

OPPORTUNITIES FOR ADULT EDUCATION IN THE LABOR MARKET



SAN DIEGO & IMPERIAL CENTER OF EXCELLENCE

CA COMMUNITY COLLEGES CENTERS OF EXCELLENCE



BAY AREA

CENTRAL CALIFORNIA

FAR NORTH

GREATER SACRAMENTO

INLAND EMPIRE/DESERT

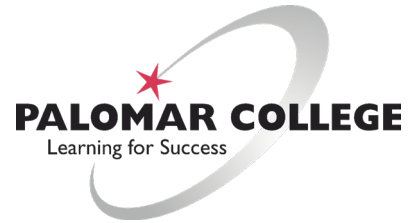
LOS ANGELES

ORANGE COUNTY

SAN DIEGO & IMPERIAL

SOUTH CENTRAL COAST

SAN DIEGO & IMPERIAL CENTER OF EXCELLENCE (COE)



Program Development Opportunities in the Labor Market

**High-Wage, High-Demand Compatible Occupations for Individuals
with a High School Diploma or Less**

DISCLAIMER

This is all preliminary information until we have an advisory group review the data.

HOW DO WE ANALYZE OPPORTUNITIES IN THE LABOR MARKET?

1

What occupations could Adult Ed train for?
(e.g., jobs requiring less than an associate degree)

2

What occupations have an existing Adult Ed program in the region?

3

Of the occupations without a program, which ones are high-wage and high-demand?

4

Which ones would we recommend for program development?

1

What occupations could Adult Ed train for?
(e.g., jobs requiring less than an associate degree)

800+

STANDARD OCCUPATIONAL CLASSIFICATION (SOC) CODES

The 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.

1

What occupations could Adult Ed train for?
(e.g., jobs requiring less than an associate degree)

246

of 800+ occupations are considered
“below-middle-skill”

- requires less than an associate degree but at least a high school diploma
- requires no formal education

HIGH

Secretaries and Administrative Assistants
Office and Administrative Support Workers
Bookkeeping, Accounting, and Auditing Clerks
Medical Assistants
Nursing Assistants
Home Health and Personal Care Aides
Licensed Practical and Licensed Vocational Nurses
Healthcare Support Workers
Medical Records Specialists
Pharmacy Technicians
Phlebotomists
Welders, Cutters, Solderers, and Brazers
Food Preparation Workers
Construction Laborers
Veterinary Assistants and Laboratory Animal Caretakers
Computer User Support Specialists
Emergency Medical Technicians
Security Guards
Computer Network Support Specialists

*currently excludes
noncredit until we
can assign SOC
codes/ occupations
to noncredit
programs

LOW

3

Of the occupations without a program, which ones are high-wage and high-demand?

52

of the 246 “below-middle skill” jobs pay a living wage **and** have at least 50 annual job openings

The living wage is often defined as \$18.43/hr, which is the self-sufficiency standard for a single adult.

4

Which ones would we recommend for program development?

Nothing yet. The current list looks suspicious.

1. Maintenance and Repair Workers, General
2. Light Truck Drivers
3. Sales Representatives of Services
4. Self-Enrichment Teachers
5. Shipping, Receiving, and Inventory Clerks
6. Billing and Posting Clerks
7. Driver/Sales Workers
8. Painters, Construction and Maintenance
9. Industrial Truck and Tractor Operators
10. Information and Record Clerks, All Other

11. Drywall and Ceiling Tile Installers
12. Musicians and Singers
13. Residential Advisors
14. Postal Service Mail Carriers
15. Bus Drivers, School
16. Interviewers, Except Eligibility and Loan
17. Roofers
18. Crossing Guards and Flaggers
19. Pest Control Workers
20. Dispatchers, Except Police, Fire & Ambulance

LABOR MARKET RESEARCH IDEAS FOR ADULT ED & CONTINUING ED

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**High-Wage, High-Demand Compatible Occupations for Individuals
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HOW DO WE FIND HIGH-WAGE, HIGH-DEMAND & COMPATIBLE JOBS?

1

What occupations require a high school diploma, no work experience, and pay less than the living wage?

2

How many people are employed in these occupations?
Who would benefit from training that leads to career mobility?

3

What other jobs (that are high-wage & high-demand) are these positions compatible with?

1

What occupations require a high school diploma, no work experience, and pay less than the living wage*?

58

of 800+ occupations met these criteria
(we removed health occupations from the
analysis due to new min wage legislation)

*Jobs with less than \$18.43 for median hourly earnings were included in the list. \$18.43 is the self-sufficiency standard for a single adult.

How many people are employed in these occupations?

Who would benefit from training that leads to career mobility?

TOP 20 JOBS THAT MET THE CRITERIA

1. Stockers and Order Fillers	24,723
2. Childcare Workers	13,574
3. Security Guards	13,537
4. Miscellaneous Assemblers and Fabricators	9,939
5. Receptionists and Information Clerks	7,350
6. Animal Caretakers	4,449
7. Production Workers, All Other	3,745
8. Recreation Workers	3,536
9. Protective Service Workers, All Other	3,288
10. Hotel, Motel, and Resort Desk Clerks	3,010
11. Packaging and Filling Machine Operators and Tenders	2,762
12. Couriers and Messengers	2,222
13. Helpers--Production Workers	1,977
14. Merchandise Displayers and Window Trimmers	1,852
15. Reservation and Transportation Ticket Agents and Travel Clerks	1,203
16. Data Entry Keyers	1,073
17. Food Batchmakers	867
18. Tire Repairers and Changers	800
19. Floral Designers	736
20. Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, and Tenders	711

3

What other jobs (that are high-wage & high-demand) are these positions compatible with?

Stockers and Order Fillers

53-7065.00



O*NET OnLine

Related Occupations

- 41-2011.00 [Cashiers](#) ☀️ **Bright Outlook**
- 41-2021.00 [Counter and Rental Clerks](#)
- 53-7062.00 [Laborers and Freight, Stock, and Material Movers, Hand](#) ☀️
- 43-9051.00 [Mail Clerks and Mail Machine Operators, Except Postal Service](#)
- 43-4151.00 [Order Clerks](#)
- 43-5051.00 [Postal Service Clerks](#)
- 43-5053.00 [Postal Service Mail Sorters, Processors, and Processing Machine Operators](#)
- 41-2031.00 [Retail Salespersons](#) ☀️
- 43-5071.00 [Shipping, Receiving, and Inventory Clerks](#)
- 43-5111.00 [Weighers, Measurers, Checkers, and Samplers, Recordkeeping](#)

SOC Occupation	Annual Job Openings	Median Hourly Earnings	Typical Entry-Level Education
Cashiers	6,845	\$15.95	No formal educational credential
Retail Salespersons	4,645	\$16.36	No formal educational credential
Laborers and Freight, Stock, and Material Movers, Hand	3,267	\$17.62	No formal educational credential
Counter and Rental Clerks	792	\$18.01	No formal educational credential
Shipping, Receiving, and Inventory Clerks	714	\$18.69	High school diploma or equivalent
Order Clerks	173	\$19.20	Some college, no degree
Postal Service Mail Sorters, Processors, and Processing Machine Operators	84	\$24.21	High school diploma or equivalent
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	74	\$18.46	High school diploma or equivalent
Mail Clerks and Mail Machine Operators, Except Postal Service	54	\$18.60	High school diploma or equivalent
Postal Service Clerks	38	\$27.99	High school diploma or equivalent

Source: Lightcast. 2024.01. San Diego County.

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DISCUSSION

1. What is missing?
2. What else do you need?

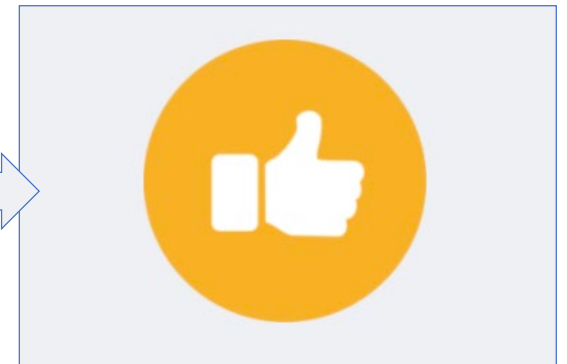
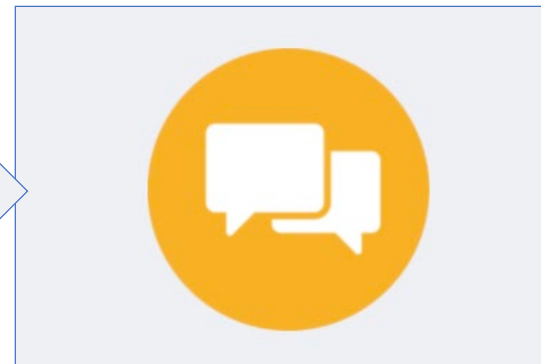
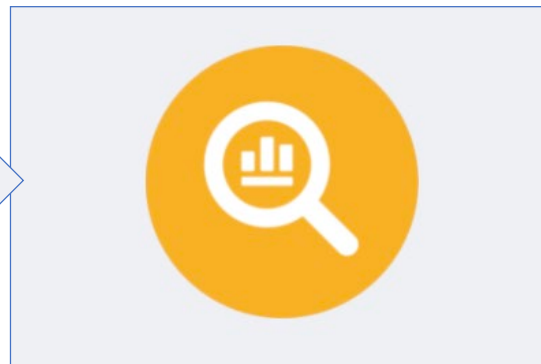
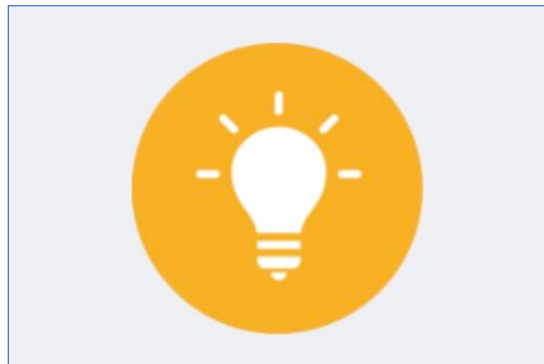
CC CTE REGIONAL PROGRAM RECOMMENDATION PROCESS

A STAKEHOLDER HAS AN
IDEA FOR A NEW
PROGRAM

CTE DEAN REQUESTS
LMI FROM COE. COE
ENDORSES PROGRAM
DETERMINE IF THERE'S
EVIDENCE OF SUPPLY
GAP, LIVING WAGES, ETC.

CTE DEANS DISCUSS
PROGRAM INTENT,
POTENTIAL DUPLICATION
OF EFFORTS, LABOR
MARKET NEED, ETC.

AFTER DISCUSSION,
DEANS MOVE FORWARD
WITH FORMAL
RECOMMENDATION TO
CHANCELLOR'S OFFICE



DISCUSSION

How do we develop a “regional program recommendation process” to reduce duplication of efforts and confusion among students?