



Military-to-Civilian Employment: Opportunities in the San Diego & Imperial Region

COMMUNITY COLLEGES
SAN DIEGO & IMPERIAL COUNTIES
CAREER EDUCATION



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San Diego & Imperial COE Mission

RESEARCH

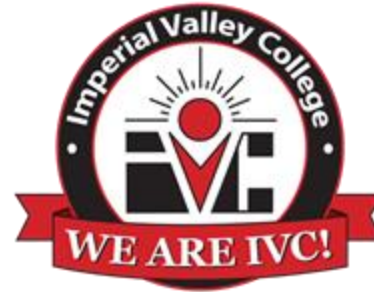
TRAINING

EVALUATION

ADVOCACY

The San Diego & Imperial Center of Excellence uses research, training and evaluation to advocate for the needs of employers and students in programs, policies and practices.

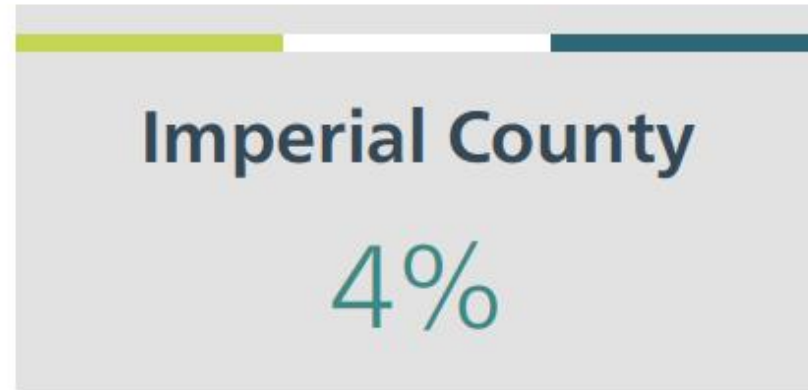
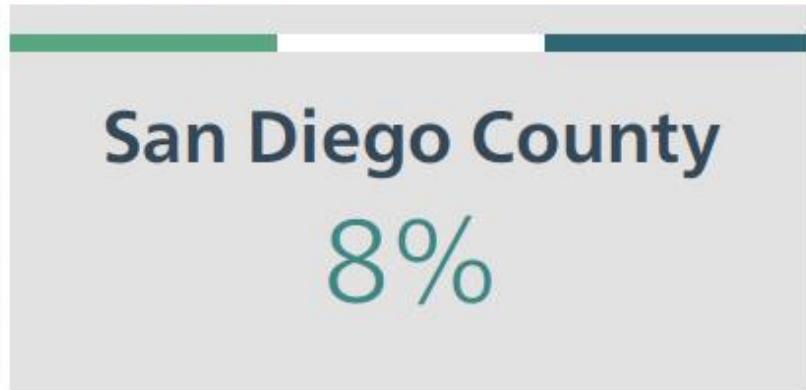
San Diego & Imperial Center of Excellence (COE)



AGENDA

- 1) Introductions
- 2) Report Presentation
- 3) Panel Discussion
- 4) Q & A

Veteran Demographics in the San Diego & Imperial Region



of the civilian adult population (18+) are veterans

Source: U.S. Census Bureau, "Veteran Status," American Community Survey, ACS 5-Year Estimates Subject Tables, Table S2101, 2022, accessed November 13, 2024, [data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06\\$0500000](https://data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06$0500000).

Veteran Demographics in the San Diego & Imperial Region

San Diego County

89% Male, 11% Female

60% White, 23% Other, 17% Hispanic

14% (18-34), 28% (35-54), **57% (55+)**

42% bachelor's degree or higher

Imperial County

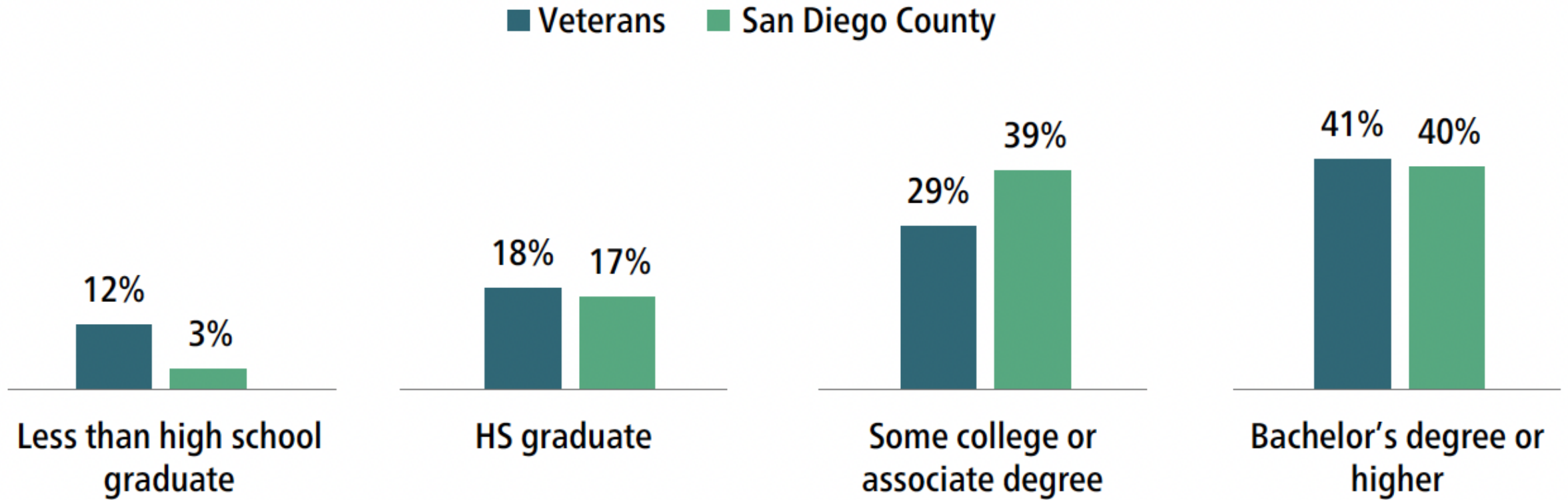
94% Male, 6% Female

61% Hispanic, 26% White, 13% Other

15% (18-34), 35% (35-54), **50% (55+)**

30% some college or associate degree

Educational Attainment by Population (San Diego County, 2022)

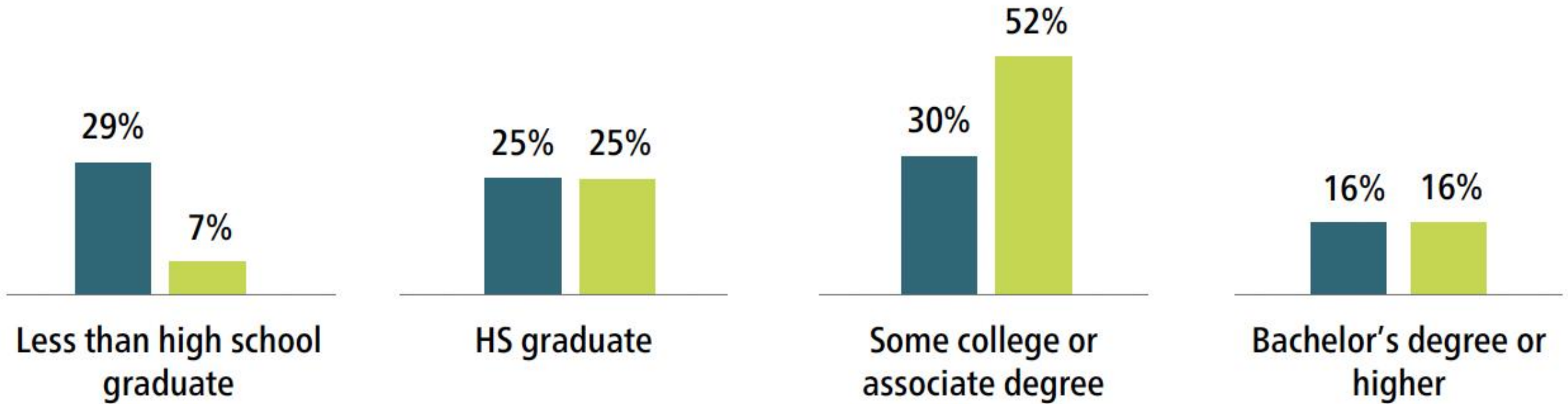


*May not total 100% due to rounding

Source: U.S. Census Bureau, "Veteran Status," American Community Survey, ACS 5-Year Estimates Subject Tables, Table S2101, 2022, accessed November 13, 2024, [data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06\\$0500000](https://data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06$0500000).

Educational Attainment by Population (Imperial County, 2022)

■ Veterans ■ Imperial County



*May not total 100% due to rounding

Source: U.S. Census Bureau, "Veteran Status," American Community Survey, ACS 5-Year Estimates Subject Tables, Table S2101, 2022, accessed November 13, 2024, [data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06\\$0500000](https://data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06$0500000).

Disability Status by Population (San Diego & Imperial, 2022)

■ Veterans ■ San Diego County

24%

12%

Disability

■ Veterans ■ Imperial County

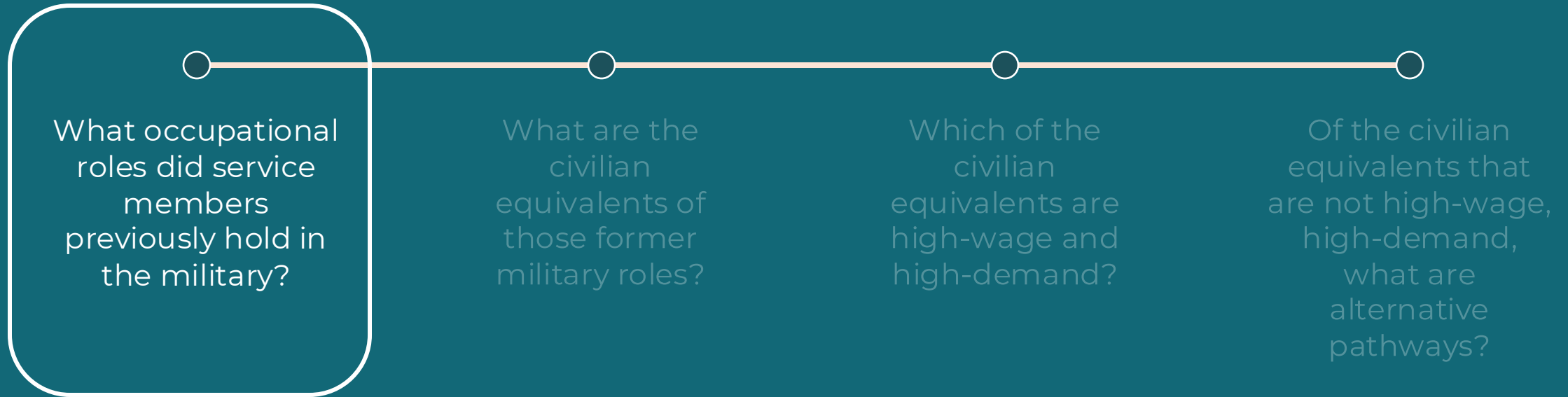
36%

18%

Disability

Source: U.S. Census Bureau, "Veteran Status," American Community Survey, ACS 5-Year Estimates Subject Tables, Table S2101, 2022, accessed November 13, 2024, [data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06\\$0500000](https://data.census.gov/table/ACSST5Y2022.S2101?q=Veterans&g=040XX00US06$0500000).

Identifying Military-to-Civilian Pathways



How

“Military exiters”

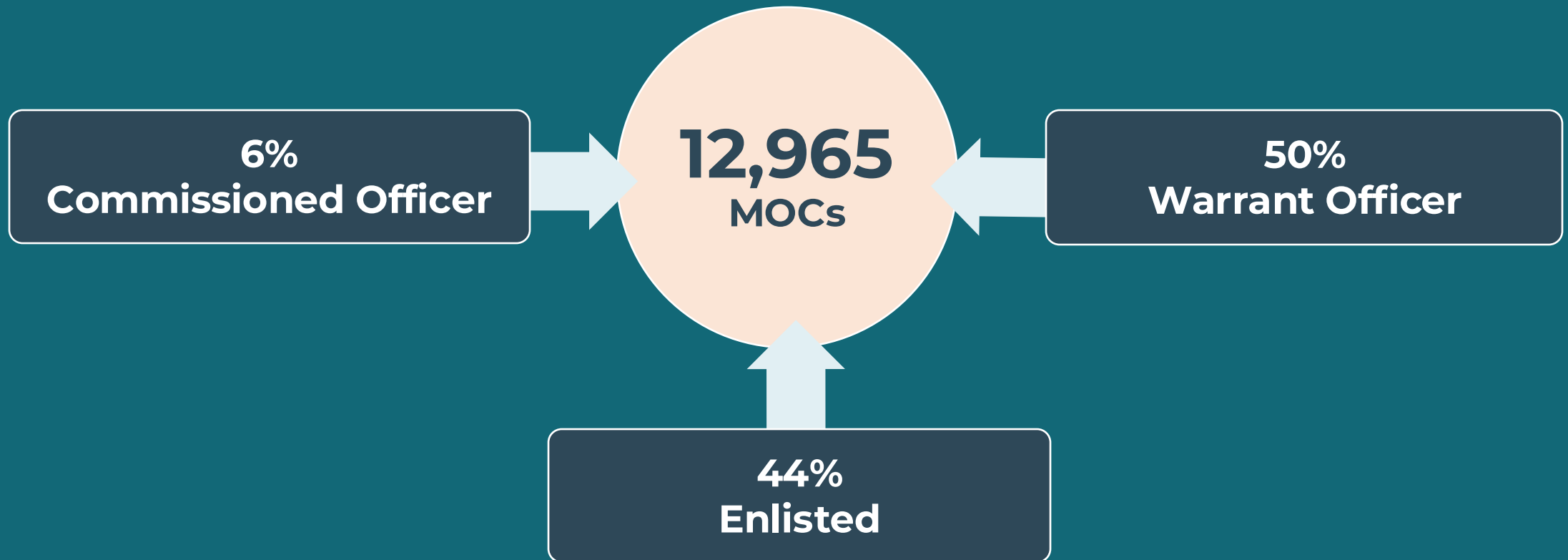
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the number of
service members
leaving the military

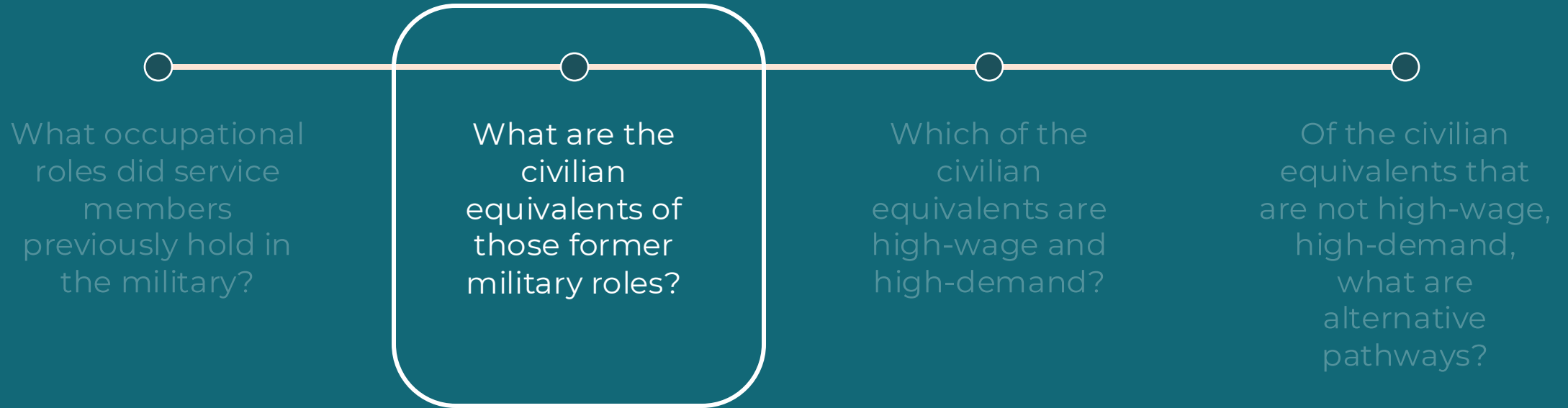
Region	# of Military Exiters	
United States	153,000	
California	17,473	% of Military Exiters in CA
San Diego County	6,175	35%
Imperial County	80	1%

Military Occupational Classification (MOC) System

A structured framework that the U.S. Armed Forces uses to categorize service members' roles and specialties. MOC codes are generally grouped into one of three personnel categories:

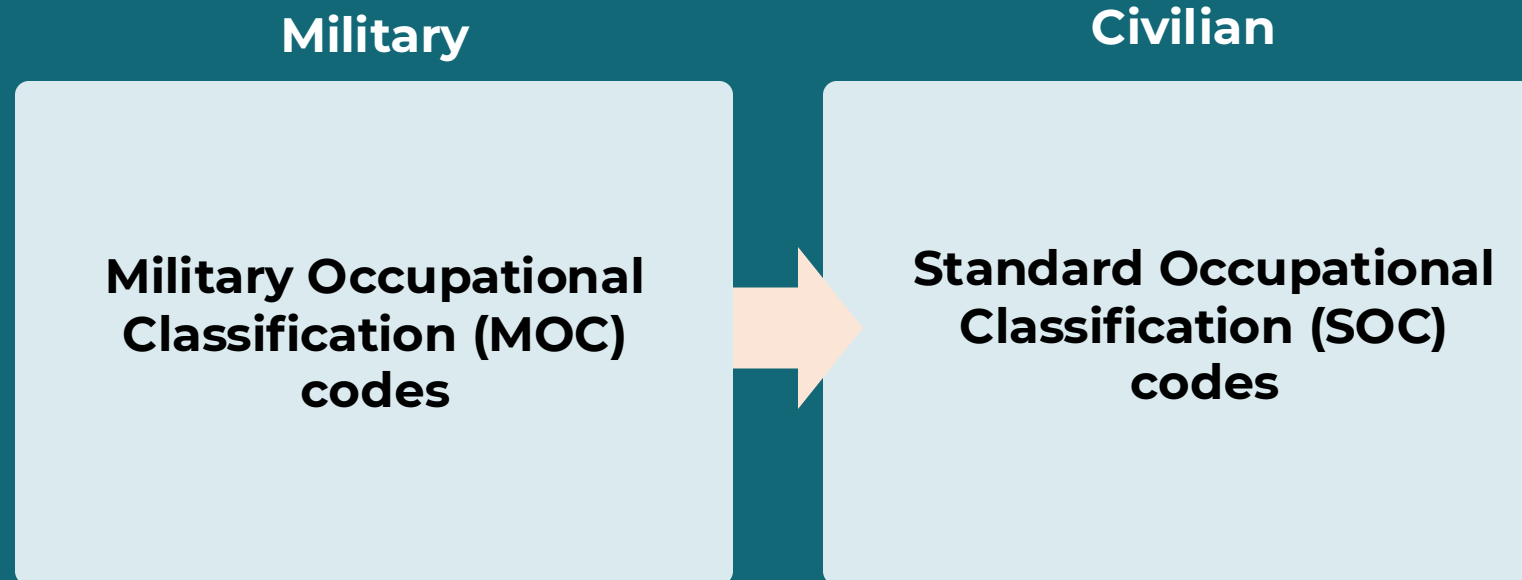


Identifying Military-to-Civilian Pathways

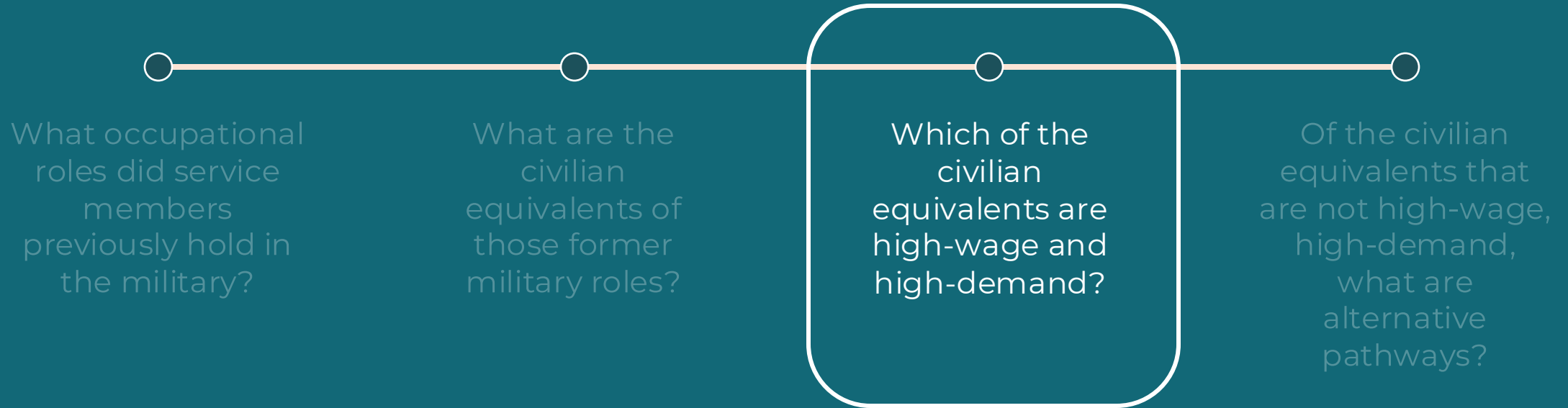


MOC-to-SOC Crosswalk

A tool that maps codes by comparing the skills, duties, and qualifications of military roles with civilian occupations



Identifying Military-to-Civilian Pathways



Which of the civilian equivalents are high-wage and high-demand?

43 civilian occupations (SOC codes) had at least 20 military exiters in San Diego County



11 occupations met the high-wage, high-demand criteria

High-Demand:

- ✓ More civilian employment demand than military exits
- ✓ Annual Job Openings > Military Exiters

High-Wage:

- ✓ Entry-level wages above the living wage for a single adult
- ✓ \$26.01 / hr in San Diego County

Which of the civilian equivalents are high-wage and high-demand?

SOC Occupation	Military Exits	Annual Job Openings	Entry-Level Wages
Aircraft Mechanics and Service Technicians	295	406	\$31.43
Police and Sheriffs Patrol Officers	167	705	\$39.75
Firefighters	97	316	\$26.06
First-Line Supervisors of Mechanics, Installers, and Repairers	66	466	\$30.99
Bus and Truck Mechanics and Diesel Engine Specialists	62	219	\$26.18
Engineering Technologists and Technicians, Except Drafters, All Other	39	179	\$30.58
Air Traffic Controllers	36	73	\$61.77
Human Resources Managers	32	234	\$58.07
Operating Engineers and Other Construction Equipment Operators	28	313	\$30.33
Airline Pilots, Copilots, and Flight Engineers	25	258	\$79.05
Physician Assistants	21	152	\$59.11

HOUSING CHALLENGES IN SAN DIEGO COUNTY



Median Home Price

SAN DIEGO COUNTY

\$1.040M

UNITED STATES

\$419K



Median Monthly Rent

\$3,135

\$1,813

Sources: Data USA, US Census Bureau, US Department of Housing and Urban Development, Forbes

Which of the civilian equivalents are high-wage and high-demand?

27 civilian occupations (SOC codes) had at least 1 military exit in Imperial County



20 occupations met the high-wage, high-demand criteria

High-Demand:

- ✓ More civilian employment demand than military exits
- ✓ Annual Job Openings > Military Exiters

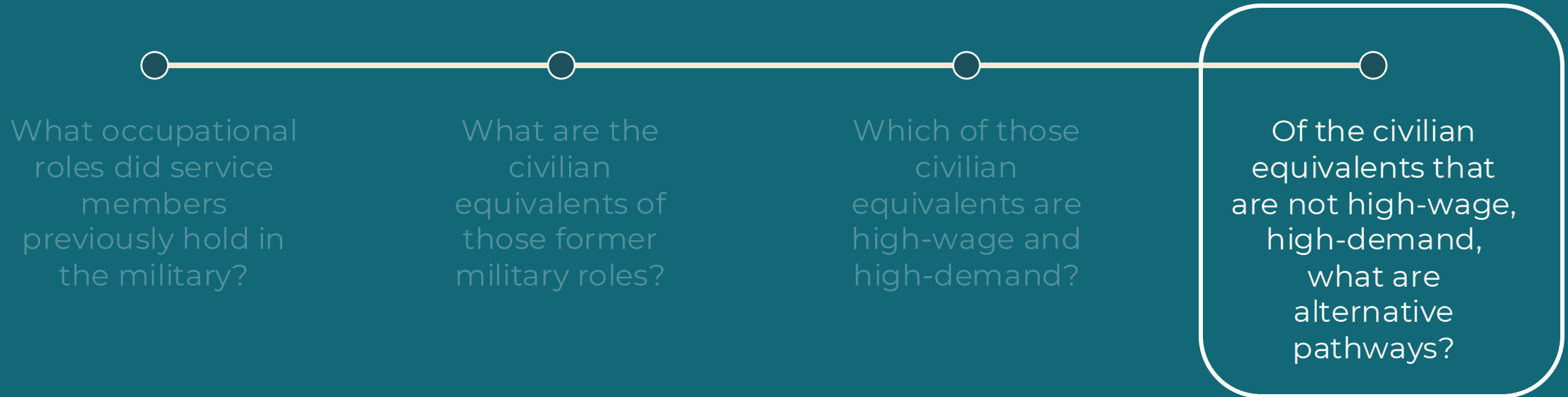
High-Wage:

- ✓ Entry-level wages above the living wage for a single adult
- ✓ \$15.14 / hr in Imperial County

Which of the civilian equivalents are high-wage and high-demand?

SOC Occupation	Military Exits	Annual Job Openings	Entry-Level Wages
Police and Sheriffs Patrol Officers	7	32	\$30.24
Food Preparation Workers	3	50	\$16.22
Heavy and Tractor-Trailer Truck Drivers	2	134	\$18.82
First-Line Supervisors of Mechanics, Installers, and Repairers	2	21	\$29.76
Bus and Truck Mechanics and Diesel Engine Specialists	2	13	\$22.61
Paramedics	2	2	\$28.22
Stockers and Order Fillers	1	232	\$17.01
Office Clerks, General	1	144	\$16.36
Medical Assistants	1	63	\$17.70
Automotive Service Technicians and Mechanics	1	38	\$17.86

Identifying Military-to-Civilian Pathways



San Diego County

43 civilian occupations (SOC codes) had at least 20 military exiters in San Diego County



11 occupations met the high-wage, high-demand criteria



32 Occupations Failed to Meet Criteria

Imperial County

27 civilian occupations (SOC codes) had at least 1 military exit in Imperial County



20 occupations met the high-wage, high-demand criteria



7 Occupations Failed to Meet Criteria

Identifying Compatible Occupations

For occupations that failed to meet criteria, how can we find **compatible occupations** that have high demand and pay living wages?

Compatibility Index Scores

- Index created by Lightcast
- Uses O*NET's data on competencies and level of knowledge, skill, or ability required of an occupation
- Scores of 0 (no compatibility) to 100 (complete compatibility)

What are alternative pathways for jobs that didn't meet the criteria?

SAN DIEGO COUNTY	Annual Openings	Entry-Level Wages	Compatible with # of Occupations
Radiologic Technologists and Technicians	119	\$36.43	9
Electrical Power-Line Installers and Repairers	72	\$34.92	9
Bus and Truck Mechanics and Diesel Engine Specialists	219	\$26.18	8
Aircraft Mechanics and Service Technicians	406	\$31.43	7
Operating Engineers and Other Construction Equipment Operators	313	\$30.33	7
Electrical and Electronic Engineering Technologists and Technicians	275	\$30.28	7
Sheet Metal Workers	184	\$27.40	7
Telecommunications Equipment Installers and Repairers, Except Line Installers	144	\$27.84	7
Dental Hygienists	227	\$51.80	6
Surgical Technologists	79	\$31.45	6

What are alternative pathways for jobs that didn't meet the criteria?

IMPERIAL COUNTY	Annual Openings	Entry-Level Wages	Compatible with # of Occupations
Power Plant Operators	19	\$37.46	3
Compliance Officers	63	\$31.77	2
Automotive Service Technicians and Mechanics	38	\$17.86	2
First-Line Supervisors of Production and Operating Workers	19	\$28.03	2
First-Line Supervisors of Construction Trades and Extraction Workers	19	\$30.03	2
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	16	\$21.60	2
Inspectors, Testers, Sorters, Samplers, and Weighers	14	\$17.42	2
Computer User Support Specialists	13	\$24.46	2
Industrial Machinery Mechanics	13	\$25.10	2
Secondary School Teachers, Except Special and Career/Technical Education	61	\$38.50	1

Unique Roles Without Civilian Equivalents

Some military roles are exclusive to the armed forces and have no direct civilian equivalents.

Aircraft Launch and Recovery Specialists

Artillery and Missile Crew Members

Command and Control Officers

Infantry

Special Forces

Military exits for “military-only” occupations

SOC Code	SOC Occupation	California Military Exits	San Diego County Military Exits	Imperial County Military Exits
55-3016	Infantry	1,830	201	9
55-3014	Artillery and Missile Crew Members	611	162	3
55-3015	Command and Control Center Specialists	472	181	1
55-3013	Armored Assault Vehicle Crew Members	351	45	1
55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	153	72	-
55-1015	Command and Control Center Officers	126	92	-
55-3018	Special Forces	125	100	-
55-3011	Air Crew Members	124	86	-

Veterans Resource Centers at Our Regional Colleges



Transitioning from Military-Only Roles

Use the “Military Exits by SOC Codes” in this report alongside existing resources to guide veterans into employment opportunities aligned with their skills, training, and experience.

Use the “Compatible Occupations” in this study to guide military exiters toward high-demand, high-wage occupations that can offer career mobility and economic stability.

Leverage Credit for Prior Learning (CPL) to recognize veterans’ military training and expand work-based learning initiatives to accelerate their transition into the civilian workforce.

Sample Resources for Guiding Veterans

Veteran Resource Centers at each community college offer guides, checklists, and services

Department of Defense (DOD) Credentialing Opportunities On-Line (COOL) aligning credentials, certifications, and licenses

MOC-to-SOC crosswalk (O*Net) map military and civilian occupational codes based on skills, duties, and qualifications

Transition Assistance Participant (TAP) Curriculum provides guidance on job preparation and identifying support resources

Explore Pathways Military Occupation Tool (MILGEARS) includes details about work activities, typical requirements, and wages for military occupations

California Department of Veterans Affairs (CalVet) Veterans Resource Book summarizes state benefits for healthcare, employment, housing, etc.

Panelists



**JORDAN
AGRICOLA**



LINDA TA



**SUSAN
ROBERTS-
EGLEY**



**TINA
BARLOLONG**

What insights will you turn into action?

I will _____ by _____.

Thank you!

