAEC)	Corcoran Adult School
	Career Dev Institute
	Hanford Adult School
	Culter-Orosi Adult School
	Sequoias Adult Education Consortium
	Tulare Adult School
	Visalia Adult School
William M. Maguy School of Education	
Stanislaus Mother Lode Adult Education Consortium	Calaveras Adult Education
	CBK Adult Charter School
	Ceres Adult School
	Modesto City Schools Adult Education (Ethel A. Pearson Education Center)
	Newman-Crows Landing Unified School District Adult Education
	Patterson Adult School
	Turlock Adult School
Waterford Adult Education Center	
State Center Adult Education Consortium (SCAEC)	Central Learning Adult/Alternative School Site
	Chawanakee Adult School
	Clovis Adult Education

Adult Education Consortia	Career Education Providers
	Dinuba Adult School
	Fresno Adult School
	Golden Valley Adult School
	Kings Canyon Adult School
	Madera Adult School
	Parlier Adult School
	Sanger Adult School
	Selma Adult School
	Sierra Adult School
	Washington Adult School
	Yosemite Adult School
West Hills Adult Education Consortium (WHAEC)	Coalinga-Huron Unified School District Adult School
	Firebaugh-Las Deltas Unified Adult School
	Golden Plains Unified School District Adult Education
	Mendota Alternative Education-Adult School
West Kern Adult Education Network (WKAEN)	West Kern Adult Education

Source: CVML Adult Education CTE Repository

Exhibit 13. Career Education Programs by Consortia

Adult Education Consortia	Career Education Providers
Gateway Adult Education Network (GAEN)	Audio and Video Technicians, Childcare Workers, Community Health Workers, Construction Laborers, Cooks, Restaurant; Cooks, Institution and Cafeteria, Emergency Medical Technicians, General and Operations Managers, Health Information Technologists and Medical Registrars, Market Research Analysts and Marketing Specialists, Medical Assistants, Medical Secretaries and Administrative Assistants, Phlebotomists, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Stockers and Order Fillers, Welders, Cutters, Solderers, and Brazers
Kern Adult Education Consortium	Aircraft Mechanics and Service Technicians, Bookkeeping, Accounting, and Auditing Clerks, Cardiovascular Technologists and Technicians, Computer Network Support Specialists, Cooks, Restaurant; Cooks, Institution and Cafeteria, Data Entry Keyers, Graphic Designers, Health Information Technologists and Medical Registrars, Health Technologists and Technicians, All Other, Home Health and Personal Care Aides, Licensed Practical and Licensed Vocational Nurses, Manufactured Building and Mobile Home Installers, Medical Assistants, Medical Secretaries and Administrative Assistants, Nursing Assistants, Pharmacy Technicians, Phlebotomists, Secretaries and Administrative Assistants, Except

Adult Education Consortia	Career Education Providers
	Legal, Medical, and Executive, Surgical Technologists, Teaching Assistants, Except Postsecondary, Welders, Cutters, Solderers, and Brazers
Lake Tahoe Adult Education Consortium	N/A
San Joaquin Adult Education Consortium (SJAEC)	Bookkeeping, Accounting, and Auditing Clerks, Childcare Workers, Computer Network Support Specialists, Computer User Support Specialists, Data Entry Keyers, Dental Assistants, Electricians, Firefighters, General and Operations Managers, Graphic Designers, Industrial Truck and Tractor Operators, Machinists, Medical Assistants, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Teaching Assistants, Except Postsecondary, Welders, Cutters, Solderers, and Brazers
Sequoias Adult Education Consortium (SAEC)	Childcare Workers, Construction Laborers, Cooks, Restaurant; Cooks, Institution and Cafeteria, Electrical and Electronics Repairers, Commercial and Industrial Equipment, General and Operations Managers, Health Information Technologists and Medical Registrars, Heavy and Tractor-Trailer Truck Drivers, Home Health and Personal Care Aides, Industrial Truck and Tractor Operators, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Licensed Practical and Licensed Vocational Nurses, Maintenance and Repair Workers, General, Medical Assistants, Nursing Assistants, Pesticide Handlers, Sprayers, and Applicators, Vegetation, Phlebotomists, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Teaching Assistants, Except Postsecondary, Welders, Cutters, Solderers, and Brazers
Stanislaus Mother Lode Consortium	Bus Drivers, School, Bus Drivers, Transit and Intercity, Childcare Workers, Electro-Mechanical and Mechatronics Technologists and Technicians, Emergency Medical Technicians, Heavy and Tractor-Trailer Truck Drivers, Home Health and Personal Care Aides, Industrial Truck and Tractor Operators, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Medical Assistants, Nursing Assistants, Phlebotomists, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Sheet Metal Workers, Teaching Assistants, Except Postsecondary, Umpires, Referees, and Other Sports Officials, Welders, Cutters, Solderers, and Brazers
State Center Adult Education Consortium (SCAEC)	Automotive Body and Related Repairers, Automotive Service Technicians and Mechanics, Bookkeeping, Accounting, and Auditing Clerks, Bus Drivers, School, Bus Drivers, Transit and Intercity, Construction Laborers, Cooks, Restaurant; Cooks, Institution and Cafeteria, Customer Service Representatives, Emergency Medical Technicians, Firefighters, Food Preparation Workers, Food Service Managers, General and Operations Managers, Health Information Technologists and Medical Registrars, Heating, Air Conditioning, and Refrigeration Mechanics and Installers, Home Health and Personal Care Aides, Industrial Truck and Tractor Operators, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Licensed Practical and Licensed Vocational Nurses, Medical Assistants, Nursing Assistants, Office Clerks, General, Operating Engineers and Other Construction Equipment Operators, Pharmacy Technicians, Phlebotomists, Public Safety Telecommunicators, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Security Guards, Teaching Assistants, Except Postsecondary, Welders, Cutters, Solderers, and Brazers
West Hills Adult Education Consortium (WHAEC)	Automotive Service Technicians and Mechanics, Electricians, Heating, Air Conditioning, and Refrigeration Mechanics and Installers, Industrial Truck and Tractor Operators, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive, Teaching Assistants, Except Postsecondary

Adult Education Consortia	Career Education Providers
West Kern Adult Education Network (WKAEN)	Construction Laborers, Home Health and Personal Care Aides, Industrial Truck and Tractor Operators, Security Guards, Teaching Assistants, Except Postsecondary, Welders, Cutters, Solderers, and Brazers

Source: CVML Adult Education CTE Repository

Exhibit 14. For-Credit and Noncredit Community College Programs by Adult Education-Related Occupation

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
Aircraft Mechanics and Service Technicians (49-3011)	Agricultural Power Equipment Technology (0116.00)	Yes	Yes
	Aeronautical and Aviation Technology (0950.00)	Yes	No
	Aviation Airframe Mechanics (0950.10)	Yes	No
	Aviation Powerplant Mechanics (0950.20)	Yes	No
	Aircraft Fabrication (0950.50)	No	No
Audio and Video Technicians (27-4011)	Commercial Music (1005.00)	Yes	No
	Applied Photography (1012.00)	Yes	Yes
Automotive Body and Related Repairers (49-3021)	Automotive Collision Repair (0949.00)	Yes	Yes
Automotive Service Technicians and Mechanics (49-3023)	Diesel Technology (0947.00)	Yes	No
	Automotive Technology (0948.00)	Yes	Yes
	Alternative Fuels and Advanced Transportation Technology (0948.40)	Yes	Yes
	Manufacturing and Industrial Technology (0956.00)	Yes	Yes
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Accounting (0502.00)	Yes	Yes
Bus Drivers, Transit and Intercity (53-3052)	Truck and Bus Driving (0947.50)	Yes	Yes
Cardiovascular Technologists and Technicians (29-2031)	Cardiovascular Technician (1213.00)	No	No
	Electrocardiography (1215.00)	No	No
Childcare Workers (39-9011)	Child Development/Early Care and Education (1305.00)	Yes	Yes
	Child and Adolescent Development (1305.10)	Yes	No
	Preschool Age Children (1305.40)	Yes	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
	The School Age Child (1305.50)	Yes	No
	Infants and Toddlers (1305.90)	Yes	No
Community Health Workers (21-1094)	Health Education (0837.00)	No	No
	Health Occupations, General (1201.00)	Yes	Yes
	Community Health Care Worker (1261.00)	Yes	Yes
Computer Network Support Specialists (15-1231)	Information Technology, General (0701.00)	Yes	Yes
	Computer Information Systems (0702.00)	Yes	Yes
	Computer Science (Transfer) (0706.00)	Yes	No
	Computer Software Development (0707.00)	Yes	No
	Computer Programming (0707.10)	Yes	Yes
	Computer Systems Analysis (0707.30)	Yes	No
	Computer Infrastructure and Support (0708.00)	Yes	Yes
	Computer Networking (0708.10)	Yes	Yes
	Computer Support (0708.20)	Yes	No
	World Wide Web Administration (0709.00)	Yes	No
Customer Service Representatives (43-4051)	Agriculture Business, Sales and Service (0112.00)	Yes	No
	Computer Infrastructure and Support (0708.00)	Yes	Yes
	Computer Support (0708.20)	Yes	No
	Health Information Technology (1223.00)	Yes	No
	Customer Service (0518.00)	No	Yes
Data Entry Keyers (43-9021)	Office Technology/Office Computer Applications (0514.00)	Yes	Yes
	Software Applications (0702.10)	Yes	No
	Printing and Lithography (0936.00)	No	No
Dental Assistants (31-9091)	Dental Occupations (1240.00)	No	No
	Dental Assistant (1240.10)	Yes	No
	Computer Electronics (0934.10)	No	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)	Industrial Electronics (0934.20)	Yes	No
	Electro-Mechanical Technology (0935.00)	Yes	Yes
Electricians (47-2111)	Electrical (0952.20)	Yes	No
Electro-Mechanical and Mechatronics Technologists and Technicians (17-3024)	Engineering Technology, General (requires Trigonometry) (0924.00)	Yes	No
	Electron Microscopy (0934.70)	Yes	No
	Electro-Mechanical Technology (0935.00)	Yes	Yes
	Instrumentation Technology (0943.00)	Yes	No
	Manufacturing and Industrial Technology (0956.00)	Yes	Yes
Emergency Medical Technicians (29-2042)	Emergency Medical Services (1250.00)	Yes	No
Firefighters (33-2011)	Fire Technology (2133.00)	Yes	Yes
	Wildland Fire Technology (2133.10)	Yes	No
	Fire Academy (2133.50)	Yes	No
Food Service Managers (11-9051)	Viticulture, Enology, and Wine Business (0104.00)	Yes	No
	Dietetic Services and Management (1306.20)	Yes	No
	Hospitality (1307.00)	Yes	No
	Restaurant and Food Services and Management (1307.10)	Yes	No
	Lodging Management (1307.20)	Yes	No
General and Operations Managers (11-1021)	Veterinary Technician (Licensed) (0102.10)	Yes	No
	Parks and Outdoor Recreation (0115.10)	Yes	No
	Business and Commerce, General (0501.00)	Yes	No
	Banking and Finance (0504.00)	No	No
	Business Administration (0505.00)	Yes	Yes
	Business Management (0506.00)	Yes	Yes
	Small Business and Entrepreneurship (0506.40)	Yes	Yes
	Retail Store Operations and Management (0506.50)	Yes	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
	International Business and Trade (0508.00)	Yes	No
	Insurance (0512.00)	No	No
	Recreation Assistant (0836.10)	Yes	No
	Public Administration (2102.00)	No	No
Graphic Designers (27-1024)	Digital Media (0614.00)	Yes	Yes
	Website Design and Development (0614.30)	Yes	No
	Computer Graphics and Digital Imagery (0614.60)	Yes	No
	Software Applications (0702.10)	Yes	No
	E-Commerce (Technology emphasis) (0709.10)	No	No
	Drafting Technology (0953.00)	Yes	No
	Manufacturing and Industrial Technology (0956.00)	Yes	Yes
	Applied Design (1009.00)	No	No
	Commercial Art (1013.00)	Yes	No
	Graphic Art and Design (1030.00)	Yes	Yes
Health Information Technologists and Medical Registrars (29-9021)	Health Facility Unit Coordinator (1208.30)	No	No
	Surgical Technician (1217.00)	No	No
	Health Information Technology (1223.00)	Yes	No
	Health Information Coding (1223.10)	Yes	No
Health Technologists and Technicians, All Other (29-2099)	Respiratory Care/Therapy (1210.00)	Yes	No
	Polysomnography (1211.00)	No	No
	Electro-Neurodiagnostic Technology (1212.00)	No	No
	Health Information Technology (1223.00)	Yes	No
	Health Information Coding (1223.10)	Yes	No
	Radiologic Technology (1225.00)	Yes	Yes
	Radiation Therapy Technician (1226.00)	No	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	Environmental Control Technology (HVAC) (0946.00)	Yes	Yes
Heavy and Tractor-Trailer Truck Drivers (53-3032)	Truck and Bus Driving (0947.50)	Yes	Yes
Home Health and Personal Care Aides (31-1128)	Home Health Aide (1230.80)	No	No
Licensed Practical and Licensed Vocational Nurses (29-2061)	Nursing (1230.00)	No	No
	Licensed Vocational Nursing (1230.20)	Yes	No
Machinists (51-4041)	Machining and Machine Tools (0956.30)	Yes	No
Maintenance and Repair Workers, General (49-9071)	Industrial Systems Technology and Maintenance (0945.00)	Yes	No
Manufactured Building and Mobile Home Installers (49-9095)	Civil and Construction Management Technology (0957.00)	Yes	No
Market Research Analysts and Marketing Specialists (13-1161)	Business and Commerce, General (0501.00)	Yes	No
	Business Administration (0505.00)	Yes	Yes
	Business Management (0506.00)	Yes	Yes
	Marketing and Distribution (0509.00)	Yes	Yes
	E-Commerce (Business emphasis) (0509.70)	No	No
	Fashion Merchandising (1303.20)	Yes	No
	Travel Services and Tourism (3009.00)	No	No
Medical Assistants (31-9092)	Medical Assisting (1208.00)	Yes	No
	Clinical Medical Assisting (1208.10)	Yes	No
	Health Facility Unit Coordinator (1208.30)	No	No
Medical Secretaries and Administrative Assistants (43-6013)	Veterinary Technician (Licensed) (0102.10)	Yes	No
	Medical Office Technology (0514.20)	Yes	Yes
	Medical Assisting (1208.00)	Yes	No
	Administrative Medical Assisting (1208.20)	Yes	No
	Health Facility Unit Coordinator (1208.30)	No	No
	Health Information Coding (1223.10)	Yes	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
Nursing Assistants (31-1131)	School Health Clerk (1224.00)	No	No
	Nursing (1230.00)	No	No
	Certified Nurse Assistant (1230.30)	Yes	Yes
	Home Health Aide (1230.80)	No	No
Office Clerks, General (43-9061)	Office Technology/Office Computer Applications (0514.00)	Yes	Yes
Operating Engineers and Other Construction Equipment Operators (47-2073)	Diesel Technology (0947.00)	Yes	No
	Heavy Equipment Operation (0947.30)	Yes	No
Pesticide Handlers, Sprayers, and Applicators, Vegetation (37-3012)	Landscape Design and Maintenance (0109.10)	Yes	No
	Nursery Technology (0109.30)	Yes	No
	Turfgrass Technology (0109.40)	No	No
Pharmacy Technicians (29-2052)	Pharmacy Technology (1221.00)	Yes	Yes
Phlebotomists (31-9097)	Phlebotomy (1205.10)	No	No
Public Safety Telecommunicators (43-5031)	Other Public and Protective Services (2199.00)	Yes	No
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	Office Technology/Office Computer Applications (0514.00)	Yes	Yes
Security Guards (33-9032)	Other Public and Protective Services (2199.00)	Yes	No
Sheet Metal Workers (47-2211)	Sheet Metal and Structural Metal (0956.40)	Yes	No
Surgical Technologists (29-2055)	Surgical Technician (1217.00)	No	No
Teaching Assistants, Except Postsecondary (25-9045)	Education, General (Pre-Professional) (Transfer) (0801.00)	No	No
	Educational Aide (Teacher Assistant) (0802.00)	Yes	Yes
	Educational Aide (Teacher Assistant), Bilingual (0802.10)	No	No
	Special Education (0809.00)	Yes	No
	Child Development/Early Care and Education (1305.00)	Yes	Yes
	Child and Adolescent Development (1305.10)	Yes	No
	Children with Special Needs (1305.20)	Yes	No
	Preschool Age Children (1305.40)	Yes	No

Occupation Title (SOC Code)	Program Title (TOP Code)	For-Credit Program Offered	Noncredit Program Offered
	The School Age Child (1305.50)	Yes	No
	Infants and Toddlers (1305.90)	Yes	No
Welders, Cutters, Solderers, and Brazers (51-4121)	Welding Technology (0956.50)	Yes	Yes

Source: Chancellor's Office Curriculum Inventory (COCI).

Exhibit 15. Community College For-Credit Program Award Table, Program Years 2021-22 through 2023-24

Program Title	College	3-Year Average Award
Accounting	Bakersfield, Clovis, Coalinga, Columbia, Fresno City, Lemoore, Madera, Merced, Modesto, Porterville, Reedley College, San Joaquin Delta, Sequoias	288
Administrative Medical Assisting	Cerro Coso	24
Aeronautical and Aviation Technology	Reedley College	39
Agricultural Power Equipment Technology	Bakersfield, Merced, Modesto, Reedley College, San Joaquin Delta, Sequoias	309
Agriculture Business, Sales and Service	Bakersfield, Lemoore, Madera, Merced, Modesto, Porterville, Reedley College, San Joaquin Delta, Sequoias	261
Applied Photography	Bakersfield, Fresno City, Merced, Modesto, San Joaquin Delta	58
Automotive Collision Repair	Fresno City, Modesto, San Joaquin Delta	45
Automotive Technology	Bakersfield, Columbia, Fresno City, Merced, Modesto, Reedley College, San Joaquin Delta, Sequoias	449
Aviation Airframe Mechanics	Reedley College	14
Aviation Powerplant Mechanics	Reedley College	10
Business Administration	Bakersfield, Cerro Coso, Clovis, Coalinga, Columbia, Fresno City, Lemoore, Madera, Modesto, Porterville, Reedley College, San Joaquin Delta, Sequoias, Taft	1342
Business and Commerce, General	Columbia, Madera, Merced, Porterville, Reedley College, San Joaquin Delta, Sequoias, Taft	330
Business Management	Cerro Coso, Clovis, Coalinga, Columbia, Fresno City, Lemoore, Modesto, Porterville, Reedley College	148
Certified Nurse Assistant	Reedley College	5
Child and Adolescent Development	Bakersfield, Coalinga, Sequoias	87

Program Title	College	3-Year Average Award
Child Development/Early Care and Education	Bakersfield, Cerro Coso, Clovis, Coalinga, Columbia, Fresno City, Lemoore, Madera, Merced, Modesto, Porterville, Reedley College, San Joaquin Delta, Sequoias, Taft	2,056
Children with Special Needs	Fresno City, Madera, Modesto, Reedley College, Taft	19
Civil and Construction Management Technology	Bakersfield	7
Clinical Medical Assisting	Cerro Coso, Fresno City	142
Commercial Art	Porterville	3
Commercial Music	Bakersfield, Clovis, Fresno City, Modesto, Sequoias	51
Computer Graphics and Digital Imagery	Modesto	33
Computer Information Systems	Cerro Coso, Clovis, Columbia, Fresno City, Merced, Porterville, Reedley College, San Joaquin Delta, Sequoias	161
Computer Infrastructure and Support	Bakersfield, Lemoore	8
Computer Networking	Cerro Coso, Clovis, Fresno City, Lemoore, Merced, Modesto, Reedley College, San Joaquin Delta, Sequoias	125
Computer Programming	Clovis, Columbia, Lemoore, Merced, Modesto, Reedley College, San Joaquin Delta	41
Computer Science (transfer)	Bakersfield, Clovis, Madera, Merced, Modesto, Reedley College, San Joaquin Delta, Sequoias	194
Computer Software Development	Clovis, Lemoore	4
Computer Support	Clovis, Madera, Reedley College	9
Computer Systems Analysis	Merced	1
Dental Assistant	Fresno City, Reedley College	46
Diesel Technology	Fresno City, San Joaquin Delta	11
Dietetic Services and Management	Bakersfield, Fresno City, Merced	13
Digital Media	Cerro Coso, Columbia, Fresno City, Merced, San Joaquin Delta	39
Drafting Technology	Bakersfield, Fresno City, San Joaquin Delta	41
Educational Aide (Teacher Assistant)	Bakersfield, Fresno City, San Joaquin Delta	51
Electrical	Bakersfield, Merced, Modesto, San Joaquin Delta, Sequoias	160

Program Title	College	3-Year Average Award
Electro-Mechanical Technology	Bakersfield, Fresno City, Modesto, San Joaquin Delta	88
Electron Microscopy	San Joaquin Delta	13
Emergency Medical Services	Columbia, Modesto	18
Engineering Technology, General (requires Trigonometry)	Bakersfield, Merced	5
Environmental Control Technology (HVAC)	Bakersfield, Coalinga, Fresno City, Merced, San Joaquin Delta, Sequoias	129
Fashion Merchandising	Fresno City, San Joaquin Delta, Sequoias	17
Fire Academy	Bakersfield, Fresno City, Modesto	72
Fire Technology	Bakersfield, Columbia, Fresno City, Merced, Modesto, Porterville, Reedley College, Sequoias	208
Graphic Art and Design	Bakersfield, Fresno City, San Joaquin Delta, Sequoias	58
Health Information Coding	Fresno City	10
Health Information Technology	Bakersfield, Fresno City	15
Health Occupations, General	Bakersfield, Columbia, Fresno City, Modesto, San Joaquin Delta, Taft	329
Heavy Equipment Operation	Coalinga	11
Hospitality	Lemoore	4
Industrial Electronics	Fresno City, Modesto	26
Industrial Systems Technology and Maintenance	Bakersfield, Clovis, Fresno City, Lemoore, Madera, Merced, San Joaquin Delta, Sequoias	128
Infants and Toddlers	Fresno City, Merced	12
Information Technology, General	Bakersfield, Cerro Coso, Lemoore, Modesto, Porterville, Reedley College, San Joaquin Delta	25
Instrumentation Technology	Lemoore, Modesto	8
Landscape Design and Maintenance	San Joaquin Delta, Sequoias	5
Licensed Vocational Nursing	Bakersfield, Cerro Coso, Madera, Merced	121

Program Title	College	3-Year Average Award
Lodging Management	Lemoore	1
Machining and Machine Tools	Madera, Modesto, Reedley College, San Joaquin Delta	28
Manufacturing and Industrial Technology	Bakersfield, Fresno City, Madera, Modesto, Porterville, Reedley College	78
Marketing and Distribution	Fresno City, Merced, Modesto, San Joaquin Delta	25
Medical Assisting	Cerro Coso, Modesto	103
Medical Office Technology	Fresno City, Madera, Merced, Reedley College, San Joaquin Delta	118
Nursery Technology	Modesto, San Joaquin Delta	1
Office Technology/Office Computer Applications	Bakersfield, Cerro Coso, Fresno City, Lemoore, Madera, Merced, Modesto, Reedley College, San Joaquin Delta, Taft	243
Other Public and Protective Services	Porterville	8
Parks and Outdoor Recreation	Reedley College	7
Pharmacy Technology	Sequoias	15
Preschool Age Children	San Joaquin Delta	39
Radiologic Technology	Bakersfield, Fresno City, Merced, San Joaquin Delta	78
Respiratory Care/Therapy	Fresno City, Modesto	51
Restaurant and Food Services and Management	Columbia, Fresno City, Lemoore	25
Retail Store Operations and Management	Coalinga, Fresno City, Lemoore, San Joaquin Delta	68
Sheet Metal and Structural Metal	Bakersfield	12
Small Business and Entrepreneurship	Cerro Coso, Clovis, Columbia, Merced, Modesto, Porterville, San Joaquin Delta	29
Software Applications	Coalinga, Lemoore, Modesto, San Joaquin Delta	26
Special Education	Fresno City, Sequoias, Taft	4
The School-Age Child	Reedley College	0
Truck and Bus Driving	Coalinga	2

Program Title	College	3-Year Average Award
Veterinary Technician (Licensed)	Modesto	57
Viticulture, Enology, and Wine Business	Reedley College	0
Website Design and Development	Bakersfield, Cerro Coso, Clovis	12
Welding Technology	Bakersfield, Cerro Coso, Coalinga, Columbia, Fresno City, Madera, Merced, Modesto, Reedley College, San Joaquin Delta, Sequoias, Taft	384
Wildland Fire Technology	Bakersfield, Reedley College	3
World Wide Web Administration	Fresno City	9

Source: Chancellor's Office Curriculum Inventory (COCI), DataMart.



IMPORTANT DISCLAIMERS AND LIMITATIONS

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This 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 qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor the California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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