



EQUITY GAPS IN PRIORITY JOBS AND PROGRAMS



THE REPORT

Body: 28 pages

Appendices: 52 pages

Recommendations: 2

RESEARCH OBJECTIVES

ANALYZE

1. Labor market information (Demand)
2. Post-secondary education data (Supply)



IDENTIFY

1. Priority jobs
2. Priority programs
3. Equity gaps based on age, gender, and race/ethnicity

KEY DEFINITIONS

PRIORITY JOB:

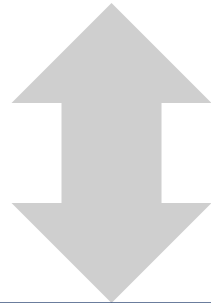
- Requires at least high school diploma but less than a bachelor's degree
- Has 50 annual job openings or more in San Diego County
- Pays at or above the living wage of \$18.43 per hour for a single adult
- Typically requires fewer than 5 years of work experience

PRIORITY PROGRAM:

- Community college that trains for a priority job

EACH JOB AND PROGRAM HAS A CODE (IDENTIFIER)

STANDARD OCCUPATIONAL CLASSIFICATION (SOC)



TAXONOMY OF PROGRAMS (TOP)
(CA COMMUNITY COLLEGES)

91

**PRIORITY JOBS
OR SOC CODES**

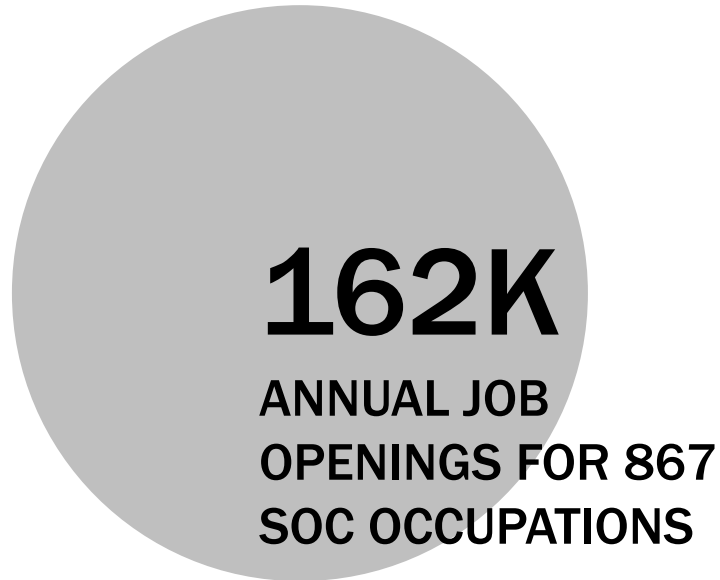
98

**PRIORITY
PROGRAMS OR TOP
CODES**

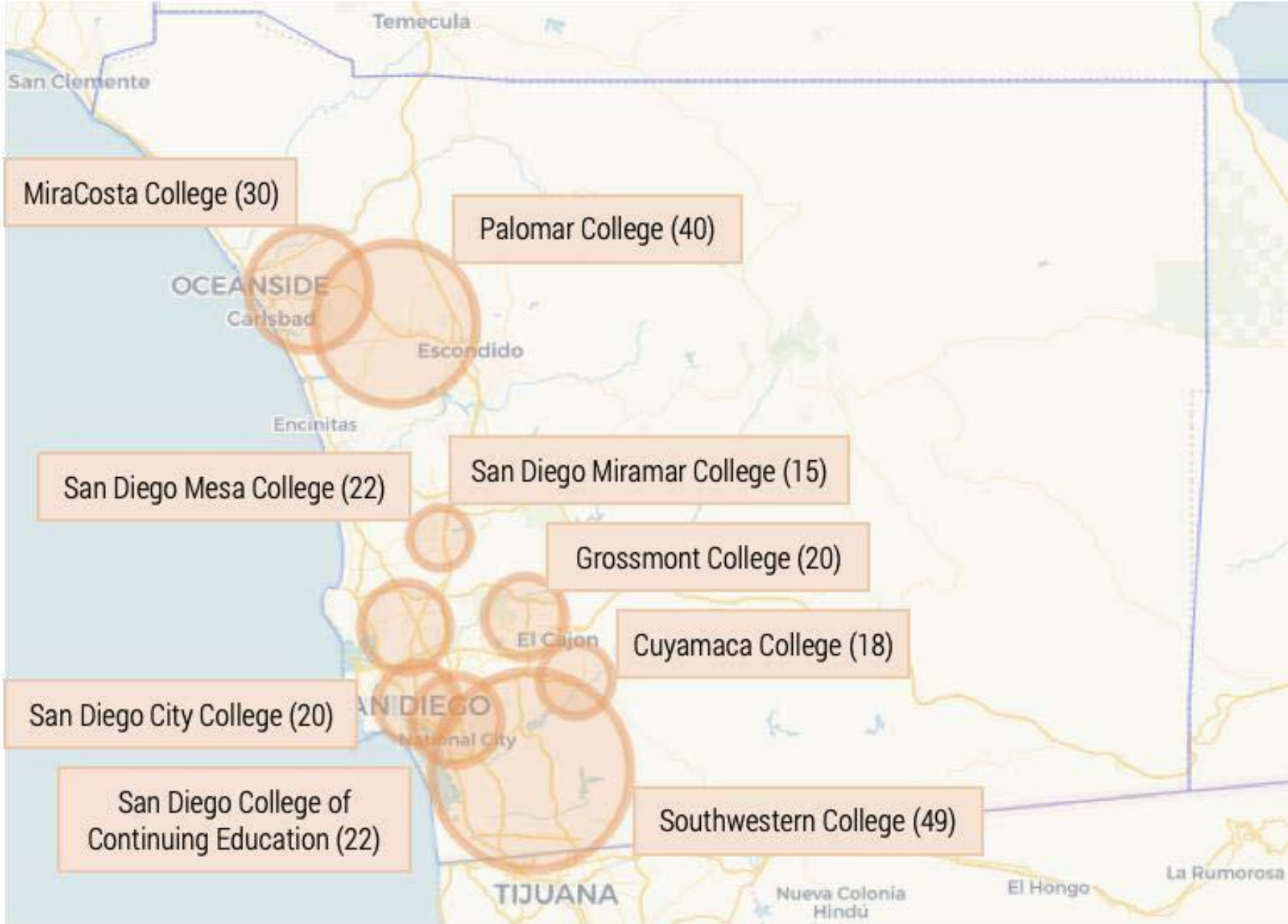
Of the 867 occupations in the SOC system, only 91 occupations (10%) met the definition for priority jobs.



Priority jobs = 13% of all annual job openings in San Diego County



98 TOP CODES HAVE 236 PROGRAMS



**236 ACTIVE PROGRAMS
(FALL 2021)**

EXAMPLE: MULTIPLE PRIORITY PROGRAMS IN ONE TOP CODE



Fire Technology
(TOP CODE: 2133.0)

Fire Science Technology
(Associate's)

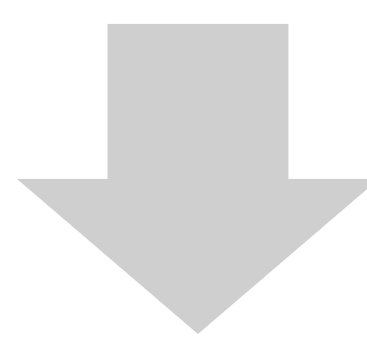
Company Office
Certification
(Certificate)

Fire Science Technology
(Certificate)

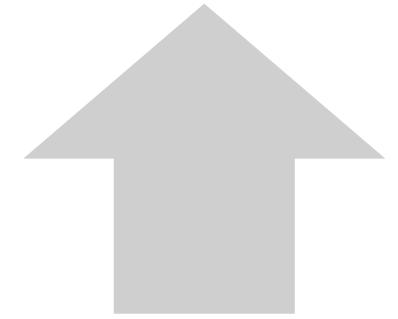
HOW DID WE IDENTIFY EQUITY GAPS IN PRIORITY JOBS?

What's the demographic composition of the **labor force** in terms of gender, age, and race/ethnicity?

How does the demographic composition of **priority jobs** compare?

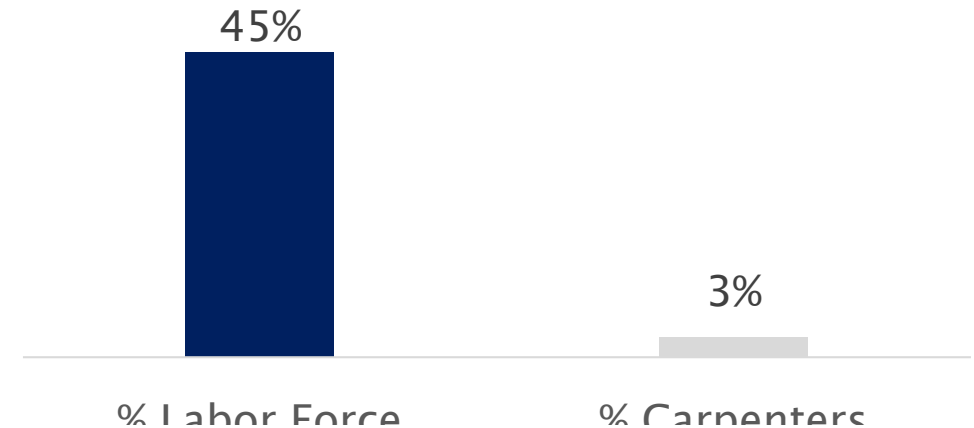


UNDERREPRESENTATION



OVERREPRESENTATION

**EXAMPLE: FEMALES IN CARPENTRY
(SOC CODE: 47-2031)**



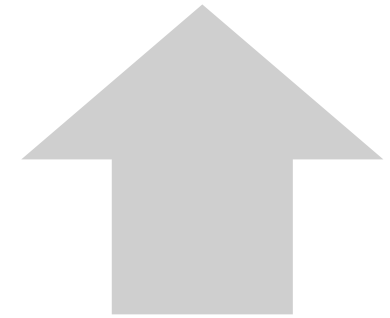
HOW DID WE IDENTIFY EQUITY GAPS IN PRIORITY PROGRAMS?

What's the demographic composition of the **community college student population** in terms of gender, age, and race/ethnicity?

How does the demographic composition of **program enrollments** compare?



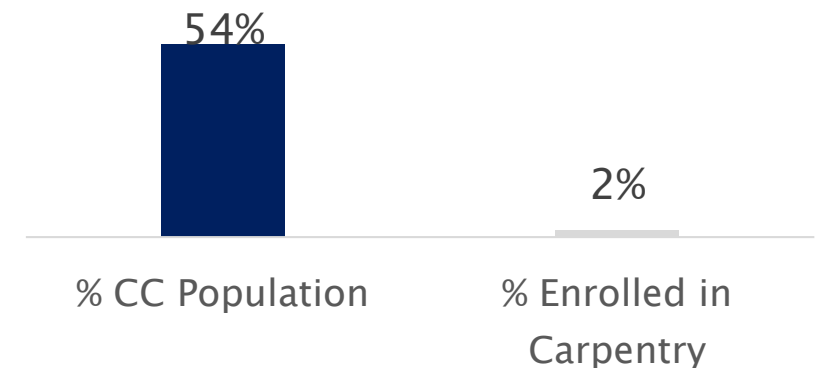
UNDERREPRESENTATION



OVERREPRESENTATION

N

EXAMPLE: FEMALES ENROLLED IN CARPENTRY (TOP CODE: 0952.10)

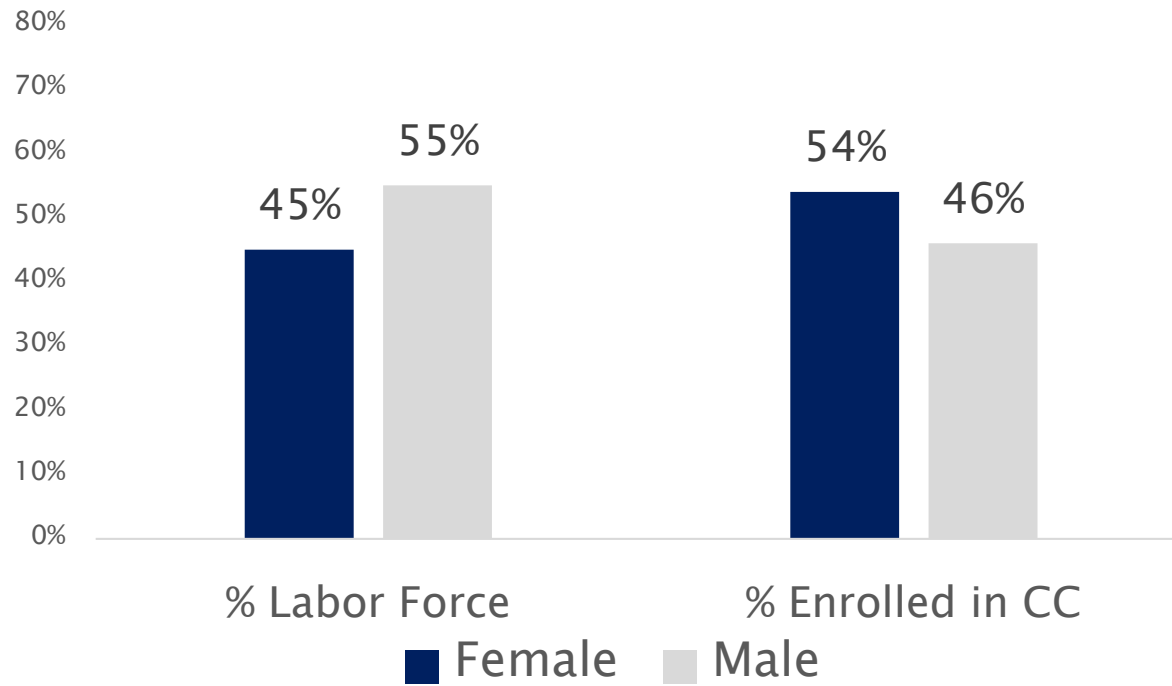


GET READY...

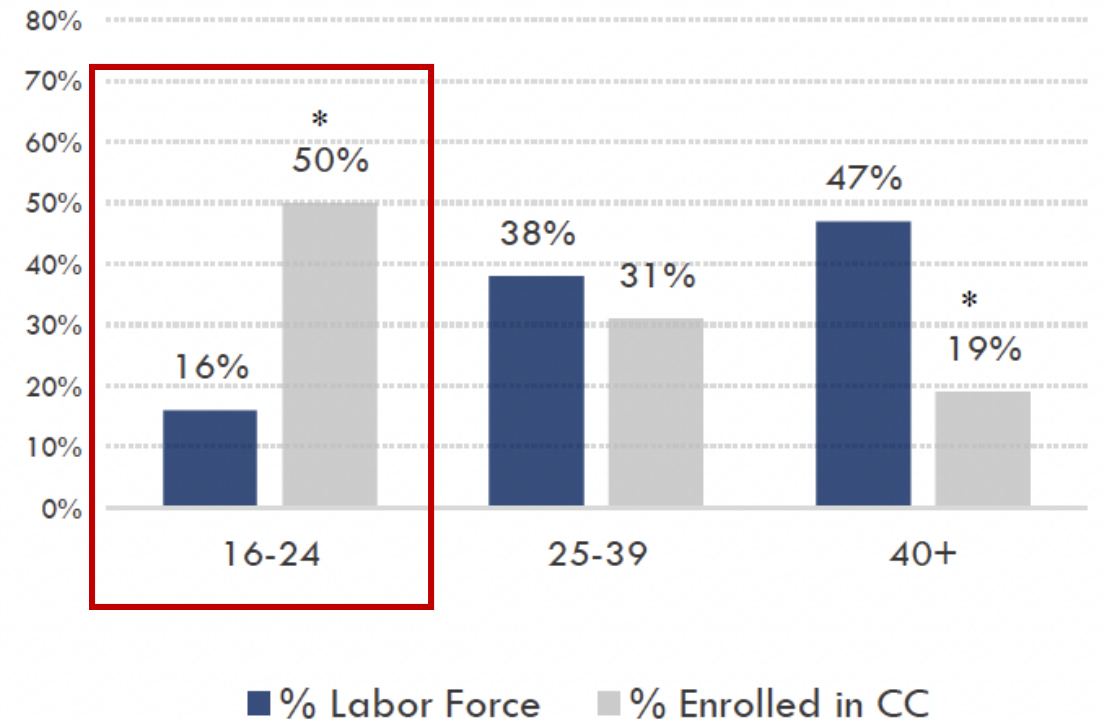


ESTABLISHING THE BASELINE

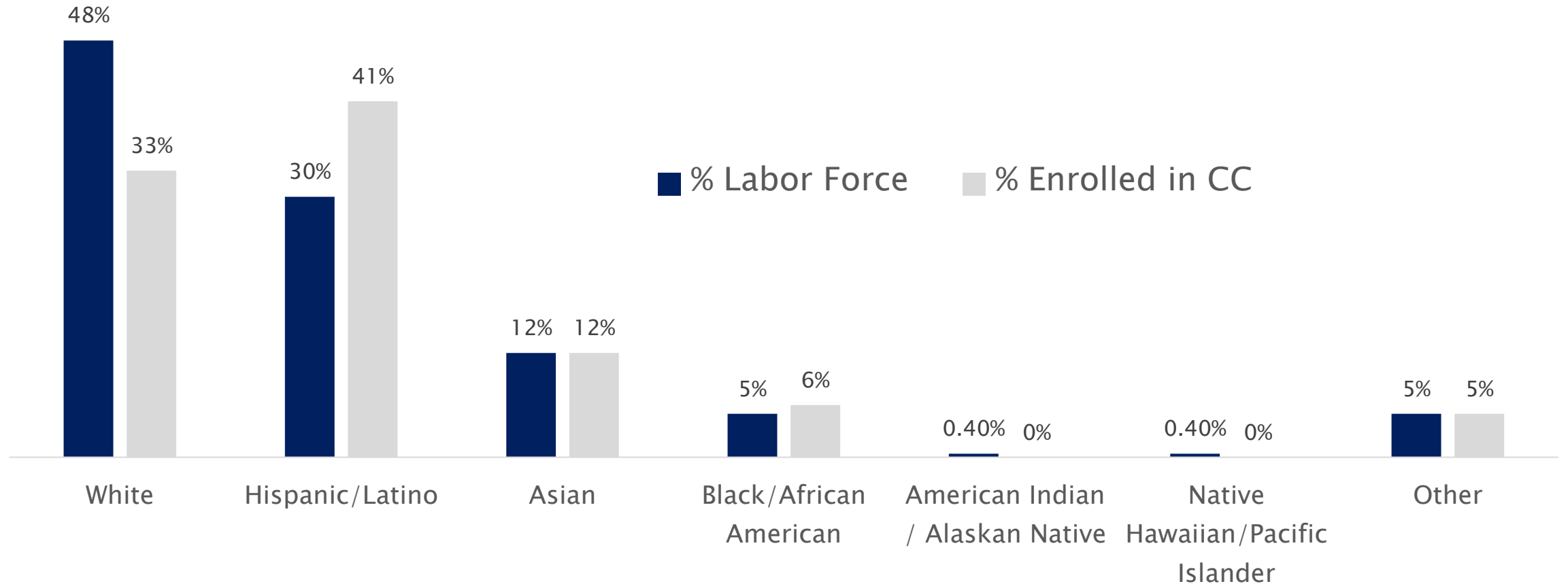
Gender



Age



ESTABLISHING THE BASELINE



of Priority Jobs with Significant Under- Overrepresentation by Demographic Group

Demographic Group	# of Jobs with Underrepresentation	# Jobs with Overrepresentation
Females	56	
Males	33	
Ages 55 and older		47
BIPOC	72	
BIPOC Women	19	
BIPOC Men	14	

of Priority Programs with Significant Underrepresentation by Demographic Group

Demographic Group	# of Programs with Underrepresentation
Females	40
Males	18
Ages 19 and younger	32
BIPOC	44
BIPOC Women	22
BIPOC Men	2

REMEMBER, PRIORITY JOB....

- Requires at least high school diploma but less than a bachelor's degree
- Has 50 annual job openings or more in San Diego County
- Pays at or above the living wage of \$18.43 per hour for a single adult
- Typically requires fewer than 5 years of work experience

FEMALES WERE UNDERREPRESENTED IN 56 PRIORITY JOBS

SOC Code	Occupational Title	% Female
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1%
47-2051	Cement Masons and Concrete Finishers	2%
49-9051	Electrical Power-Line Installers and Repairers	2%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2%
47-2152	Plumbers, Pipefitters, and Steamfitters	2%
49-2098	Security and Fire Alarm Systems Installers	2%
47-2031	Carpenters	3%
47-2111	Electricians	3%
47-2121	Glaziers	3%
49-9041	Industrial Machinery Mechanics	3%
47-2073	Operating Engineers and Other Construction Equipment Operators	3%
47-2071	Paving, Surfacing, and Tamping Equipment Operators	3%
47-2181	Roofers	3%
47-2221	Structural Iron and Steel Workers	3%

15 OCCUPATIONS
WITH LOWEST REP.

TABLE 4
(P. 11-13)

MALES WERE UNDERREPRESENTED IN **33** PRIORITY JOBS

SOC Code	Occupational Title	% Male
43-6011	Executive Secretaries and Executive Administrative Assistants	4%
43-6012	Legal Secretaries and Administrative Assistants	4%
29-1292	Dental Hygienists	7%
43-3051	Payroll and Timekeeping Clerks	11%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	12%
43-4031	Court, Municipal, and License Clerks	12%
29-2061	Licensed Practical and Licensed Vocational Nurses	13%
23-2011	Paralegals and Legal Assistants	15%
53-2031	Flight Attendants	16%
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	17%
31-2011	Occupational Therapy Assistants	17%
43-4011	Brokerage Clerks	18%
43-4061	Eligibility Interviewers, Government Programs	18%
31-9097	Phlebotomists	20%
29-2056	Veterinary Technologists and Technicians	25%

15 OCCUPATIONS
WITH LOWEST REP.

TABLE 5
(P. 14-15)

47 PRIORITY JOBS OVERREPRESENTED BY AGES 55+ (RETIRING WORKFORCE)

SOC Code	Description	% 55+ Years Old
43-5052	Postal Service Mail Carriers	33%
43-4031	Court, Municipal, and License Clerks	27%
51-8031	Water and Wastewater Treatment Plant and System Operators	27%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	25%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	25%
47-4051	Highway Maintenance Workers	25%
49-9041	Industrial Machinery Mechanics	25%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	24%
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	24%
43-6011	Executive Secretaries and Executive Administrative Assistants	24%
17-3026	Industrial Engineering Technologists and Technicians	24%
43-6012	Legal Secretaries and Administrative Assistants	24%
43-4061	Eligibility Interviewers, Government Programs	23%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	23%
51-1011	First-Line Supervisors of Production and Operating Workers	23%

TOP 15 JOBS
W/ HIGHEST
% OF 55+

TABLE 6
(P. 16-17)

BIPOC UNDERREPRESENTATION IN PRIORITY JOBS

BIPOC Women

- Architectural and Civil Drafters
- Chemical Equipment Operators and Tenders
- Computer User Support Specialists
- Control and Valve Installers and Repairers
- Electrical Power-Line Installers and Repairers
- Electricians
- Firefighters
- First-Line Supervisors of Mechanics, Installers, and Repairers
- First-Line Supervisors of Non-Retail Sales Workers
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers
- Mobile Heavy Equipment Mechanics
- Operating Engineers and Other Construction Equipment Operators
- Paving, Surfacing, and Tamping Equipment Operators
- Sales Representatives of Services
- Sales Representatives, Wholesale and Manufacturing
- Sheet Metal Workers
- Surveying and Mapping Technicians
- Water and Wastewater Treatment Plant and System

BIPOC Men

- Bookkeeping, Accounting, and Auditing Clerks
- Brokerage Clerks
- Dental Hygienists
- Executive Secretaries and Executive Administrative Assistants
- First-Line Supervisors of Office and Administrative Support Workers
- Insurance Sales Agents
- Legal Secretaries and Administrative Assistants
- Occupational Therapy Assistants
- Paralegals and Legal Assistants
- Production, Planning, and Expediting Clerks
- Property, Real Estate, and Community Association Managers
- Real Estate Sales Agents
- Real Estate Brokers
- Veterinary Technologists and Technicians

BIPOC UNDERREPRESENTATION IN PRIORITY JOBS

Occupational Title	Black/African American %
Carpenters	2%
Dental Hygienists	2%
Drywall and Ceiling Tile Installers	2%
Floor Layers, Except Carpet, Wood, and Hard Tiles	2%
Glaziers	2%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2%
Architectural and Civil Drafters	3%
Electricians	3%
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	3%
First-Line Supervisors of Non-Retail Sales Workers	3%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3%
Industrial Machinery Mechanics	3%

Occupational Title	Hispanic/Latino %
Web Developers and Digital Interface Designers	17%
Flight Attendants	18%
Actors	19%
Computer User Support Specialists	20%
Life, Physical, and Social Science Technicians, All Other	20%
Computer Network Support Specialists	21%
Dental Hygienists	21%
Occupational Therapy Assistants	21%
Electrical and Electronic Engineering Technologists and Technicians	23%
Environmental Science and Protection Technicians, Including Health	23%
Industrial Engineering Technologists and Technicians	23%
Surveying and Mapping Technicians	23%

EXHIBITS 5–
9
(P. 54–63)

DOES THE REPORT INCLUDE WAGE DATA FOR SOC CODES?

YES

SOC Code	Occupational Title	Annual Job Openings	Entry-Level Wages	Typical Entry-Level Education
47-2031	Carpenters	733	\$22.02	HS
29-1292	Dental Hygienists	111	\$45.66	Associate
47-2081	Drywall and Ceiling Tile Installers	265	\$21.40	None
47-2121	Glaziers	57	\$29.03	HS
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	77	\$23.74	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,312	\$19.18	HS



DEMAND

SUPPLY

Image: Wikipedia, Public Domain

of Priority Jobs with Significant Under- Overrepresentation by Demographic Group

Demographic Group	# of Jobs with Underrepresentation	# Jobs with Overrepresentation
Females	56	
Males	33	
Ages 55 and older		47
BIPOC	72	
BIPOC Women	19	
BIPOC Men	14	

of Priority Programs with Significant Underrepresentation by Demographic Group

Demographic Group	# of Programs with Underrepresentation
Females	40
Males	18
Ages 19 and younger	32
BIPOC	44
BIPOC Women	22
BIPOC Men	2

FEMALES WERE UNDERREPRESENTED IN 40 PRIORITY PROGRAMS

TOP Code	Program Name	Students Enrolled	% Female
0952.00	Construction Crafts Technology	932	2%
0952.10	Carpentry	784	2%
0952.20	Electrical	1,178	3%
0956.50	Welding Technology	735	7%
2133.00	Fire Technology	3,327	7%
0950.00	Aeronautical and Aviation Technology	299	11%
0956.00	Manufacturing and Industrial Technology	91	11%
0708.00	Computer Infrastructure and Support	481	13%
0708.10	Computer Networking	341	13%
0706.00	Computer Science (Transfer)	1,710	17%
0953.00	Drafting Technology	909	18%

TABLE 9
(P. 20–21)

MALES WERE UNDERREPRESENTED IN **18** PRIORITY PROGRAMS

TOP Code	Program Name	Students Enrolled	% Male
0514.20	Medical Office Technology	881	18%
1223.00	Health Information Technology	334	18%
1303.20	Fashion Merchandising	106	18%
1208.20	Administrative Medical Assisting	347	20%
1230.00	Nursing	197	21%
1230.20	Licensed Vocational Nursing	712	21%
1210.00	Respiratory Care/Therapy	43	23%
1402.00	Paralegal	675	25%
1208.00	Medical Assisting	1,179	26%
1217.00	Surgical Technician	68	26%
0955.00	Laboratory Science Technology	85	31%
1225.00	Radiologic Technology	91	31%

TABLE 10
(P. 22)

YOUTH WERE UNDERREPRESENTED IN **32** PRIORITY PROGRAMS

TOP Code	Program Name	Students Enrolled	% 19 and younger
0952.00	Construction Crafts Technology	932	2%
0109.00	Horticulture	346	3%
0502.10	Tax Studies	543	3%
0934.00	Electronics and Electric Technology	438	3%
0952.10	Carpentry	784	3%
0952.20	Electrical	1,178	3%
0109.10	Landscape Design and Maintenance	300	4%
0957.00	Civil and Construction Management Technology	263	4%
0958.00	Water and Wastewater Technology	577	4%
1402.00	Paralegal	675	4%
0614.30	Website Design and Development	897	5%
0707.00	Computer Software Development	225	5%
0708.00	Computer Infrastructure and Support	481	5%

YOUTH =
19 AND
YOUNGER

TABLE 11
(P. 23–24)

BIPOC UNDERREPRESENTATION IN PRIORITY PROGRAMS

BIPOC Women

- Accounting
- Aeronautical and Aviation Technology
- Architecture and Architectural Technology
- Computer Infrastructure and Support
- Computer Science (Transfer)
- Corrections
- Drafting Technology
- Electrical
- Electrical Systems and Power Transmission
- Electronics and Electric Technology
- Fire Technology
- Horticulture
- Information Technology, General
- Landscape Design and Maintenance
- Nursery Technology
- Police Academy
- Real Estate
- Surveying
- Viticulture, Enology, and Wine Business
- Website Design and Development
- Welding Technology
- Wildland Fire Technology

BIPOC Men

- Law, General
- Licensed Vocational Nursing

BIPOC UNDERREPRESENTATION IN PRIORITY PROGRAMS

TOP Code	Program Name	% Hispanic/Latino
1299.00	Other Health Occupations	14%
1401.00	Law, General	17%
0934.00	Electronics and Electric Technology	23%
0707.00	Computer Software Development	24%
0708.20	Computer Support	25%
2133.00	Fire Technology	25%
1210.00	Respiratory Care/Therapy	26%
1218.00	Occupational Therapy Technology	27%
2105.10	Corrections	27%
0614.30	Website Design and Development	28%
0509.70	E-Commerce (Business emphasis)	29%
0957.30	Surveying	29%

TOP Code	Program Name	% Black/AA
2133.00	Fire Technology	2%
0201.00	Architecture and Architectural Technology	3%
0502.10	Tax Studies	3%
0706.00	Computer Science (Transfer)	3%
0953.00	Drafting Technology	3%
0707.10	Computer Programming	4%
0952.00	Construction Crafts Technology	4%
0952.10	Carpentry	4%
0952.20	Electrical	4%
1230.20	Licensed Vocational Nursing	4%
2105.40	Forensics, Evidence, and Investigation	4%
0430.00	Biotechnology and Biomedical Technology	5%

EXHIBITS 14-
18
(P. 72-76)

SUMMARY OF UNDER- OR OVERREPRESENTATION IN PRIORITY JOBS

Priority Job	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 55+ (Over-represented)
Actors			•			
Aircraft Mechanics and Service Technicians	•					•
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	•					•
Architectural and Civil Drafters	•		•	•		•
Bookkeeping, Accounting, and Auditing Clerks		•	•		•	•
Brokerage Clerks		•			•	
Bus and Truck Mechanics and Diesel Engine Specialists	•		•			•
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	•		•			•
Carpenters	•		•			
Cement Masons and Concrete Finishers	•		•			
Chemical Equipment Operators and Tenders	•		•	•		•
Civil Engineering Technologists and Technicians	•					•
Claims Adjusters, Examiners, and Investigators		•	•			•
Computer Network Support Specialists	•		•			
Computer User Support Specialists	•		•	•		
Control and Valve Installers and Repairers, Except Mechanical Door	•		•	•		•
Correctional Officers and Jailers	•		•			
Court, Municipal, and License Clerks		•				•
Dental Hygienists		•	•		•	

TABLE 13
(P. 29–31)

SUMMARY OF UNDERREPRESENTATION IN PRIORITY PROGRAMS

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0502.00	Accounting	•		•	•		•
1208.20	Administrative Medical Assisting		•				
2105.00	Administration of Justice	•		•			
0950.00	Aeronautical and Aviation Technology	•		•	•		•
0201.00	Architecture and Architectural Technology	•		•	•		
0430.00	Biotechnology and Biomedical Technology		•				•
0952.10	Carpentry	•		•			•
0957.00	Civil and Construction Management Technology	•					•
1005.00	Commercial Music	•		•			
0702.00	Computer Information Systems			•			•
0708.00	Computer Infrastructure and Support	•		•	•		•
0708.10	Computer Networking	•		•			•
0707.10	Computer Programming	•		•			
0706.00	Computer Science (Transfer)	•		•	•		
0707.00	Computer Software Development	•		•			•
0708.20	Computer Support	•		•			
0952.00	Construction Crafts Technology	•		•			•
2105.10	Corrections	•		•	•		
1240.20	Dental Hygienist			•			
0947.00	Diesel Technology						•

TABLE 14
(P. 33–35)

SUMMARY OF COLLEGES WITH PRIORITY PROGRAMS (TOP CODES)

TOP Code	Priority Program	Cuyamaca	Grossmont	MiraCosta	Palomar	SD Cont. Ed.	City	Mesa	Miramar	South-western
0104.00	Viticulture, Enology, and Wine Business	•		•						
0109.00	Horticulture	•		•						•
0109.10	Landscape Design and Maintenance	•		•						•
0109.30	Nursery Technology	•		•						•
0201.00	Architecture and Architectural Technology			•	•			•		•
0303.00	Environmental Technology	•					•			•
0430.00	Biotechnology and Biomedical Technology			•			•		•	•
0502.00	Accounting	•		•	•	•	•	•	•	•
0502.10	Tax Studies								•	•
0506.30	Management Development and Supervision		•	•				•		•
0509.00	Marketing and Distribution		•	•				•		•
0511.00	Real Estate	•			•		•	•		•
0514.00	Office Technology/Office Computer Applications	•	•	•	•	•		•	•	•
0514.20	Medical Office Technology				•	•		•		
0614.00	Digital Media				•	•				
0614.30	Website Design and Development	•		•	•	•		•		•
0701.00	Information Technology, General		•	•	•					
0702.00	Computer Information Systems			•	•			•		•
0702.10	Software Applications		•	•		•	•			•

TABLE 15
(P. 36–38)



**WE IDENTIFIED EQUITY GAPS IN PRIORITY JOBS & PROGRAMS.
NOW WHAT?**



RECOMMENDATION #1

The community colleges should work with employers to diversify employment in priority jobs and increase underrepresented groups' interest in these positions.

Priority Job	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 55+ (Over-represented)
Actors			•			
Aircraft Mechanics and Service Technicians	•					•
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	•					•
Architectural and Civil Drafters	•		•	•		•
Bookkeeping, Accounting, and Auditing Clerks		•	•		•	•
Brokerage Clerks		•			•	

TABLE 13
(P. 29–31)

EXAMPLE: AIRCRAFT MECHANICS AND SERVICE TECHNICIANS

SOC Occupational Title	% Female	% Male	Annual Job Openings	Entry-Level Hourly Wage	Entry-Level Education
Aircraft Mechanics and Service Technicians	5%	95%	191	\$28.89	Certificate

APPENDIX A: DATA TABLES

RECOMMENDATION #2

Community colleges should develop targeted recruitment and retention strategies for priority programs with significantly underrepresented groups.

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0502.00	Accounting	•		•	•		•
1208.20	Administrative Medical Assisting		•				
2105.00	Administration of Justice	•		•			
0950.00	Aeronautical and Aviation Technology	•		•	•		•
0201.00	Architecture and Architectural Technology	•		•	•		
0430.00	Biotechnology and Biomedical Technology		•				•
0952.10	Carpentry	•		•			•
0957.00	Civil and Construction Management Technology	•					•
1005.00	Commercial Music	•		•			
0702.00	Computer Information Systems			•			•
0708.00	Computer Infrastructure and Support	•		•	•		•
0708.10	Computer Networking	•		•			•

TABLE 14
(P. 33–35)

REFLECTION QUESTIONS FOR COMMUNITY COLLEGES

- What successes has your college experienced with targeted marketing campaigns for specific demographic groups (e.g., women, BIPOC, youth)?
- How could you apply those strategies to promote priority programs to underrepresented groups?
- Has your college worked with industry and local employers to promote hiring of underrepresented groups?

Equity Gaps in Priority Jobs and Programs

Considerations for Community College
Diversity, Equity, Inclusion and Belonging Strategies

SAN DIEGO COUNTY



FEBRUARY 2023

THANK YOU!
QUESTIONS?

