SAN DIEGO & IMPERIAL COUNTIES
COMMUNITY COLLEGES

Cybersecurity and Networking Occupations

Labor Market Analysis: San Diego County — December 2025

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
Proceed with Caution			☐ Doctorate Degree ☐ Master's Degree ☑ Bachelor's Degree ☐ Associate Degree ☐ Some College or Certificate ☐ HS Diploma or Equivalent ☐ Less Than a HS Diploma ☐ Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	**NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING**	**NUMBER OF ANNUAL JOB OPENINGS**	
	HIGH	MEDIUM	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region's community colleges with strategic planning and program development. *Cybersecurity and Networking Occupations* include "Computer Network Architects," "Computer Network Support Specialists," "Information Security Analysts," and "Network and Computer Systems Administrators." According to available data, *Cybersecurity and Networking Occupations* in San Diego County have a labor market demand of 465 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and 24 institutions supply 1,975 awards for these occupations. On average, entry-level wages are above the living wage. This brief recommends to proceed with caution when developing a new program and supports a program modification because these occupations' entry-level wages are above the living wage, however there is a potential oversupply in San Diego County.

Recent research, including the 2025 Cybersecurity Industry Economic Impact and Workforce Study, shows that despite strong award production, employers continue to face hiring challenges for mid-level and security-cleared roles. The report finds that although the cyber talent pool is growing, its growth has slowed since 2022, and job postings remain 60% below pre-pandemic levels, limiting hiring.

Industry interviews also indicate that clearance requirements and rapid technological change reduce the pool of job-ready candidates, resulting in a functional supply gap[1]. These findings suggest that educational programs may need to strengthen work-based learning and hands-on training to better meet employer expectations.

Introduction

This report provides labor market information in San Diego County for the following occupational codes in the Standard Occupational Classification (SOC)[2] system:

- **Computer Network Architects** (SOC 15-1241): Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research or recommend network and communications hardware or software.
- **Computer Network Support Specialists** (SOC 15-1231): Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption.
- **Information Security Analysts** (SOC 15-1212): Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. Assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.
- **Network and Computer Systems Administrators** (SOC 15-1244): Install, configure, and maintain an organization's local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software.

[1] San Diego Regional Economic Development Corporation. (2025). Cybersecurity talent, skills alignment, and regional workforce demand analysis. San Diego Regional EDC. sdccoe.org/wp-content/uploads/2025/11/CCOE-EIS-2025.pdf

[2] The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. https://www.bls.gov/soc/.

For the purpose of this report, these occupations are referred to as *Cybersecurity and Networking Occupations*.

Projected Occupational Demand

Between 2024 and 2029, businesses in San Diego County will need to hire 465 employees annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example (Exhibit 1). Most of this labor market demand comes from Network and Computer Systems Administrators, which are projected to have the most annual job openings with 177 openings each year between 2024 and 2029.

Exhibit 1: Number of Jobs for *Cybersecurity and Networking Occupations* (2024-2029)[3]

Occupational Title	2024 Jobs	2029 Jobs	2024 – 2029 Net Jobs Change	2024 - 2029 % Net Jobs Change	Annual Job Openings (Demand)
Network and Computer Systems Administrators	3,096	3,118	22	1%	177
Information Security Analysts	1,753	1,928	175	10%	143
Computer Network Architects	1,429	1,417	-12	-1%	74
Computer Network Support Specialists	973	1,001	28	3%	71
Total	7,251	7,464	213	3%	465

[3] Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.

Earnings

According to traditional[4] labor market information (LMI), entry-level hourly earnings for *Cybersecurity and Networking Occupations* range from $30.95 to $46.09 (Exhibit 2).

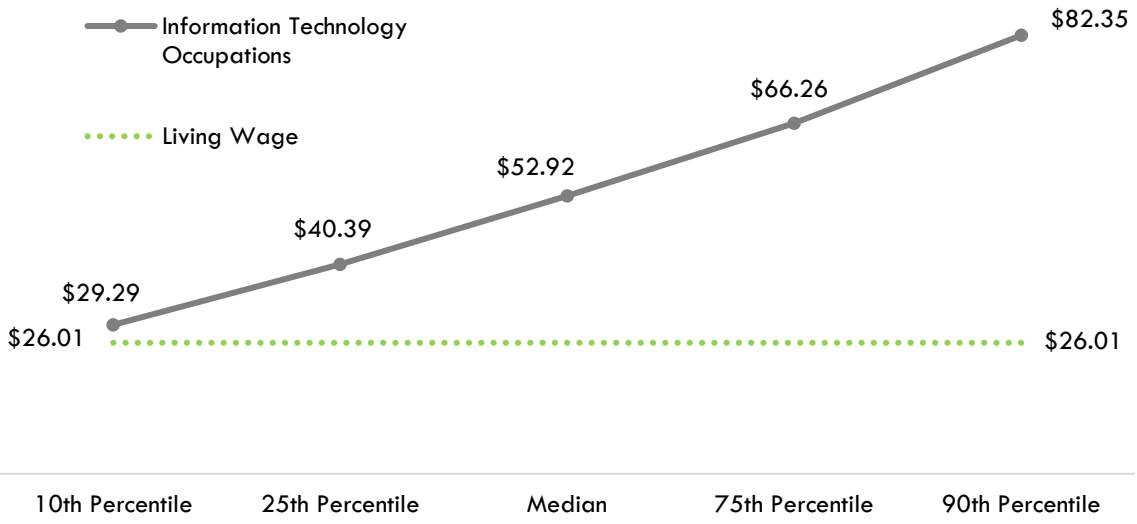
Exhibit 2: Hourly Earnings for *Cybersecurity and Networking Occupations* in San Diego County[5]

Occupational Title	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Computer Network Architects	$46.09	$62.83	$78.67
Information Security Analysts	$44.89	$62.77	$80.72
Network and Computer Systems Administrators	$39.64	$48.91	$60.00
Computer Network Support Specialists	$30.95	$37.18	$45.63

On average, the entry-level hourly earnings for employed *Cybersecurity and Networking Occupations* are $40.39—or $84,011.20 annual salary[6]; this is more than the living wage for a single adult in San Diego County, which is $26.01 per hour (Exhibit 3).[7]

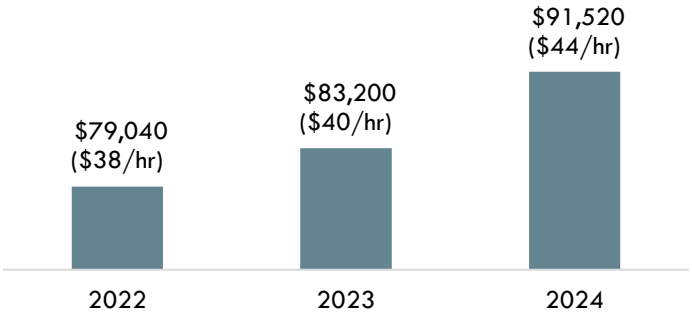
[4] Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.
[5] Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.
[6] Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.
[7] Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. selfsufficiencystandard.org/California.

Exhibit 3: Hourly Earnings[8] for *Cybersecurity and Networking Occupations* in San Diego County[9]



In online job postings, however, employers advertised between $38 to $44 per hour between January 1, 2022 and December 30, 2024 for *Cybersecurity and Networking Occupations* in San Diego County (Exhibit 4).[10] This suggests that employers in recent years are increasing wages due to labor market forces that may not be captured by traditional LMI.

Exhibit 4: Entry-Level Advertised Salaries in Online Job Postings for *Cybersecurity and Networking Occupations* in San Diego County (2022-2024)



[8] 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.
[9] Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.
[10] Lightcast 2025.04; "Job Posting Analytics." 2022-2024.

Expected Level of Education

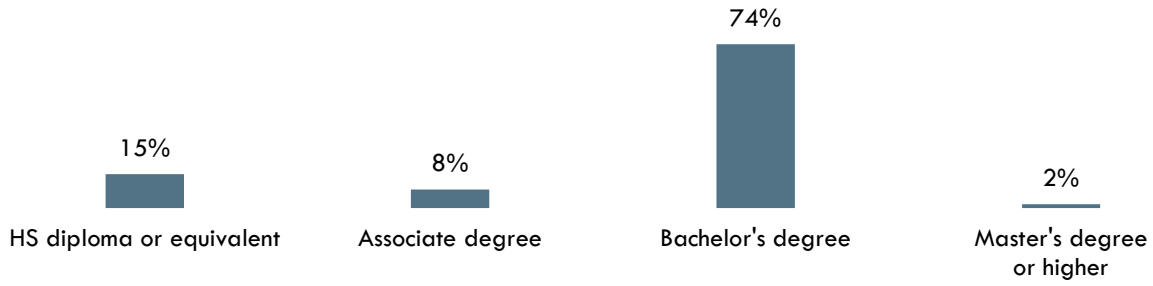
According to traditional LMI (data reported to EDD and BLS), *Cybersecurity and Networking Occupations* have a national educational attainment ranging from an associate degree to a bachelor's degree (Exhibit 5a).[11]

Exhibit 5a: National Educational Attainment for *Cybersecurity and Networking Occupations*[12]

Occupational Title	Typical Entry-Level Education
Computer Network Architects	Bachelor's degree
Information Security Analysts	Bachelor's degree
Network and Computer Systems Administrators	Bachelor's degree
Computer Network Support Specialists	Associate degree

Based on online job postings between January 1, 2022 and December 31, 2024 in San Diego County, employers posted a bachelor's degree as the most requested educational requirement for *Cybersecurity and Networking Occupations* (Exhibit 5b).[13]

Exhibit 5b: Educational Requirements for *Cybersecurity and Networking Occupations* in San Diego County[14]



*May not total 100 percent due to rounding

[11] Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.
[12] Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.
[13] Lightcast; "Job Posting Analytics." 2020-2022.
[14] "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified April 9, 2021. bls.gov/emp/tables/educational-attainment.htm.

Online job postings for *Cybersecurity and Networking Occupations* in San Diego County between January 1, 2022, and December 31, 2024, also indicated that employers expected candidates to hold the following certifications. (Exhibit 6).[15]

Exhibit 6: Top Certifications for *Cybersecurity and Networking Occupations* in San Diego County in Online Job Postings (2022-2024)[16]

1. Secret Clearance
2. CompTIA Security+
3. Security Clearance
4. Cisco Certified Network Associate
5. Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)
6. IAT Level II Certification
7. Cisco Certified Network Professional
8. Certified Information Systems Security Professional
9. Top Secret Clearance
10. CompTIA Security+ CE

[15] Lightcast 2025.04; "Job Posting Analytics." 2022-2024.
[16] Lightcast 2025.04; "Job Posting Analytics." 2022-2024.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There are seven TOP codes and 14 CIP codes related to *Cybersecurity and Networking Occupations* (Exhibit 7).

Exhibit 7: Related TOP and CIP Codes for *Cybersecurity and Networking Occupations*[17]

TOP or CIP Code	TOP or CIP Program Title
TOP 0702.00	Computer Information Systems
TOP 0707.10	Computer Programming
TOP 0707.30	Computer Systems Analysis
TOP 0708.00	Computer Infrastructure and Support
TOP 0708.10	Computer Networking
TOP 0708.20	Computer Support
TOP 0709.00	World Wide Web Administration
CIP 11.0201	Computer Programming/Programmer, General
CIP 11.0202	Computer Programming, Specific Applications
CIP 11.0203	Computer Programming, Vendor/Product Certification
CIP 11.0301	Data Processing and Data Processing Technology/Technician
CIP 11.0501	Computer Systems Analysis/Analyst
CIP 11.0802	Data Modeling/Warehousing and Database Administration
CIP 11.0901	Computer Systems Networking and Telecommunications
CIP 11.0902	Cloud Computing
CIP 11.1001	Network and System Administration/Administrator
CIP 11.1002	System, Networking, and LAN/WAN Management/Manager
CIP 11.1003	Computer and Information Systems Security/Information Assurance
CIP 11.1005	Information Technology Project Management
CIP 11.1006	Computer Support Specialist
CIP 15.1202	Computer Technology/Computer Systems Technology

[17] This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 7.

According to TOP data, nine community colleges supply the region with awards for these occupations: Cuyamaca College, Grossmont College, MiraCosta College, Palomar College, San Diego City College, San Diego College of Continuing Education, San Diego Mesa College, San Diego Miramar College, and Southwestern College. According to CIP data, 15 non-community-college institutions supply the region with awards: Alliant International University-San Diego, Ashford University, ATA College, California Institute of Arts & Technology, California Institute of Arts & Technology-National City, California State University-San Marcos, ICOHS College, National University, Northcentral University, Poway Adult School, San Diego Global Knowledge University, San Diego State University, University of California-San Diego, University of San Diego, and Vista Adult School (Exhibit 8).

Exhibit 8: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2020-21 Through Program Year 2023-24 Average)

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
0702.00	Computer Information Systems	**113**	**0**	**113**
	MiraCosta	**10**	**0**	
	• Associate degree	3	0	
	• Certificate 30 < 60 units	3	0	
	• Certificate 6 < 18 units	4		
	Palomar	**13**	**0**	
	• Associate degree	5	0	
	• Certificate 30 < 60 units	4	0	
	• Certificate 16 < 30 units	4	0	
	San Diego Cont Ed	**55**	**0**	
	• Noncredit 48 < 96 hrs	55	0	
	San Diego Mesa	**14**	**0**	
	• Associate degree	13	0	
	• Certificate 30 < 60 units	1	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
	San Diego Miramar	**15**	**0**	
	• Associate degree	14	0	
	• Certificate 30 < 60 units	1	0	
	Southwestern	**6**	**0**	
	• Associate degree	6	0	
0707.10	Computer Programming	**154**	**0**	**154**
	Grossmont	**35**	**0**	
	• Associate degree	16	0	
	• Certificate 30 < 60 units	11	0	
	• Certificate 16 < 30 units	8	0	
	Palomar	**4**	**0**	
	• Certificate 30 < 60 units	0	0	
	• Certificate 8 < 16 units	4	0	
	San Diego City	**1**	**0**	
	• Associate degree	1	0	
	• Certificate 16 < 30 units	0	0	
	San Diego Cont Ed	**109**	**0**	
	• Noncredit 288 < 480 hrs	1	0	
	• Noncredit 144 < 192 hrs	19	0	
	• Noncredit 48 < 96 hrs	89	0	
	Southwestern	**5**	**0**	
	• Associate degree	3	0	
	• Certificate 6 < 18 units	2	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
0707.30	Computer Systems Analysis	**349**	**0**	**349**
	San Diego Cont Ed	**349**	**0**	
	• Noncredit 480 < 960 hrs	9	0	
	• Noncredit 192 < 288 hrs	6	0	
	• Noncredit 96 < 144 hrs	334	0	
0708.00	Computer Infrastructure and Support	**585**	**0**	**585**
	Grossmont	**55**	**0**	
	• Associate degree	25	0	
	• Certificate 30 < 60 units	1	0	
	• Certificate 16 < 30 units	29	0	
	MiraCosta	**44**	**0**	
	• Associate degree	15	0	
	• Certificate 30 < 60 units	10	0	
	• Certificate 16 < 30 units	14	0	
	• Certificate 6 < 18 units	5	0	
	Palomar	**8**	**0**	
	• Certificate 16 < 30 units	1	0	
	• Certificate 8 < 16 units	7	0	
	San Diego City	**51**	**0**	
	• Associate degree	31	0	
	• Certificate 30 < 60 units	10	0	
	• Certificate 16 < 30 units	10	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
	San Diego Cont Ed	**427**	**0**	
	• Noncredit 192 < 288 hrs	20	0	
	• Noncredit 96 < 144 hrs	172	0	
	• Noncredit 48 < 96 hrs	38	0	
	• Noncredit < 48 hrs	197	0	
0708.10	Computer Networking	**19**	**0**	**19**
	Cuyamaca	**4**	**0**	
	• Associate degree	4	0	
	• Certificate 30 < 60 units	0	0	
	Palomar	**10**	**0**	
	• Associate degree	5	0	
	• Certificate 16 < 30 units	5	0	
	San Diego Cont Ed	**5**	**0**	
	• Noncredit 96 < 144 hrs	5	0	
	Southwestern	**0**	**0**	
	• Associate Degree	0	0	
0708.20	Computer Support	**205**	**1**	**205**
	MiraCosta	**3**	**0**	
	• Associate degree	1	0	
	• Certificate 16 < 30 units	2	0	
	San Diego Cont Ed	**198**	**0**	
	• Noncredit 288 < 480 hrs	20	0	
	• Noncredit 192 < 288 hrs	33	0	
	• Noncredit 144 < 192 hrs	106	0	
	• Noncredit 96 < 144 hrs	39	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
	Southwestern	**4**	**0**	
	• Associate degree	4	0	
0709.00	World Wide Web Administration	**0**	**0**	**0**
	Southwestern	**0**	**0**	
	• Certificate 8 < 16 units	0	0	
11.0201	Computer Programming/Programmer, General	**0**	**1**	**1**
	Poway Adult School	**0**	**1**	
	• Certificates < 1 year	0	1	
11.0202	Computer Programming, Specific Applications	**0**	**15**	**15**
	California Institute of Arts & Technology	**0**	**8**	
	• Bachelor's degree	0	0	
	• Associate degree	0	1	
	• Certificates < 1 year	0	7	
	California Institute of Arts & Technology-National City	**0**	**7**	
	• Bachelor's degree	0	0	
	• Associate degree	0	5	
	• Certificates < 1 year	0	2	
11.0301	Data Processing and Data Processing Technology/Technician	**0**	**15**	**15**
	Northcentral University	**0**	**15**	
	• Doctorate degree	0	4	
	• Master's degree	0	11	
	Poway Adult School	**0**	**0**	
	• Certificates < 1 year	0	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
11.0802	Data Modeling/Warehousing and Database Administration	**0**	**8**	**8**
	Alliant International University-San Diego	**0**	**0**	
	• Postbaccalaureate Certificate	0	0	
	San Diego State University	**0**	**8**	
	• Postbaccalaureate Certificate	0	8	
11.0901	Computer Systems Networking and Telecommunications	**0**	**0**	**0**
	ICOHS College	**0**	**0**	
	• Associate degree	0	0	
	Poway Adult School	**0**	**0**	
	• Certificates < 1 year	0	0	
11.1001	Network and System Administration/Administrator	**0**	**39**	**39**
	California Institute of Arts & Technology	**0**	**20**	
	• Certificates < 1 year	0	20	
	California Institute of Arts & Technology-National City	**0**	**6**	
	• Certificates < 1 year	0	6	
	ICOHS College	**0**	**13**	
	• Certificates 1 < 2 years	0	10	
	• Certificates < 1 year	0	3	
11.1002	System, Networking, and LAN/WAN Management/Manager	**0**	**31**	**31**
	California Institute of Arts & Technology	**0**	**23**	
	• Certificates < 1 year	0	23	
	California Institute of Arts & Technology-National City	**0**	**8**	
	• Certificates < 1 year	0	8	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
11.1003	Computer and Information Systems Security/Auditing/Information Assurance	**0**	**205**	**205**
	Alliant International University-San Diego	**0**	**0**	
	• Postbaccalaureate Certificate	0	0	
	Ashford University	**0**	**40**	
	• Bachelor's degree	0	40	
	California State University-San Marcos	**0**	**15**	
	• Master's degree	0	15	
	National University	**0**	**73**	
	• Master's degree	0	73	
	Northcentral University	**0**	**12**	
	• Master's degree	0	12	
	• Doctoral degree	0	0	
	San Diego State University	**0**	**3**	
	• Master's degree	0	3	
	University of San Diego	**0**	**52**	
	• Master's degree	0	52	
	Vista Adult School	**0**	**10**	
	• Certificates < 1 year	0	10	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-23)
11.1005	Information Technology Project Management	**0**	**79**	**79**
	National University	**0**	**40**	
	• Master's degree	0	0	
	• Bachelor's degree	0	40	
	San Diego Global Knowledge University	**0**	**1**	
	• Master's degree	0	1	
	University of California-San Diego	**0**	**38**	
	• Master's degree	0	38	
	• Certificates < 1 year	0	10	
11.1006	Computer Support Specialist	**0**	**2**	**2**
	ICOHS College	**0**	**2**	
	• Certificates < 1 year	0	2	
15.1202	Computer/Computer Systems Technology/Technician	**0**	**155**	**155**
	ATA College	**0**	**5**	
	• Certificates < 1 year	0	5	
	California Institute of Arts & Technology	**0**	**114**	
	• Bachelor's degree	0	0	
	• Associate degree	0	47	
	• Certificates < 1 year	0	67	
	California Institute of Arts & Technology-National City	**0**	**36**	
	• Bachelor's degree	0	0	
	• Associate degree	0	23	
	• Certificates < 1 year	0	13	
			Total	**1,975**

Demand vs. Supply

Comparing labor demand with labor supply[18] suggests that there is an oversupply for these occupations in San Diego County, with 465 annual openings and 1,975 awards. Comparatively, there are 5,961 annual openings in California and 7,917 awards, suggesting that there is an oversupply across the state (Exhibit 9).[19]

Exhibit 9: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	**Supply** (Annual Awards)	**Supply Gap or Oversupply**
San Diego	465	1,975	**- 1,510**
California	5,961	7,917	**- 1,956**

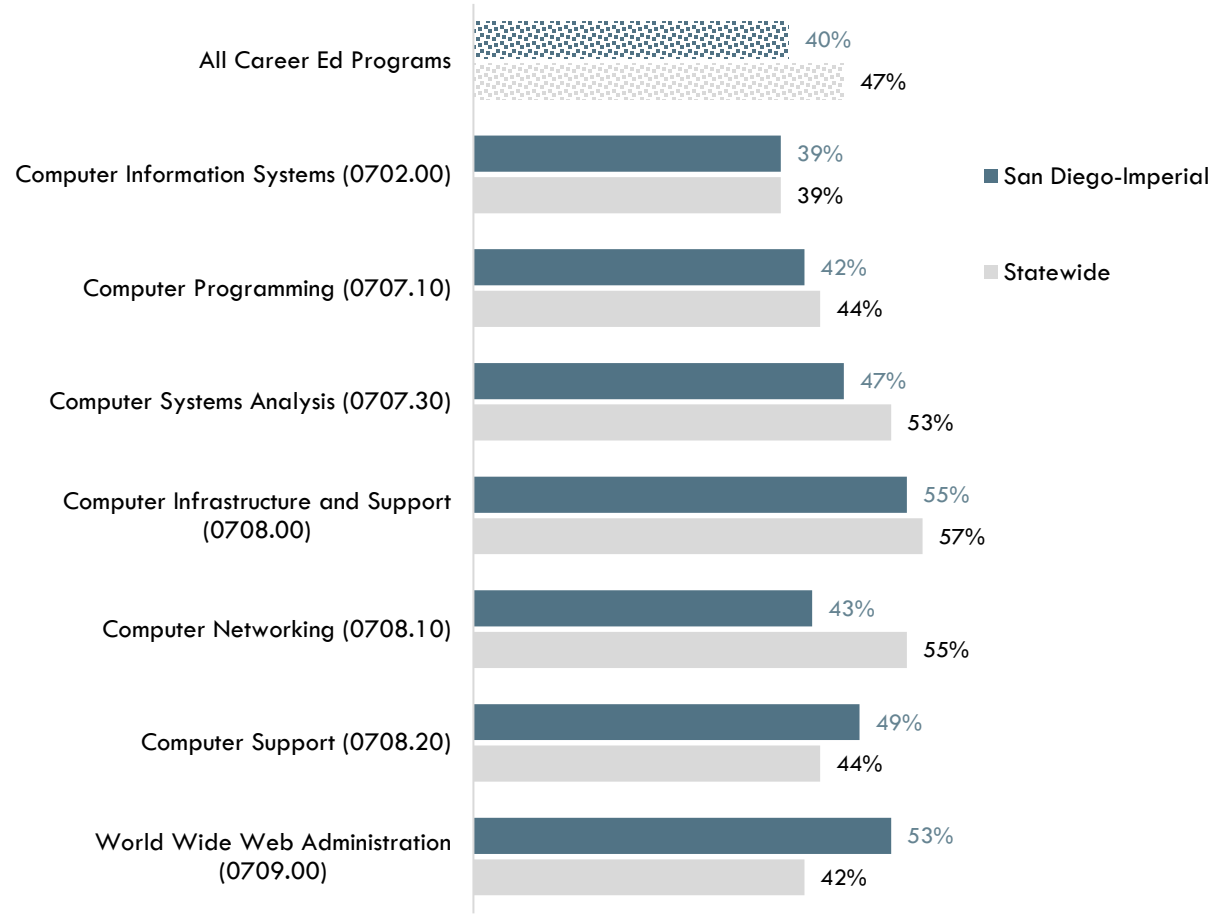
Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

[18] Labor supply can be found from two different sources: Lightcast or the California Community Colleges Chancellor's Office MIS Data Mart. Lightcast uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.
[19] "Supply and Demand," Centers of Excellence Student Outcomes, coeccc.net/our-resources.

Student Outcomes and Regional Comparisons

According to the California Community Colleges DataVista, 39 to 55% of students in the San Diego-Imperial region earned a living wage after completing a program related to *Cybersecurity and Networking Occupations*, compared to 39 to 57% statewide and 47% of students in Career Education programs in general across the state (Exhibit 10).[20]

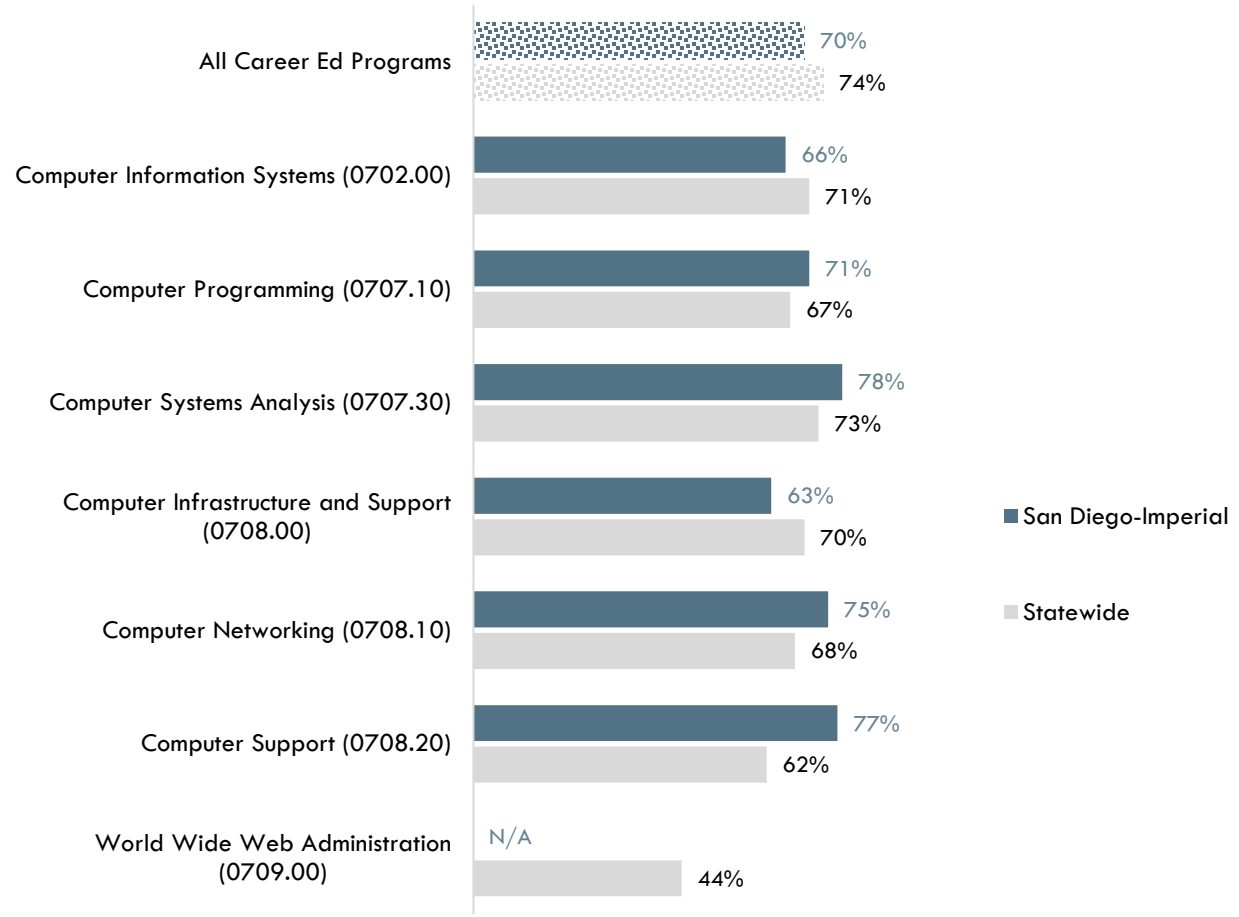
Exhibit 10: Percentage of Students Who Earned a Living Wage by Program, PY2022-23[21]



[20] DataVista, California Community Colleges, datavista.cccco.edu/.
[21] Most recent year with available data is Program Year 2022-23. Among completers and skills builders who exited, the percentage of students who attained a living wage.

According to the California Community Colleges DataVista, 63 to 78% of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a program related to *Cybersecurity and Networking Occupations*, compared to 62 to 73% statewide and 74% of students in Career Education programs in general across the state (Exhibit 11).[22]

Exhibit 11: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2021-22[23]



"N/A" indicates insufficient data

[22] DataVista, California Community Colleges, datavista.cccco.edu/.
[23] Most recent year with available data is Program Year 2021-22. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Employers

Between January 1, 2022 and December 31, 2024, the top five employers in San Diego County for *Cybersecurity and Networking Occupations* were Northrop Grumman, Apple, Leidos, Booz Allen Hamilton, and SAIC based on online job postings (Exhibit 12).

Exhibit 12: Top Employers for *Cybersecurity and Networking Occupations* in San Diego County[24]

Top Employers	
• Northrop Grumman • Apple • Leidos • Booz Allen Hamilton • SAIC	• Qualcomm • Randstad • TEKsystems • Viasat • Insight Global

Skills

Exhibit 13 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2022 and December 31, 2024.

Exhibit 13: Top Skills for *Cybersecurity and Networking Occupations* in San Diego County[25]

Specialized Skills	Soft Skills	Software Skills
• Computer Science • Automation • Network Routing • Network Switches • Network Engineering • Scripting • Systems Engineering • System Administration • Local Area Networks • Cyber Security • Wide Area Networks • Technical Support • Information Systems • Project Management • Networking Hardware	• Troubleshooting • Communication • Management • Operations • Problem Solving • Customer Service • Information Technology • Planning • Writing • Leadership • Interpersonal Communications • Coordinating • Research • Detail Oriented • Verbal Communication Skills	• Linux • Operating Systems • Python • Firewall • Active Directory

[24] Lightcast 2025.04; "Job Posting Analytics." 2022-2024.
[25] Lightcast 2025.04; "Job Posting Analytics." 2022-2024.

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.