

Labor Market Analysis

Overview

Earnings increase dramatically for students who complete an Associate's Degree at a California community college. According to the California Community Colleges, Chancellor's Office (SalarySurfer.cccco.edu), students who complete an associate degree more than double their annual pre-degree earnings after two years in the workforce. Their earnings triple after five years in the workforce. Nearly half (48%) of students who graduated with an associate degree earned \$56,000 or more annually five years after graduating.

Earnings also increase significantly for students who complete a certificate. California community college students who complete a certificate nearly double their pre-degree earnings after five years in the workforce. Forty-four percent of students who graduated with a certificate earned \$56,000 or more annually five years after graduating.

Certificates with the highest median incomes, five years after award, include:

- Electrical Systems and Power Transmission, \$137,526
- Laser and Optical Technology, \$104,773
- Physician Assistant, \$103,228

Target Occupations

This section of the plan provides an analysis of the labor market in the College's region. The data was obtained from EMSI (<https://e.economicmodeling.com>) the leading labor market data provider. Note: The data provided by EMSI includes occupation data for self-employed people as well as those traditionally employed.

The goal of this analysis is to identify occupations in the College's geographical area that offer high-wages and require some training that the College can provide. Once the "target occupations" have been identified, the analysis will include a gap analysis between these occupations and educational completions. This analysis will help the College make decisions regarding adding new programs and expending or retooling existing programs. The methodology used in this analysis is described below.

1. Define "target occupations" criteria
2. Extract a list of target occupations
3. Perform a crosswalk analysis to identify educational programs

4. Cross-reference this list with College completions
5. Identify programs for further analysis
 - a. For addition or expansion
 - b. For retooling or elimination

To identify the “target occupations” it is necessary to develop four critical criteria. These include:

- Region to be analyzed
- Typical entry level education
- Number of annual openings
- Median hourly earnings.

The region to be analyzed should include the local area as well as surrounding areas where students would likely be willing to relocate, should they find a good job. In the case of College of the Desert, the region for analysis includes the Coachella Valley Region. There are a total of 786 occupations listed in the data for this region.

Next, a minimum value needs to be selected for the number of annual openings. The list should not contain occupations for which there are very few annual openings. For this analysis, the minimum number of annual openings was set at 10. This narrowed down the list down to 134 occupations.

The next criterion concerns median hourly earnings. The purpose is to identify high-wage jobs. Most occupations offer a lower wage for a worker who lacks much relevant work experience. Higher wages then follow with increased experience or education level. Therefore, for this analysis, the minimum value for “Median Hourly Earnings” has been set to \$11.25 per hour. This filters the list of occupations down to 107 occupations.

The final criterion is, “typical entry level education”. For this, the planning team used Bachelor’s Degree or less. This includes:

- Bachelor’s Degree
- Associate’s Degree
- Postsecondary nondegree award
- Some college, no degree
- High School Diploma or equivalent

- No formal educational credential

Occupations that typically require a Bachelor’s Degree are included because community colleges can, for transfer students, provide the first two years of a Bachelor’s Degree pathway. When this criterion is applied, the list contains 98 occupations.

The list of these 98 target occupations follows.

Ed Level SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings
Bachelor's Degree					
11-1021	General and Operations Managers	2,352	2,534	100	\$42.42
11-2022	Sales Managers	466	480	15	\$42.57
11-3011	Administrative Services Managers	365	390	12	\$41.31
11-3031	Financial Managers	438	452	15	\$50.76
11-9151	Social and Community Service Managers	188	226	14	\$29.71
11-9199	Managers, All Other	875	945	34	\$25.29
11-9111	Medical and Health Services Managers	270	312	16	\$49.22
13-1051	Cost Estimators	281	298	12	\$28.72
13-1071	Human Resources Specialists	342	359	14	\$28.68
13-1111	Management Analysts	565	618	19	\$34.20
13-1161	Market Research Analysts and Marketing Specialists	346	383	12	\$25.41
13-2011	Accountants and Auditors	1,063	1,180	54	\$30.50
13-1199	Business Operations Specialists, All Other	659	702	17	\$31.39
21-1021	Child, Family, and School Social Workers	243	261	11	\$23.74
21-1023	Mental Health and Substance Abuse Social Workers	167	194	10	\$21.84
25-2021	Elementary School Teachers, Except Special Education	1,566	1,683	63	\$37.12
25-2022	Middle School Teachers, Except Special and Career/Technical Education	485	531	21	\$37.12
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	798	866	35	\$35.67

Ed Level SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings
25-3098	Substitute Teachers	1,440	1,526	47	\$19.14
27-1024	Graphic Designers	342	348	10	\$20.08
27-2022	Coaches and Scouts	299	316	14	\$14.44
29-1141	Registered Nurses	2,834	3,238	154	\$45.86
Associate's Degree					
25-2011	Preschool Teachers, Except Special Education	388	396	15	\$13.36
Postsecondary nondegree award					
29-2041	Emergency Medical Technicians and Paramedics	245	292	14	\$15.39
29-2061	Licensed Practical and Licensed Vocational Nurses	853	965	49	\$22.39
31-1014	Nursing Assistants	1,080	1,314	75	\$13.53
31-9091	Dental Assistants	505	551	23	\$16.56
31-9092	Medical Assistants	930	1,070	49	\$13.19
33-2011	Firefighters	478	519	23	\$25.53
39-5012	Hairdressers, Hairstylists, and Cosmetologists	945	1,040	45	\$11.76
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	291	336	12	\$27.22
49-3023	Automotive Service Technicians and Mechanics	1,150	1,213	45	\$16.96
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	394	455	19	\$21.22
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,516	1,693	64	\$21.36
Some college, no degree					
25-9041	Teacher Assistants	1,324	1,432	56	\$14.63
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,756	1,770	23	\$19.09
High school diploma or equivalent					
11-9013	Farmers, Ranchers, and Other Agricultural Managers	828	751	13	\$19.14
11-9051	Food Service Managers	786	845	29	\$19.04
11-9141	Property, Real Estate, and Community Association Managers	653	650	16	\$22.64
21-1093	Social and Human Service Assistants	366	470	30	\$17.80
29-2052	Pharmacy Technicians	408	463	15	\$18.15
33-3012	Correctional Officers and Jailers	648	671	23	\$36.98

Ed Level SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings
33-3051	Police and Sheriff's Patrol Officers	852	925	44	\$43.65
35-1011	Chefs and Head Cooks	367	400	12	\$21.84
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,390	1,573	82	\$13.66
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	431	449	11	\$16.86
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	682	689	16	\$18.05
37-2021	Pest Control Workers	306	324	12	\$12.22
37-3013	Tree Trimmers and Pruners	375	391	10	\$15.54
39-1021	First-Line Supervisors of Personal Service Workers	252	307	18	\$17.54
39-2021	Nonfarm Animal Caretakers	443	495	21	\$11.95
39-9031	Fitness Trainers and Aerobics Instructors	352	384	13	\$18.46
41-1011	First-Line Supervisors of Retail Sales Workers	2,192	2,321	84	\$17.08
41-3021	Insurance Sales Agents	421	464	20	\$24.80
41-3099	Sales Representatives, Services, All Other	990	1,065	38	\$21.12
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	710	752	25	\$26.71
41-9022	Real Estate Sales Agents	1,240	1,150	10	\$20.92
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,707	1,827	51	\$25.26
43-3021	Billing and Posting Clerks	520	584	25	\$16.99
43-3071	Tellers	389	337	14	\$14.12
43-4051	Customer Service Representatives	1,497	1,618	63	\$16.67
43-4081	Hotel, Motel, and Resort Desk Clerks	1,221	1,251	70	\$11.85
43-4171	Receptionists and Information Clerks	1,009	1,110	50	\$13.17
43-5032	Dispatchers, Except Police, Fire, and Ambulance	236	259	11	\$18.09
43-5071	Shipping, Receiving, and Traffic Clerks	598	608	16	\$14.23
43-6013	Medical Secretaries	665	756	26	\$14.49
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,263	2,394	53	\$17.92
43-9061	Office Clerks, General	3,171	3,347	109	\$15.14
43-9199	Office and Administrative Support Workers, All Other	494	516	18	\$12.70
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	648	657	12	\$27.36

Ed Level SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings
47-2031	Carpenters	2,155	2,188	35	\$19.05
47-2073	Operating Engineers and Other Construction Equipment Operators	375	398	12	\$28.09
47-2111	Electricians	604	665	22	\$23.53
47-2152	Plumbers, Pipefitters, and Steamfitters	570	647	24	\$22.21
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	475	510	17	\$32.54
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	327	369	15	\$20.48
49-3093	Tire Repairers and Changers	214	229	11	\$11.43
49-9071	Maintenance and Repair Workers, General	1,897	2,023	78	\$18.07
51-2092	Team Assemblers	301	315	11	\$12.81
51-9111	Packaging and Filling Machine Operators and Tenders	337	346	16	\$11.78
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	178	197	10	\$26.53
53-3022	Bus Drivers, School or Special Client	422	479	18	\$16.96
53-3031	Driver/Sales Workers	224	265	13	\$12.46
53-3033	Light Truck or Delivery Services Drivers	823	895	29	\$17.06
No formal educational credential					
31-1011	Home Health Aides	415	737	79	\$11.69
35-2012	Cooks, Institution and Cafeteria	316	366	20	\$13.39
35-2014	Cooks, Restaurant	2,770	3,107	147	\$11.75
35-2015	Cooks, Short Order	329	347	13	\$11.59
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,070	3,279	106	\$12.97
37-3011	Landscaping and Groundskeeping Workers	6,377	6,655	174	\$11.57
41-2021	Counter and Rental Clerks	1,022	1,104	43	\$12.58
41-2022	Parts Salespersons	269	290	11	\$16.37
43-5081	Stock Clerks and Order Fillers	2,739	2,942	134	\$11.42
47-2061	Construction Laborers	1,824	1,948	63	\$15.21

Ed Level SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings
47-2141	Painters, Construction and Maintenance	705	704	12	\$16.23
51-3011	Bakers	319	372	18	\$12.28
53-7051	Industrial Truck and Tractor Operators	409	436	16	\$15.34
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,781	2,895	113	\$12.45

Gap Analysis

The gap analysis is to identify gaps between the high-wage, high-skill jobs in the region, and the programs offered at the College. The first section looks at the target occupations first, and compares them to the programs offered at the College. The second section starts with the programs offered at the college and identifies those that train students for jobs that are not on the target occupation list.

Occupation Analysis

The following table shows the same 98 target occupations reorganized. The occupations are grouped by the type of degrees, certificates or courses that the college currently offers. For example, the first section shows the occupations for which the College offers degree and certificate options. Then, occupations for which the College offers only degree options.

SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
Degree(s) and Certificate(s)						
11-9051	Food Service Managers	786	845	29	\$ 19.04	High school diploma or equivalent
13-2011	Accountants and Auditors	1,063	1,180	54	\$ 30.50	Bachelor's degree
25-9041	Teacher Assistants	1,324	1,432	56	\$ 14.63	Some college, no degree
27-1024	Graphic Designers	342	348	10	\$ 20.08	Bachelor's degree
33-3012	Correctional Officers and Jailers	648	671	23	\$ 36.98	High school diploma or equivalent
35-1011	Chefs and Head Cooks	367	400	12	\$ 21.84	High school diploma or equivalent
35-2014	Cooks, Restaurant	2,770	3,107	147	\$ 11.75	No formal educational credential
35-2015	Cooks, Short Order	329	347	13	\$ 11.59	No formal educational credential
37-3011	Landscaping and Groundskeeping Workers	6,377	6,655	174	\$ 11.57	No formal educational credential
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,756	1,770	23	\$ 19.09	Some college, no degree
49-3023	Automotive Service Technicians and Mechanics	1,150	1,213	45	\$ 16.96	Postsecondary nondegree award
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	327	369	15	\$ 20.48	High school diploma or equivalent
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	394	455	19	\$ 21.22	Postsecondary nondegree award

	SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
Degree(s)							
	11-9199	Managers, All Other	875	945	34	\$ 25.29	Bachelor's degree
	11-1021	General and Operations Managers	2,352	2,534	100	\$ 42.42	Bachelor's degree
	29-1141	Registered Nurses	2,834	3,238	154	\$ 45.86	Bachelor's degree
	29-2061	Licensed Practical and Licensed Vocational Nurses	853	965	49	\$ 22.39	Postsecondary nondegree award
	31-1014	Nursing Assistants	1,080	1,314	75	\$ 13.53	Postsecondary nondegree award
	33-2011	Firefighters	478	519	23	\$ 25.53	Postsecondary nondegree award
Certificate(s)							
	11-3011	Administrative Services Managers	365	390	12	\$ 41.31	Bachelor's degree
	11-9141	Property, Real Estate, and Community Association Managers	653	650	16	\$ 22.64	High school diploma or equivalent
	13-1071	Human Resources Specialists	342	359	14	\$ 28.68	Bachelor's degree
	21-1023	Mental Health and Substance Abuse Social Workers	167	194	10	\$ 21.84	Bachelor's degree
	25-2011	Preschool Teachers, Except Special Education	388	396	15	\$ 13.36	Associate's degree
	29-2041	Emergency Medical Technicians and Paramedics	245	292	14	\$15.39	Postsecondary nondegree award
	31-1011	Home Health Aides	415	737	79	\$ 11.69	No formal educational credential
	33-3051	Police and Sheriff's Patrol Officers	852	925	44	\$ 43.65	High school diploma or equivalent
	35-2012	Cooks, Institution and Cafeteria	316	366	20	\$ 13.39	No formal educational credential
	37-2021	Pest Control Workers	306	324	12	\$ 12.22	High school diploma or equivalent
	39-9031	Fitness Trainers and Aerobics Instructors	352	384	13	\$ 18.46	High school diploma or equivalent
	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,707	1,827	51	\$ 25.26	High school diploma or equivalent
	43-4171	Receptionists and Information Clerks	1,009	1,110	50	\$ 13.17	High school diploma or equivalent
	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,263	2,394	53	\$ 17.92	High school diploma or equivalent
	43-9061	Office Clerks, General	3,171	3,347	109	\$ 15.14	High school diploma or equivalent
	43-9199	Office and Administrative Support Workers, All Other	494	516	18	\$ 12.70	High school diploma or equivalent
	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	648	657	12	\$ 27.36	High school diploma or equivalent
	47-2061	Construction Laborers	1,824	1,948	63	\$ 15.21	No formal educational credential
Course(s)							
	13-1051	Cost Estimators	281	298	12	\$ 28.72	Bachelor's degree
	13-1111	Management Analysts	565	618	19	\$ 34.20	Bachelor's degree
	25-2021	Elementary School Teachers, Except Special Education	1,566	1,683	63	\$ 37.12	Bachelor's degree
	25-2022	Middle School Teachers, Except Special and Career/Technical Education	485	531	21	\$ 37.12	Bachelor's degree
	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	798	866	35	\$ 35.67	Bachelor's degree
	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,390	1,573	82	\$ 13.66	High school diploma or equivalent
	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	682	689	16	\$ 18.05	High school diploma or equivalent
	37-3013	Tree Trimmers and Pruners	375	391	10	\$ 15.54	High school diploma or equivalent

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39-1021	First-Line Supervisors of Personal Service Workers	252	307	18	\$ 17.54	High school diploma or equivalent
41-1011	First-Line Supervisors of Retail Sales Workers	2,192	2,321	84	\$ 17.08	High school diploma or equivalent
41-3021	Insurance Sales Agents	421	464	20	\$ 24.80	High school diploma or equivalent
41-3099	Sales Representatives, Services, All Other	990	1,065	38	\$ 21.12	High school diploma or equivalent
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	710	752	25	\$ 26.71	High school diploma or equivalent
43-3021	Billing and Posting Clerks	520	584	25	\$ 16.99	High school diploma or equivalent
43-4051	Customer Service Representatives	1,497	1,618	63	\$ 16.67	High school diploma or equivalent
43-4081	Hotel, Motel, and Resort Desk Clerks	1,221	1,251	70	\$ 11.85	High school diploma or equivalent
47-2073	Operating Engineers and Other Construction Equipment Operators	375	398	12	\$ 28.09	High school diploma or equivalent
47-2141	Painters, Construction and Maintenance	705	704	12	\$ 16.23	No formal educational credential
49-3093	Tire Repairers and Changers	214	229	11	\$ 11.43	High school diploma or equivalent
51-3011	Bakers	319	372	18	\$ 12.28	No formal educational credential
No Courses						
11-2022	Sales Managers	466	480	15	\$ 42.57	Bachelor's degree
11-3031	Financial Managers	438	452	15	\$ 50.76	Bachelor's degree
11-9013	Farmers, Ranchers, and Other Agricultural Managers	828	751	13	\$ 19.14	High school diploma or equivalent
11-9111	Medical and Health Services Managers	270	312	16	\$ 49.22	Bachelor's degree
11-9151	Social and Community Service Managers	188	226	14	\$ 29.71	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	346	383	12	\$ 25.41	Bachelor's degree
13-1199	Business Operations Specialists, All Other	659	702	17	\$ 31.39	Bachelor's degree
21-1021	Child, Family, and School Social Workers	243	261	11	\$ 23.74	Bachelor's degree
21-1093	Social and Human Service Assistants	366	470	30	\$ 17.80	High school diploma or equivalent
25-3098	Substitute Teachers	1,440	1,526	47	\$ 19.14	Bachelor's degree
27-2022	Coaches and Scouts	299	316	14	\$ 14.44	Bachelor's degree
29-2052	Pharmacy Technicians	408	463	15	\$ 18.15	High school diploma or equivalent
31-9091	Dental Assistants	505	551	23	\$ 16.56	Postsecondary nondegree award
31-9092	Medical Assistants	930	1,070	49	\$ 13.19	Postsecondary nondegree award
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	431	449	11	\$ 16.86	High school diploma or equivalent
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,070	3,279	106	\$ 12.97	No formal educational credential
39-2021	Nonfarm Animal Caretakers	443	495	21	\$ 11.95	High school diploma or equivalent
39-5012	Hairdressers, Hairstylists, and Cosmetologists	945	1,040	45	\$ 11.76	Postsecondary nondegree award
41-2021	Counter and Rental Clerks	1,022	1,104	43	\$ 12.58	No formal educational credential
41-2022	Parts Salespersons	269	290	11	\$ 16.37	No formal educational credential
41-9022	Real Estate Sales Agents	1,240	1,150	10	\$ 20.92	High school diploma or equivalent
43-3071	Tellers	389	337	14	\$ 14.12	High school diploma or equivalent
43-5032	Dispatchers, Except Police, Fire, and Ambulance	236	259	11	\$ 18.09	High school diploma or equivalent
43-5071	Shipping, Receiving, and Traffic Clerks	598	608	16	\$ 14.23	High school diploma or equivalent
43-5081	Stock Clerks and Order Fillers	2,739	2,942	134	\$ 11.42	No formal educational credential

SOC	Description	2016 Jobs	2021 Jobs	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
43-6013	Medical Secretaries	665	756	26	\$ 14.49	High school diploma or equivalent
47-2031	Carpenters	2,155	2,188	35	\$ 19.05	High school diploma or equivalent
47-2111	Electricians	604	665	22	\$ 23.53	High school diploma or equivalent
47-2152	Plumbers, Pipefitters, and Steamfitters	570	647	24	\$ 22.21	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	475	510	17	\$ 32.54	High school diploma or equivalent
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	291	336	12	\$27.22	Postsecondary nondegree award
49-9071	Maintenance and Repair Workers, General	1,897	2,023	78	\$ 18.07	High school diploma or equivalent
51-2092	Team Assemblers	301	315	11	\$ 12.81	High school diploma or equivalent
51-9111	Packaging and Filling Machine Operators and Tenders	337	346	16	\$ 11.78	High school diploma or equivalent
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	178	197	10	\$ 26.53	High school diploma or equivalent
53-3022	Bus Drivers, School or Special Client	422	479	18	\$ 16.96	High school diploma or equivalent
53-3031	Driver/Sales Workers	224	265	13	\$ 12.46	High school diploma or equivalent
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,516	1,693	64	\$ 21.36	Postsecondary nondegree award
53-3033	Light Truck or Delivery Services Drivers	823	895	29	\$ 17.06	High school diploma or equivalent
53-7051	Industrial Truck and Tractor Operators	409	436	16	\$ 15.34	No formal educational credential
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,781	2,895	113	\$ 12.45	No formal educational credential

Program Analysis

This table shows the degree and certificate programs at the College, and the relevant occupations. The final column shows if the occupation is on the Target Occupation list (above). If the occupation is not on the Target Occupation list, it means the occupation has fewer than 10 annual openings, a median hourly wage under \$11.25/hour, or, typically requires more than a Bachelor's Degree.

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
04343	Plant Science	AS	010300	01.0304	119013	Farmers, Ranchers, & Other Agricultural Managers	Yes
					259021	Farm and Home Management Advisors	
					451011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	
31079	Arborist Technician	Certificate	010900	01.0601	119013	Farmers, Ranchers, & Other Agricultural Managers	Yes
					271023	Floral Designers	
					371012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Yes
					372021	Pest Control Workers	Yes
					373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
32961	Environmental Horticulture	AS, Certificate	010900	01.0601	373013	Tree Trimmers and Pruners	Yes
					119013	Farmers, Ranchers, & Other Agricultural Managers	Yes
					271023	Floral Designers	
					371012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Yes
					372021	Pest Control Workers	Yes
31786	Landscape and Irrigation Technician	Certificate	010900	01.0601	373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
					373013	Tree Trimmers and Pruners	Yes
					119013	Farmers, Ranchers, & Other Agricultural Managers	Yes
					271023	Floral Designers	
					371012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Yes
13485	Pest Management Technician	Certificate	010900	01.0601	372021	Pest Control Workers	Yes
					373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
					373013	Tree Trimmers and Pruners	Yes
					119013	Farmers, Ranchers, & Other Agricultural Managers	Yes
					271023	Floral Designers	
04341	Turfgrass Management	AS, Certificate	010940	01.0607	371012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Yes
					372021	Pest Control Workers	Yes
					373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
					373013	Tree Trimmers and Pruners	Yes
					371012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Yes
18685	Turfgrass Management Technician	Certificate	010940	01.0607	372021	Pest Control Workers	Yes
					373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
					373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	
07908	Desert Ecologist	Certificate	011500	03.0101	191031	Conservation Scientists	

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
18684	Natural Resources	AS, Certificate	011500	03.0101	451011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	
					191031	Conservation Scientists	
					173031	Surveying and Mapping Technicians	
					194091	Environmental Science and Protection Technicians, Including Health	
					194093	Forest and Conservation Technicians	
					333031	Fish and Game Wardens	
					399032	Recreation Workers	
21132	Architectural Technology	AS, Certificate	020100	04.0901	451011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	
					454011	Forest and Conservation Workers	
					119041	Architectural and Engineering Managers	
					173011	Architectural and Civil Drafters	
					173012	Electrical and Electronic Drafters	
31721	General Business	AA	050100	52.0101	173013	Mechanical Drafters	
					173019	Drafters, All Other	
					111021	General and Operations Managers	Yes
					112022	Sales Managers	Yes
					113011	Administrative Services Managers	Yes
					113051	Industrial Production Managers	
					131051	Cost Estimators	Yes
21136	Accounting	AS, Certificate	050200	52.0302	131111	Management Analysts	Yes
					132011	Accountants and Auditors	Yes
					132082	Tax Preparers	
					433031	Bookkeeping, Accounting, and Auditing Clerks	Yes
					433051	Payroll and Timekeeping Clerks	
21128	Human Resource Generalist	Certificate	050630	52.0204	434011	Brokerage Clerks	
					431011	First-Line Supervisors of Office and Administrative Support Workers	Yes
21135	Retail Management	Certificate	050650	52.0212	111021	General and Operations Managers	Yes
					411011	First-Line Supervisors of Retail Sales Workers	Yes
07910	Administrative Office Assistant	Certificate	051400	52.0401	251011	Business Teachers, Postsecondary	
					436011	Executive Secretaries and Executive Administrative Assistants	
04346	Administrative Office Professional	Certificate	051400	52.0401	436014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Yes
					436011	Executive Secretaries and Executive Administrative Assistants	
07906	Journalism	AA-T	060200	09.0401	436014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Yes
					273021	Broadcast News Analysts	
					273022	Reporters and Correspondents	

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
					273041	Editors	
					273043	Writers and Authors	
04352	Digital Design & Production	AA, Certificate	061460	11.0803	271024	Graphic Designers	Yes
12021	Computer Information Systems	AS	070200	110103	151121	Computer Systems Analysts	
					151122	Information Security Analysts	
					151151	Computer User Support Specialists	
					151199	Computer Occupations, All Other	
19310	Fitness Specialist	Certificate	083520	31.0507	299091	Athletic Trainers	
					399031	Fitness Trainers and Aerobics Instructors	Yes
04385	Recreation	AA	083610	31.0101	251193	Recreation and Fitness Studies Teachers, Postsecondary	
					399032	Recreation Workers	
21134	Air Conditioning and Refrigeration	AS, Certificate	094600	15.0501	472231	Solar Photovoltaic Installers	
					474099	Construction and Related Workers, All Other	
					499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Yes
	Energy Systems Technology	Certificate	094610	15.0503	112011.10	Green Marketers	
					119199.10	Wind Energy Project Managers	
					131199.01	Energy Auditors	
					131199.1	Sustainability Specialists	
					172199.1	Solar Energy Systems Engineers	
					414011.07	Solar Sales Representatives and Assessors	
					471011	Solar Energy Installation Managers	
					472231	Solar Photovoltaic Installers	
					474099.02	Solar Thermal Installers and Technicians	
					474099	Weatherization Installers and Technicians	
					491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Yes
13487	Automotive Air Conditioning	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
04384	Automotive Electrical	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
04384	Automotive Emissions	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
07923	Automotive Engine Management	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
07928	Automotive Technology	AS	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
32878	Automotive Transmission & Axle	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
33321	General Automotive Service	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
04357	Steering, Suspension and Alignment	Certificate	094800	47.0604	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
04354	Advanced Transportation Technologies	AS	094840	47.0614	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
33733	Automotive Alternative Fuels	Certificate	094840	47.0614	491011	First-Line Supervisors of Mechanics, Installers, and Repairers	Yes
					492093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
					492096	Electronic Equipment Installers and Repairers, Motor Vehicles	
					493023	Automotive Service Technicians and Mechanics	Yes
					493051	Motorboat Mechanics and Service Technicians	
					493052	Motorcycle Mechanics	

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
					493053	Outdoor Power Equipment and Other Small Engine Mechanics	
					493092	Recreational Vehicle Service Technicians	
04374	General Drafting	AA, Certificate	095300	15.1301	173011	Architectural and Civil Drafters	
					173012	Electrical and Electronic Drafters	
					173013	Mechanical Drafters	
					173019	Drafters, All Other	
21138	Construction Management	AS, Certificate	095700	46.0412	119021	Construction Managers	
					471011	First-Line Supervisors of Construction Trades and Extraction Workers	Yes
10225	Real Estate Development	Certificate	095700	46.0412	119021	Construction Managers	
					471011	First-Line Supervisors of Construction Trades and Extraction Workers	Yes
04376	Building Inspection Technology	AA, Certificate	095720	46.0403	471011	First-Line Supervisors of Construction Trades and Extraction Workers	Yes
					474011	Construction and Building Inspectors	
21140	Registered Nursing	AS	123010	51.3801	291141	Registered Nurses	Yes
31532	Vocational Nursing	AS, Certificate	123020	51.3901	292061	Licensed Practical and Licensed Vocational Nurses	Yes
04337	Emergency Medical Care	Certificate	125000	51.0904	292041	Emergency Medical Technicians and Paramedics	Yes
07926	Early Childhood Education	AS	130500	19.0709	252011	Preschool Teachers, Except Special Education	Yes
10195	ECE: Master Teacher	Certificate	130500	19.0709	399011	Childcare Workers	
21133	ECE: Teacher	Certificate	130500	19.0709	399011	Childcare Workers	
21130	Early Childhood Education Site Supervisor	Certificate	130580	19.0708	119031	Education Administrators, Preschool and Childcare Center/Program	
21137	Basic Culinary Arts	Certificate	130630	12.0500	351011	Chefs and Head Cooks	Yes
					352012	Cooks, Institution and Cafeteria	Yes
					352013	Cooks, Private Household	
					352014	Cooks, Restaurant	Yes
					352019	Cooks, All Other	
07911	Culinary Management	AA, Certificate	130630	12.0500	351011	Chefs and Head Cooks	Yes
					352012	Cooks, Institution and Cafeteria	Yes
					352013	Cooks, Private Household	
					352014	Cooks, Restaurant	Yes
					352019	Cooks, All Other	
04362	Intermediate Culinary Arts	Certificate	130630	12.0500	351011	Chefs and Head Cooks	Yes
					352012	Cooks, Institution and Cafeteria	Yes
					352013	Cooks, Private Household	
					352014	Cooks, Restaurant	Yes
					352019	Cooks, All Other	
10226	Hospitality Management	AS, AA, Certificate	130700	52.0901	119051	Food Service Managers	Yes
					119081	Lodging Managers	

Programs Linked to Occupations							
Control #	Program Title	Program Award	TOP Code	CIP Code	SOC Codes & Descriptions	Description	Target Occupation?
					131121	Meeting, Convention, and Event Planners	
					351012	First-Line Supervisors of Food Preparation and Serving Workers	Yes
21139	Golf Management	AA, Certificate	130730	52.0906	119071	Gaming Managers	
					119081	Lodging Managers	
					131121	Meeting, Convention, and Event Planners	
32392	Alcohol/Drug Studies	AA, Certificate	210440	51.1501	211093	Social and Human Service Assistants	Yes
					211094	Community Health Workers	
					211099	Community and Social Service Specialists, All Other	
30534	Administration of Justice	AS, Certificate	210500	43.0107	331011	First-Line Supervisors of Correctional Officers	
					331012	First-Line Supervisors of Police and Detectives	
					333011	Bailiffs	
					333012	Correctional Officers and Jailers	Yes
					333021	Detectives and Criminal Investigators	
					333051	Police and Sheriff's Patrol Officers	Yes
					333052	Transit and Railroad Police	
					339021	Private Detectives and Investigators	
					339093	Transportation Security Screeners	
07924	Police Science	AS	210550	43.0107	333011	First-Line Supervisors of Correctional Officers	
					333021	Detectives and Criminal Investigators	
					333051	Police and Sheriff's Patrol Officers	Yes
					339021	Private Detectives and Investigators	
19311	Reserve Police Officer	Certificate	210550	43.0107	333011	First-Line Supervisors of Correctional Officers	
					333021	Detectives and Criminal Investigators	
					333051	Police and Sheriff's Patrol Officers	Yes
					339021	Private Detectives and Investigators	
18834	Fire Technology	AS, Certificate	213300	43.0201	331021	First-Line Supervisors of Fire Fighting and Prevention Workers	
					332011	Firefighters	Yes
					332021	Fire Inspectors and Investigators	
19309	Basic Fire Fighter	Certificate	213350	43.0203	331021	First-Line Supervisors of Fire Fighting and Prevention Workers	
					332011	Firefighters	Yes
					332021	Fire Inspectors and Investigators	

Skills Builder Data

Definition (from <http://doingwhatmatters.cccco.edu>): “Skills-builder students are experienced workers who take a limited number of community college courses to maintain and add to skill-sets required for ongoing employment and career advancement. Although numerous research studies have shown that skills-builder students secure significant earnings gains, they are not currently included in state accountability metrics. Many practitioners are now calling for skills-builder outcomes to be factored into statewide

measures and goals. For example, recognizing skills-builder outcomes was a recurring theme in regional meetings held in early 2015 to inform the Board of Governor's Task Force on Workforce, Job Creation, and a Strong Economy.”

The following data is for College of the Desert, from the 2017 Scorecard Data. Overall, Skills Builder students benefited from a 21.8% increase in median earnings after taking courses at the College.

Median Earnings Change		
		+21.8%
		N=402
Disciplines with the highest enrollment	Median % Change	Total N
Other Health Occupations	33.3%	61
Child Development/Early Care and Education	19.5%	54
Computer Information Systems	24.4%	52
Accounting	18.2%	52
Business and Commerce, General	17.7%	39
Administration of Justice	27.8%	32
Automotive Technology	33.3%	31
Natural Resources	24.5%	22
Computer Graphics and Digital Imagery	30.1%	19
Fire Technology	12.1%	17

*: Cohort fewer than 10 students

This table shows the change in median earnings, disaggregated by various demographic groupings.

Demographics		
Gender	Median % Change	Total N
Female	18.4%	207
Male	27.2%	195
Age	Median % Change	Total N
Under 20	335.1%	30
20-24	61.4%	124
25-39	14.3%	171
40 or over	9.7%	77
Ethnicity/Race	Median % Change	Total N
African American	8.5%	10
American Indian/Alaska Native	0.0%	**
Asian	81.8%	*
Filipino	20.2%	*
Hispanic	27.8%	251
Pacific Islander	45.3%	*
White	14.3%	120

N/A: Cohort has no students.

*: Suppressed to protect student Privacy.