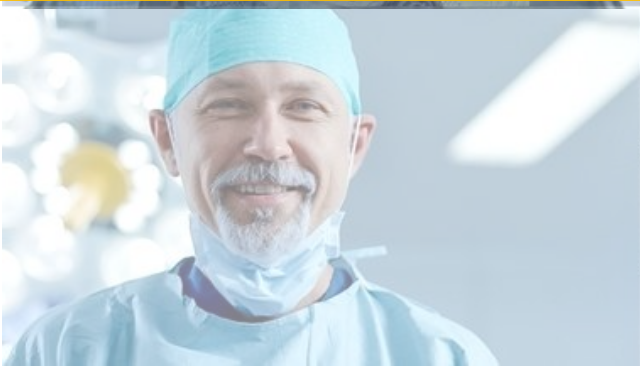


EQUITY GAPS IN PRIORITY JOBS AND PROGRAMS

FEBRUARY 2023

SAN DIEGO COUNTY



CENTER OF EXCELLENCE (COE) FOR SAN DIEGO & IMPERIAL COUNTIES COMMUNITY COLLEGES



C U Y A M A C A
· C O L L E G E ·



PALOMAR COLLEGE
Learning for Success



SAN DIEGO
CITY COLLEGE

SAN DIEGO
CONTINUING
EDUCATION



G R O S S M O N T
C O L L E G E



MIRACOSTA
COLLEGE

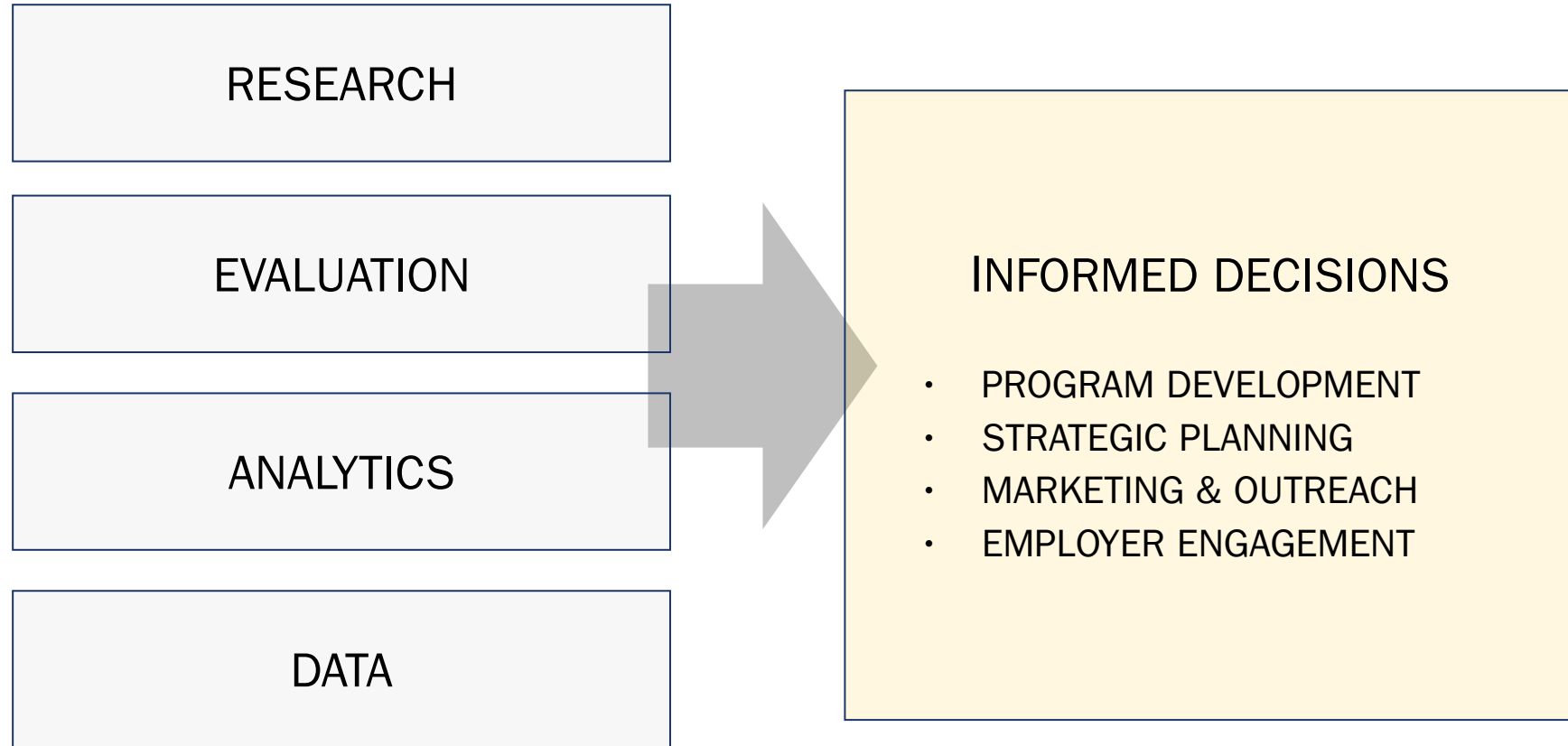


SOUTHWESTERN COLLEGE

SAN DIEGO
MESA COLLEGE

SAN DIEGO
MIRAMAR
COLLEGE

COE MISSION



CENTERS OF EXCELLENCE



BAY AREA

CENTRAL CALIFORNIA

FAR NORTH

GREATER SACRAMENTO

INLAND EMPIRE/DESERT

LOS ANGELES

ORANGE COUNTY

SAN DIEGO/IMPERIAL

SOUTH CENTRAL COAST

AGENDA

INTRODUCTIONS

RESEARCH OVERVIEW

RECOMMENDATIONS & REFLECTIONS

EXAMPLE OF HOW TO USE THE STUDY

PURPOSE OF STUDY: SUPPLEMENT REGIONAL WORK

FACULTY INSTITUTE

Faculty members examined equity gaps within their courses and programs

EQUITY GAPS IN PRIORITY JOBS &
PROGRAMS

Colleges examine equity gaps in regional labor market and within programs

RESEARCH OBJECTIVES

ANALYZE

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



IDENTIFY

1. Priority jobs and priority programs in the region
2. Equity gaps based on age, gender, and race/ethnicity

KEY DEFINITIONS

PRIORITY JOB:

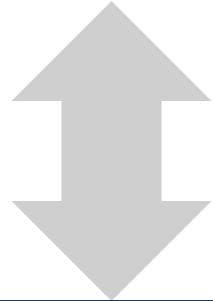
- Requires at least high school diploma but less than a bachelor's degree
- Has 50 annual job openings or more in San Diego County
- Pays at or above the living wage of \$18.43 per hour for a single adult
- Typically requires fewer than 5 years of work experience

PRIORITY PROGRAM:

- Community college program 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**

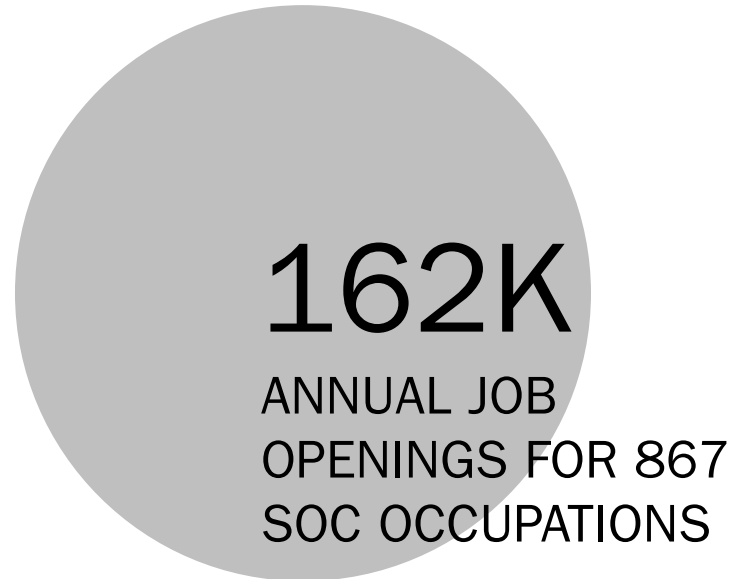
98

**PRIORITY PROGRAMS
OR TOP CODES**

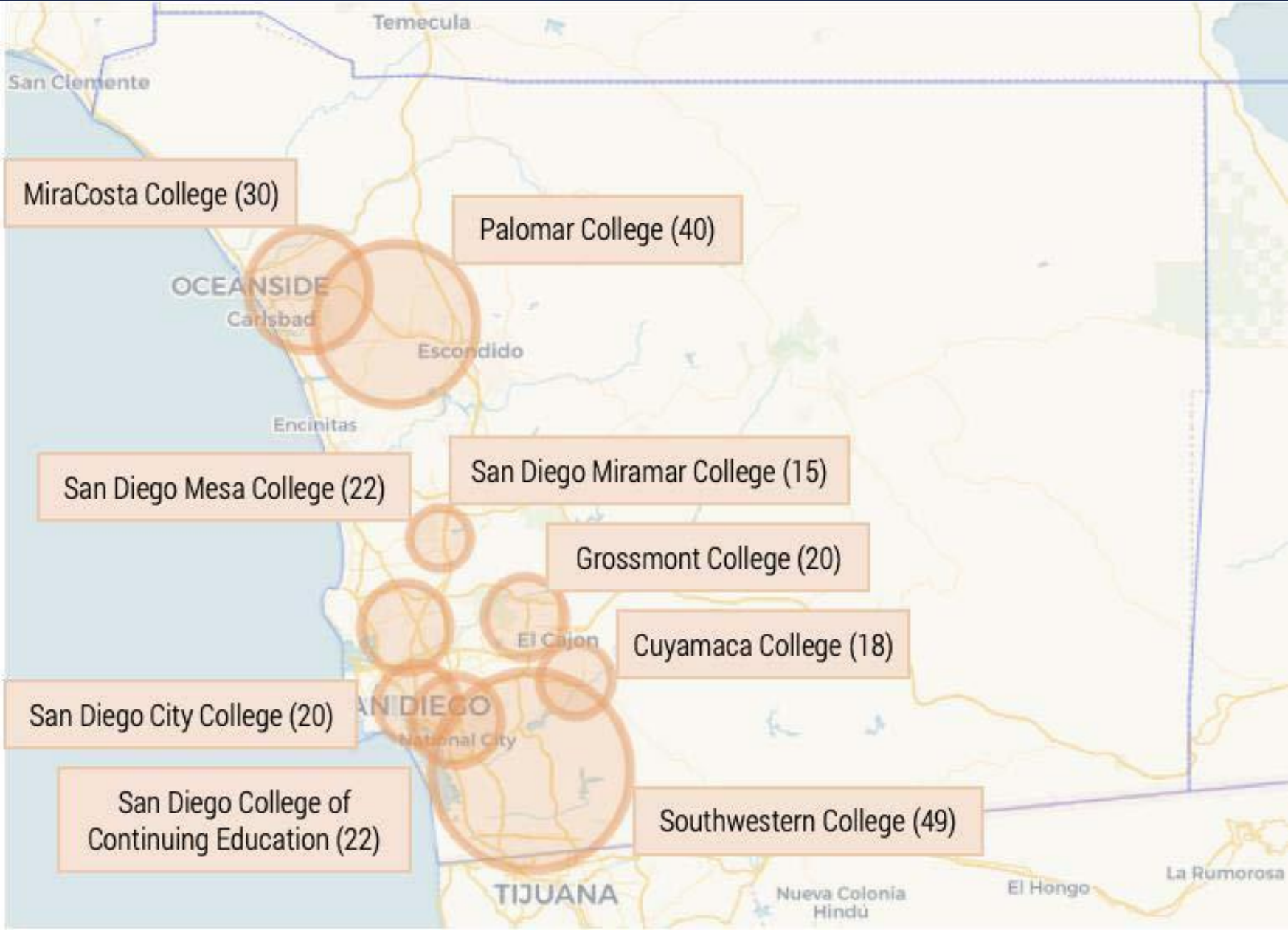
Of the 867 occupations in the SOC system, only 91 occupations (10%) met the definition for priority jobs.



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



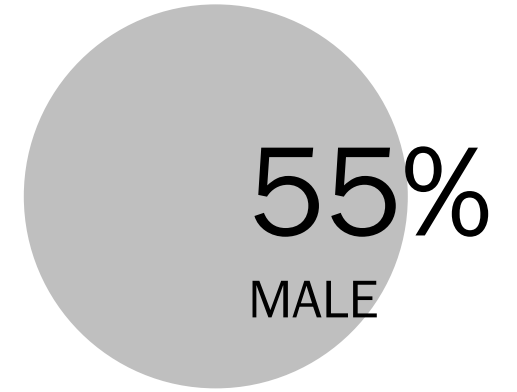
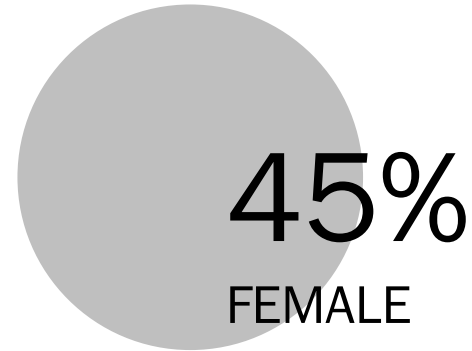
98 TOP CODES HAVE 236 PROGRAMS



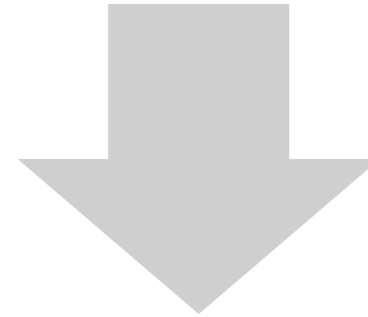
236 ACTIVE PROGRAMS
(FALL 2021)

HOW DID WE IDENTIFY EQUITY GAPS IN PRIORITY JOBS?

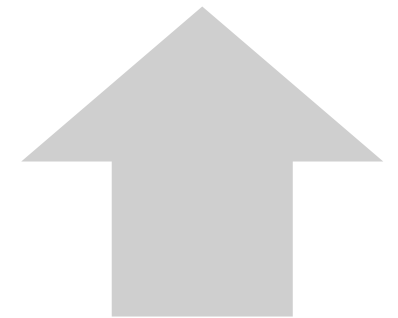
What's the demographic composition of the **labor force** in terms of gender, age, and race/ethnicity?



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



UNDERREPRESENTATION



OVERREPRESENTATION

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%

TABLE 4
(P. 11-13)

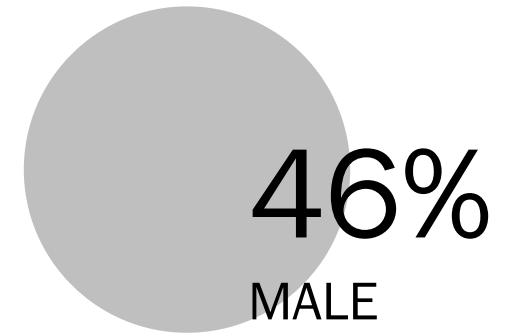
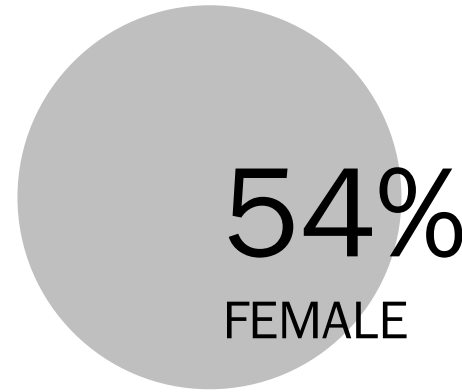
MALES WERE UNDERREPRESENTED IN 33 PRIORITY JOBS

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%

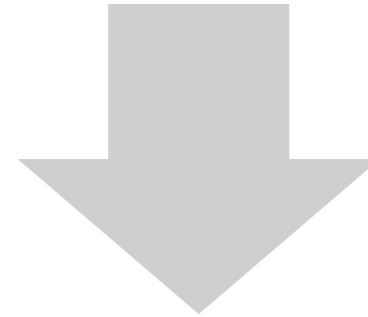
TABLE 5
(P. 14-15)

HOW DID WE IDENTIFY EQUITY GAPS IN PRIORITY PROGRAMS?

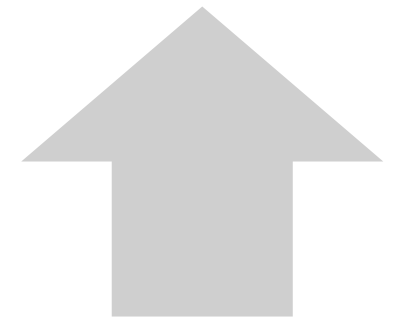
What's the demographic composition of the **community college student population** in terms of gender, age, and race/ethnicity?



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



UNDERREPRESENTATION



OVERREPRESENTATION

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)

of Priority **Jobs** with Significant Under- Overrepresentation by Demographic Group

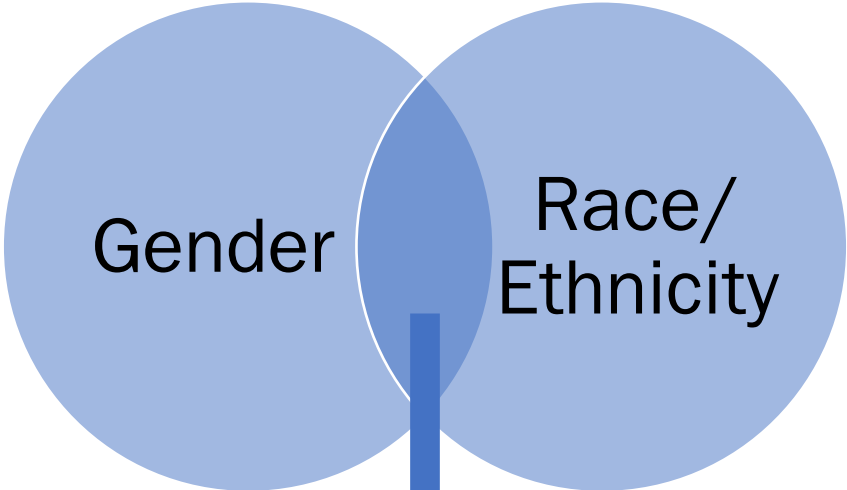
Demographic Group	# of Jobs with Underrepresentation	# Jobs with Overrepresentation
Females	56	
Males	33	
Ages 55 and older		47
BIPOC	72	
BIPOC Women	19	
BIPOC Men	14	

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

INTERSECTIONALITY OF GENDER AND RACE/ETHNICITY

Jobs with Underrepresentation by...



Jobs Underrepresented by
BIPOC Men & BIPOC Women

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)

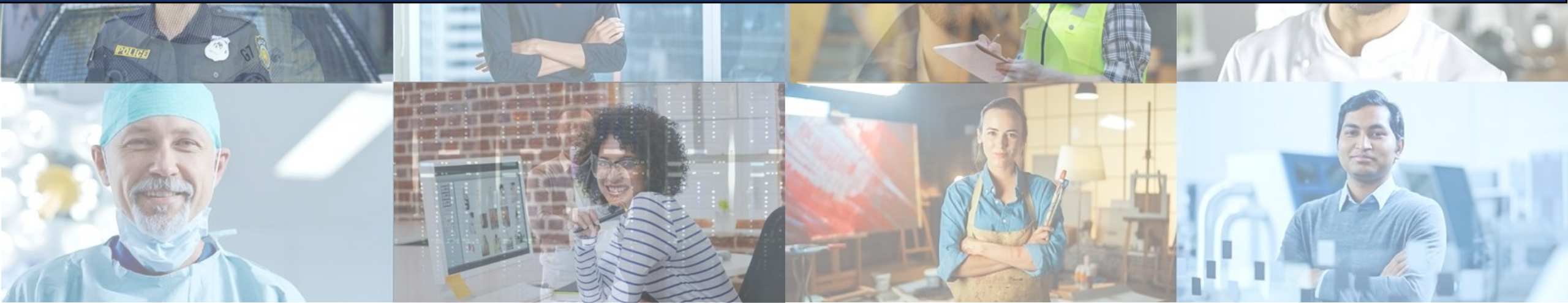
SUMMARY OF COLLEGES WITH PRIORITY PROGRAMS (TOP CODES)

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: ARCHITECTURAL AND CIVIL DRAFTERS

SOC Occupational Title	% Female	% Male	Annual Job Openings	Entry-Level Hourly Wage	Entry-Level Education
Architectural and Civil Drafters	22%	78%	144	\$25.96	Associate

APPENDIX A: DATA TABLES

REFLECTION QUESTIONS FOR EMPLOYERS

- Do you currently employ (or plan to hire for) any of the priority jobs?
- Does your organization have similar underrepresented groups?
- Which of your priority jobs have a retiring workforce?
- How could you partner with K14 to develop and diversify your talent pipeline?

RECOMMENDATION #2

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

TABLE 15

(P. 36-38)

TABLE 14

(P. 33-35)

EXERCISE

- Review **Table 15**: Does your college offer a course or program in any of the TOP codes listed?
- If so, does your college have similar underrepresented groups as shown in **Table 14**?

DOES YOUR COLLEGE OFFER A COURSE OR PROGRAM IN ANY OF THESE 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)

DOES YOUR COLLEGE HAVE SIMILAR 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	•		•			•
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)

DISCLAIMER

This study is a resource for meaningful discussions about targeted recruitment and retention strategies.

This study examines equity gaps, not labor market supply gaps, which means we did not compare demand vs. supply.

Please do not use this study as the sole basis for program development.

Should you require labor market information (LMI) for a new program, the COE will provide LMI that compares demand vs. supply as outlined in the Regional Program Recommendation Process.

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?

