Labor Market Assessment:
Mechanical and Industrial Technologists and Technicians (0956.00 Manufacturing and Industrial Technology)

Inland Empire/Desert Center of Excellence, Feb 2026

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FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	**Yes** ✓	No ☐
	Comments: There is *projected* to be **38 annual job openings** throughout the Inland Empire/Desert region, which is more than the **10 annual average awards conferred by educational institutions over the last 3 years.** Supply data includes both community college awards (10) and non-community college awards (0).	
Living Wage	**Yes** ✓	No ☐
	Comments: **All** occupations **have entry-level hourly wages $3 - $14 above the IE/D living wage of 20.42.**[1]	
Education	**Yes** ✓	No ☐
	Comments: **All occupations** have **associate degree** as their **typical entry-level education level**, and **more** than 33% of all workers in the field (50%) have completed **some college or an associate degree** as their **highest level of education**. See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
  - Electro-Mechanical and Mechatronics Technologists and Technicians (17-3024)
  - Industrial Engineering Technologists and Technicians (17-3026)
  - Mechanical Engineering Technologists and Technicians (17-3027)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 3% through 2029, with 38 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above living wage at the 25th percentile hourly wage ranging from $23.92 to $34.22 in IE/D.
- There were 331 online job postings from 123 employers over the past 12 months with the highest postings for production technicians and mechatronics technicians.
- Most job postings for target occupations require a high school diploma or equivalent (95%), followed by an associate degree (4%), and bachelor's degree (1%).

Supply

- On average, there were 10 annual awards conferred by educational institutions over the last 3 years in related fields: 10 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of $52,592 ($25.28 per hour).
- 62% of students that exited their program in 2022-23 reported that they are now earning a living wage.

[1] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

Introduction

California Community College Manufacturing and Industrial Technology (TOP 0956.00) programs prepare students for employment using engineering principles and technical skills for the manufacture of products and related industrial processes. Includes shaping and forming operations, materials handling, instrumentation and controls, and quality control. Includes Computer Aided Manufacturing and robotics. Also includes optimization theory, industrial and manufacturing planning, and related management skills (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Manufacturing and Industrial Technology programs lead to employment in occupations related to mechanical technology.

Job Demand

In 2024, there were 416 jobs in occupations related to mechanical technology in the IE/D region. Regional employment for this occupation group is projected to increase by 3% through 2029 with 38 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to mechanical technology, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Electro-Mechanical and Mechatronics Technologists and Technicians	17-3024	43	46	7%	22	4
Industrial Engineering Technologists and Technicians	17-3026	214	221	4%	98	20
Mechanical Engineering Technologists and Technicians	17-3027	159	161	2%	71	14
Total		**416**	**428**	**3%**	**191**	**38**

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for occupations related to mechanical technology using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.[2] While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to mechanical technology over the last 12 months and the median posting duration. Over the previous 12 months, there were 331 unique job postings for occupations related to mechanical technology in the region from 123 employers.

[2] *"Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology*

Exhibit 2. Job ads and posting duration, IE/D Region, Feb 2025 – Jan 2026

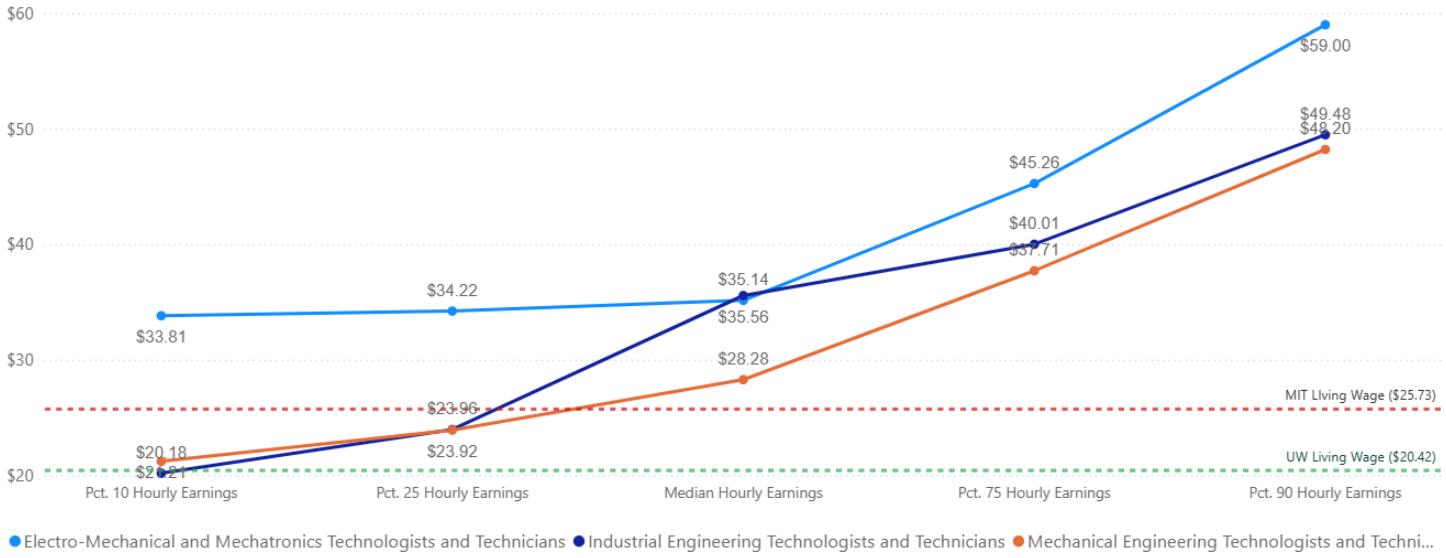
Job Title	Job Ads	Median Posting Duration
Industrial Engineering Technologists and Technicians	242	26 days
Electro-Mechanical and Mechatronics Technologists and Technicians	84	33 days
Mechanical Engineering Technologists and Technicians	5	20 days
Total	**331**	

SOURCE: LIGHTCAST 2026.1

Earnings

Exhibit 3 displays the hourly earnings for occupations related to mechanical technology compared to both the UW Self-Sufficiency Standard for the IE/D of $20.42[3] and the MIT IE/D living wage of $25.73.[4]

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Electro-Mechanical and Mechatronics Technologists and Technicians	$33.81	$34.22	$35.14	$45.26	$59.00
Industrial Engineering Technologists and Technicians	$20.18	$23.96	$35.56	$40.01	$49.48
Mechanical Engineering Technologists and Technicians	$21.21	$23.92	$28.28	$37.71	$48.20

SOURCE: 2026.1

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). However, only 1 of the 3 occupations listed was also above the MIT living wage for an adult with no children ($25.73) in projected entry-level earnings (see Exhibit 3).

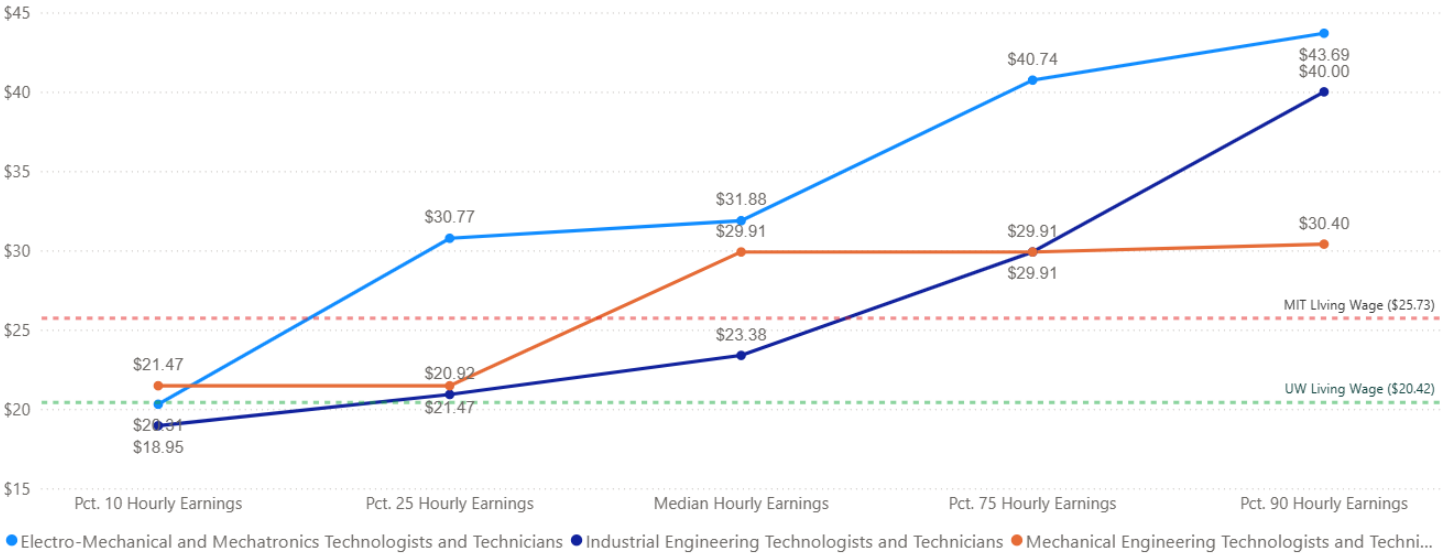
[3] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

[4] *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to mechanical technology over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between $21.47 and $30.77 (estimated to be equal to an annual salary between $44,658 and $64,002).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Feb 2025 – Jan 2026



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Electro-Mechanical and Mechatronics Technologists and Technicians	$20.31	$30.77	$31.88	$40.74	$43.69
Industrial Engineering Technologists and Technicians	$18.95	$20.92	$23.38	$29.91	$40.00
Mechanical Engineering Technologists and Technicians	$21.47	$21.47	$29.91	$29.91	$30.40

SOURCE: LIGHTCAST 2026.1

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to mechanical technology over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Feb 2025 – Jan 2026

Job Title	Unique Postings
Production Technicians	88
Mechatronics Technicians	41
Robotics Techs	28
Manufacturing Technicians	22
Operators	14
Line Operators	10
Technicians	7
Robotic Welders	5
Robotics Technicians	5
Master Technicians	4
Mechanical Technicians	4

SOURCE: LIGHTCAST 2026.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Cushman & Wakefield and CBRE had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Feb 2025 – Jan 2026

Company	Total/Unique (Feb 2025 - Jan 2026)	Posting Intensity	Median Posting Duration
Cushman & Wakefield	185 / 44	4 : 1	32 days
CBRE	41 / 13	3 : 1	34 days
Amazon	24 / 9	3 : 1	23 days
Mw Industries	13 / 9	1 : 1	34 days
Church & Dwight	63 / 7	9 : 1	36 days
Chaparral Motorsports	16 / 7	2 : 1	26 days
Eaton Corporation	19 / 6	3 : 1	26 days
Ameriflex	14 / 6	2 : 1	7 days
GXO Logistics	24 / 5	5 : 1	46 days
Ring Containers Ltd	12 / 5	2 : 1	23 days

SOURCE: LIGHTCAST 2026.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole. [5]

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Feb 2025 – Jan 2026

Common skills	Total Postings	Skill Growth Relative to Market
Troubleshooting (Problem Solving)	159	Growing
Communication	144	Lagging
Operations	136	Stable
Management	81	Stable
Microsoft Excel	69	Growing
Microsoft PowerPoint	62	Rapidly Growing
Detail Oriented	59	Stable
Microsoft Word	50	Stable
Problem Solving	46	Growing
Quality Control	44	Growing

[5] *"What are Lightcast Skill Projects", Lightcast Knowledge base, https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections*

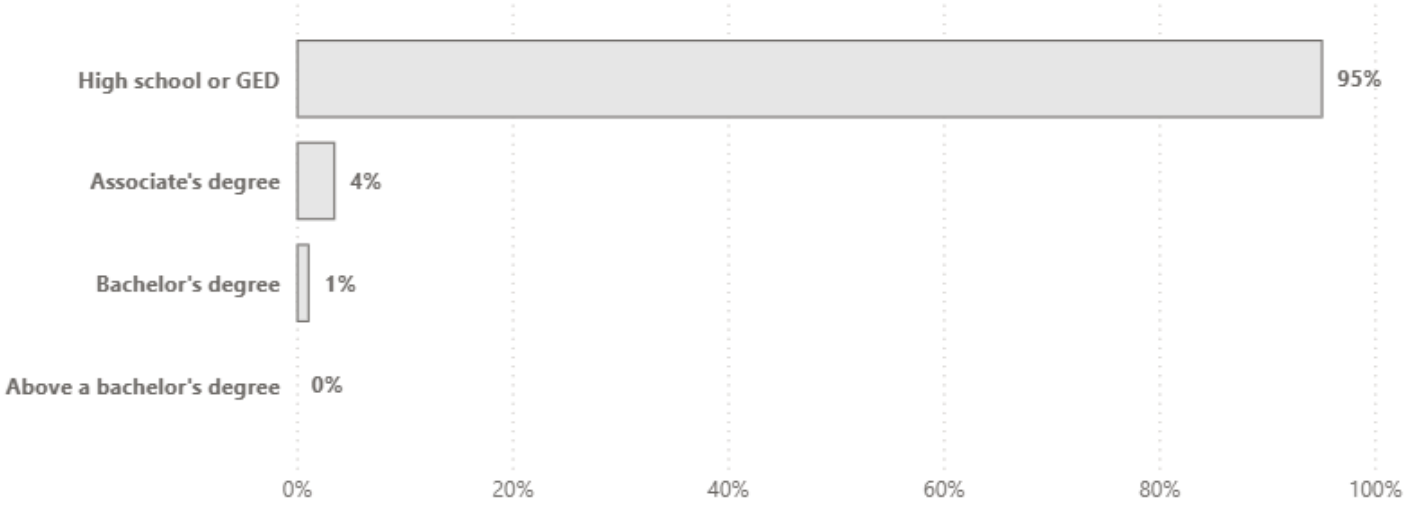
Specialized skills	Total Postings	Skill Growth Relative to Market
Packaging And Labeling	123	Growing
Safety Standards	94	Stable
Robotics	79	Growing
Machinery	70	Stable
Mechatronics	70	Stable
Warehousing	70	Growing
Safety Procedures	64	
Material Handling Equipment	63	Growing
Personal Protective Equipment	63	
Preventive Maintenance	61	Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	69	Growing
Microsoft PowerPoint	62	Rapidly Growing
Microsoft Word	50	Stable
Microsoft Office	29	Growing
Microsoft Outlook	18	Rapidly Growing
Microsoft Windows	10	Lagging
Disassembler	8	Growing
Inventory Control Systems	8	Growing
IBM Maximo	6	Stable
Operational Databases	6	Growing
R (Programming Language)	6	Rapidly Growing

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (95%) significantly greater than associate degree (4%) bachelor's degree (1%).

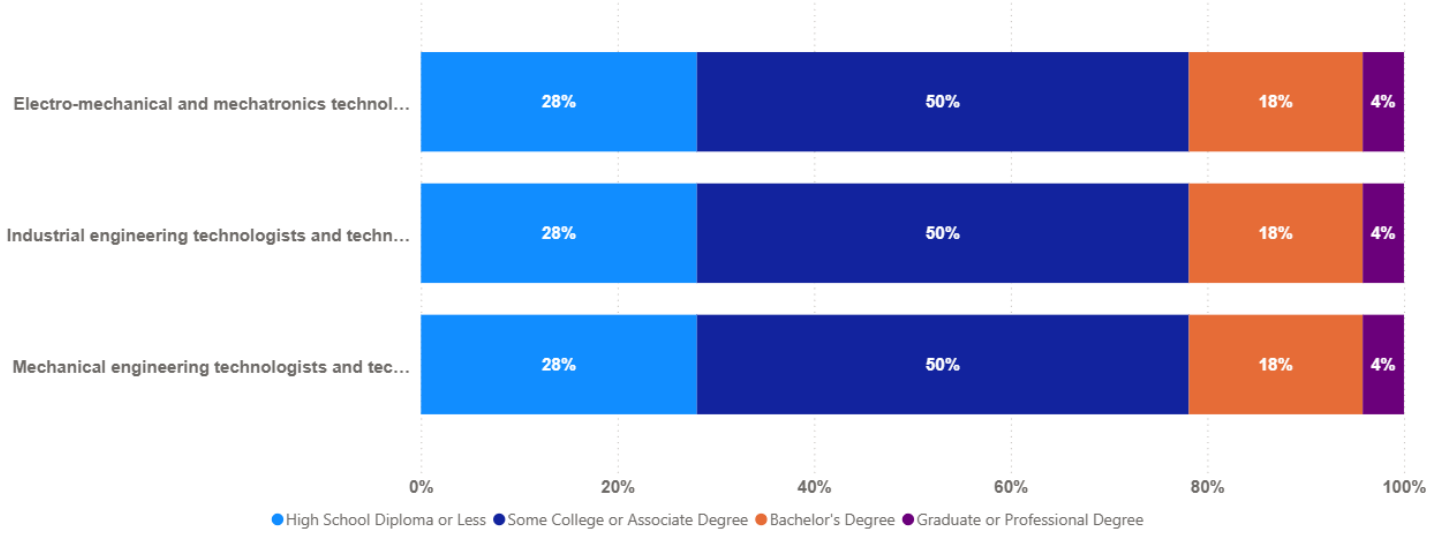
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Feb 2025 – Jan 2026



SOURCE: LIGHTCAST 2026.1

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 50% workers have completed some college or an associate degree as their highest level of education.

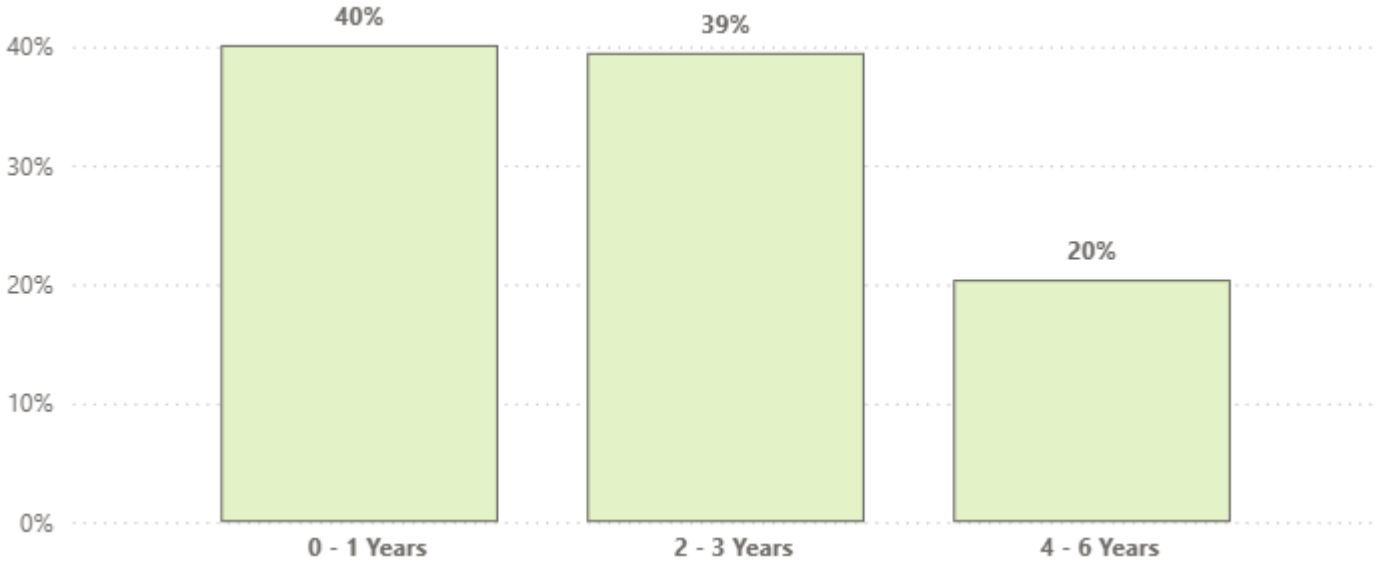
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The plurality (40%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Feb 2025 – Jan 2026



SOURCE: LIGHTCAST 2026.1

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Manufacturing and Industrial Technology (TOP 0956.00) programs over the last three academic years (2021-2024). In the previous three academic years, two regional community colleges issued an average of 10 awards in relevant programs.

Exhibit 11 Annual average community college awards for Manufacturing and Industrial Technology (TOP 0956.00), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0956.00	Manufacturing and Industrial Technology	Norco	4	5	14	8
0956.00	Manufacturing and Industrial Technology	San Bernardino	3	2	1	2
Total			**7**	**7**	**15**	**10**

SOURCE: MIS DATA MART

Non-Community College Supply

Student award completion data was not found in the IE/D for other related non-community college programs: 3-D Modeling and Design Technology/Technician (CIP 15.1307), Automotive Engineering Technology/Technician (CIP 15.0803), Mechanical/Mechanical Engineering Technology/Technician (CIP 15.0805), Robotics Technology/Technician (CIP 15.0405), Manufacturing Engineering Technology/Technician (CIP 15.0613), Metallurgical Technology/Technician (CIP 15.0611), Industrial and Product Design (CIP 50.0404), Mechatronics, Robotics, and Automation Engineering Technology/Technician (CIP 15.0407), Boilermaking/Boilermaker (CIP 48.0801).

In the previous three academic years (2020-2023), 0 regional non-community college institutions issued an average of 0 awards in relevant programs.

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12 Manufacturing and Industrial Technology strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	83	5,495
Earned 9+ Career Education Units	42%	41%
Completed Noncredit Workforce Preparation Milestone	-	23%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	-	7%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	0%	3%
Median Annual Earnings	$52,592	$58,476
Median Change in Earnings	57%	38%
Attained Living Wage	62%	61%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California. The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is $20.07 per hour ($42,392 annually). The living wage for one adult in Riverside County is $20.76 per hour ($43,854 annually). The average living wage to represent Inland Empire/Desert is $20.42 per hour ($43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). *Living wage calculator*. Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is $25.17 per hour ($52,353.60 annually). The living wage for one adult in Riverside County is $26.30 per hour ($54,704 annually). The average living wage to represent Inland Empire/Desert is $25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report