

PRIORITY JOBS AND PROGRAMS

Addressing Equity Gaps for a Diverse Workforce

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**SAN DIEGO & IMPERIAL
CENTER OF EXCELLENCE
COMMUNITY COLLEGES**

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Report Objectives



Identify priority jobs and programs in San Diego County



Evaluate equity gaps related to age, gender, and race/ethnicity



Assess where equity gaps have improved in priority jobs and programs

What is the middle-skill job market?

Middle-Skill Jobs

Traditionally defined as occupations that require more than a high school diploma, but less than a bachelor's degree:

- Some college
- Associate degree
- Apprenticeship

In recent years, the definition has expanded to include some occupations that require bachelor's degrees, but community colleges can train for.

Standard Occupational Classification

798 Total SOC Codes

312 Middle-Skill Jobs

San Diego County, 2023

1.8 Million Jobs

40% Middle-Skill Jobs

What are priority jobs and programs?

Priority Jobs in San Diego County



Have at least 60 projected annual job openings between 2023 and 2028



Pay at or above the living wage of \$26.01 per hour for a single adult in the county



Typically require fewer than five years of work experience at entry

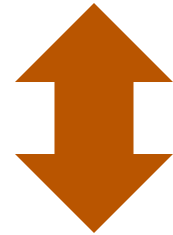
Priority Programs



Community college programs that train for priority jobs

Each job and program has a code

Standard Occupational Classification (SOC)



Taxonomy of Program (TOP)



50

Priority Jobs or SOC Codes



74

Priority Programs or TOP Codes

50 priority jobs, 37 were also in the 2023 report (marked with *)

Occupational Title (SOC Code)
Administrative Services Managers
Air Traffic Controllers
Aircraft Mechanics and Service Technicians*
Architectural and Civil Drafters*
Avionics Technicians
Bus and Truck Mechanics and Diesel Engine Specialists*
Buyers and Purchasing Agents
Civil Engineering Technologists and Technicians*
Claims Adjusters, Examiners, and Investigators*
Commercial Pilots
Computer Network Support Specialists*
Correctional Officers and Jailers*
Cost Estimators
Dental Hygienists*
Detectives and Criminal Investigators*
Electrical and Electronic Engineering Technologists and Technicians*
Electrical and Electronics Repairers, Commercial and Industrial Equipment
Electrical Power-Line Installers and Repairers*
Engineering Technologists and Technicians, Except Drafters, All Other*
Executive Secretaries and Executive Administrative Assistants*
Facilities Managers
Firefighters*
First-Line Supervisors of Mechanics, Installers, and Repairers*
First-Line Supervisors of Office and Administrative Support Workers*
First-Line Supervisors of Police and Detectives

Occupational Title (SOC Code)
First-Line Supervisors of Production and Operating Workers*
Flight Attendants*
Industrial Engineering Technologists and Technicians*
Licensed Practical and Licensed Vocational Nurses*
Logisticians
Mobile Heavy Equipment Mechanics, Except Engines*
Network and Computer Systems Administrators
Occupational Therapy Assistants*
Operating Engineers and Other Construction Equipment Operators*
Paralegals and Legal Assistants*
Physical Therapist Assistants*
Police and Sheriff's Patrol Officers*
Property Appraisers and Assessors
Public Safety Telecommunicators*
Radiologic Technologists and Technicians*
Registered Nurses
Respiratory Therapists*
Sheet Metal Workers*
Structural Iron and Steel Workers*
Surgical Technologists*
Telecommunications Equipment Installers and Repairers, Except Line Installers*
Telecommunications Line Installers and Repairers*
Water and Wastewater Treatment Plant and System Operators*
Web and Digital Interface Designers*
Web Developers*

Of 72 priority programs, 48 were in both studies

Program Title (TOP Code)
Administration of Justice
Aeronautical and Aviation Technology
Architecture and Architectural Technology
Aviation Airframe Mechanics
Aviation Powerplant Mechanics
Civil and Construction Management Technology
Computer Information Systems
Computer Infrastructure and Support
Computer Networking
Computer Programming
Computer Software Development
Computer Support
Computer Systems Analysis
Construction Crafts Technology
Corrections
Dental Hygienist
Diesel Technology
Digital Media
Display
Drafting Technology
Electrical
Electrical Systems and Power Transmission
Electronics and Electric Technology
Fire Academy

Program Title (TOP Code)
Fire Technology
Heavy Equipment Maintenance
Insurance
Licensed Vocational Nursing
Logistics and Materials Transportation
Management Development and Supervision
Manufacturing and Industrial Technology
Marketing and Distribution
Occupational Therapy Technology
Office Technology/Office Computer Applications
Other Engineering and Related Industrial Technologies
Other Public and Protective Services
Physical Therapist Assistant
Police Academy
Probation and Parole
Radiologic Technology
Real Estate
Respiratory Care/Therapy
Software Applications
Surgical Technician
Water and Wastewater Technology
Website Design and Development
Wildland Fire Technology
World Wide Web Administration

Report Objectives



Identify priority jobs and programs in San Diego County



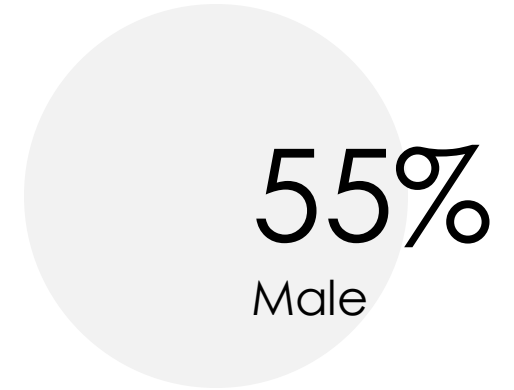
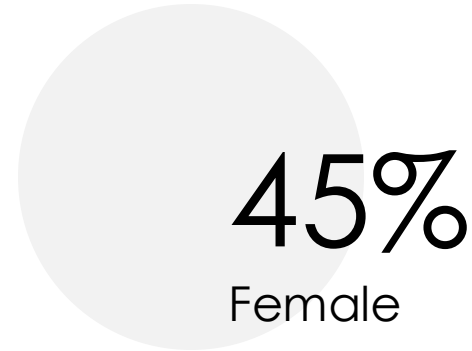
Evaluate equity gaps related to age, gender, and race/ethnicity



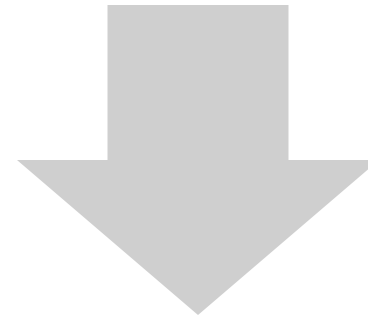
Assess where equity gaps have improved or persisted in priority jobs and programs

How do we define equity gaps in priority jobs?

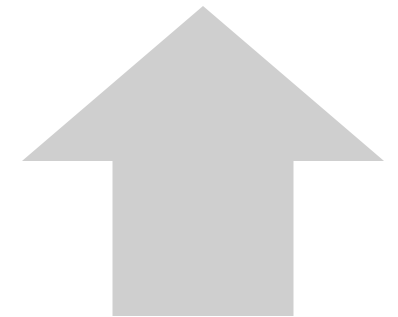
What is the demographic composition of the **labor force** in terms of gender, age, and race/ethnicity?



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



UNDERREPRESENTATION



OVERREPRESENTATION

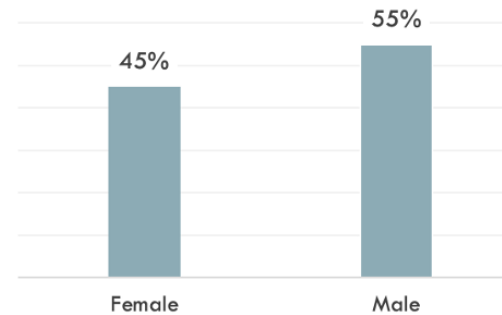
How do we define equity gaps in priority jobs?

Labor Force in San Diego County

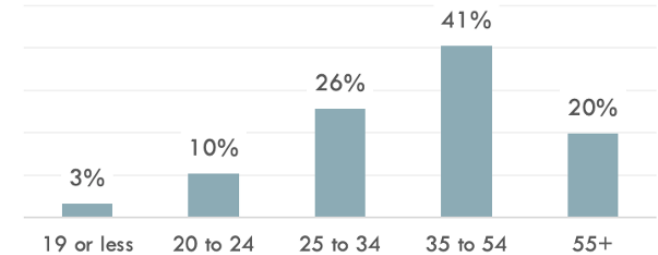


- Equitable representation suggests that the composition of workers mirrors San Diego County's overall labor force.
- These percentages served as benchmarks for identifying equity gaps.

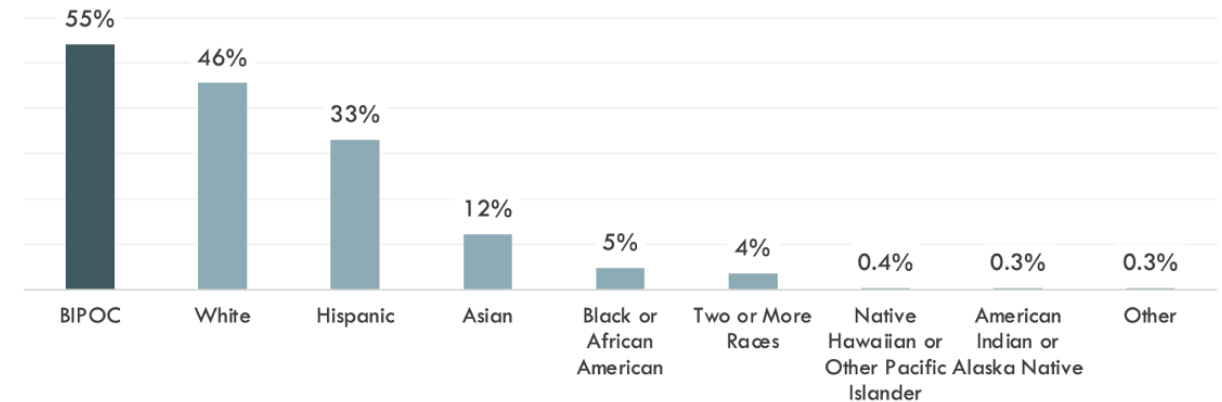
Gender



Age

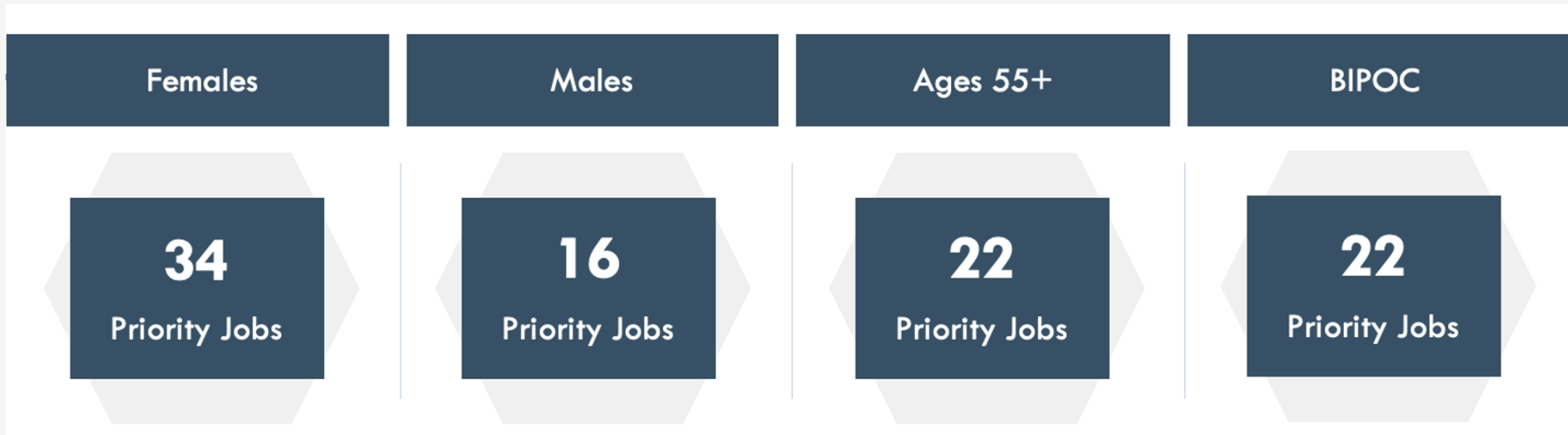


Race/Ethnicity



Equity Gaps by Demographics

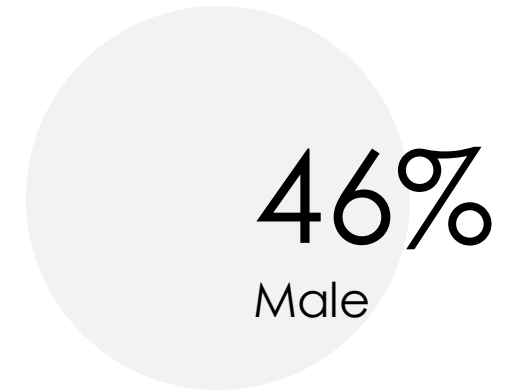
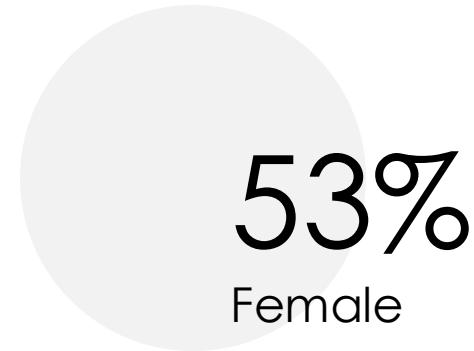
Of the 50 priority jobs ...



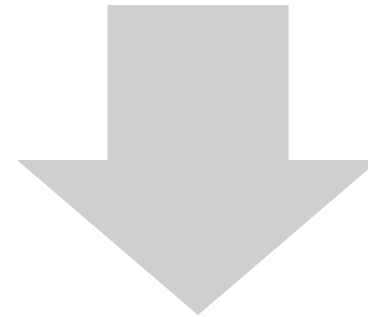
... have equity gaps.

How do we define equity gaps in priority programs?

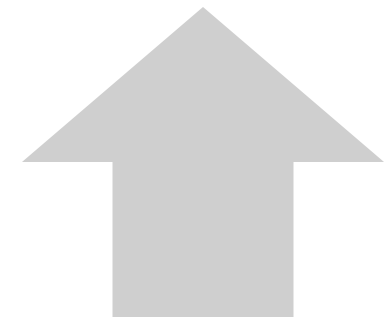
What is the demographic composition of the community college **student population** in terms of gender, age, and race/ethnicity?



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



UNDERREPRESENTATION



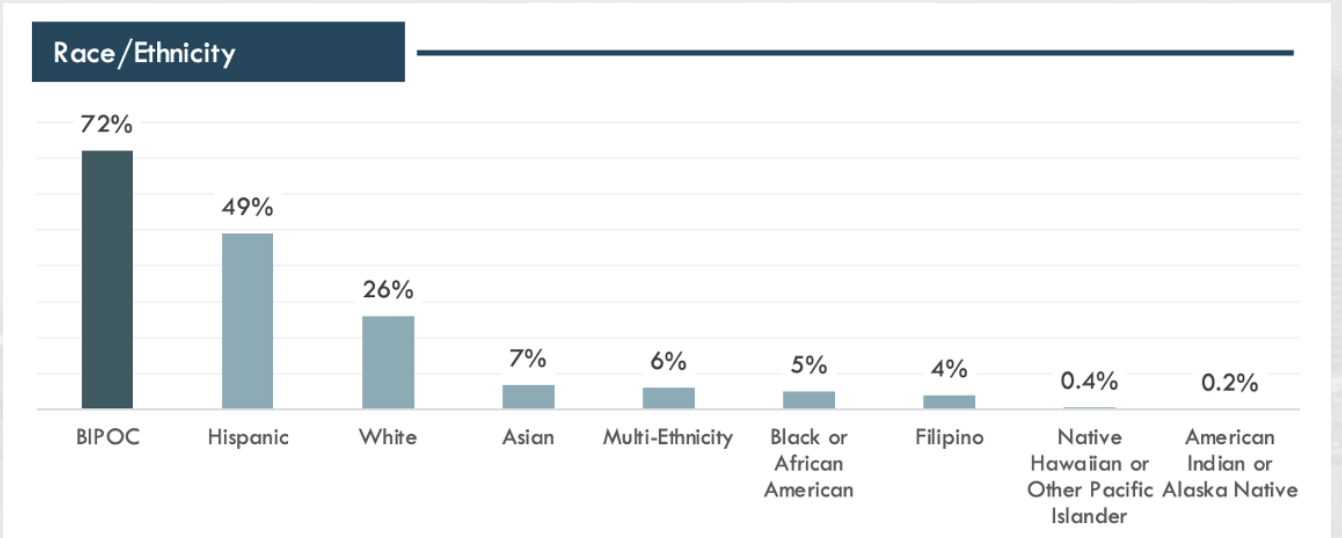
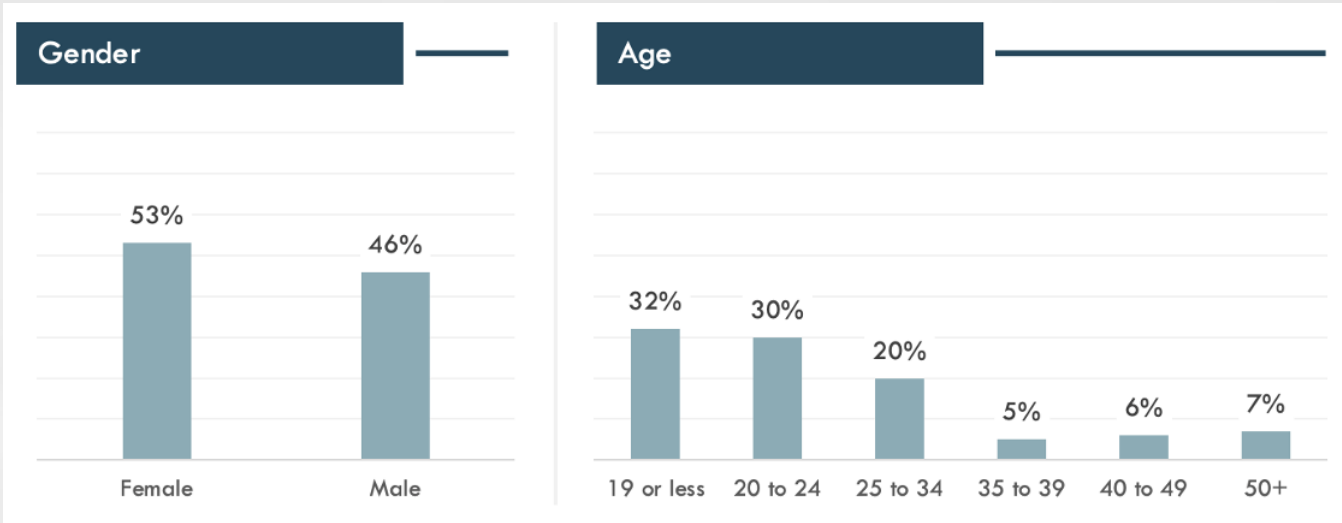
OVERREPRESENTATION

How do we define equity gaps in priority programs?

Community College Enrollments

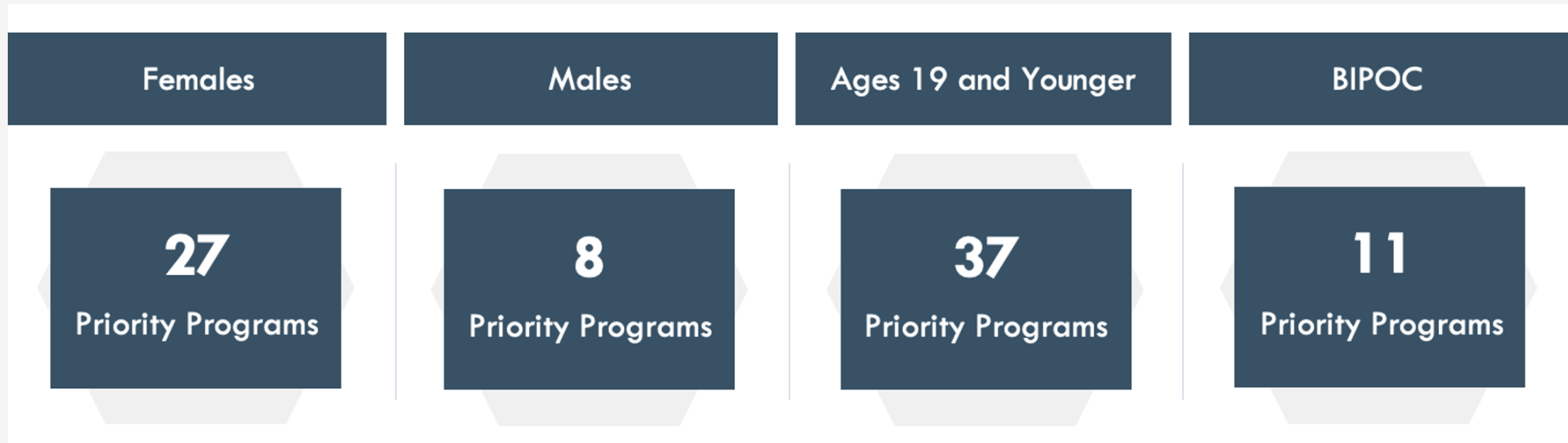


- Equitable representation suggests students in programs closely mirror full-time equivalent students (FTES) enrolled across all colleges.
- These percentages served as benchmarks for identifying equity gaps.



Equity Gaps in Priority Jobs and Programs

Of the 72 priority programs ...



... have equity gaps.

Where do we continue to see equity gaps for females?



Females comprise 45% of the labor force



In the 2023 report, 61% of priority jobs had equity gaps for females



In the 2025 report, 34 (68%) of priority jobs had equity gaps

February 2023 Report

Occupational Title	% Female
Bus and Truck Mechanics and Diesel Engine Specialists	1%
Cement Masons and Concrete Finishers	2%
Electrical Power-Line Installers and Repairers	2%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2%
Mobile Heavy Equipment Mechanics, Except Engines	2%
Plumbers, Pipefitters, and Steamfitters	2%
Security and Fire Alarm Systems Installers	2%
Carpenters	3%
Electricians	3%
Glaziers	3%

January 2025 Report

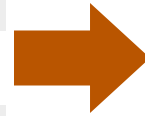
Occupational Title	% Female
Bus and Truck Mechanics and Diesel Engine Specialists	2%
Mobile Heavy Equipment Mechanics, Except Engines	2%
Structural Iron and Steel Workers	3%
Operating Engineers and Other Construction Equipment Operators	3%
Electrical Power-Line Installers and Repairers	3%
Sheet Metal Workers	4%
Telecommunications Line Installers and Repairers	5%
Firefighters	6%
First-Line Supervisors of Mechanics, Installers, and Repairers	7%
Aircraft Mechanics and Service Technicians	7%

Where do we see equity gaps in programs and jobs for males?

- Males comprise 55% of the labor force and 46% of our student population
- 8 priority programs had equity gaps
- Jobs trained by these programs also had equity gaps

Priority Programs with Equity Gaps

TOP	Program Title	% Male
1240.20	Dental Hygienist	9%
1230.20	Licensed Vocational Nursing	15%
1402.00	Paralegal	19%
1210.00	Respiratory Care/Therapy	22%
1230.10	Registered Nursing	23%
1217.00	Surgical Technician	25%
1218.00	Occupational Therapy Technology	28%
0514.00	Office Technology/Office Computer Applications	30%



Priority Jobs with Equity Gaps

Occupational Title	% Male
Dental Hygienists	7%
Licensed Practical and Licensed Vocational Nurses	13%
Paralegals and Legal Assistants	16%
Respiratory Therapists	39%
Surgical Technologists	29%
Occupational Therapy Assistants	17%
Executive Secretaries and Executive Administrative Assistants	5%

Where do we see equity gaps for age?

Priority Jobs with a Retiring Workforce (Ages 55+)

Occupational Title	% 55+
Property Appraisers and Assessors	43%
Cost Estimators	40%
Facilities Managers	36%
Flight Attendants	35%
Executive Secretaries and Executive Administrative Assistants	34%
Administrative Services Managers	32%
Electrical and Electronic Engineering Technologists and Technicians	32%
Buyers and Purchasing Agents	31%

- **20%** of the labor force is aged 55+
- **22** priority jobs had an overrepresentation of a workforce nearing retirement
- **37** priority programs had equity gaps in 19 and younger

Where do equity gaps overlap for BIPOC?



22 priority jobs with equity gaps for BIPOC



4 priority jobs had +10 percentage points below labor force

Top Priority Jobs with Equity Gaps (BIPOC)

+10 percentage points below labor force

Occupational Title	% BIPOC
Commercial Pilots	24%
Property Appraisers and Assessors	32%
Cost Estimators	35%
Dental Hygienists	43%

Where do equity gaps overlap for the Hispanic/Latino?

Programs with Lowest Representation

TOP	Program Title	%
1218.00	Occupational Therapy Technology	25%
2133.10	Wildland Fire Technology	27%
0950.10	Aviation Airframe Mechanics	29%
0950.00	Aeronautical and Aviation Technology	31%
0950.20	Aviation Powerplant Mechanics	31%



Similar Representation in the Labor Force

Occupational Title	%
Occupational Therapy Assistants	23%
Firefighters	30%
Air Traffic Controllers	26%
Avionics Technicians	29%
Aircraft Mechanics and Service Technicians	29%

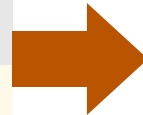
Hispanic / Latino population make up...

- 49% of student enrollments
- 33% of the labor force

Where do equity gaps overlap for Black/African American?

Programs with Lowest Representation

TOP	Program Title	%
2133.10	Wildland Fire Technology	0%
2133.50	Fire Academy	1%
2133.00	Fire Technology	2%
2105.10	Corrections	1%
0947.00	Diesel Technology	1%



Representation in the Labor Force

Occupational Title	%
Firefighters	8%
Correctional Officers and Jailers	17%
Detectives and Criminal Investigators	8%
Police and Sheriff's Patrol Officers	10%
Bus and Truck Mechanics and Diesel Engine Specialists	5%
Mobile Heavy Equipment Mechanics, Except Engines	4%

Black/African American population make up...

- 5% of student enrollments
- 5% of the labor force

Report Objectives



Identify priority jobs and programs in San Diego County



Evaluate equity gaps related to age, gender, and race/ethnicity



Assess where equity gaps have improved in priority jobs and programs

In our programs, where do we see the most progress?

For BIPOC, the following programs had the most notable changes.



TOP	Program Title	% 2016-17	% 2023-24	Difference
1230.20	Licensed Vocational Nursing	60%	86%	+26%
1217.00	Surgical Technician	65%	86%	+21%
1210.00	Respiratory Care/Therapy	60%	80%	+20%
2105.50	Police Academy	47%	66%	+19%

For females, the following programs had the most notable changes.

TOP	Program Title	% 2016-17	% 2023-24	Difference
0614.00	Digital Media	34%	53%	+19%
2105.10	Corrections	18%	35%	+17%
0956.00	Manufacturing and Industrial Technology	11%	27%	+16%
0614.30	Website Design and Development	40%	56%	+16%

What priority jobs are also pandemic- and recession-resilient?



Occupational Title	Recession-Resilient	Pandemic-Resilient	Recession and Pandemic Resilient	Avg. Annual Openings 2023-2028	25 th Percentile Hourly Earnings
Registered Nurses	•	•	•	2,023	\$51.15
First-Line Supervisors of Office and Administrative Support Workers	•	•	•	1,486	\$26.83
Licensed Practical and Licensed Vocational Nurses	•	•	•	710	\$30.91
Police and Sheriff's Patrol Officers	•			677	\$39.78
Paralegals and Legal Assistants	•			581	\$26.18
Logisticians	•			522	\$37.07
Aircraft Mechanics and Service Technicians	•			365	\$31.41
Electrical and Electronic Engineering Technologists and Technicians	•			289	\$30.24
Administrative Services Managers	•			242	\$38.82
Network and Computer Systems Administrators	•	•	•	201	\$40.39
Engineering Technologists and Technicians, Except Drafters, All Other		•		192	\$30.56
Web Developers		•		72	\$27.04

Summary in the Appendix (p. 40)

SOC	Description	Underrepresented			Overrepresented
		Female	Male	BIPOC	Ages 55+
33-1012	First-Line Supervisors of Police and Detectives	•		•	
51-1011	First-Line Supervisors of Production and Operating Workers	•			•
53-2031	Flight Attendants		•	•	•
17-3026	Industrial Engineering Technologists and Technicians	•			•
29-2061	Licensed Practical and Licensed Vocational Nurses		•		•
13-1081	Logisticians	•			
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	•		•	•
15-1244	Network and Computer Systems Administrators	•		•	
31-2011	Occupational Therapy Assistants		•	•	
47-2073	Operating Engineers and Other Construction Equipment Operators	•		•	•
23-2011	Paralegals and Legal Assistants		•	•	•
31-2021	Physical Therapist Assistants		•		
33-3051	Police and Sheriff's Patrol Officers	•			
13-2028	Property Appraisers and Assessors	•		•	•
43-5031	Public Safety Telecommunicators		•		

Reflection Questions



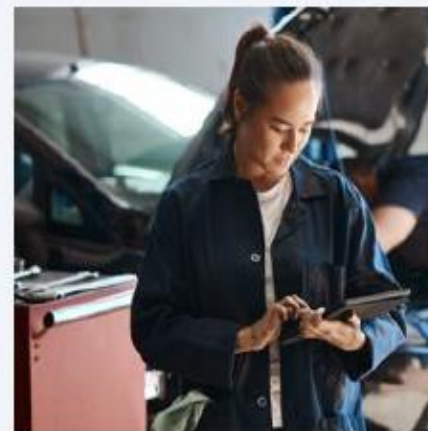
- We made progress in some programs. Do you see similar changes at your institutions?
- How can you do a similar analysis for programs at your college?

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.



January 2025

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for a Diverse Workforce

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Thank you!



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