

Priority Jobs and Programs in San Diego County

Addressing Equity Gaps for a Diverse Workforce

Identifying high-demand, high-wage middle-skill jobs is vital for promoting career stability and economic mobility in San Diego County. In 2023, the county had over 1.8 million jobs, with 40 percent (723,468 jobs) classified as “middle-skill jobs.” These priority jobs are defined as middle-skill occupations that:

- Have at least 60 projected annual job openings between 2023 and 2028 in San Diego County;
- Pay at or above the living wage of \$26.01 per hour for a single adult in San Diego County;¹ and
- Typically require fewer than five years of work experience at entry.

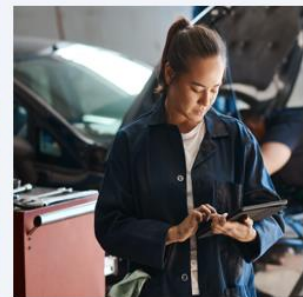
The San Diego & Imperial Community Colleges Center of Excellence (COE) analyzed labor market and postsecondary education data to 1) identify priority jobs and training programs in San Diego County; 2) evaluate equity gaps related to age, gender, and race/ethnicity; and 3) assess where equity gaps have improved or persisted in priority jobs and programs. Across 50 priority jobs, the San Diego & Imperial COE found an underrepresentation of females in 34 occupations, males in 16 occupations, and Black, Indigenous, and People of Color (BIPOC) in 22 occupations, as well as an overrepresentation of workers nearing retirement age in 22 occupations. Of the 72 priority programs that train for at least one occupation on the priority jobs list, there was an underrepresentation of females in 27 programs, males in eight programs, students aged 19 and younger in 37 programs, and BIPOC in 11 programs. Based on these findings, the San Diego & Imperial COE encourages employers and community colleges to consider the following:

1 The region should promote the priority jobs identified in this study to help students understand which careers are in high demand and provide economic stability.

2 Employers should partner with community colleges to actively recruit underrepresented groups into priority jobs, which not only addresses equity gaps but also future workforce shortages.

3 Building on the equity gaps in enrollments identified in this study, the community colleges should evaluate other student outcomes and conduct further research with specific groups to create targeted workforce development strategies.

4 Employers and community colleges should review the improvements in equity gaps identified in this study and share successful strategies to close gaps in other priority jobs and programs.



¹ Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California, 2024. selfsufficiencystandard.org/California

50 Priority Jobs in San Diego County

SOC Occupational Title (SOC Code)
Administrative Services Managers (11-3012)
Air Traffic Controllers (53-2021)
Aircraft Mechanics and Service Technicians (49-3011)*
Architectural and Civil Drafters (17-3011)*
Avionics Technicians (49-2091)
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)*
Buyers and Purchasing Agents (13-1028)
Civil Engineering Technologists and Technicians (17-3022)*
Claims Adjusters, Examiners, and Investigators (13-1031)*
Commercial Pilots (53-2012)
Computer Network Support Specialists (15-1231)*
Correctional Officers and Jailers (33-3012)*
Cost Estimators (13-1051)
Dental Hygienists (29-1292)*
Detectives and Criminal Investigators (33-3021)*
Electrical and Electronic Engineering Technologists and Technicians (17-3023)*
Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)
Electrical Power-Line Installers and Repairers (49-9051)*
Engineering Technologists and Technicians, Except Drafters, All Other (17-3029)*
Executive Secretaries and Executive Administrative Assistants (43-6011)*
Facilities Managers (11-3013)
Firefighters (33-2011)*
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)*
First-Line Supervisors of Office and Administrative Support Workers (43-1011)*
First-Line Supervisors of Police and Detectives (33-1012)
First-Line Supervisors of Production and Operating Workers (51-1011)*
Flight Attendants (53-2031)*
Industrial Engineering Technologists and Technicians (17-3026)*
Licensed Practical and Licensed Vocational Nurses (29-2061)*
Logisticians (13-1081)
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)*
Network and Computer Systems Administrators (15-1244)
Occupational Therapy Assistants (31-2011)*
Operating Engineers and Other Construction Equipment Operators (47-2073)*
Paralegals and Legal Assistants (23-2011)*
Physical Therapist Assistants (31-2021)*
Police and Sheriff's Patrol Officers (33-3051)*
Property Appraisers and Assessors (13-2028)
Public Safety Telecommunicators (43-5031)*
Radiologic Technologists and Technicians (29-2034)*
Registered Nurses (29-1141)
Respiratory Therapists (29-1126)*
Sheet Metal Workers (47-2211)*
Structural Iron and Steel Workers (47-2221)*
Surgical Technologists (29-2055)*
Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)*
Telecommunications Line Installers and Repairers (49-9052)*
Water and Wastewater Treatment Plant and System Operators (51-8031)*
Web and Digital Interface Designers (15-1255)*
Web Developers (15-1254)*

72 Priority Programs in San Diego County

TOP Title (TOP Code)
Administration of Justice (TOP 2105.00)*
Aeronautical and Aviation Technology (TOP 9500.00)*
Agricultural Power Equipment Technology (TOP 1160.00)
Air Traffic Control (TOP 3020.30)
Aircraft Electronics (Avionics) (TOP 9504.40)
Aircraft Fabrication (TOP 9505.50)
Architectural Drafting (TOP 9531.10)
Architecture and Architectural Technology (TOP 2010.00)*
Automotive Technology (TOP 9480.00)
Aviation Airframe Mechanics (TOP 9501.10)*
Aviation Powerplant Mechanics (TOP 9502.20)*
Business Management (TOP 5060.00)
Civil and Construction Management Technology (TOP 9570.00)*
Civil Drafting (TOP 9532.20)
Computer Electronics (TOP 9341.10)
Computer Information Systems (TOP 7020.00)*
Computer Infrastructure and Support (TOP 7080.00)*
Computer Networking (TOP 7081.10)*
Computer Programming (TOP 7071.10)*
Computer Software Development (TOP 7070.00)*
Computer Support (TOP 7082.20)*
Computer Systems Analysis (TOP 7073.30)*
Construction Crafts Technology (TOP 9520.00)*
Corrections (TOP 2105.10)*
Dental Hygienist (TOP 1240.20)*
Diesel Technology (TOP 9470.00)*
Digital Media (TOP 6140.00)*
Display (TOP 5096.60)*
Drafting Technology (TOP 9530.00)*
Electrical (TOP 9522.20)*
Electrical Systems and Power Transmission (TOP 9344.40)*
Electronics and Electric Technology (TOP 9340.00)*
Escrow (TOP 5111.10)
Fire Academy (TOP 2133.50)*
Fire Technology (TOP 2133.00)*
Flight Attendant (TOP 3020.40)
Heavy Equipment Maintenance (TOP 9472.20)*
Heavy Equipment Operation (TOP 9473.30)
Industrial Electronics (TOP 9342.20)
Industrial Systems Technology and Maintenance (TOP 9450.00)
Instrumentation Technology (TOP 9430.00)
Insurance (TOP 5120.00)*
Licensed Vocational Nursing (TOP 1230.20)*
Logistics and Materials Transportation (TOP 5100.00)
Management Development and Supervision (TOP 5063.30)*
Manufacturing and Industrial Technology (TOP 9560.00)*
Marketing and Distribution (TOP 5090.00)*
Occupational Therapy Technology (TOP 1218.00)*

*PRIORITY PROGRAM IN THE REPORT [EQUITY GAPS IN PRIORITY JOBS AND PROGRAMS \(FEBRUARY 2023\)](#)

TOP Title (TOP Code)
Office Management (TOP 5144.40)
Office Technology/Office Computer Applications (TOP 5140.00)*
Other Engineering and Related Industrial Technologies (TOP 9990.00)*
Other Public and Protective Services (TOP 2199.00)*
Paralegal (TOP 1402.00)*
Physical Therapist Assistant (TOP 1222.00)*
Piloting (TOP 3020.20)
Police Academy (TOP 2105.50)*
Probation and Parole (TOP 2105.20)*
Public Works (TOP 2102.10)
Purchasing (TOP 5092.20)
Radiologic Technology (TOP 1225.00)*
Real Estate (TOP 5110.00)*
Registered Nursing (TOP 1230.10)
Respiratory Care/Therapy (TOP 1210.00)*
Retail Store Operations and Management (TOP 5065.50)
Sheet Metal and Structural Metal (TOP 9564.40)
Software Applications (TOP 7021.10)*
Surgical Technician (TOP 1217.00)*
Telecommunications Technology (TOP 9343.30)
Water and Wastewater Technology (TOP 9580.00)*
Website Design and Development (TOP 6143.30)*
Wildland Fire Technology (TOP 2133.10)*
World Wide Web Administration (TOP 7090.00)*

*PRIORITY PROGRAM IN THE REPORT [EQUITY GAPS IN PRIORITY JOBS AND PROGRAMS \(FEBRUARY 2023\)](#)

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