2016

Districtwide Support Services Strategic Plan

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



2016 Districtwide Support Services Strategic Plan

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

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Acknowledgements

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Richard Galope, Associate Vice Chancellor, Economic Development and Corporate Training (effective July 1, 2016)
Matthew Isaac, Ph.D., Associate Vice Chancellor, Economic Development and Corporate Training (through June 30, 2016)
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Karl Sparks, Vice Chancellor, Human Resources (effective July 18, 2016)
Jose Torres, Vice Chancellor, Business & Fiscal Services
Wei Zhou, Ph.D., President, CHC (effective July 1, 2016)

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HMC Architects, Facilities Planning
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Snipes-Dye, Civil Engineering

Message from the Chancellor



Together, we are writing the next chapter of the San Bernardino Community College District and our region. We are entering the next decade more resilient and even more committed to transforming the narrative of our community through greater educational, social, and economic opportunities. This living document reflects our strategic intent and guides our path ahead.

The San Bernardino Community College District has an opportunity – unique in California and the United States – to demonstrate how we embrace our diversity, tap into the energy of our youth, and partner with our community to rise above challenges and bring about social innovation.

We are building upon our 90-year history – working to open our doors to more students, working to modernize our buildings and classrooms, and working with policy-makers and entrepreneurs to grow our economic impact and future workforce.

That's what this Districtwide Support Services Strategic Plan is about. It's grounded in action to drive forward the collective aspirations and vision of faculty, students, alumni, staff, and community leaders for where we want to be in the next five years and beyond. Their dedication and countless hours refining this plan will pay dividends today and for our future generations, and I am grateful for their contributions.

We are committed to taking action now because we cannot wait to build a better future for the Inland Empire. And together, we will.

Bruce Baron

Bruce Baron
Chancellor

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



Planning Framework

Planning Framework

INTENT OF THE DISTRICTWIDE SUPPORT SERVICES STRATEGIC PLAN

The San Bernardino Community College District (SBCCD) *Districtwide Support Services Strategic Plan* (the Plan) is a comprehensive document that establishes a clear direction for the District in supporting each College's future of academics and student support under changing internal and external conditions. Quantitative and qualitative data indicators are analyzed to rationally guide the planning process. Additionally, the Plan is directed by core values and goals within other College and District-wide plans.

While the *Districtwide Support Services Strategic Plan* is intended to provide a direction of how the District may support each College over the next five years (2016-21), it is not a rigid script with little deviation. This document is designed to identify challenges facing the District and provide recommendations on how the District may support each College's strategic directions and goals. A *Districtwide Support Services Strategic Plan* is a living document that should be reviewed and updated regularly. Thus, this document is an evolving description of the District's needs and, although past performance data can greatly inform future growth, emerging regional issues, as well as unforeseen events, can alter a community's path.

Planning Framework

PURPOSES OF THE DISTRICTWIDE SUPPORT SERVICES STRATEGIC PLAN

The main purposes of this *Districtwide Support Services Strategic Plan* are as follows:

- Provide a framework within which the District can work in coordinated fashion with each College toward achieving long-term strategic directions and goals.
- Integrate planning, not only with the Colleges and the State Chancellor's Office, but also with other District planning documents and the work of planning and consultation committees.
- Receive input from all stakeholders (faculty, staff, students, and the community) to inform the District's current situation and future planning decisions.
- Serve as an instrument to promote the District and communicate its strengths and capabilities to its community and other constituent groups.
- Guide further planning and decision-making at all levels, and remain a living, strategically useful document.

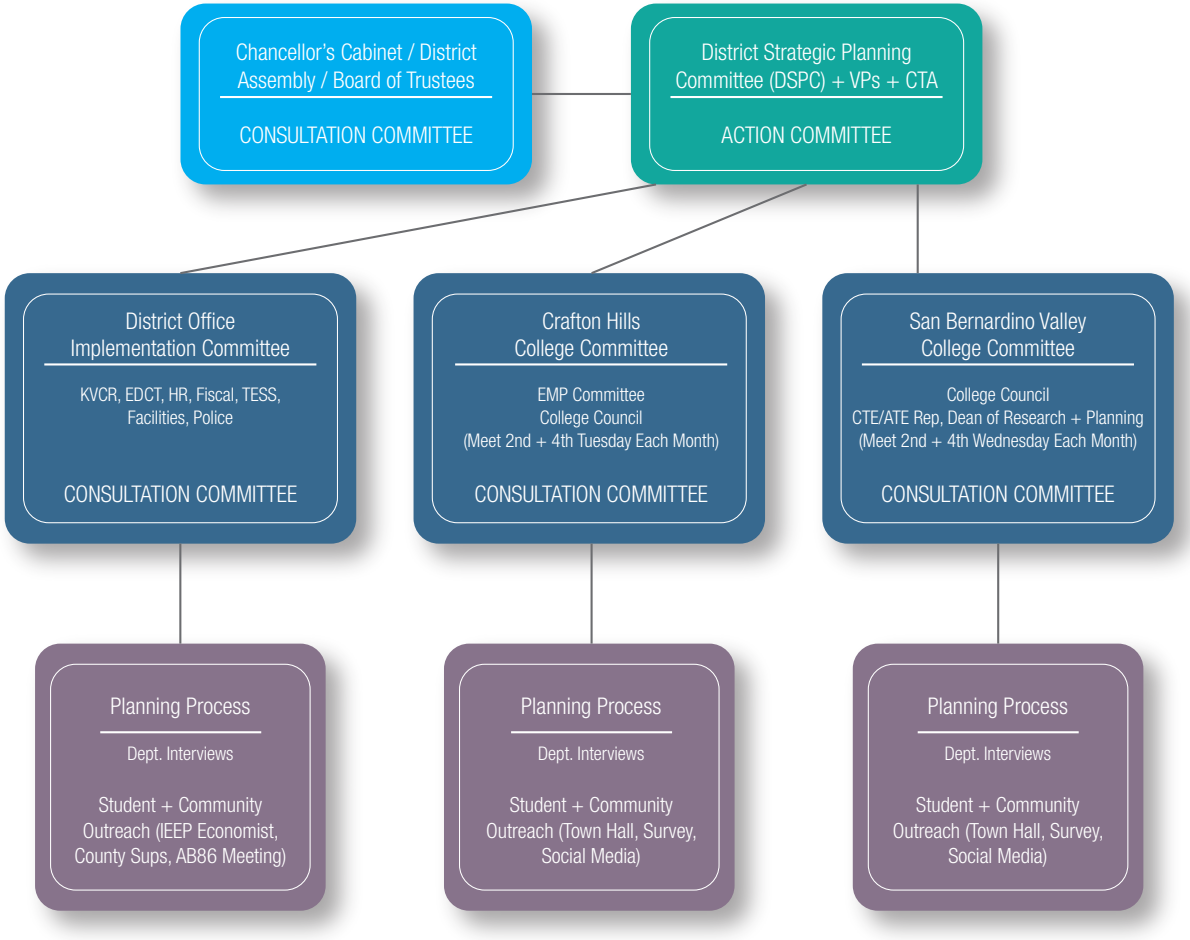
Planning Framework

INTEGRATED PLANNING AND COLLEGIAL CONSULTATION PROCESS

The framework of the District's planning process is guided by an integrated approach. Goals and objectives of the SBCCD *Districtwide Support Services Strategic Plan* must align with a number of larger and smaller plans. Larger plans include the State Chancellor's Office and San Bernardino Community College District Strategic Plans. Smaller College-level plans include the *Educational Master Plan, Facilities Master Plan, Technology Plan, Matriculation Plan, Enrollment Management Plan, Student Equity Plan, Distance Education Plan, Grants Plan, Budget Plan* and *Marketing/Public Relations Plan*.

The SBCCD Collegial Consultation process is guided by its Board of Trustees policy (Board Policy 2225) to establish procedures to ensure faculty, management, classified staff, and students the right to participate effectively in planning processes. This document is a result of an inclusive collegial shared governance process with input from administration, faculty, staff, students, and the community.

Exhibit 1.01 EMP Collegial Consultation



Planning Framework

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT HISTORY

The San Bernardino Community College District was established by an election held on March 26, 1926. At the time, it was known as the San Bernardino Valley Union Junior College District, and it was the first union district formed in the state. A union district was defined as one made up of two or more contiguous high school districts. The San Bernardino Valley Union Junior College District was formed from the San Bernardino and Colton high school districts, which then joined forces to create the junior college district, elect trustees, establish curriculum and provide facilities and instructors for San Bernardino Valley College.

San Bernardino Valley College (SBVC) was the first college opened by the District and the first class offerings at the current SBVC campus site were in the 1927-28 academic year. The College enrolled nearly 300 students for the fall 1927 semester with fifty-four course offerings.

A bond passed in April 1946 provided for the construction of many new buildings on campus. Increased enrollment and a change in age and interest of post-war students were reflected in changes in the curriculum. Courses in business and technical fields were offered for an increasing percentage of students interested in achieving immediate occupational goals.

Between 1958 and 1966 the College was enlarged to its present size with an addition of seven major buildings and more than doubling of students, faculty, and staff.

By 1975 SBVC enrollment reached approximately 18,000 day and evening students. Changes in curriculum mirrored changing social and economic conditions of the 1960s and ‘70s. The civil rights movement resulted in a substantial increase in the number of minority students.

The 1980s were filled with a variety of challenges for SBVC. The introduction of state-mandated tuition in 1984 and a cap on state funding resulted in a sharp drop in enrollment. An earthquake in 1992 resulted in seismic survey findings that fifteen buildings on campus were on or located near the San Jacinto earthquake fault. To mitigate seismic issues, major construction projects were started in 2002. Between 2002 and 2009 five new buildings were constructed on the SBVC campus, while six buildings had to be demolished and three buildings retrofitted. Two new classroom building were dedicated in the summer of 2010. The College’s construction effort for seismic mitigation and responding to other facilities needs is an ongoing effort.

In 1967, the District office began the development of a new campus in Yucaipa following a special election. Crafton Hills College (CHC) opened in 1971, serving the East Valley. CHC is strategically located in the foothills of the San Bernardino Mountains and overlooks the Yucaipa Valley. The College is sited on 523 acres of land donated by Ruben and Lester Finkelstein and primarily serves communities in eastern San Bernardino County. The College offers more than thirty-eight majors in the liberal arts, sciences, vocational, and technical studies.

When Crafton Hills College opened in 1971, it was comprised of five buildings that housed the library, laboratories, classrooms, student services, and a dining hall, which is still the heart of the campus today. Subsequently, in 2002 and 2008, the citizenry of SBCCD approved two local bond measures that have substantially expanded the campus by adding new buildings/training facilities and improving safety and infrastructure. New facilities on campus include the Learning Resource Center (LRC), Kinesiology, Health and Aquatics Center, Crafton Center, Canyon Hall, and the Public Safety and Allied Health Building.

The “Great Recession” following the economic crisis of 2008 took its toll on District enrollments and operational budgets from 2009-10 to 2012-13 academic years. The passage of Proposition 30 in November 2012 prevented further budget cuts and provides operational funding for the colleges in the District. Since 2013-14, both of the colleges have increased enrollments, full-time equivalent faculty, and course section offerings.

The San Bernardino Community College District most recently conducted a comprehensive Self-Evaluation Report for the Accrediting Commission for Community and Junior Colleges (ACCJC) in October 2014 and submitted Follow-Up Reports in March 2016. As of June 8, 2016 both SBVC and CHC are fully accredited. SBCCD continues to embrace a culture of institutional improvement and refinement. The SBCCD Districtwide Support Services Strategic Plan is a testament to the District’s determination to sustain a culture of accountability and integrated planning.

Currently, the SBCCD oversees San Bernardino Valley College, Crafton Hills College, the Economic Development and Corporate Training division (EDCT) and its own public television and radio station (KVCR TV-FM).

Planning Framework

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ORGANIZATIONAL STRUCTURE

Administrative Services – District Level

The following is a list of administrative services provided by the District Office:

- Business and Fiscal Services – Responsible for District budgeting, purchasing, contracts, accounting, accounts payable, payroll, student loans, environmental health and safety, and facilities planning and construction.

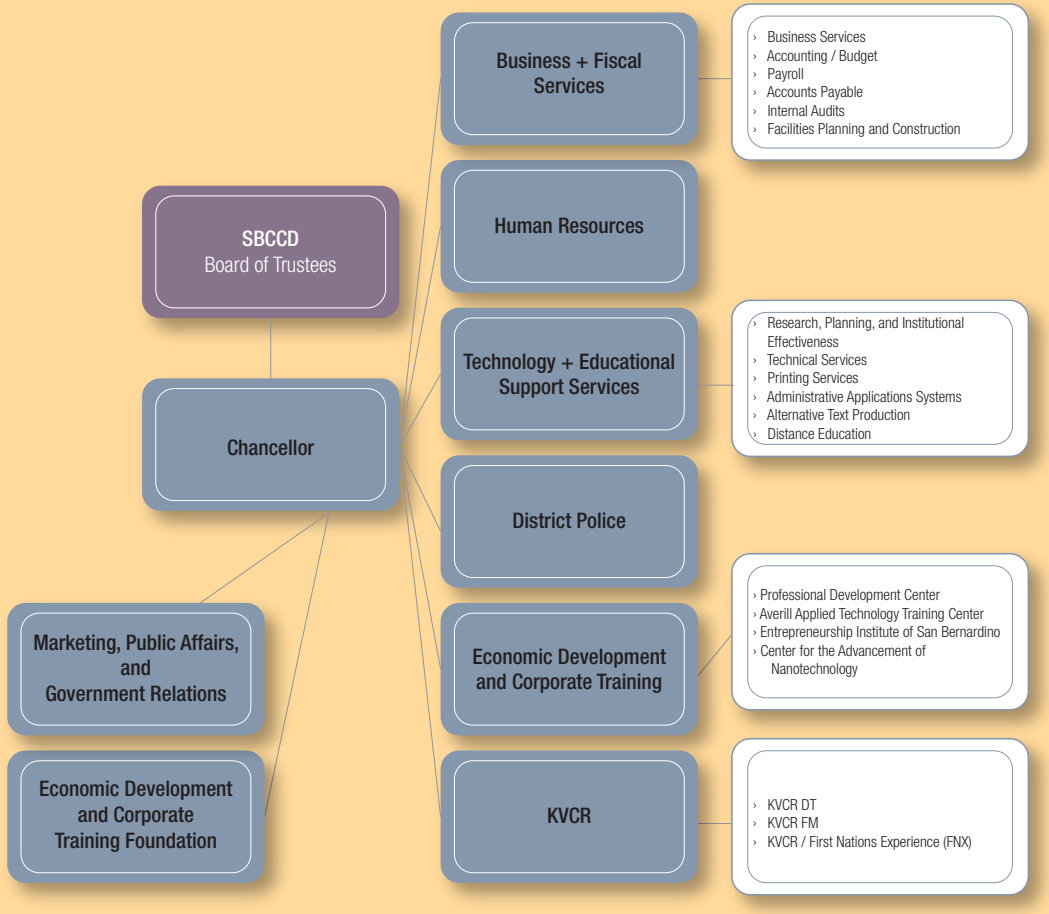
- Human Resources – Responsible for providing support services for San Bernardino Valley College, Crafton Hills College, KVCR-FM/TV, the Economic Development and Corporate Training Center and the District Office. Human Resources is also responsible for recruitment of academic, classified, and administrative employees, employee benefits, employee/labor relations, collective bargaining, classification and pay, personnel records maintenance, professional development and training, grievance resolutions, unlawful discrimination complaints, and employee discipline.

- Technology and Educational Support Services (TESS) – Provides distributed education, administrative applications, information technology, and graphics and printing services to SBVC, CHC, and the District Office.

- District Police – Provides a safe and secure learning and working environment for all students and employees 24 hours a day, 7 days a week.

- SBCCD Office of Institutional Effectiveness, Research, and Planning – Collaborates with faculty, staff, administrators, and students to facilitate and support planning and evidence-based decision-making.

Exhibit 1.02 SBCCD Central Services Organizational Chart



Planning Framework

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ORGANIZATIONAL STRUCTURE *(cont.)*

Exhibit 1.03 KVCR Organizational Chart

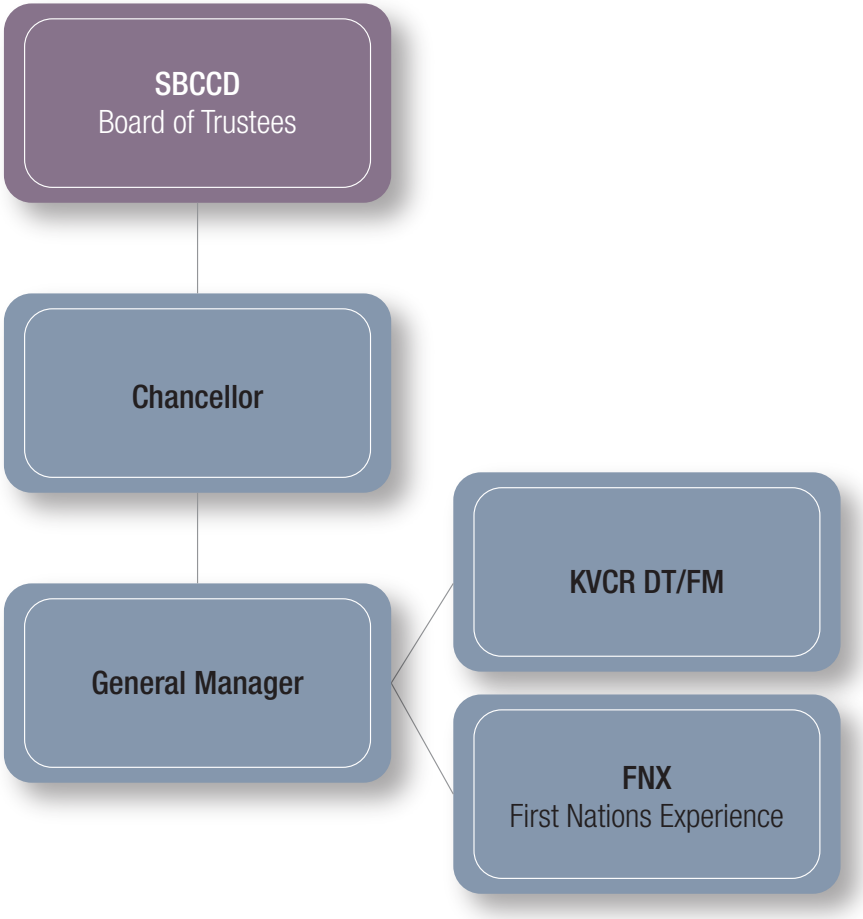
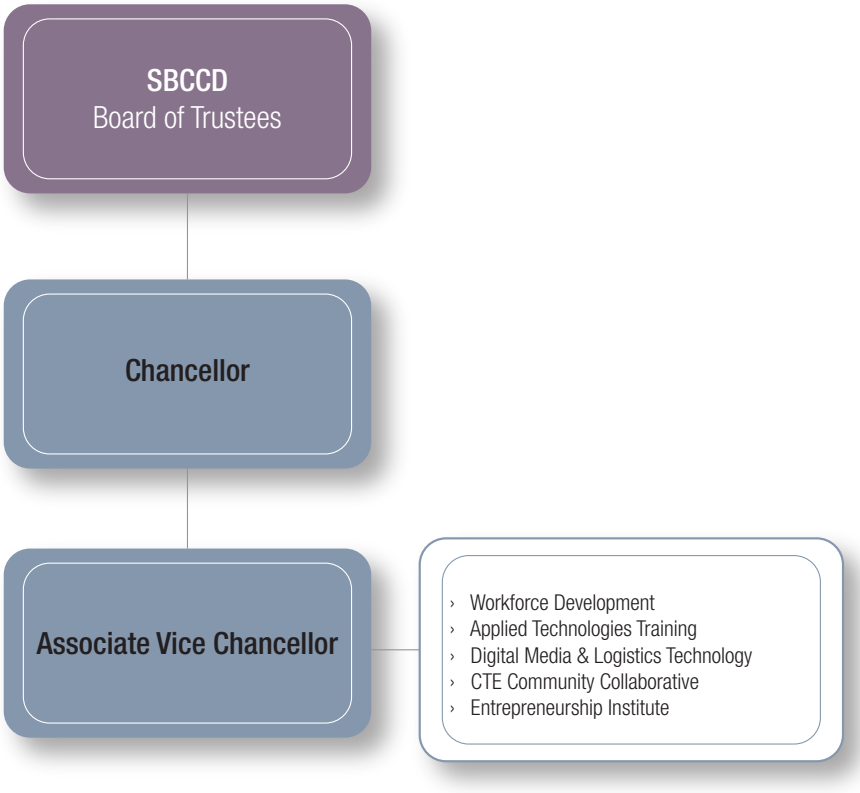


Exhibit 1.04 EDCT Organizational Chart



Planning Framework

MISSION, VISION, AND VALUES

SBCCD Mission (District Strategic Plan)
We transform lives through the education of our students for the benefit of our diverse communities.

The vision statement represents a collective sense of the institutions' direction over the next decade:

SBCCD Vision (District Strategic Plan)
SBCCD will be most known for student success.

- Our educational programs and services will be highly sought after.
- Our students will be the most preferred by four-year institutions and employers.
- Our students will have the highest graduation rates at four-year institutions.
- Our students will have the highest employment rates in our communities.
- Our district will be the gateway to pathways and opportunities for a brighter future.
- Our students and alumni will make a significant contribution to the socioeconomic prosperity of our communities.
- Our employees will want to be here, love working here, and go above and beyond for student success.

The institutional tenets describe the philosophy and values of faculty, staff, and administration:

SBCCD Values (District Strategic Plan)
Service, Integrity, Collaboration, Innovation, Quality

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



Planning Environment

Internal District Profile

This internal scan of the San Bernardino Community College District (SBCCD) is an opportunity to assess demographics and other characteristics of the student and employee population based on historical data. The data is utilized to identify and understand patterns and trends within the SBCCD to inform institutional planning decisions. Internal scan data presented in this plan will analyze student and employee data on an overall District level.

The following are key elements of the internal scan, which inform SBCCD challenges and recommendations. Other internal scan elements are included in *Appendix A* of this document.

Planning Environment - Internal District Profile

ENROLLMENT TRENDS

The most recent peak enrollment at SBCCD was during the 2008-09 academic year, when the District enrolled 31,716 students. From 2008-09 to 2012-13 overall District enrollment decreased by 8,646 students (-27.26%). The decline equates to a 7.65% average annual decrease in enrollment over four academic years and occurred during a time when the statewide economy was experiencing the "Great Recession" and California community colleges were in the midst of budget cuts and annual budget uncertainty. More recently, the District has been experiencing an increase in enrollment. From 2012-13 to 2014-15, enrollment increased by 2,605 students (11.29%). The increase is equivalent to a 5.49% average annual increase in enrollment over two academic years. *(Reference: Exhibit 2.01 Historical Enrollment on page 2.4)*

From 2010-11 to 2014-15, students who enrolled in face-to-face courses only at SBCCD accounted for an average of 69.01% of enrollment (17,316 students). During the same years, students who enrolled in online classes only accounted for an average of 2.31% of enrollment (580 students) and students who enrolled in hybrid courses only accounted for an average of 0.97% of enrollment (245 students). Students who took courses using multiple instructional methods accounted for an average of 27.71% of enrollment (6,932 students).

From 2010-11 to 2014-15, enrollment in face-to-face only courses decreased by 4,597 students (-22.3%) and hybrid-only enrollment decreased by 32 students (-11.39%). During the same time period, students who enrolled in online only classes increased by 423 students (85.8%) and enrollment in courses with multiple instructional methods increased by 1,860 students (28.04%).

The number and proportion of students enrolling in traditional face-to-face instruction only has been declining and shifting to students utilizing multiple instructional methods for their courses. *(Reference: Exhibit 2.02 Enrollment by Instructional Method on page 2.5)*

Weekly Student Contact Hours (WSCH) is calculated by the number of hours courses meet during the semester, times the number of students in those courses. WSCH generation is considered a measure of revenue for the Colleges and the District. From 2010-11 to 2014-15, fall term accounted for an average of 47.39% of total WSCH; spring term accounted for an average of 46.82% of total WSCH; and summer term accounted for an average of 5.79% of WSCH. During this period overall WSCH in the District decreased by 2.11% (-9,755 WSCH). From 2010-11 to 2014-15, fall term WSCH decreased by 6.79% (-15,155 WSCH) and spring term WSCH decreased by 6.7% (-14,504 WSCH). However, summer term WSCH increased by 91.4% (19,904 WSCH) during that same time period. Since 2012-13, the District's WSCH generation has increased by 12.37% (49,741 WSCH) over two academic years (2013-14 and 2014-15). *(Reference: Exhibit 2.03 WSCH Generation on page 2.6)*

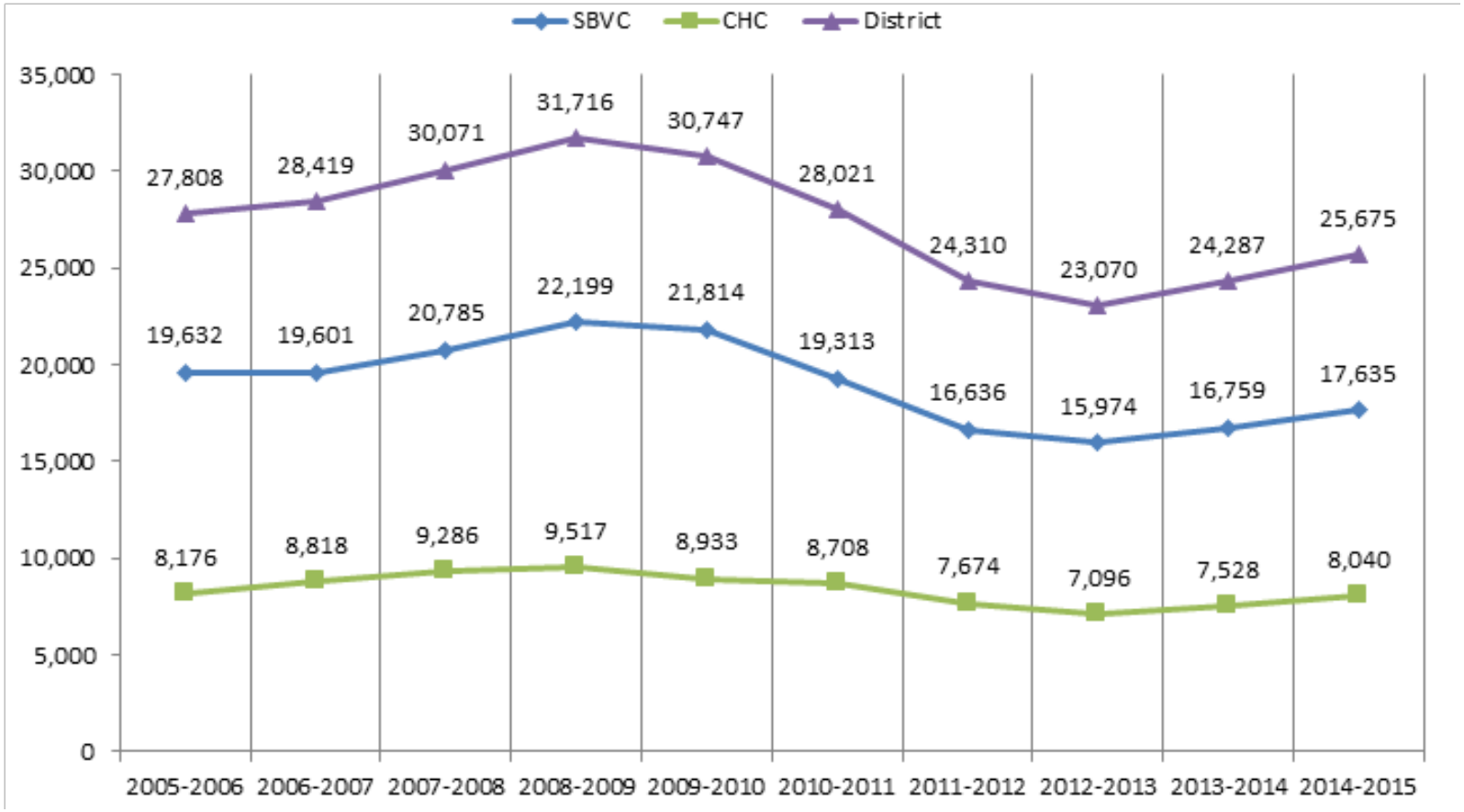
From 2010-11 to 2014-15, the average annual growth rate of section offerings in the District was 4.25% (equivalent to 182.5 sections added per year). Section offerings reached their most recent low during the 2011-12 academic year (3,527 sections). However, the District generated 117.58 WSCH per section in 2011-12 (the highest in recent years). From 2011-12 to 2014-15, course offerings increased by 1,228 sections (34.82%) while WSCH per sections offered decreased to 94.99 WSCH/section. *(Reference: Exhibit 2.04 Section Offerings on page 2.7)*

From 2010-11 to 2014-15, SBCCD achieved its highest productivity in 2010-11, when the District had 874.89 full time equivalent faculty (FTEF) and produced 527.43 WSCH/FTEF. From 2012-13 to 2014-15, the District increased faculty by 191.76 FTEF (23.99%); however, productivity decreased by 47.12 WSCH/FTEF (-9.37%). The California Community College recommended standard for productivity is 525 WSCH/FTEF, which represents the approximate point of financial breakeven for a College/District. *(Reference: Exhibit 2.05 Productivity—WSCH/FTEF on page 2.8)*

Planning Environment - Internal District Profile

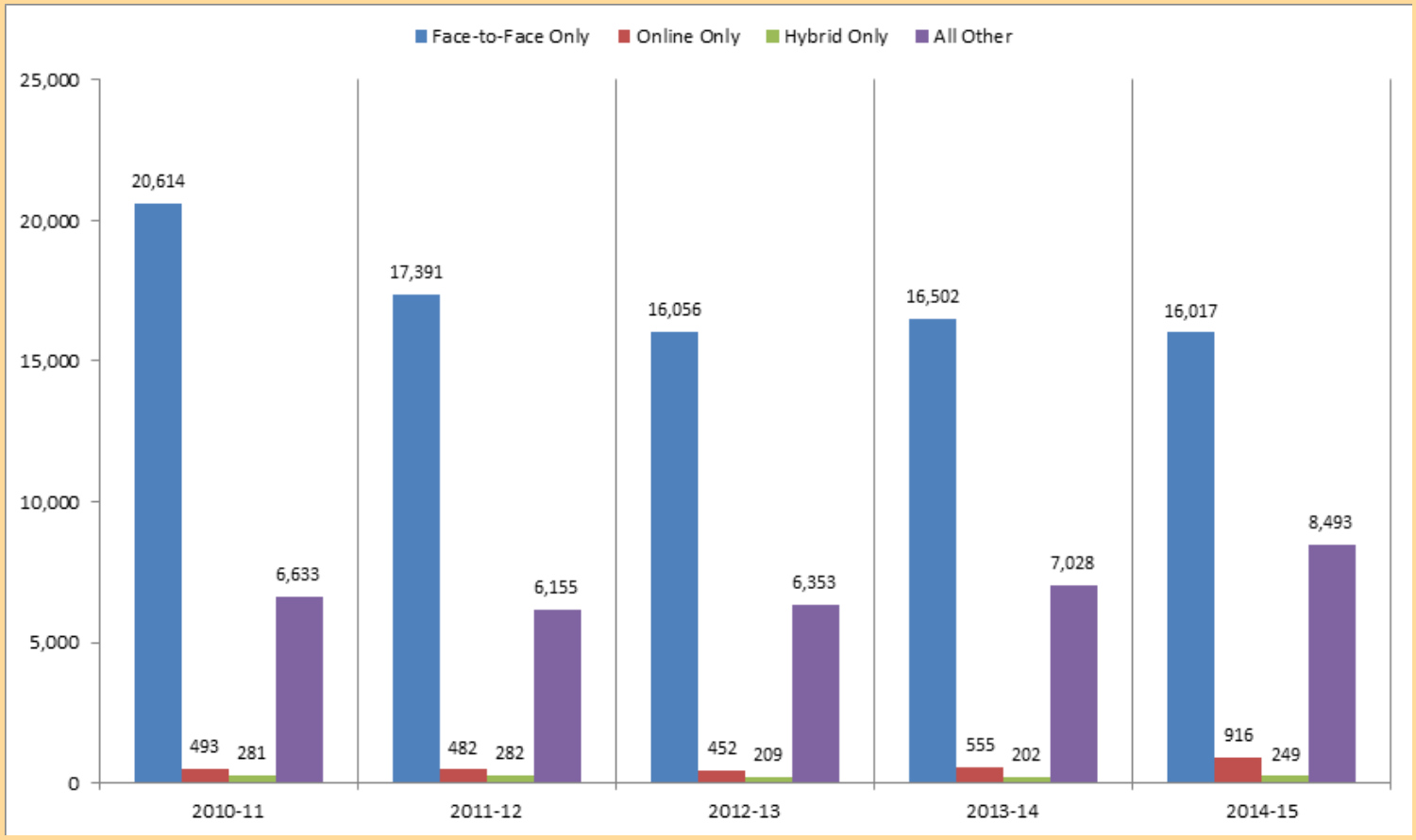
ENROLLMENT TRENDS *(cont.)*

Exhibit 2.01 Historical Enrollment



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Exhibit 2.02 Enrollment by Instructional Method

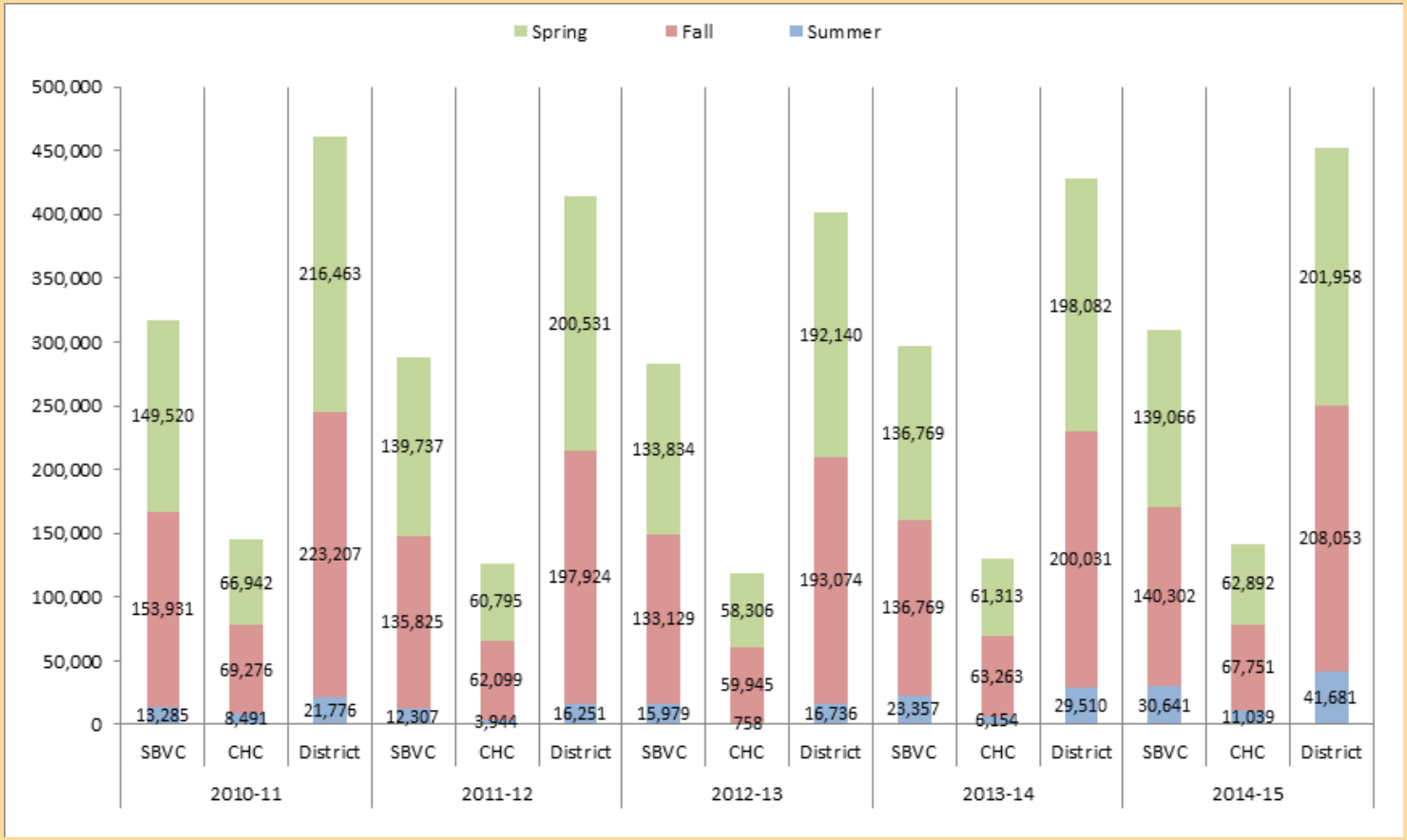


Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

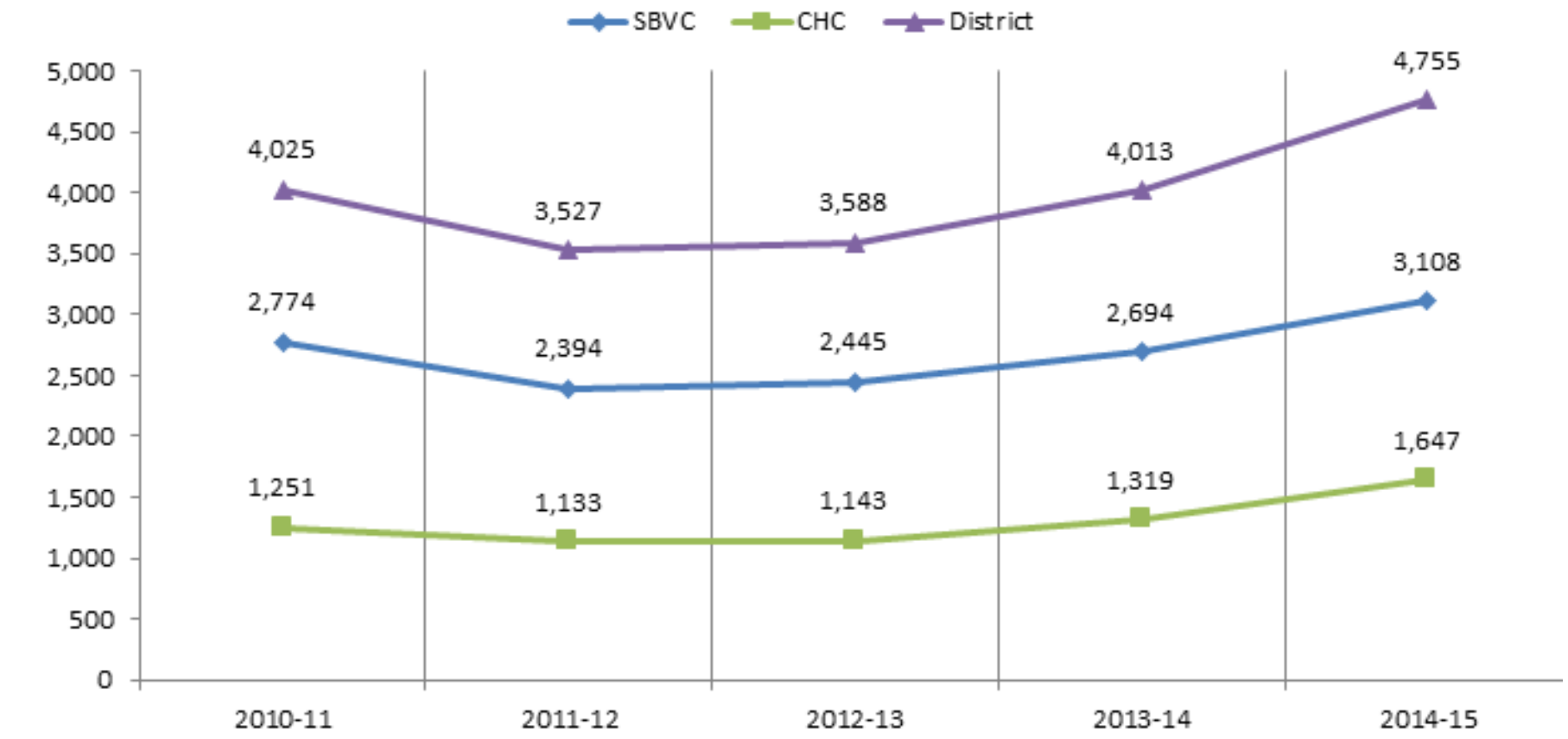
ENROLLMENT TRENDS *(cont.)*

Exhibit 2.03 WSCH Generation



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Exhibit 2.04 Section Offerings

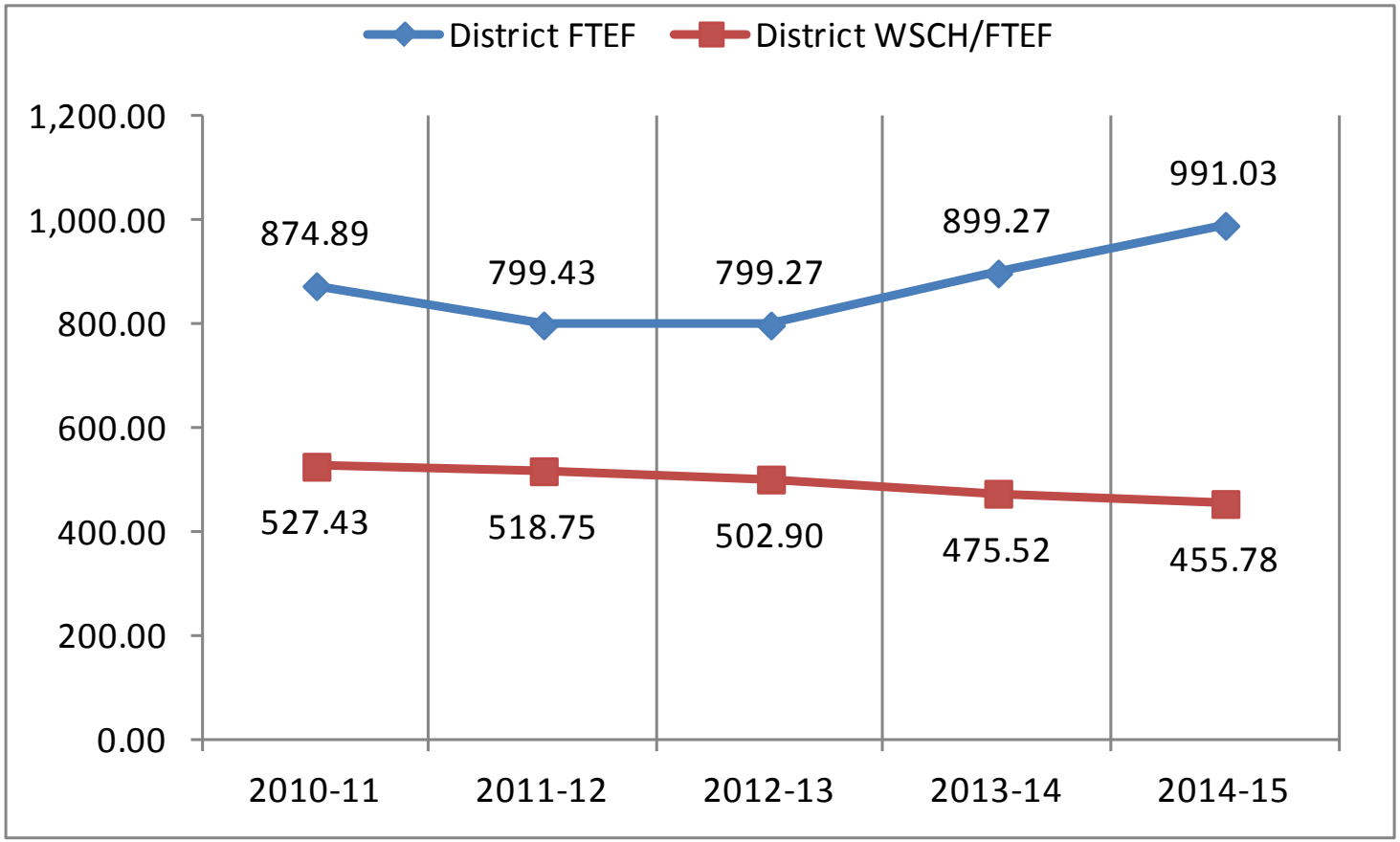


Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

ENROLLMENT TRENDS *(cont.)*

Exhibit 2.05 Productivity (WSCH/FTEF)



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

STUDENT SUCCESS AND COMPLETION

From 2010-11 to 2014-15, SBCCD experienced an average retention rate of 87.9% and an average success rate of 69.75%. The most recent peak retention rate at SBCCD was 89.49% in 2012-13, while the most recent peak success rate was 71.25% in 2011-12. From 2012-13 to 2014-15, SBCCD's retention rate declined at an average annual rate of 0.63% while the success rate declined at an average annual rate of 1.7%. From 2010-11 to 2014-15, the average gap between success and retention rates was 18.15%.

In fall 2014, statewide averages for success and retention rates were 69.01% and 86.3%, respectively. *(Reference: Exhibit 2.06 Success and Retention Rates on page 2.11)*

The total number of degrees and certificates awarded at SBCCD increased by 33.42% (802 awards) from 2010-11 to 2014-15. During the same time period, the number of AS/AA degrees awarded increased by 35.56% (340 degrees), while certificates requiring 60+ semester units decreased by 59.18% (-29 certificates). From the time AA-T/AS-T degrees were implemented in 2012-13, the number of associate degrees for transfer increased by 218 (250.57%) in just two academic years (2012-13 to 2014-15). In 2014-15, associate for transfer degrees accounted for 19.05% of all associate degrees awarded (305 AA-T/AS-T awards of 1,601 total AA/AS awards). *(Reference: Exhibit 2.07 Degrees and Certificates Awarded on pages 2.12 and 2.13)*

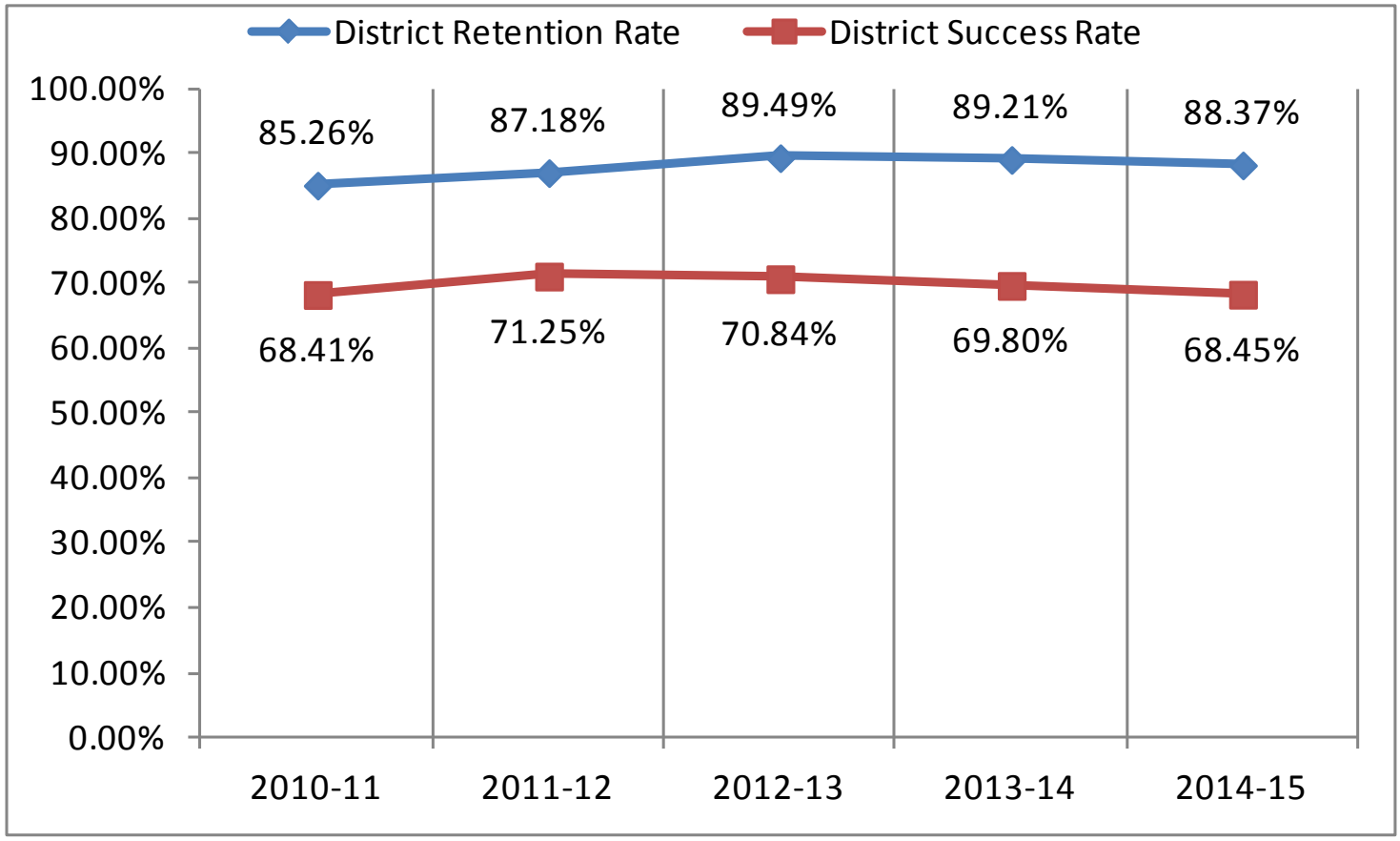
Completion rate or Student Progress and Attainment Rate (SPAR) may be defined as the percentage of first-time students with a minimum of 6 units earned who attempted any math or English in the first three years and achieved any of the following outcomes within six years of entry:

- Earned an AA/AS or Cedit Certificate (Chancellor's Office approved)
- Transfer to a four-year institution
- Achieved "transfer prepared" status (successful completion of 60 UC/CSU transferrable units with a GPA >=2.0)

From 2005-06 to 2009-10, the average completion rate for SBCCD student cohorts was 37.2%, while the statewide average completion rate was 48.1%. During the same time period, the average gap between SBCCD's completion rate and the statewide average completion rate was 10.8%. *(Reference: Exhibit 2.08 Completion / Student Progress & Attainment Rate (SPAR) on page 2.14)*

SBCCD transfer volume most recently peaked in 2011-12, with 1,232 total transfers. From 2009-10 to 2013-14, the average proportion of California State University (CSU) transfers was 44.28%; the average proportion of in-state private school transfers was 28.23%; the average proportion of out-of-state transfers was 20.90%; and the average proportion of University of California (UC) transfers was 6.6%. During the same time period, total transfer volume within the SBCCD increased by 147 students (14.34%). *(Reference: Exhibit 2.9 Transfer Volume on page 2.15)*

Exhibit 2.06 Success and Retention Rates



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

STUDENT SUCCESS AND COMPLETION *(cont.)*

Exhibit 2.07 Degrees and Certificates Awarded

Degree / Certificate Type	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Crafton Hills					
Associate in Science for Transfer (A.S.-T) Degree	0	0	34	48	74
Associate in Arts for Transfer (A.A.-T) Degree	0	0	31	69	75
Associate of Science (A.S.) degree	157	141	174	207	240
Associate of Arts (A.A.) degree	201	191	201	184	231
Certificate requiring 60+ semester units	41	12	8	8	9
Certificate requiring 30 to < 60 semester units	39	20	28	34	29
Certificate requiring 18 to < 30 semester units	6	2	4	2	4
Certificate requiring 6 to < 18 semester units	195	268	178	268	275
Other Credit Award, < 6 semester units	79	0	72	3	0
CHC Total	**718**	**634**	**730**	**823**	**937**
San Bernardino Valley College					
Associate in Science for Transfer (A.S.-T) Degree	0	0	14	27	100
Associate in Arts for Transfer (A.A.-T) Degree	0	0	8	30	56
Associate of Science (A.S.) degree	150	150	142	180	145
Associate of Arts (A.A.) degree	448	576	652	746	680
Certificate requiring 60+ semester units	8	4	10	14	11
Certificate requiring 30 to < 60 semester units	208	178	229	214	188
Certificate requiring 18 to < 30 semester units	105	118	128	132	115
Certificate requiring 12 to < 18 units	0	0	2	0	0
Certificate requiring 6 to < 18 semester units	28	44	40	46	33

Exhibit 2.07 Degrees and Certificates Awarded *(cont.)*

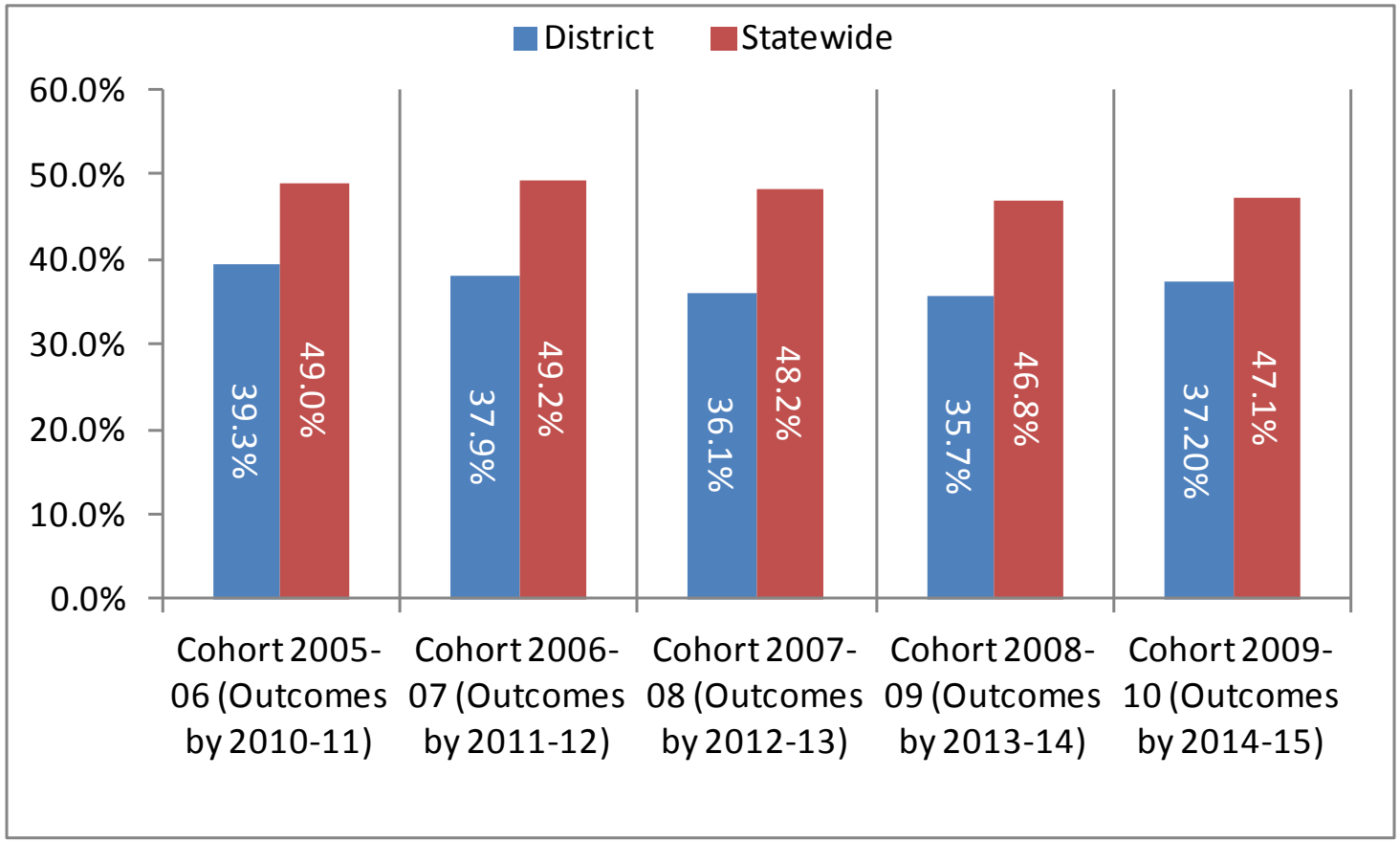
Degree / Certificate Type	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Other Credit Award, < 6 semester units	17	0	0	1	0
SBVC Total	**964**	**1,070**	**1,225**	**1,390**	**1,328**
San Bernardino Community College District					
Associate in Science for Transfer (A.S.-T) Degree	0	0	48	75	174
Associate in Arts for Transfer (A.A.-T) Degree	0	0	39	99	131
Associate of Science (A.S.) degree	307	291	316	387	385
Associate of Arts (A.A.) degree	649	767	853	930	911
Certificate requiring 60+ semester units	49	16	18	22	20
Certificate requiring 30 to < 60 semester units	247	198	257	248	217
Certificate requiring 18 to < 30 semester units	111	120	132	134	119
Certificate requiring 12 to < 18 units	195	268	180	268	275
Certificate requiring 6 to < 18 semester units	107	44	112	49	33
Other Credit Award, < 6 semester units	735	634	730	824	937
SBCCD Total	**1,682**	**1,704**	**1,955**	**2,213**	**2,265**

Source: California Community Colleges Chancellor's Office – Datamart

Planning Environment - Internal District Profile

STUDENT SUCCESS AND COMPLETION *(cont.)*

Exhibit 2.08 Completion / Student Progress & Attainment Rate (SPAR)



Source: California Community Colleges Chancellor's Office – Datamart

Exhibit 2.9 Transfer Volume



Source: California Community Colleges Chancellor's Office – Datamart

Planning Environment - Internal District Profile

EMPLOYEE DEMOGRAPHICS

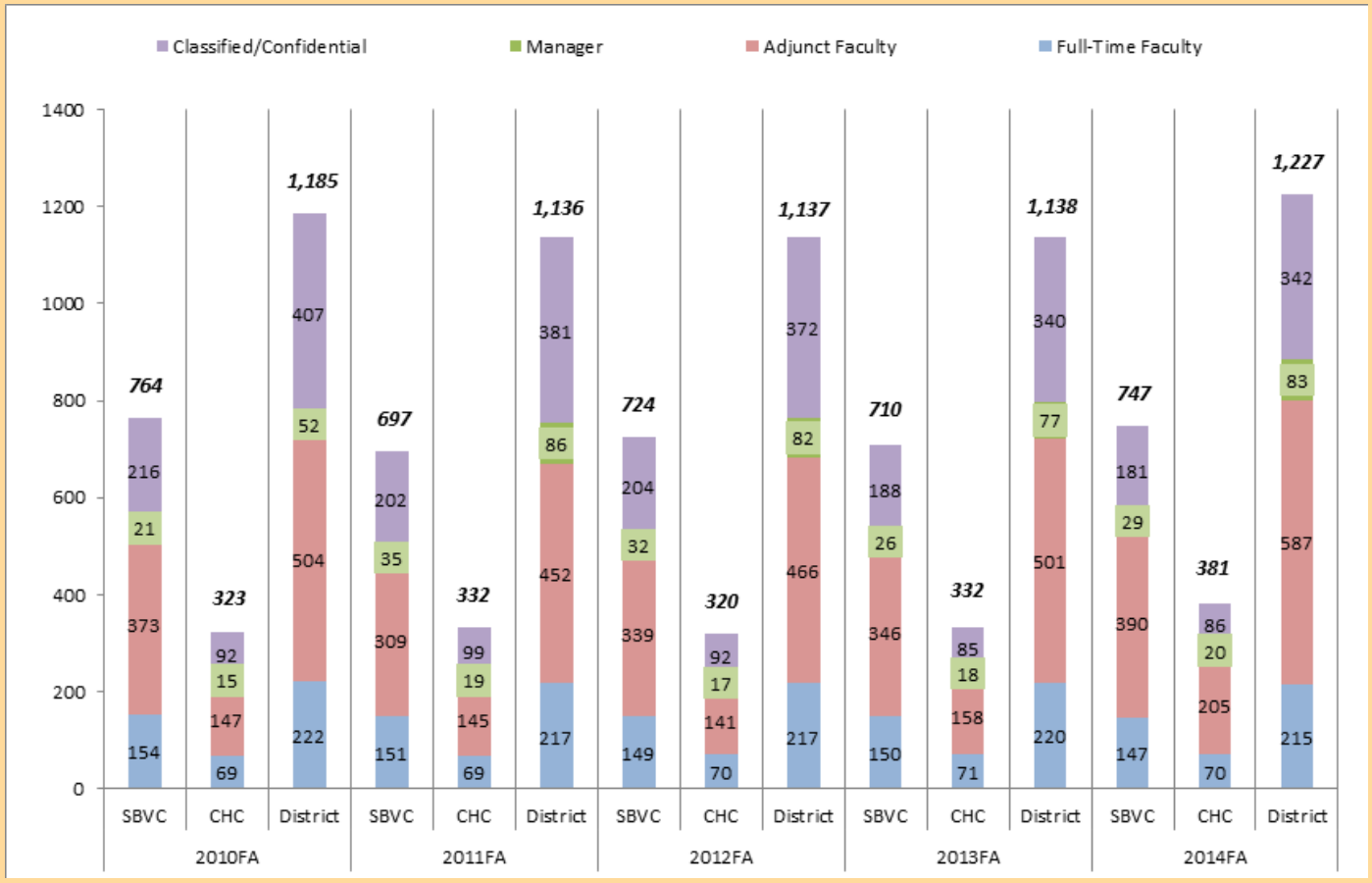
From fall 2010 to fall 2014, the average proportion of adjunct faculty within the SBCCD was 43.03%; classified/confidential employees accounted for an average of 31.67% of all employees; the average proportion of full-time faculty was 18.76%; and managers accounted for an average of 6.54% of all employees. Full-time faculty decreased by 3.15% (-7 employees) over the same five fall terms, while adjunct faculty increased by 16.47% (83 employees). Classified/confidential employees decreased by 15.97% (-65 employees) and managers increased by 59.62% (31 employees). From fall 2010 to fall 2014, the total number of employees within SBCCD increased by 3.54% (42 employees). In Fall 2014, 26.81% of SBCCD's faculty were full-time employees (215 full-time faculty of 802 total faculty). *(Reference: Exhibit 2.10 Unduplicated Employees by Type on page 2.17)*

From fall 2010 to fall 2014, employees age 55 or older increased by 18.45% (69 employees), while employees 18-34 years old decreased by 3.03% (-6 employees). During the same time, employees age 35-44 years old increased by 10.61% (28 employees), while employees age 45-54 years old decreased by 14.04% (-49 employees). In fall 2014, 352 employees were within the 50-59 age group (28.69%) and 247 employees were age 60 or older (20.13%). Employee data by age group suggests that it may be reasonable to expect approximately 49% of the District's employees to retire within the next 15 years. *(Reference: Exhibit 2.11 Unduplicated Employees by Age (Start of Fall Term) on page 2.18)*

From fall 2010 to fall 2014, the number of Caucasian employees at SBCCD decreased by 0.61% (-4 employees), the number of Hispanic employees increased by 9.34% (24 employees), and the number of Asian employees increased by 29.17% (28 employees). During the same time period, Caucasians accounted for an average of 54.9% of employees, Hispanics accounted for an average of 22.4% of employees, and Asians accounted for an average of 9% of employees. *(Reference: Exhibit 2.12 Unduplicated Employees by Race/Ethnicity (Fall Term) on page 2.19)*

From fall 2010 to fall 2014, females accounted for an average of 53.6% of SBCCD employees, while males accounted for an average of 46.4% of employees. During the same time, female employees increased by 4.78% (30 persons) while males increased by 2.15% (12 persons). *(Reference: Exhibit 2.13 Unduplicated Employees by Gender (Fall Term) on page 2.20)*

Exhibit 2.10 Unduplicated Employees by Type (Fall Term)

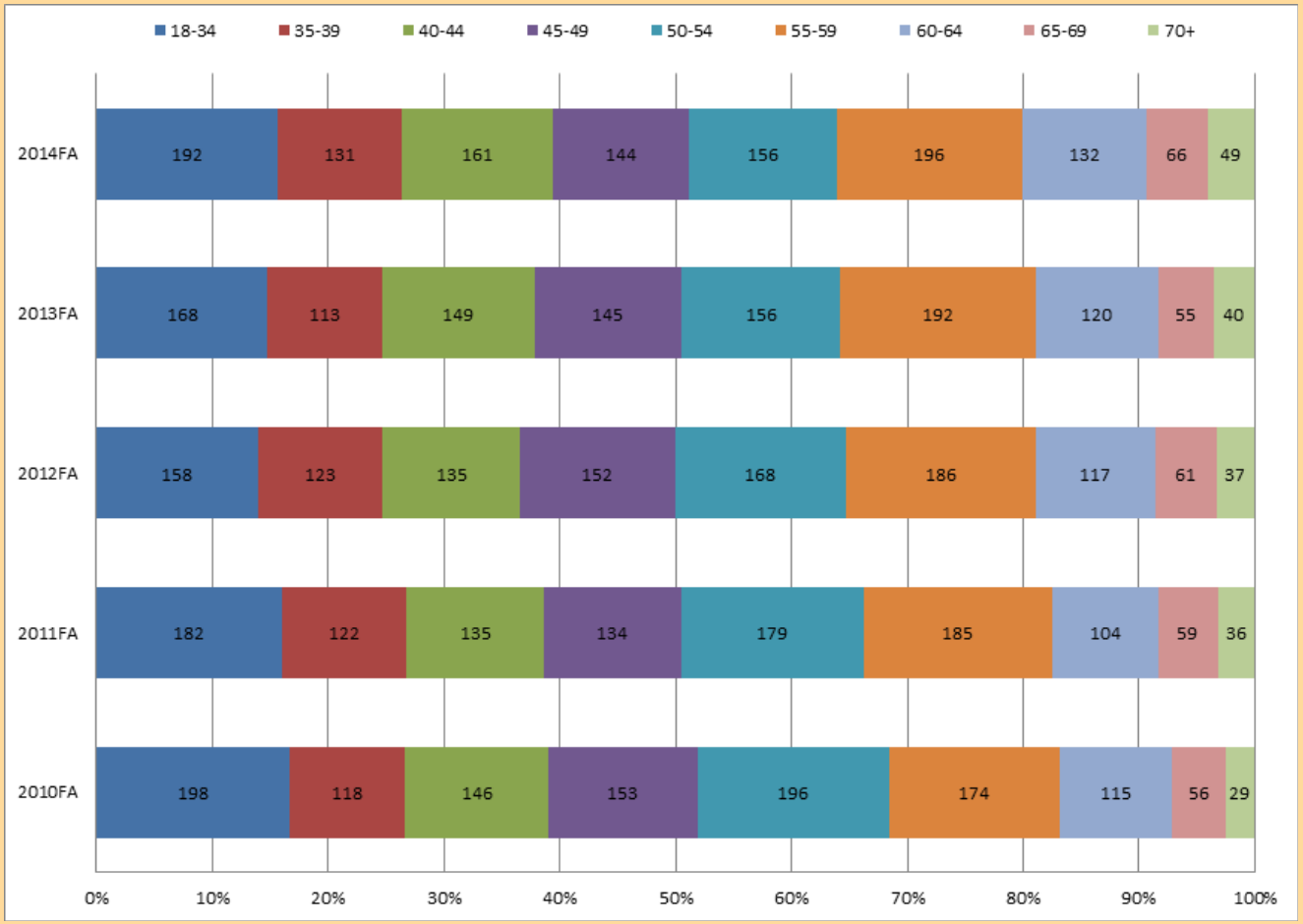


Source: SBCCD Office of Institutional Effectiveness, Research & Planning, CCCCO Datamart Referential Files

Planning Environment - Internal District Profile

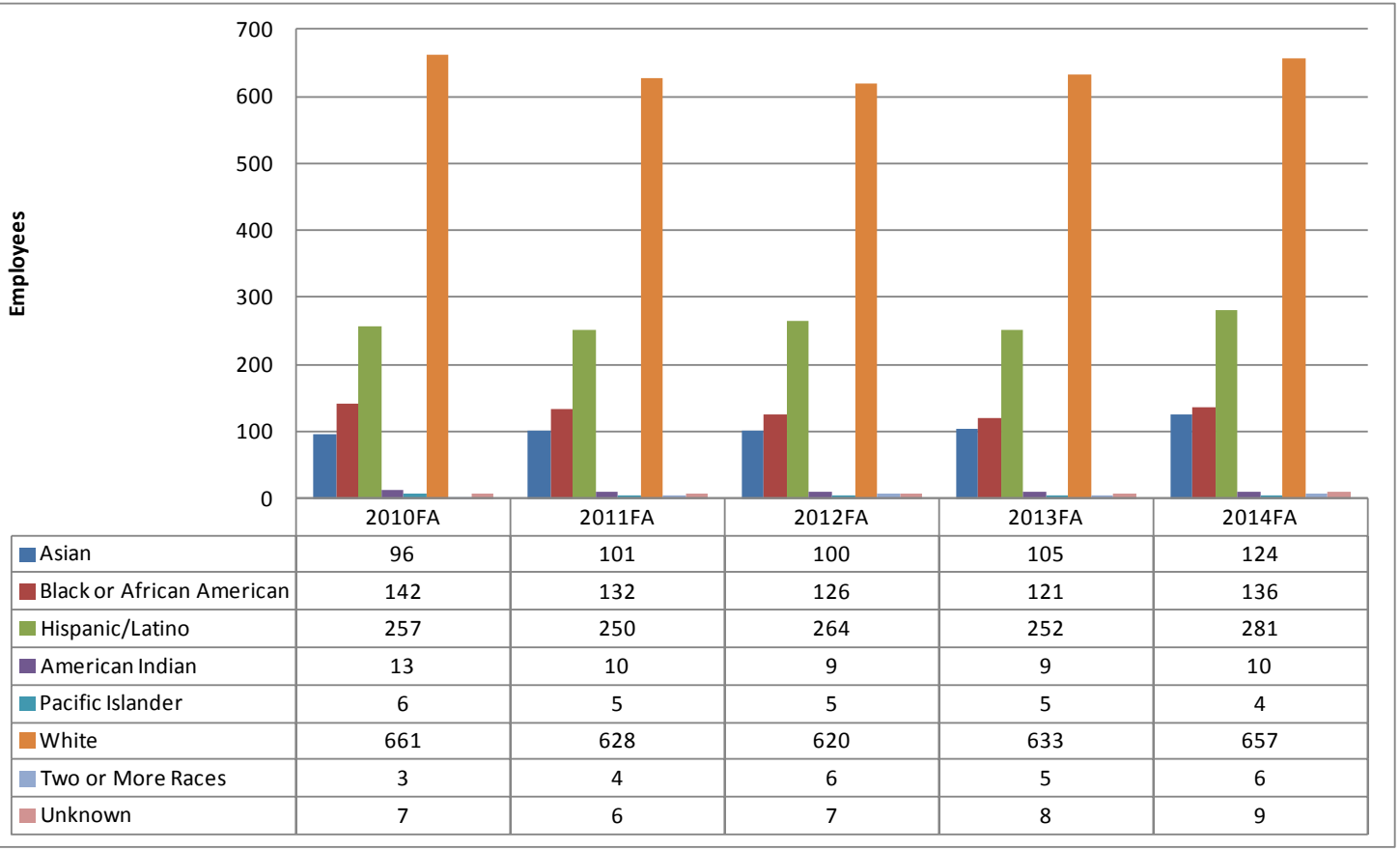
EMPLOYEE DEMOGRAPHICS *(cont.)*

Exhibit 2.11 Unduplicated Employees by Age (Start of Fall Term)



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, CCCCO Datamart Referential Files

Exhibit 2.12 Unduplicated Employees by Race/Ethnicity (Fall Term)



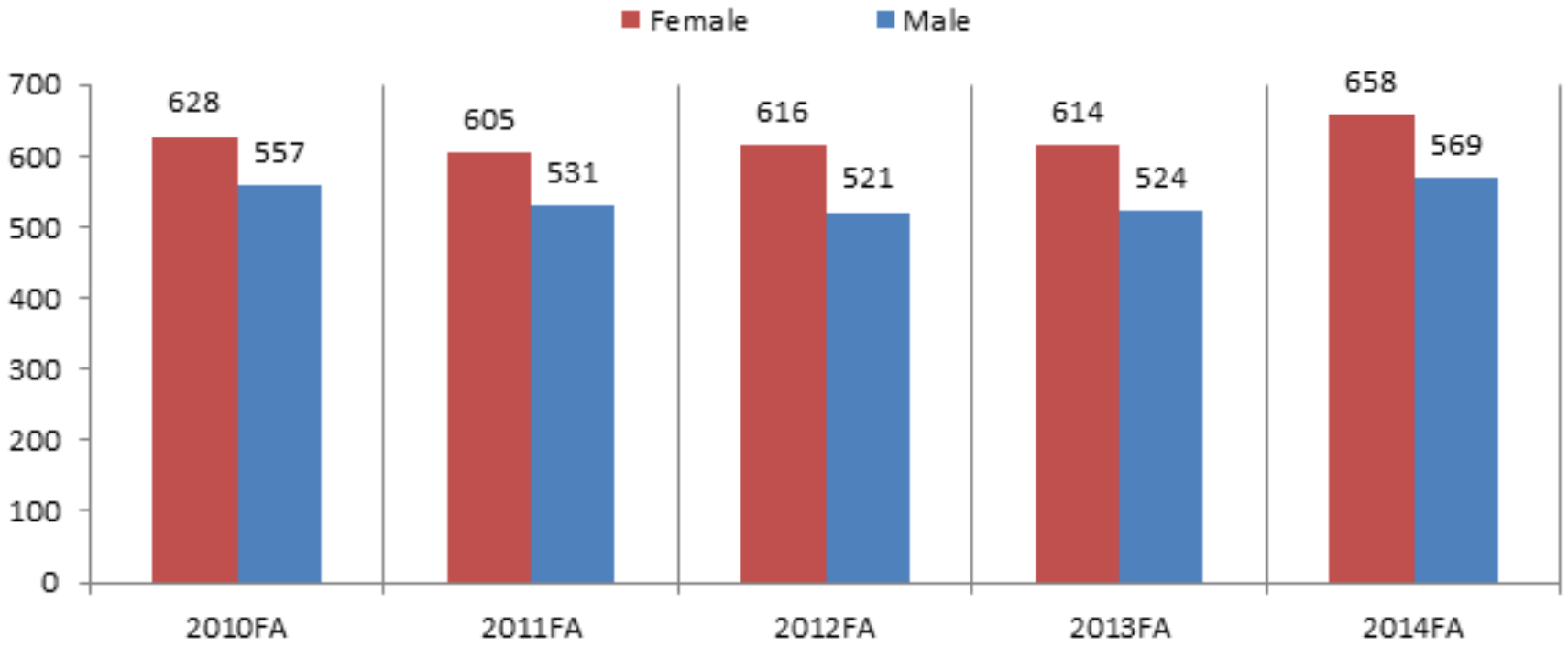
	2010FA	2011FA	2012FA	2013FA	2014FA
Asian	96	101	100	105	124
Black or African American	142	132	126	121	136
Hispanic/Latino	257	250	264	252	281
American Indian	13	10	9	9	10
Pacific Islander	6	5	5	5	4
White	661	628	620	633	657
Two or More Races	3	4	6	5	6
Unknown	7	6	7	8	9

Source: SBCCD Office of Institutional Effectiveness, Research & Planning, CCCCO Datamart Referential Files

Planning Environment - Internal District Profile

EMPLOYEE DEMOGRAPHICS *(cont.)*

Exhibit 2.13 Unduplicated Employees by Gender (Fall Term)



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, CCCCO Datamart Referential Files

Planning Environment - Internal District Profile

INTERNAL SCAN FINDINGS

Analysis of data regarding the internal District profile at the SBCCD provides insight for making informed planning decisions. The following findings are derived from the internal scan data in this chapter and *Appendix A* of the Districtwide Support Services Strategic Plan:

Student Demographics

- The 20-24 year old age group is the largest age group within the District (9,602 students in 2014-15) and the only student age group to increase in enrollment from 2010-11 to 2014-15 (257 students). The student age group that experienced the most decline during the same period were those 19 and younger (-783 students).

- Hispanic students accounted for 57.15% of District enrollment in 2014-15 (14,672 students). From 2010-11 to 2014-15, the number of Caucasian students decreased by 2,310 students (-28.84%), while the number of Hispanic students increased by 1,496 students (11.35%).

- Female students accounted for 55.29% of District enrollment in 2014-15 (14,195 students). From 2010-11 to 2014-15, the number of female students decreased by 1,133 students (-7.39%), while the number of male students declined by 1,222 students (-9.66%).

Enrollment Trends

- From 2008-09 to 2012-13, overall District enrollment decreased by 8,646 students (-27.26%). However, from 2012-13 to 2014-15, enrollment within the SBCCD increased by 2,605 students (11.29%). In 2014-15, the District was still 6,041 students shy of its most recent peak enrollment (31,176 students in 2008-09 compared to 25,675 students in 2014-15).

- The number and proportion of students enrolling in traditional face-to-face instruction only has been declining and shifting to students utilizing multiple instructional methods. In 2010-11, 73.57% of students within the District enrolled in only traditional face-to-face courses (20,614 students). By 2014-15, 62.38% of students within the District enrolled in only traditional face-to-face courses (16,017 students). During the same time, online only course enrollment increased by 423 students (85.8%) and enrollment in courses utilizing multiple instructional methods increased by 1,860 students (28.04%).

- Although California residents account for over 95% of students, California resident students declined by 2,812 students (-10.3%) from 2010-11 to 2014-15. During the same time, California non-residents increased by 484 students (149.38%) and foreign country residents increased by 81 students (30.57%).

- Continuing students account for the majority of enrollment within the District (17,087 students or 66.55% of enrollment in 2014-15). First-time college students only accounted for 7.58% of enrollment in 2014-15 (1,945 students), a decrease of 823 students from 2012-13 to 2014-15. During the same time, under age 18 or K-12 special admit students increased by 95 students (7.16%).

- From 2010-11 to 2014-15:

    - Total WSCH generation decreased by 9,755 WSCH (-2.11%)

- Enrollment decreased by 2,346 students (-8.37%)
- Total section offerings increased by 730 sections (18.14%)
- Total FTEF increased by 116.14 FTEF (13.27%)
- Total productivity decreased by 71.65 WSCH/FTEF (-13.59%)

- In 2011-12, the District generated 117.58 WSCH per section. However, in 2014-15, the District generated 94.99 WSCH per section.
- In 2010-11, the District had 874.89 FTEF that reached a productivity level of 527.43 WSCH/FTEF. However, in 2014-15 the District had 991.03 FTEF that reached a productivity level of 455.78 WSCH/FTEF.
- The majority of students within the District stated an educational goal of obtaining a BA/BS upon transfer to a four-year institution (16,367 students or 63.75% of unduplicated enrollment in 2014-15). From 2010-11 to 2014-15, the proportion of students with the goal of obtaining a BA/BS upon transfer increased by 11.56% (1,743 students).

Student Success and Completion

- From 2010-11 to 2014-15, SBCCD experienced an average retention rate of 87.9% and an average success rate of 69.75%. In 2014-15, the District's retention rate was 88.37% (statewide retention rate for fall 2014 was 86.3%). In 2014-15, the District's success rate was 68.45% (statewide success rate for fall 2014 was 69.01%).
- From 2010-11 to 2014-15, total degrees and certificates awarded increased by 802 awards (33.42%). The most significant numerical growth was experienced in AA/AS degrees, which increased by 340 awards (35.56%) during the same time period. The most significant percentage growth was experienced in AS-T/AA-T degrees, which increased by 250.57% (218 awards) in two years (2012-13 to 2014-15).
- Student cohorts from 2005-06 to 2009-10 had an average completion rate/SPAR of 37.2% within 6 years of entry, while the statewide average completion rate/SPAR was 48.1%.
- From 2009-10 to 2013-14, the average transfer volume within the District was 1,112 students. During the same period, the average proportion of CSU transfers was 44.28%, while the average proportion of in-state private school transfers was 28.23%, approximately 20.9% of transfers went to out-of-state schools, and 6.6% of transfer students enrolled in UC schools.

Employee Demographics

- In fall 2014, adjunct faculty accounted for 47.84% of all employees (587 persons), while full-time faculty accounted for 17.52% of all employees (215 persons). Approximately 26.81% of the District's entire faculty were full-time employees (215 full-time faculty of 802 total faculty).
- In fall 2014, 352 employees were within the 50-59 age group (28.69% of all employees) and 247 employees were age 60 or older (20.13% of all employees). Data suggests that it is reasonable to expect nearly half (49%) of the District's employees to retire within the next 15 years.

Planning Environment - Internal District Profile

INTERNAL SCAN FINDINGS *(cont.)*

- In fall 2014, 53.5% of the District's employees were Caucasian (657 persons), 22.9% of employees were Hispanic (281 persons), 11.1% of employees were African American (136 persons) and 10.1% of employees were Asian (124 persons). From fall 2010 to fall 2014, Caucasian employees decreased by 4 persons (-0.61%) and African American employees decreased by 6 persons (-4.23%). Hispanic employees increased by 24 persons (9.34%) and Asian employees increased by 28 employees (29.17%) during the same time.

- In fall 2014, 53.6% of the District's employees were female (658 persons), while 46.4% of employees were male (569 persons). From fall 2010 to fall 2014, the number of male employees increased by 12 persons (2.15%) while females increased by 30 persons (4.78%).

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT


COM
people tanning
and relaxing
enjoying
Hawaii
beach

Planning Environment

External District Profile

The intent of the external scan of the San Bernardino Community College District (SBCCD) is to assess demographics and other characteristics of the regional community that the District services. The external scan is used to identify and understand patterns and trends within the area and informs planning directions. The analysis presented in this Plan is based on service area (ZIP codes) and region (Riverside and San Bernardino Counties). Economic Modeling Specialists International (EMSI), Census 2010 American Community Survey 5-Year Estimates (2010-2014), and California Department of Education data was utilized to analyze the community the District serves.

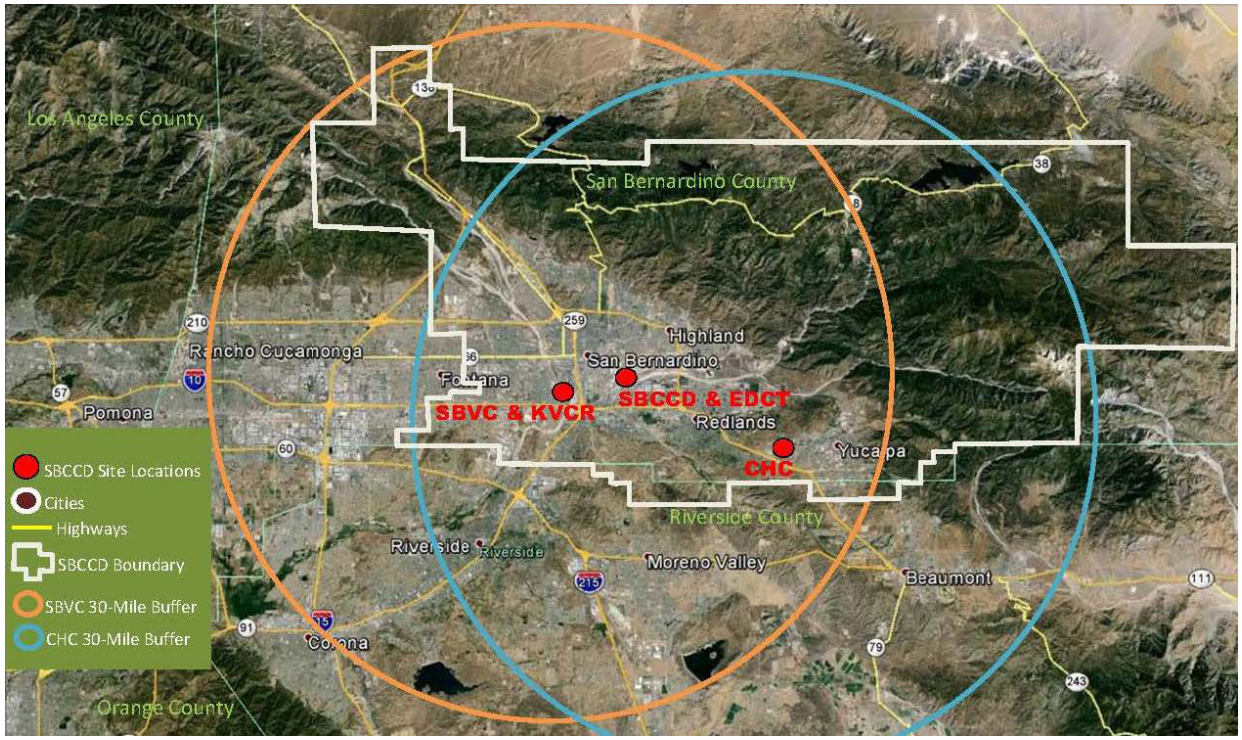
Planning Environment - External District Profile

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT SERVICE AREA AND REGIONAL AREA

The San Bernardino Community College District service area includes 22 cities/areas:

- Rancho Cucamonga
- Banning
- Beaumont
- Grand Terrace
- Big Bear
- Bloomington
- Calimesa
- Colton
- Crestline
- Fontana
- Highland
- Lake Arrowhead
- Loma Linda
- Lytle Creek
- Mentone
- Redlands
- Rialto
- Running Springs
- Yucaipa
- San Bernardino
- Riverside
- Moreno Valley

Regionally, SBCCD serves the counties of San Bernardino and Riverside.



Planning Environment - External District Profile

POPULATION ESTIMATES AND PROJECTIONS

Population data provides an opportunity to understand the makeup of the population the District primarily serves, relative to the region and state. From 2005 to 2015, the service area population grew by 14.58% (186,271 persons) while the region's total population grew by 17.28% (669,696 persons). By comparison, the state's population grew by 9.11% (3,262,423 persons).

The projected population growth of the service area and region is expected to diminish over the next 10 years. From 2015 to 2025, the service area total population is projected to grow by 5.37% (78,645 persons) and the region's total population is projected to grow by 7.01% (318,658 persons). Both of these increases exceed the state's projected growth during the same time period, which is expected to grow by 5.08% (1,987,346 persons).

Exhibit 3.01 Total Population Estimates & Projections

Area	2005	2010	2011	2012	2013	2014	2015	2020	2025
Service Area	1,277,259	1,372,810	1,391,891	1,406,266	1,425,438	1,444,476	1,463,530	1,524,723	1,542,175
Regional	3,875,627	4,243,556	4,302,146	4,350,609	4,416,590	4,481,004	4,545,323	4,755,883	4,797,639
California	35,827,805	37,335,221	37,687,015	38,047,900	38,395,867	38,757,231	39,090,228	40,251,903	41,077,574

Source: EMSI

In 2015, the proportion of the service area population age 19 and under was 31.07% (454,658 persons). This is more than the regional proportion of 29.77% (1,353,226 persons) and the statewide proportion of 26.22% (10,248,399 persons) during the same year.

Between 2015 and 2025, population projections suggest that the number of those in the 19 and under age group will increase by 1.64% within the service area (470 persons) and 1.45% in the region (19,651 persons), which is less than the projected 2.07% increase projected for the number of the statewide population in the same age group (212,632 persons).

The 20-24 age group may be considered SBCCD's core age demographic. The 20-24 age group accounted for 8.78% of the service area population in 2015 (128,471 persons). The proportion of the service area population in the 20-24 age group was slightly greater than the regional proportion of 8.28% (376,421 persons) and the state proportion of 8% (3,122,810 persons).

Between 2015 and 2025, population projections suggest that the number of those in the 20-24 age group will decrease by 19.9% in the service area population (-25,561 persons) and 20.23% in the regional population (-76,153 persons). These are larger decreases than the projected 16.75% decrease in the proportion of the statewide population in the same age group (522,916 persons).

From 2015 to 2025, population projections indicate that the number of those in the 50 and over age group will increase by 16.69% within the service area (64,728 persons) and by 6.55% in the region (216,825 persons). The projected increase for the number of the statewide population in the same age group is 15.8% (1,884,696 persons).

Planning Environment - External District Profile

POPULATION ESTIMATES AND PROJECTIONS *(cont.)*

Exhibit 3.02 Service Area Population by Age Group

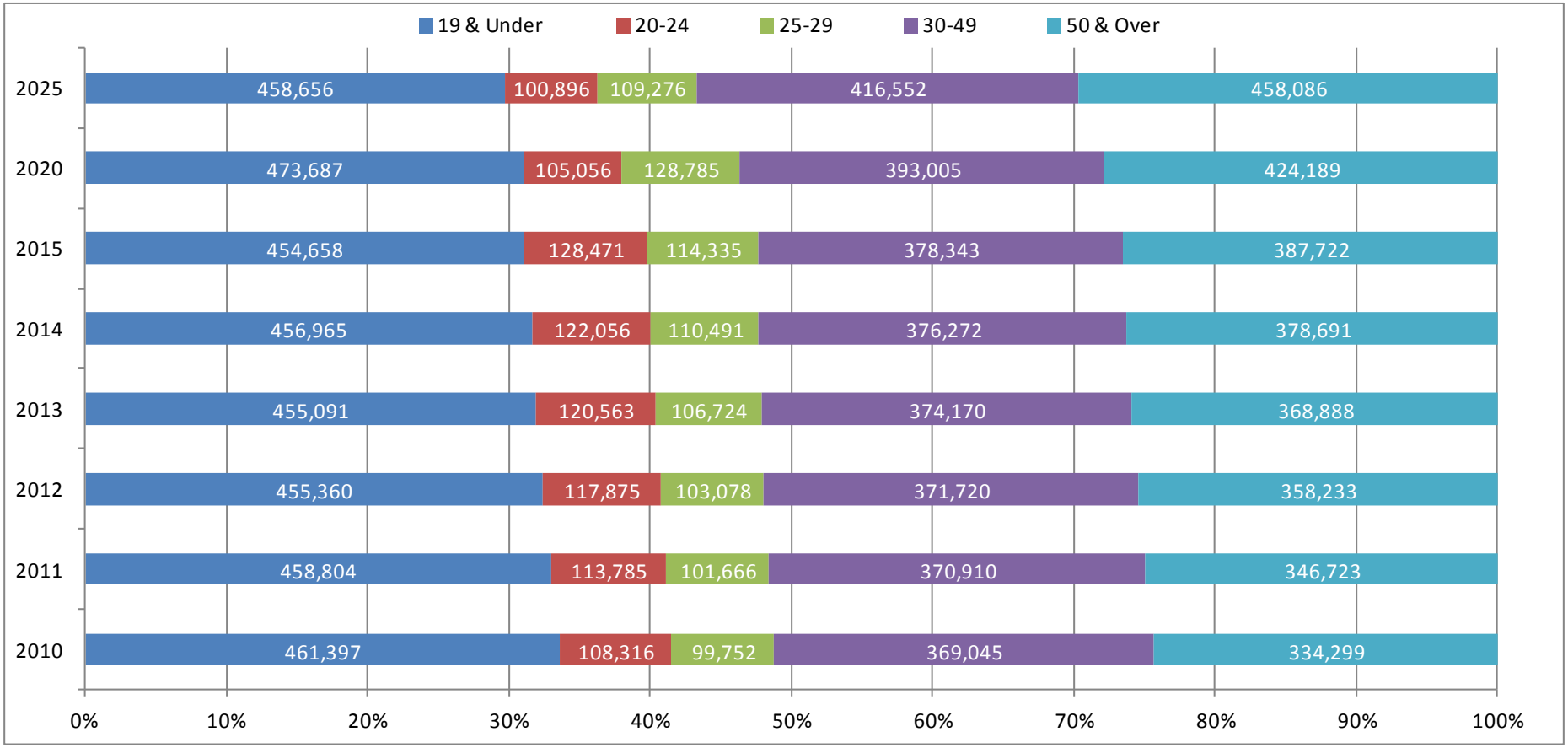
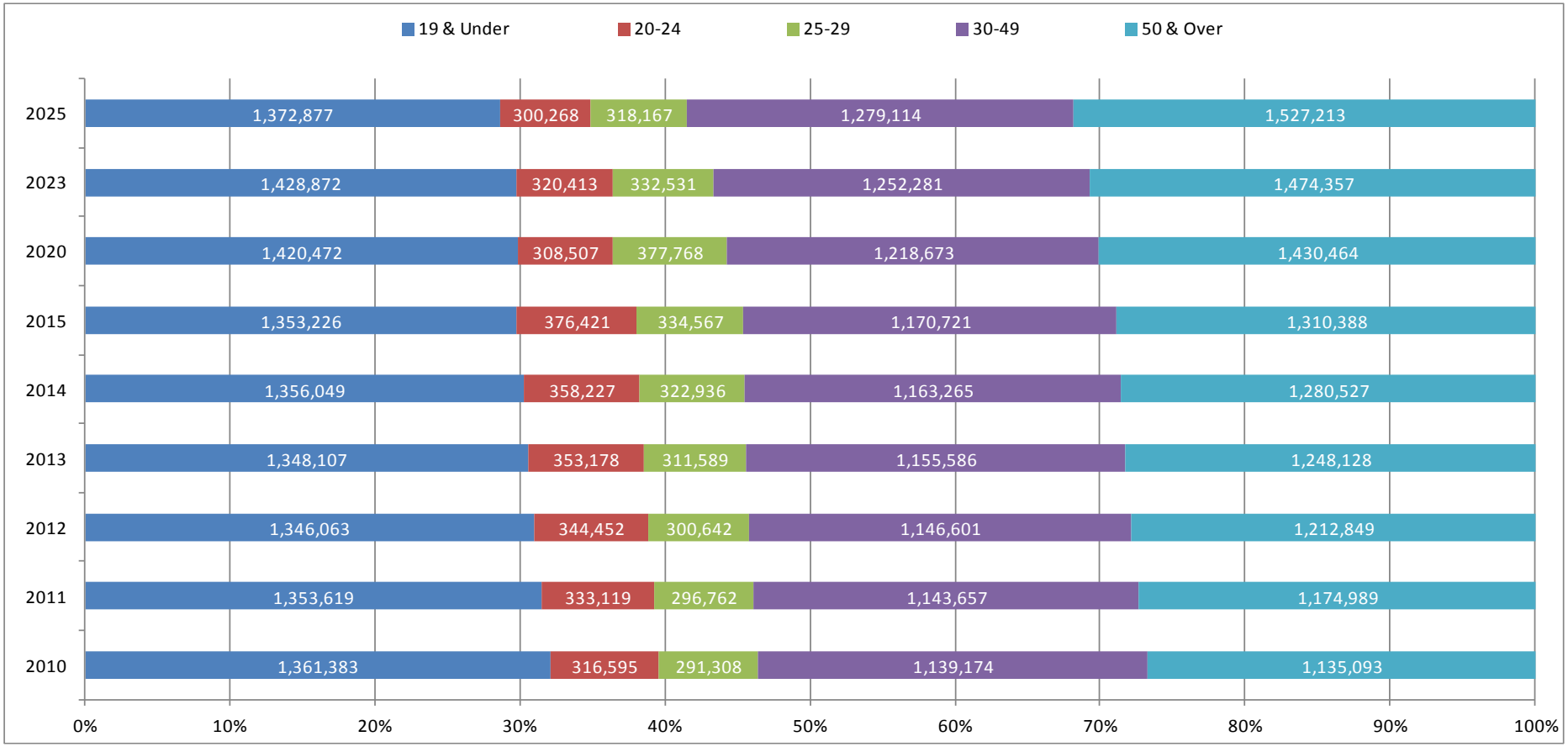


Exhibit 3.03 Regional Area Population by Age Group



Planning Environment - External District Profile

POPULATION ESTIMATES AND PROJECTIONS *(cont.)*

The service area is estimated to have seen an increase in the number of Hispanics between 2010 and 2015 by approximately 11.86% (88,837 persons). Between 2015 and 2025, the number of Hispanics in the service area is projected to increase by approximately 9.5% (79,627 persons) and by 10.65% in the region (242,390 persons), both of which are larger than the projected increase in the statewide population of 7.72% (1,186,030 persons). By 2025, the proportion of Hispanics in the service area is projected to reach 59.5% of the total population (917,583 persons) and 52.51% of the total regional population (2,519,083 persons). Hispanics are projected to make-up 40.3% of the state population by the year 2025 (16,555,395 persons).

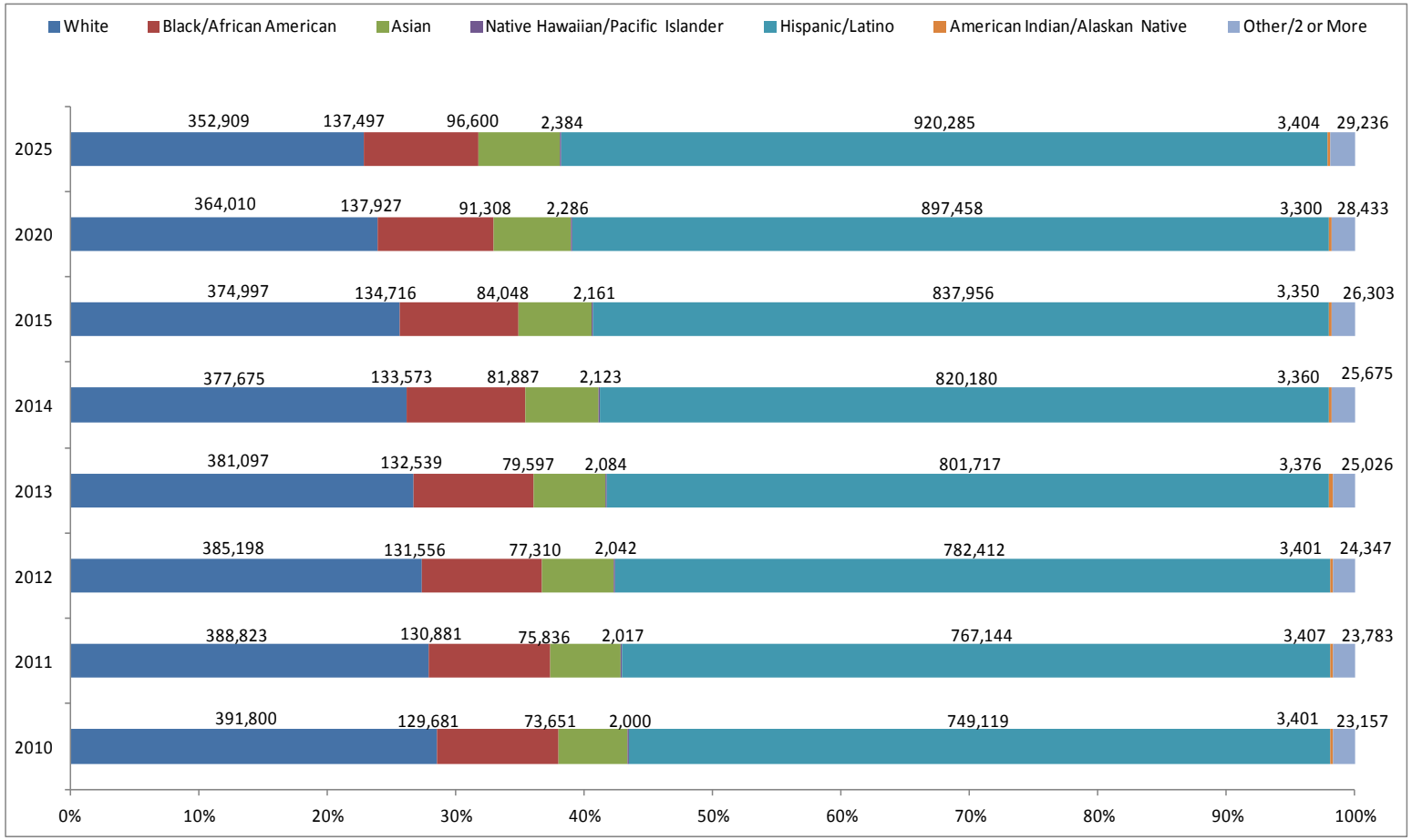
Between 2010 and 2015 the service area is estimated to have seen a decrease of Caucasians by approximately 4.29% (-16,803 persons). Caucasians in the regional population are estimated to have decreased by approximately 2.23% in the same time period (-34,730 persons). Caucasians in the statewide population are estimated to have decreased by 1.5% between 2010 and 2015 (-231,334 persons).

Between 2015 and 2025, the number of Caucasians in the service area is projected to decrease by 5.06% (-18,981 persons) and by 3.77% in the region (-57,336 persons). The number of Caucasians in the state is projected to decrease by 0.77% in the same time period (-113,913 persons).

In 2015, the proportion of Caucasians in the service area was approximately 25.62% of the service area population (374,997 persons). That same year, the proportion of Caucasians was approximately 33.46% of the regional population (1,521,020 persons) and 37.82% of the statewide population (14,784,442 persons) By 2025, the proportion of Caucasians is projected to be approximately 23.09% of the service area population (356,016 persons), 30.51% of the regional population (1,463,684 persons), and 35.71% of the statewide population (14,670,529 persons).

Between 2010 and 2015 the service area is estimated to have seen an increase of African Americans by approximately 3.88% (5,035 persons). During the same time period, African Americans in the region increased by 5.42% (16,537 persons) and 0.98% in the state (21,397 persons). Between 2015 and 2025, the number of African Americans in the service area population is projected to increase by 2.36% (3,180 persons). During the same time period, the African American population is projected to increase by 3.69% in the region (11,881 persons) and by 2.22% in the state (48,994 persons).

Exhibit 3.04 Service Area Population by Race/Ethnicity



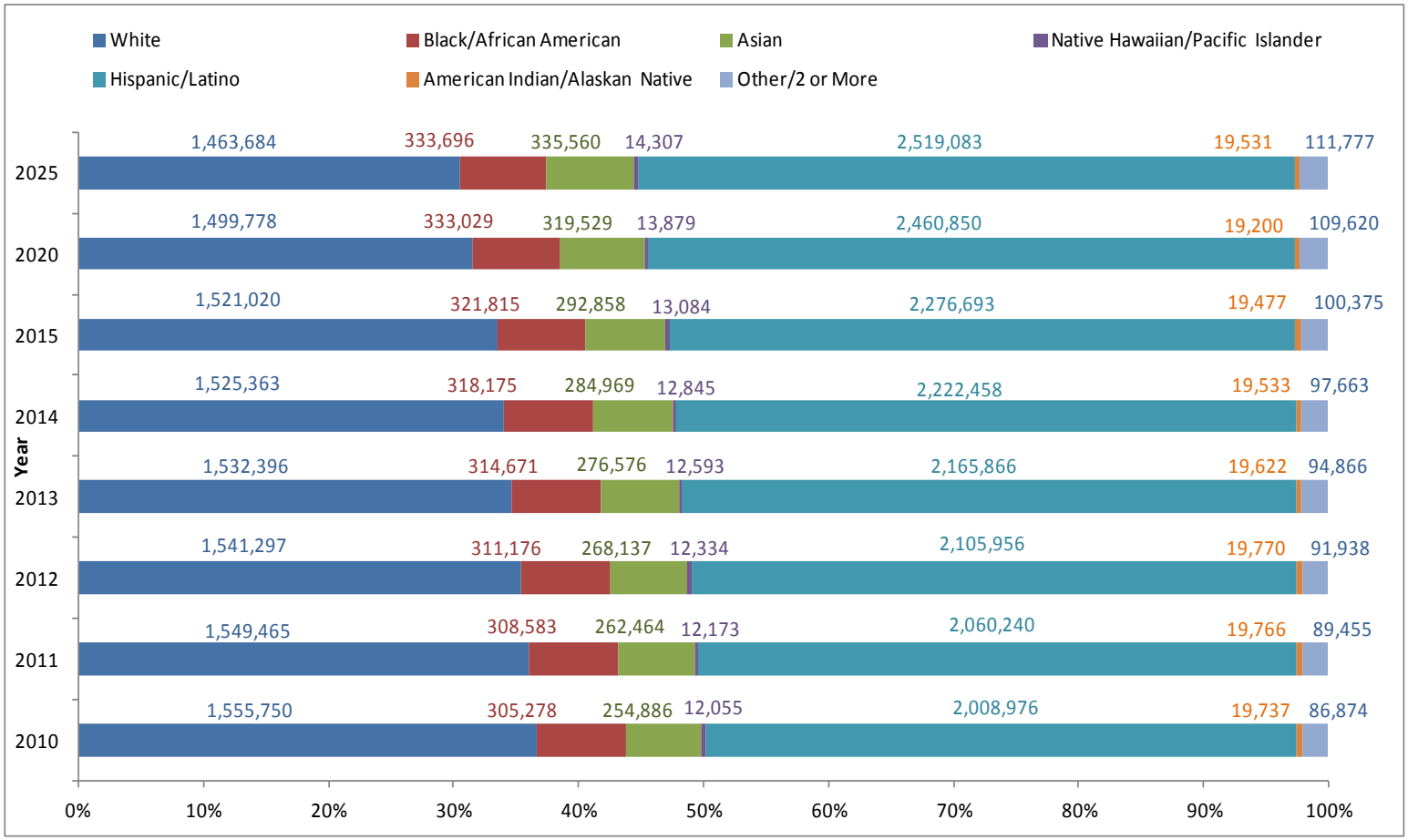
Planning Environment - External District Profile

POPULATION ESTIMATES AND PROJECTIONS *(cont.)*

In 2015, the proportion of African Americans within the service area population was 9.2% (134,716 persons). That same year, the proportion of African Americans was 7.08% of the regional population (321,815 persons) and 5.65% of the state population (2,210,310 persons). By 2025 the proportion of African Americans is projected to make up 8.94% of the service area population (137,896 persons) and 6.96% of the regional population (333,696 persons), as compared to the projected 5.5% of the state population (2,259,304 persons).

Between 2010 and 2015, the service area is estimated to have seen an increase of Asians by approximately 14.12% (10,397 persons). During the same time period, the number of Asians increased by 14.9% in the region (37,972 persons) and by 10.87% in the state (526,681 persons). Between 2015 and 2025, the number of Asians in the service area population is projected to increase by approximately 13.96% (11,736 persons). During the same time period, the number of Asians is projected to increase by approximately 14.58% in the region (42,702 persons) and by approximately 13.55% in the state (727,874 persons). In 2015, the proportion of Asians in the service area population was 5.74% (84,048 persons). That same year, the proportion of Asians was 6.44% of the regional population (292,858 persons) and 13.75% of the state population (5,373,673 persons). By 2025, the proportion of Asians in the service area population is projected to be 6.21% (95,784 persons) and 6.99% in the region (335,560 persons), as compared to 14.85% of the state's population (6,101,547 persons).

Exhibit 3.05 Regional Area Population by Race/Ethnicity



Planning Environment - External District Profile

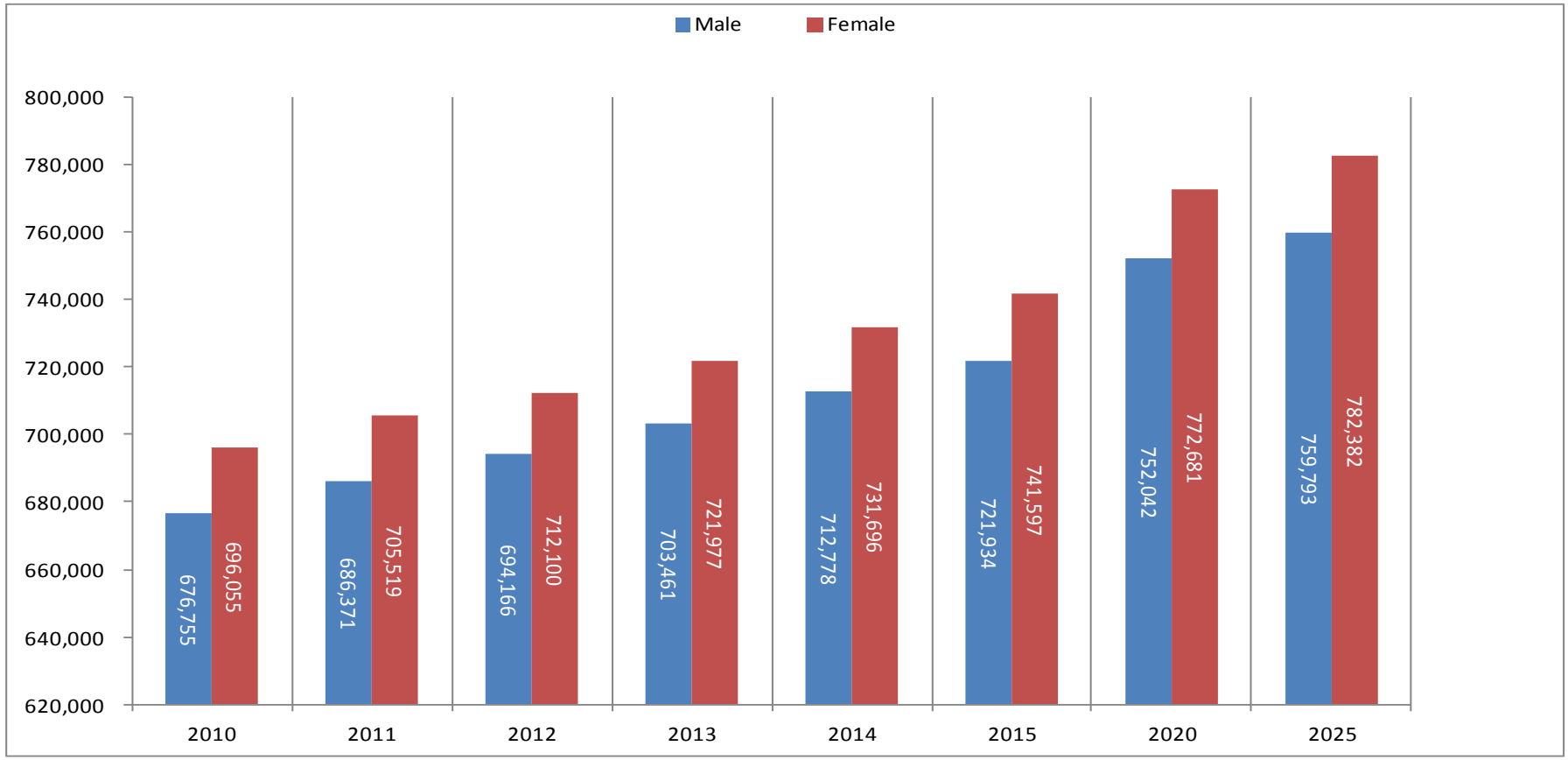
POPULATION ESTIMATES AND PROJECTIONS *(cont.)*

Between 2010 and 2015, the service area male population proportion has stayed relatively steady at approximately 49.3% of the population. In the same time period, the regional male population proportion increased marginally by 0.4%. The state's male population proportion increased by an even smaller amount of 0.01% during the same time period.

Between 2010 and 2015, the service area female population proportion has stayed relatively steady at approximately 50.7% of the population. In the same time period, the regional female population proportion decreased marginally by 0.4%. The state's female population proportion decreased by an even smaller amount of 0.01% during the same time period.

Between 2015 and 2025, the proportion of males and females in the service area, regional, and state populations are projected to remain relatively steady. During the same time period, the number of males within the service area is projected to increase by approximately 5.24% (37,859 persons) and the number of females is projected to increase by approximately 5.5% (40,785 persons). The number of males in the region is projected to increase by approximately 5.39% (121,906 persons) and the number of females in the region is projected to increase by approximately 5.71% (130,409 persons) during the same time period. The number of males and females during the same time period in the statewide population is projected to increase by 4.79% and 5.37% respectively (931,711 and 1,055,635 persons).

Exhibit 3.06 Service Area Population by Gender

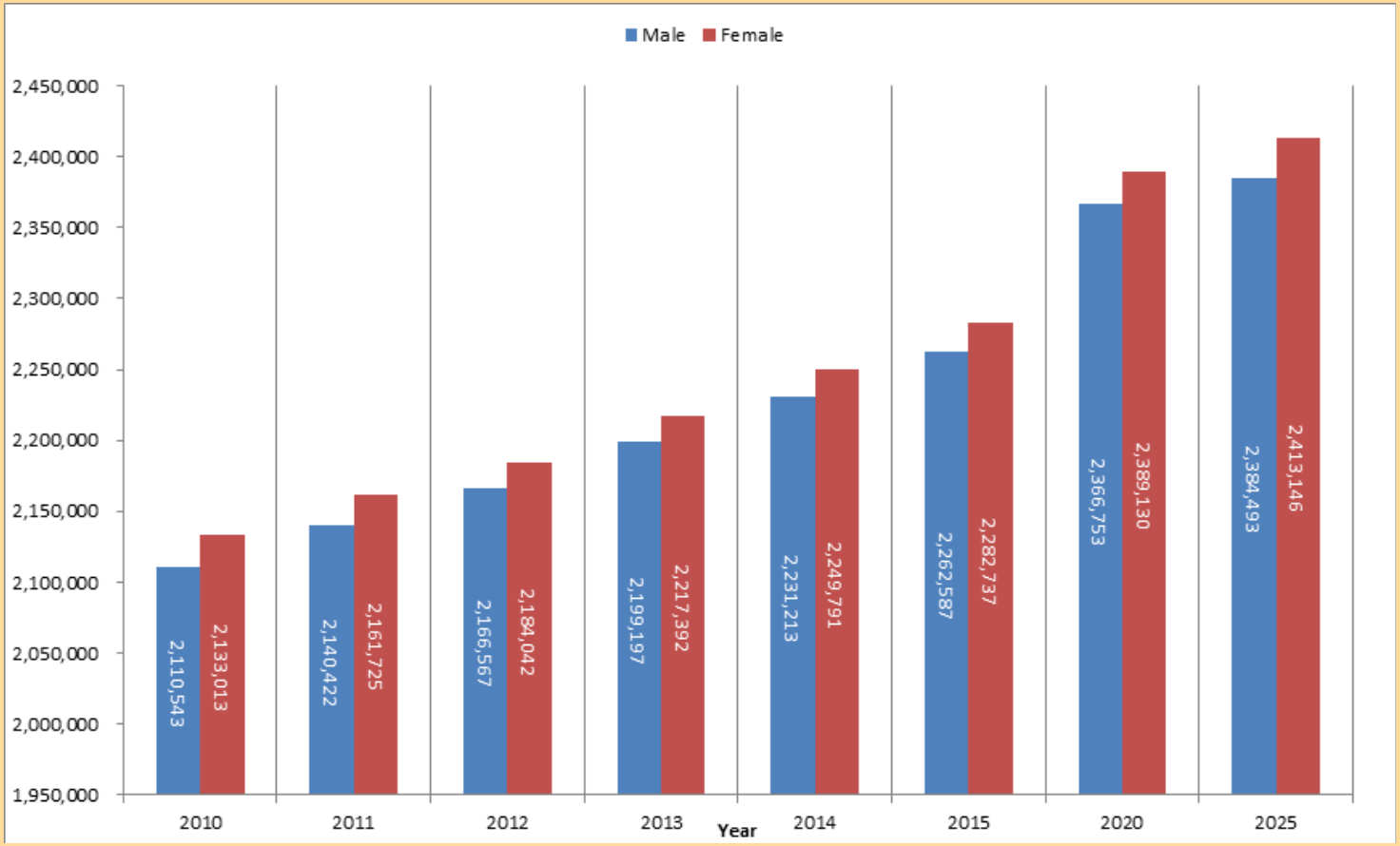


Source: EMSI

Planning Environment - External District Profile

POPULATION ESTIMATES AND PROJECTIONS *(cont.)*

Exhibit 3.07 Regional Population by Gender



Source: EMSI

Planning Environment - External District Profile

EDUCATIONAL ATTAINMENT

District service area, regional, and state data regarding educational attainment provide insight into the academic achievement background of the population and the relationship between income and education levels.

The proportion of service area residents age 25 and over with no high school diploma is estimated to be 24.91% (209,569 persons), which is higher than the regional proportion of 21.83% (581,696 persons). Both the service area and regional proportion of population with no high school diploma exceeds the statewide proportion of 19.28%.

The proportion of service area residents age 25 and over with at most a high school diploma or equivalent is estimated to be 25.73% of the population (216,439 persons), which is fractionally less than the regional proportion of 25.89% (689,898 persons). The proportion of population with at most a high school diploma or equivalent in the service area and region exceeds the state's proportion of 20.91%.

Slightly more than half of the population in the service area (50.64%) and slightly less than half of the regional population (47.72%) age 25 and over are estimated to not have any higher education experience. The statewide average population, age 25 and over, with any higher education experience is 40.18%.

The largest educational discrepancy between service area and regional residents age 25 and over with college experience when compared to state levels of educational attainment is for those with a Bachelor's degree. The proportion of the service area population with a BA/BS degree is 11.13%, which is approximately 1.73 times less than that of the State's 19.2%. The proportion of the regional population with a BA/BS degree (12.51%) is slightly higher than the service area proportion. Approximately 10.9% of the state population has a Graduate or Professional degree, while the service area proportion is 6.48% (6.68% regionally).

The average median income of the population age 25 and over in the service area ($34,909) and region ($33,851) is slightly less than the state median of $37,170.

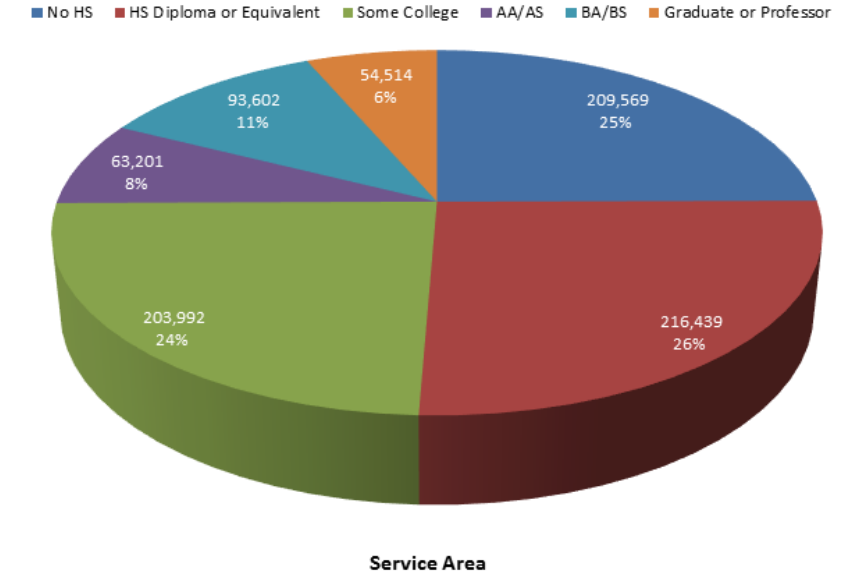
For service area residents age 25 and over, the average median income of those with at least some college experience or an AA/AS degree increases by $6,451 when compared to the income of those with only a high school diploma or equivalent. Moreover, the average median income for service area residents with a BA/BS degree increases by $12,604 when compared to those with only some college experience or an AA/AS degree, and increases by $19,055 when compared to those with only a high school diploma or equivalent.

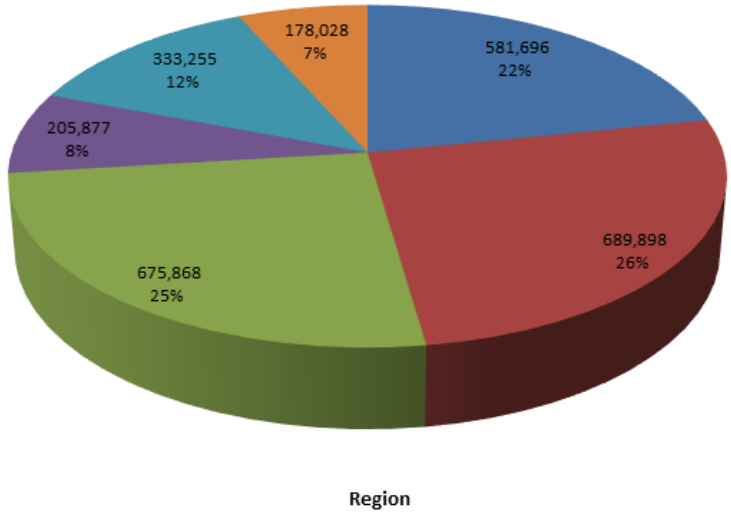
Service area and regional residents with a high school diploma/equivalent or less have a median income that is greater than the statewide median. Conversely, service area and regional residents with a BA/BS degree or higher have an average median income that is less than the statewide median. This dynamic may be correlated to the makeup and availability of blue collar jobs in the area.

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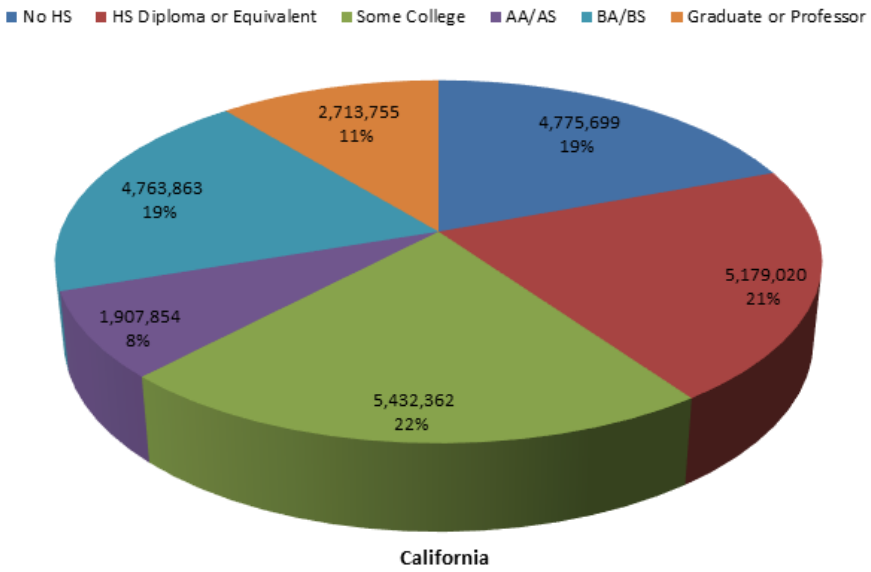
EDUCATIONAL ATTAINMENT *(cont.)*

Exhibit 3.08 Educational Attainment (5-Year Estimates)





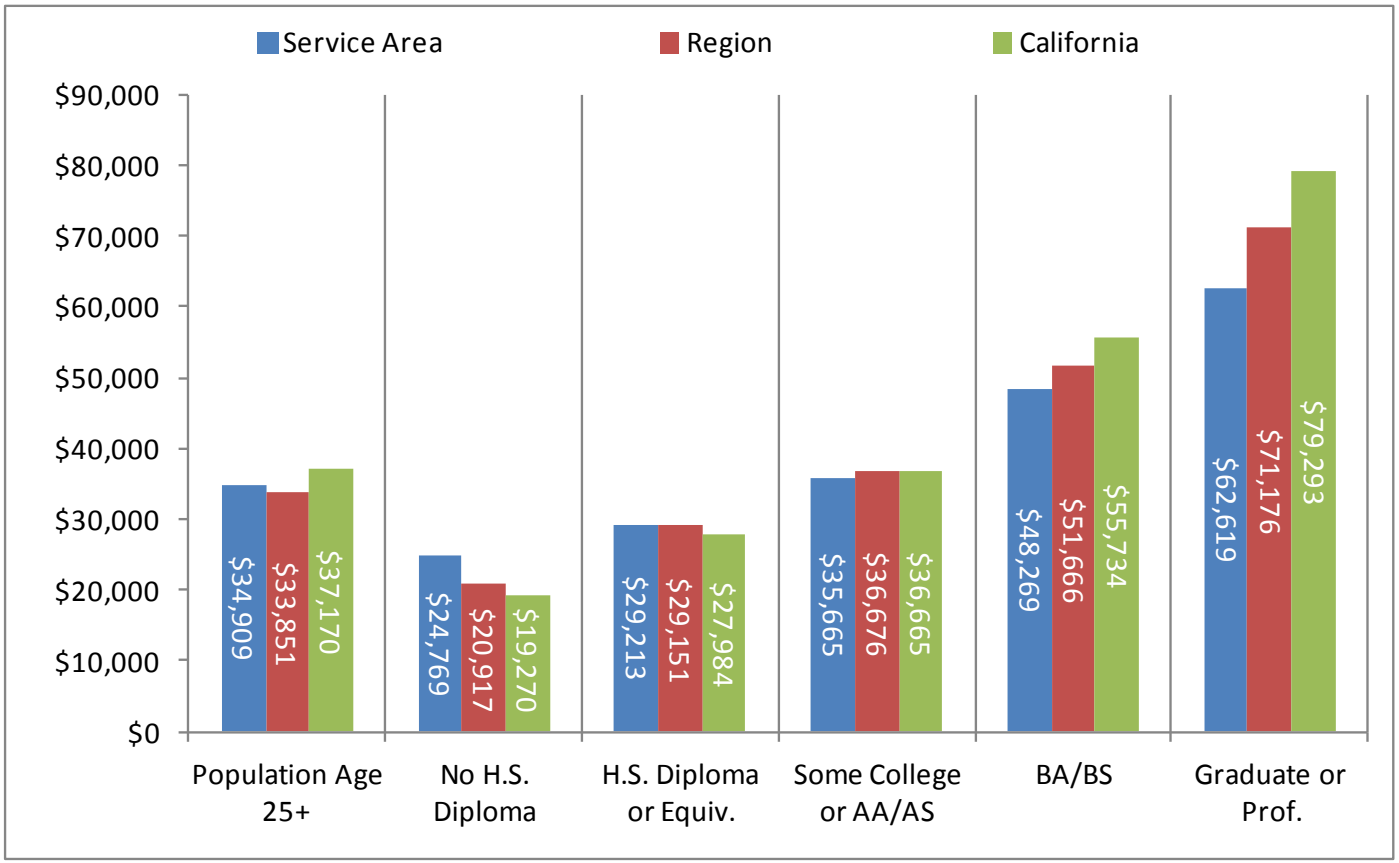
Source: Census 2010, ACS 5-Year Estimates


No HS
HS Diploma or Equivalent
Some College
AA/AS
BA/BS
Graduate or Professor
4,775,699
19%
5,179,020
21%
5,432,362
22%
1,907,854
8%
4,763,863
19%
2,713,755
11%
California

Planning Environment - External District Profile

EDUCATIONAL ATTAINMENT *(cont.)*

Exhibit 3.09 Median Income by Educational Attainment (5-Year Estimates)



Source: Census 2010, ACS 5-Year Estimates

Planning Environment - External District Profile

HOUSEHOLD SIZE, INCOME, AND POVERTY

The service area average household size (3.03 persons) is slightly higher than that of the region (2.92 persons). Both the service area and regional average household size are greater than the state's average of 2.76 persons. Median household income within the service area is $770.31 more than in the region ($55,346) and is $5,372.69 less than the state median ($61,489). Average per capita income in the service area is $510.74 less than in the region ($22,522) and is $7,894.74 less than the statewide per capita income ($29,906).

The poverty rate of families within the service area (16.01%) is 1.13 times greater than within the region (14.14%). However, both the service area and regional poverty rate of families are greater than the state's rate of 12.3%.

Exhibit 3.10 Household Size, Income & Poverty

Area	Avg. Household Size	Median Household Income	Per Capita Income	Families Below Poverty (%)
Service Area	3.03	$56,116.31	$ 22,011.26	16.0%
Region	2.92	$55,346.00	$ 22,522.00	14.1%
California	2.76	$61,489.00	$ 29,906.00	12.3%

Source: Census 2010, ACS 5-Year Estimates

Planning Environment - External District Profile

FEEDER HIGH SCHOOL STUDENT PROFICIENCY

Student proficiency is measured with the California Assessment of Student Performance and Progress (CAASPP) test administered to students in the 11th grade. In the 2014-15 academic year, Redlands Senior High produced the greatest percentage of proficient students out of the top ten feeder high schools to the District, with 77% having met or exceeded the CAASPP standards for English and 45% having met or exceeded the CAASPP standards for math. Citrus Valley produced the second largest percentage of proficient students, with 69% having met or exceeded the standards for English and 37% having met or exceeded the standards for math. The least proficient feeder high school in English was Pacific High, where 34% of students met or exceeded the standards for English. The least proficient feeder high school in math was Colton High, where 14% of students met or exceeded the standards for math.

In the 2014-15 academic year, the average percentage of students from the top 10 feeder high schools who either met or exceeded the CAASPP standards for English was 52%, which is 8% higher than the state average of 44%. The average percentage of top 10 feeder high school students who either met or exceeded the CAASPP standards for math was 25%, which is 8% lower than the state average of 33%.

Exhibit 3.11 Top Ten Feeder High School CAASPP Test Results (Administered in 11th Grade)

School	Percent of Students Who Met or Exceeded Standards	
	English	Math
Yucaipa	52%	24%
Other / Home	N/A	N/A
Colton	35%	14%
Redlands East	64%	33%
Citrus Valley	69%	37%
Redlands Senior	77%	45%
San Gorgonio	45%	18%
Cajon	56%	26%
Pacific	34%	17%
San Bernardino	40%	18%
Arroyo Valley	46%	16%
Feeder Average	52%	25%
California	44%	33%

Source: California Department of Education, DataQuest

Planning Environment - External District Profile

NEIGHBORING HIGHER EDUCATIONAL INSTITUTIONS FROM SBVC

Recognizing other higher educational institutions located within a reasonable distance of the SBCCD service area is an important factor in understanding educational options available to service area residents. For those with vehicular transportation means, an approximate one hour drive-time is considered a reasonable distance for service area residents to travel for higher education needs.

Approximately 52 higher education institutions are within approximately one driving hour away from SBVC. Of those institutions, 23 are California Community Colleges (excluding Crafton Hills College). There is also one private junior college within one driving hour from SBVC, 21 private 4-year colleges, five California State Universities (Cal Poly Pomona, CSU San Bernardino, CSU Fullerton, CSU Los Angeles and CSU Long Beach), and two University of California colleges (UC Riverside and UC Irvine).

Exhibit 3.12 Neighboring Higher Educational Institutions from SBVC

Institution	Type	Distance from SBVC (mi)	Approx. Drive time from SBVC
National University	Private 4-Year	5.7	10 min
Loma Linda University	Private 4-Year	5.8	10 min
CSU San Bernardino	California State University	7.5	12 min
University of Redlands	Private 4-Year	10.6	13 min
UC Riverside	University of California	11	16 min
Riverside City College	Community College	11.5	16 min
California Baptist University	Private 4-Year	15.4	19 min
San Joaquin Valley College	Private Junior College	18.3	20 min
Chaffey College	Community College	20.3	21 min
University of Riverside	Private 4-Year	20.3	22 min
La Sierra University	Private 4-Year	20.9	23 min
Moreno Valley College	Community College	22.8	29 min
Claremont-McKenna College	Private 4-Year	28.9	32 min
Norco College	Community College	29.2	31 min
University of La Verne	Private 4-Year	30.9	33 min
Cal Poly Pomona	California State University	33.1	34 min
Mt. San Jacinto College	Community College	35.5	38 min
Asuza Pacific University	Private 4-Year	38.8	40 min
Citrus College	Community College	39.5	38 min
Santiago Canyon College	Community College	41.1	42 min
Chapman University	Private 4-Year	45.2	49 min
CSU Fullerton	California State University	46.5	51 min
Anaheim University	Private 4-Year	46.8	55 min

Planning Environment - External District Profile

NEIGHBORING HIGHER EDUCATIONAL INSTITUTIONS FROM SBVC *(cont.)*

Exhibit 3.12 Neighboring Higher Educational Institutions from SBVC *(cont.)*

Institution	Type	Distance from SBVC (mi)	Approx. Drive time from SBVC
Hope International University	Private 4-Year	47.3	45 min
Rio Honda College	Community College	48.5	49 min
Fullerton College	Community College	49.3	49 min
Santa Ana College	Community College	50	53 min
Whittier College	Private 4-Year	50.8	1 hr
UC Irvine	University of California	51.4	1 hr 4 min
Coastline Community College	Community College	52.1	54 min
California Institute of Technology	Private 4-Year	52.9	1 hr 3 min
Concordia University Irvine	Private 4-Year	53.6	53 min
CSU Los Angeles	California State University	54.3	1 hr 2 min
Cypress College	Community College	54.5	1 hr 14 min
Vanguard University of Southern California	Private 4-Year	54.5	54 min
Biola University	Private 4-Year	54.6	58 min
Orange Coast College	Community College	54.8	58 min
Cerritos College	Community College	57.5	1 hr
Golden West College	Community College	57.9	1 hr 1 min
Occidental College	Private 4-Year	58.8	1 hr 10 min
Soka University of America	Private 4-Year	59.9	1 hr 9 min
Glendale Community College	Community College	60.1	1 hr 1 min
Saddleback College	Community College	60.1	59 min
East Los Angeles Community College	Community College	61.5	1 hr
CSU Long Beach	California State University	61.6	1 hr 11 min
El Camino College Compton Center	Community College	63.1	1 hr 4 min

Exhibit 3.12 Neighboring Higher Educational Institutions from SBVC *(cont.)*

Institution	Type	Distance from SBVC (mi)	Approx. Drive time from SBVC
Mt. San Antonio College	Community College	63.1	39 min
Woodbury University	Private 4-Year	67.2	1 hr 9 min
University of Southern California	Private 4-Year	67.5	1 hr 18 min
College of the Desert	Community College	67.6	1 hr 3 min
El Camino College	Community College	71	1 hr 16 min
Barstow Community College	Community College	71.7	1 hr 4 min

Planning Environment - External District Profile

NEIGHBORING HIGHER EDUCATIONAL INSTITUTIONS FROM CHC

There are approximately 48 higher education institutions that are one driving hour away from CHC. 21 of those neighboring institutions are California Community Colleges (excluding San Bernardino Valley College). There are also two vocational colleges and one private vocational college. Another is a private junior college. 17 of the neighboring institutions are private 4-year colleges. Among the neighboring institutions are four California State Universities (Cal Poly Pomona, CSU San Bernardino, CSU Fullerton and CSU Los Angeles). Two belong to the University of California system (UC Riverside and UC Irvine).

Exhibit 3.13 Neighboring Higher Educational Institutions from CHC

Institution	Type	Distance from CHC (mi)	Drive time from CHC
University of Redlands	Private 4-Year	4.3	9 min
National University	Private 4-Year	12	15 min
Loma Linda University	Private 4-Year	12.3	18 min
Concorde Career College	Vocational College	12.9	17 min
Moreno Valley College	Community College	17.8	28 min
Rogue Community College	Community College	19.6	24 min
CSU San Bernardino	California State University	20.9	24 min
UC Riverside	University of California	21	25 min
University of Riverside	Private 4-Year	21.8	23 min
Riverside City College	Community College	22	26 min
Mt. San Jacinto College	Community College	22.6	27 min
California Baptist University	Private 4-Year	25.9	29 min
San Joaquin Valley College	Private Junior College	28.9	29 min
La Sierra University	Private 4-Year	31.4	33 min
Chaffey College	Community College	33.9	35 min
Claremont-McKenna College	Private 4-Year	38.6	43 min
Norco College	Community College	39.7	41 min
University of La Verne	Private 4-Year	41.5	43 min
Cal Poly Pomona	California Polytechnic State University	43.8	44 min
Mt. San Antonio College	Community College	46.7	49 min
Santiago Canyon College	Community College	51.6	52 min
Asuza Pacific University	Private 4-Year	53	50 min
Citrus College	Community College	53.7	51 min
College of the Desert	Community College	54.7	53 min

Exhibit 3.13 Neighboring Higher Educational Institutions from CHC *(cont.)*

Institution	Type	Distance from CHC (mi)	Drive time from CHC
Chapman University	Private 4-Year	55.6	59 min
CSU Fullerton	California State University	56.9	1 hr 1 min
Anaheim University	Private 4-Year	57.3	1 hr 5 min
Brownson Technical School	Vocational College	57.7	1 hr
Hope International University	Private 4-Year	58.2	56 min
Rio Honda College	Community College	59.1	59 min
Fullerton College	Community College	60.2	59 min
Southern California University of Health Sciences	Private Vocational College	60.3	1 hr 7 min
Santa Ana College	Community College	60.5	1 hr 3 min
UC Irvine	University of California	61.9	1 hr 13 min
Coastline Community College	Community College	62.6	1 hr 7 min
Whittier College	Private 4-Year	63.6	1 hr 9 min
Concordia University Irvine	Private 4-Year	64.1	1 hr 6 min
CSU Los Angeles	California State University	64.9	1 hr 11 min
Cypress College	Community College	65	1 hr 8 min
Vanguard University of Southern California	Private 4-Year	65	1 hr 4 min
Biola University	Private 4-Year	65.1	1 hr 7 min
Orange Coast College	Community College	65.3	1 hr 8 min
California Institute of Technology	Private 4-Year	67.1	1 hr 14 min
Cerritos College	Community College	68	1 hr 10 min
Golden West College	Community College	68.4	1 hr 11 min
Saddleback College	Community College	70.6	1 hr 9 min
Glendale Community College	Community College	74.3	1 hr 10 min
Los Angeles Community College	Community College	75.7	1 hr 12 min

Planning Environment - External District Profile

EXTERNAL SCAN FINDINGS

Analysis of data regarding the external scan provides insight for making informed planning decisions. The following findings are derived from the external scan data presented in this chapter of the EMP:

Population Demographics

- From 2005 to 2015:
  - Service area total population is estimated to have grown by 14.58% (186,271 persons)
  - Regional area total population is estimated to have grown by 17.28% (669,696 persons)
  - State total population is estimated to have grown by 9.11% (1,755,007 persons)

- From 2015 to 2025:
  - Service area total population is projected to grow by 5.37% (78,645 persons)
  - Regional area total population is projected to grow by 7.01% (318,658 persons)
  - State total population is projected to grow by 5.08% (1,987,346 persons)

- Population projections suggest that between 2015 and 2025, the number of people in the 19 and under age group will increase by 1.64% within the service area (7,470 persons) and 1.45% in the region (19,651 persons), which is less than the projected 2.07% increase projected for the number of the statewide population in the same age group (212,632 persons).

- Between 2015 and 2025, population projections indicate that the number of people in the 20-24 age group will decrease by 19.9% in the service area population (-25,561 persons) and 2.23% in the regional population (-76,153 persons), both of which are larger decreases than the projected 16.75% decrease in the number of the statewide population in the same age group (-522,916 persons).

- Population projections suggest that the number of people in the 50 and over age group will increase by 16.69% in the service area (64,728 persons) and by 16.55% in the region (216,825 persons). The projected increase for that same age group in the state is 15.38% (1,884,696 persons).

- By 2025, Hispanics are expected to make-up:
  - 59.5% of the service area population
  - 52.51% of the regional population
  - 40.3% of the state population

- By 2025, Caucasians are expected to account for:
  - 23.09% of the service area population
  - 30.51% of the regional population
  - 37.71% of the state population

- By 2025, African Americans are expected to constitute:
  - 8.94% of the service area population
  - 6.96% of the regional population
  - 5.5% of the state population

- By 2025, Asians are expected to comprise:
  - 6.21% of the service area population
  - 6.99% of the regional population
  - 14.85% of the state population

- Between 2015 and 2025, the service area male population is projected to increase by 5.24% (37,859 persons) and the female population is projected to increase by 5.5% (40,785 persons).

The number of males within the regional population is projected to increase by 5.39% (121,906 persons) and 5.71% for females (130,409 persons). The number of males within the statewide population is projected to increase by 4.79% (931,711 persons) and 5.37% for females (1,055,635 persons) during the same time period.

Educational Attainment

- The proportion of service area residents age 25 and over with no high school diploma is estimated to be 24.91% (209,569 persons), which is higher than the regional proportion of 21.83% (581,696 persons). Both the service area and regional proportion of population with no high school diploma is higher than the statewide proportion of 19.28%.

- 50.64% of the service area residents age 25 and over do not have any higher education experience (426,008 persons) while 47.72% of regional residents age 25 and over do not have any higher education experience (1,271,594 persons). The statewide average of persons age 25 and over without any higher education experience is 40.18% (9,954,719 persons).

- The proportion of service area residents age 25 and over with a BA/BS degree is 11.13%, which is approximately 1.73 times less than that of the state's 19.23%. The proportion of the regional population age 25 and over with a BA/BS degree is 12.51%.

- The average median income of the population age 25 and over in the service area ($34,909) and region ($33,851) is slightly less than the state median of $37,170.

- Service area and regional residents age 25 and over with a high school diploma/equivalent or less have a median income that is greater than the statewide median. Conversely, service area and regional residents with a BA/BS degree or higher have a median income that is less than the statewide average. This dynamic may be correlated to the makeup and availability of blue collar jobs in the area.

Household Size, Income & Poverty

- The average household size in the service area is 3.03 persons and 2.92 in the region, both of which are higher than the state's average of 2.76 persons.

- Average median household income in the service area is $56,116, as compared to $55,346 in the region and $61,489 in the state.

- Per capita income in the service area is $22,011.26 and $22,522 in the region, while per capita income in the state is $29,906.

- The percentage of families below the poverty line in the service area is 16%. The percentage of families below the poverty line in the region is 14.1% and 12.3% in the state.

Service Area High Schools

- In the 2014-15 academic year, Redlands Senior High produced the greatest percentage of proficient students out of the top ten feeder high schools to the District, with 77% having met or exceeded the CAASPP standards for English and 45% having met or exceeded the CAASPP standards for math. Citrus Valley produced the second largest percentage of proficient students,

Planning Environment - External District Profile

EXTERNAL SCAN FINDINGS *(cont.)*

with 69% having met or exceeded the standards for English and 37% having met or exceeded the standards for math. The least proficient feeder high school in English was Pacific High, where 34% of students met or exceeded the standards for English. The least proficient feeder high school in math was Colton High, where 14% of students met or exceeded the standards for math.

- In the 2014-15 academic year, the average percentage of students from the top 10 feeder high schools who either met or exceeded the CAASPP standards for English was 52%, which is 8% higher than the state average of 44%.

- In the 2014-15 academic year, the average percentage of students from the top 10 feeder high schools who either met or exceeded the CAASPP standards for Math was 25%, which is 8% lower than the state average of 33%.

Neighboring Higher Education Institutions

- There are approximately 52 higher education institutions that are approximately one driving hour away from SBVC. Those 52 neighboring institutions are comprised of:
  - 23 California Community Colleges
  - One private junior college
  - 21 private 4-year colleges
  - Five California State Universities (Cal Poly Pomona, CSU San Bernardino, CSU Fullerton, CSU Los Angeles and CSU Long Beach)
  - Two University of California Institutions (UC Riverside and UC Irvine)

- There are approximately 48 higher education institutions that are 1 driving hour away from CHC. Those 48 neighboring institutions are comprised of:
  - 21 California Community Colleges
  - Two vocational colleges
  - One private vocational college
  - One private junior college
  - 17 private 4-year colleges
  - Four California State Universities (Cal Poly Pomona, CSU San Bernardino, CSU Fullerton and CSU Los Angeles)
  - Two University of California institutions (UC Riverside and UC Irvine)

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

Planning Environment

District Labor Market Information

The San Bernardino Community College District (SBCCD) is committed to providing students with education for transfer to four-year institutions and with career technical and professional education important to the region. In an effort to best understand economic conditions, the following chapter examines labor market information for the region (San Bernardino and Riverside Counties) as well as the service area community directly in the District's sphere of influence.

Planning Environment - District Labor Market Information

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Labor force may be defined as the working age population (16 years and older) that is employed (part or full time) or actively seeking employment. The SBCCD service area labor force is comprised of approximately 746,200 residents age 16 and over. Approximately 1,961,800 of the regional population age 16 and over made up the labor force.

In 2015, the unemployment rate of the service area (6.38%) and the region (6.6%) was fractionally higher than the state's estimated unemployment rate of 6.2%.

Exhibit 4.01 Labor Force, Employment & Unemployment (Annual Average 2015)

Area	Labor Force	Employment	Unemployment	Unemployment Rate
Service Area	746,200	698,900	47,600	6.38%
Region	1,961,800	1,832,300	129,500	6.60%
State	18,981,800	17,798,600	1,183,200	6.20%

Source: California Employment Development Department, LMI Division

Planning Environment - District Labor Market Information

INDUSTRY ESTIMATES AND PROJECTIONS

In 2015, the top five employment industries for the service area were the following: Healthcare and Social Assistance (17.55% or 67,427 jobs), Government (13.63% or 52,344 jobs), Retail Trade (12.42% or 47,720 jobs), Accommodation and Food Services (8.85% or 34,006 jobs), and Transportation and Warehousing (8.34% or 32,044 jobs).

Between 2010 and 2015, the top five employment industries in the service area grew by the following: Healthcare and Social Assistance (53% or 23,435 jobs), Government (2% or 966 jobs), Retail Trade (9% or 3,961 jobs), Accommodation and Food Services (22% or 6,106 jobs), and Transportation and Warehousing (44% or 9,853 jobs).

By 2025, the top five employment industries in the service area are projected to be: Healthcare and Social Assistance (19.48% or 87,671 jobs), Government (12.43% or 55,969 jobs), Retail Trade (12.32% or 55,456 jobs), Transportation and Warehousing (9.48% or 42,652 jobs), and Accommodation and Food Services (9.2% or 41,418 jobs).

From 2015 to 2025, the largest numerical job growth for service area employment by industry is expected to be the following: Healthcare and Social Assistance (20,244 jobs or 30.02%), Transportation and Warehousing (10,608 jobs or 33.1%), Retail Trade (7,736 jobs or 16.21%), Accommodation and Food Services (7,412 jobs or 21.8%), and Wholesale Trade (4,296 jobs or 26.79%).

Exhibit 4.02 Service Area Employment Projections by Industry (2010-2025)

Description	2010 Jobs	2015 Jobs	2010 - 2015 Change	2025 Jobs	2015 - 2025 Change
Health Care and Social Assistance	43,992	67,427	23,436	87,671	20,244
Government	51,378	52,344	966	55,969	3,625
Retail Trade	43,759	47,720	3,961	55,456	7,735
Transportation and Warehousing	22,191	32,044	9,854	42,652	10,608
Accommodation and Food Services	27,900	34,006	6,107	41,418	7,412
Administrative and Support and Waste Management and Remediation Services	24,470	29,192	4,723	31,155	1,963
Manufacturing	26,284	29,883	3,598	30,278	396
Construction	15,715	20,348	4,633	23,162	2,814
Wholesale Trade	13,312	16,037	2,725	20,333	4,296
Professional, Scientific, and Technical Services	9,542	10,276	734	12,250	1,974
Other Services (except Public Administration)	15,226	10,916	(4,310)	12,155	1,239
Finance and Insurance	7,449	7,996	547	8,916	920
Educational Services	5,873	5,943	69	7,448	1,505
Real Estate and Rental and Leasing	4,133	4,415	282	4,781	366
Arts, Entertainment, and Recreation	2,797	3,547	750	4,185	638
Management of Companies and Enterprises	3,199	3,498	300	3,761	263
Utilities	2,634	2,528	(106)	2,468	(60)
Information	3,379	2,423	(957)	2,338	(84)
Unclassified Industry	548	1,457	909	2,134	676
Crop and Animal Production	2,054	1,810	(244)	1,166	(644)
Mining, Quarrying, and Oil and Gas Extraction	143	325	183	442	117

Source: EMSI

Planning Environment - District Labor Market Information

INDUSTRY ESTIMATES AND PROJECTIONS *(cont.)*

In 2015, the top five employment industries in the region were the following: Government (17.62% or 233,853 jobs), Retail Trade (12.91% or 171,405 jobs), Healthcare and Social Assistance (12.84% or 170,431 jobs), Accommodation and Food Services (9.97% or 132,410 jobs), and Administrative/Support and Waste Management/Remediation Services (7.11% or 94,319 jobs).

Between 2010 and 2015, the top five industries for employment in the region grew by the following: Government (-0.14% or -330 jobs), Retail Trade (11% or 16,642 jobs), Healthcare and Social Assistance (45% or 53,705 jobs), Accommodation and Food Services (23% or 24,840 jobs), and Administrative/Support and Waste Management/Remediation Services (13.9% or 3,692 jobs). Manufacturing dropped from the 5th ranked employment industry in the region to the 6th ranked employment industry.

By 2025, the top five industries for employment in the region are projected to be the following: Government (15.96% or 244,893 jobs), Healthcare and Social Assistance (14.48% or 222,162 jobs), Retail Trade (13.28% or 203,840 jobs), Accommodation and Food Services (10.28% or 157,773 jobs), and Administrative/Support/Waste Management/Remediation Services (7.41% or 113,626 jobs).

From 2015 to 2025, the largest numerical job growth for regional employment by industry is expected to be the following: Healthcare and Social Assistance (51,731 jobs or 30.35%), Retail Trade (32,435 jobs or 18.92%), Accommodation and Food Services (25,363 jobs or 19.15%), Transportation and Warehousing (23,046 jobs or 28.75%), and Administrative/Support and Waste management/Remediation Services (19,307 jobs or 20.47%).

Exhibit 4.03 Regional Employment Projections by Industry (2010-2025)

Description	2010 Jobs	2015 Jobs	2010 - 2015 Change	2025 Jobs	2015 - 2025 Change
Government	234,183	233,853	(330)	244,893	11,040
Health Care and Social Assistance	117,356	170,431	53,075	222,162	51,731
Retail Trade	154,763	171,405	16,642	203,840	32,435
Accommodation and Food Services	107,570	132,410	24,840	157,773	25,363
Administrative and Support and Waste Management and Remediation Services	77,889	94,319	16,430	113,626	19,307
Transportation and Warehousing	55,804	80,133	24,329	103,179	23,046
Construction	59,611	84,152	24,541	92,042	7,890
Manufacturing	83,940	93,624	9,684	91,421	(2,203)
Wholesale Trade	48,722	62,436	13,714	77,877	15,441
Professional, Scientific, and Technical Services	34,961	42,551	7,590	52,089	9,538
Other Services (except Public Administration)	51,914	35,982	(15,932)	40,986	5,004
Finance and Insurance	25,569	28,298	2,729	32,091	3,793
Educational Services	13,126	16,109	2,983	20,399	4,290
Arts, Entertainment, and Recreation	15,710	18,009	2,299	19,863	1,854
Real Estate and Rental and Leasing	15,511	16,859	1,348	18,094	1,235
Crop and Animal Production	14,822	14,291	(531)	11,693	(2,598)
Information	16,046	11,260	(4,786)	10,652	(608)
Management of Companies and Enterprises	8,632	9,148	516	8,679	(469)
Unclassified Industry	2,251	5,582	3,331	6,189	607
Utilities	5,754	5,493	(261)	5,668	175
Mining, Quarrying, and Oil and Gas Extraction	1,017	1,100	83	1,202	102
Total	1,145,149	1,327,444	182,294	1,534,418	206,973

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS

There are projected to be approximately 13,711 average annual openings in the service area between 2015 and 2025. Annual openings are determined by the sum of new and replacement jobs in an occupation over the selected timeframe (2015-2025) divided by the number of years in the timeframe. Of these annual openings, 8,558 (62.41%) have a typical entry level education of a high school diploma/equivalent or less, 278 (2.03%) have a typical entry level education of some college, 1,337 (9.75%) have a typical entry level education of a postsecondary non-degree award, 279 (2.04%) have a typical entry level education of an Associate's degree, 2,579 have a typical entry level education of a Bachelor's degree, and 681 (4.96%) have a typical entry level education of a Master's degree or higher.

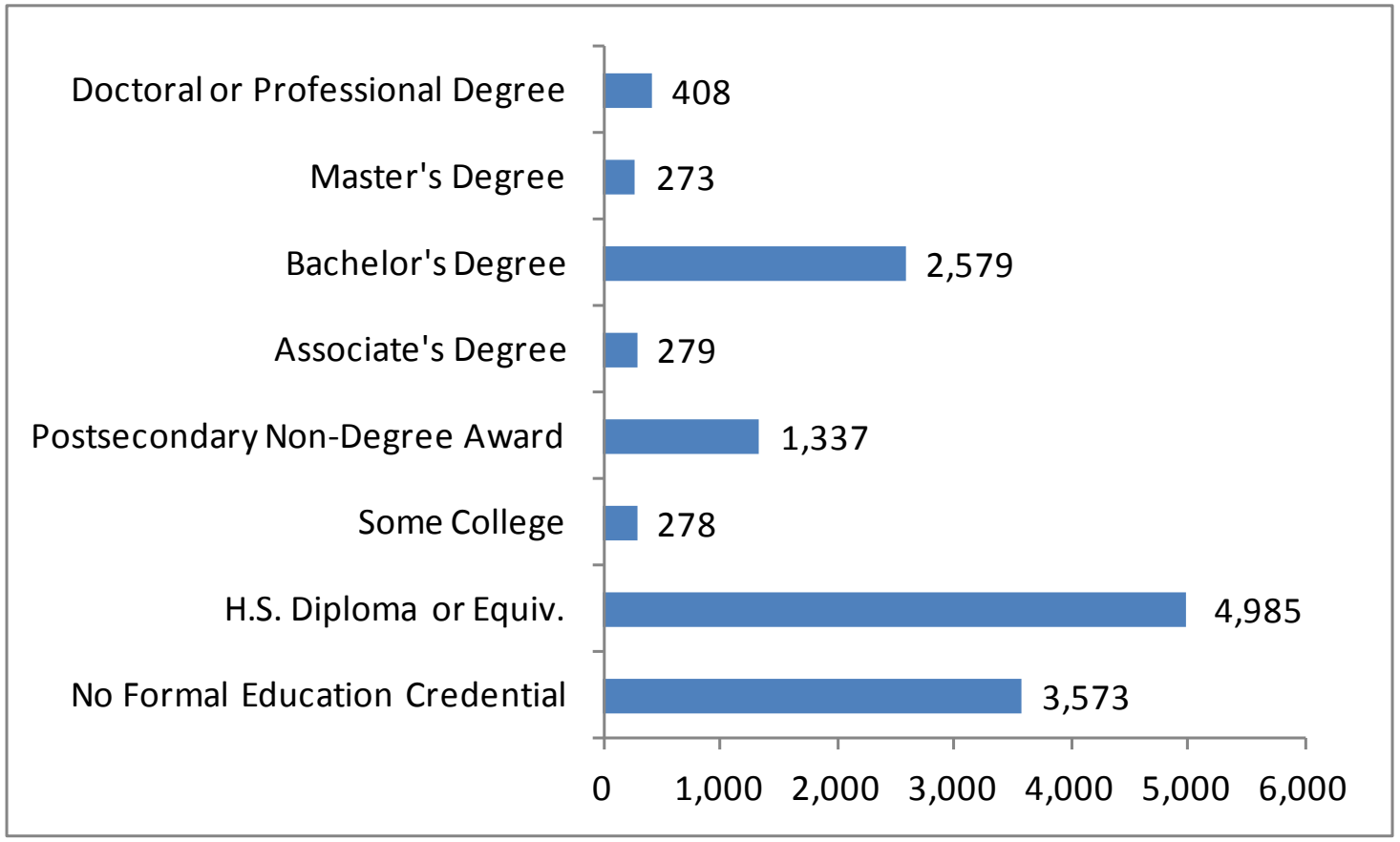
It should be noted that occupations with an average hourly wage of less than $12 were excluded, as were those occupations with insufficient data to determine average hourly wages. Additionally, typical entry level education required is determined by the minimum qualifications identified by the U.S. Department of Labor and Bureau of Labor Statistics. Although a job may be identified as requiring a typical entry level education of a high school diploma or equivalent, in many circumstances the Department of Labor and Bureau of Labor Statistics recommends some level of continuing higher education to be competitive for obtaining that particular job.

Of the occupations with the most expected annual openings within the SBCCD service area by the year 2025, SBVC may be in a position to provide instruction that would supply workers for the following jobs: registered nurses, nursing assistants, licensed practical and licensed vocational nurses, medical assistants, home health aides, elementary and postsecondary teachers, teacher assistants, substitute teachers, general and operations managers, customer service representatives, first-line supervisors of office/ administrative support/retail sales/food prep. workers, sales representatives in wholesale and manufacturing, secretaries/administrative assistants, office clerks, accountants/auditors, maintenance and repair workers, and automotive service technicians/mechanics.

Of the occupations with the most expected annual openings within the District's service area by the year 2025, CHC may be in a position to provide instruction that would supply workers for the following jobs: registered nurses, nursing assistants, licensed practical/vocational nurses, home health aides, medical assistants, medical secretaries, elementary and postsecondary teachers, teacher assistants, substitute teachers, customer service representatives, general and operations managers, first-line supervisors of office/ administrative support/retail sales/food prep. workers, sales representatives in wholesale and manufacturing, secretaries/administrative assistants, office clerks, and accountants/auditors.

For a full listing of average annual job openings by occupation in the service area please refer to the openings by occupation section of the *Appendix*.

Exhibit 4.04 Service Area Average Annual Job Openings by Typical Entry Level Education (2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Exhibit 4.05 Top 30 Service Area Average Annual Job Openings by Occupation (2015 – 2025)

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Laborers and Freight, Stock, and Material Movers, Hand	874	15,669	18,883	3,214	21%	$13.46
Retail Salespersons	756	12,838	15,428	2,590	20%	$12.48
Registered Nurses	469	8,775	11,055	2,280	26%	$42.93
Heavy and Tractor-Trailer Truck Drivers	444	11,501	13,729	2,228	19%	$23.12
Stock Clerks and Order Fillers	441	8,030	9,582	1,552	19%	$12.84
Office Clerks, General	303	8,484	9,520	1,036	12%	$14.58
General and Operations Managers	257	5,705	6,673	968	17%	$51.26
Nursing Assistants	222	3,785	4,979	1,194	32%	$13.58
Customer Service Representatives	218	4,448	5,391	943	21%	$17.62
Industrial Truck and Tractor Operators	209	3,532	4,546	1,014	29%	$15.93
Home Health Aides	196	1,793	3,144	1,351	75%	$13.23
Elementary School Teachers, Except Special Education	189	5,614	6,181	567	10%	$35.15
Janitors/Cleaners, Except Maids & Housekeeping Cleaners	189	5,455	6,173	718	13%	$13.56
Packers and Packagers, Hand	189	3,946	4,592	646	16%	$12.08
Teacher Assistants	172	4,626	5,153	527	11%	$14.34
First-Line Supervisors of Food Prep. & Serving Workers	168	2,746	3,474	728	27%	$14.95
Sales Reps., Wholesale & Manuf., Except Tech. & Sci. Products	161	3,141	3,994	853	27%	$31.51

Exhibit 4.05 Top 30 Service Area Average Annual Job Openings by Occupation (2015 – 2025) *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Maintenance and Repair Workers, General	149	3,126	3,698	572	18%	$18.75
First-Line Supervisors of Retail Sales Workers	148	3,635	4,226	591	16%	$20.82
Postsecondary Teachers	146	3,164	3,965	801	25%	$41.68
First-Line Supervisors of Office and Admin. Support Workers	145	4,065	4,828	763	19%	$25.41
Medical Assistants	140	2,618	3,375	757	29%	$14.06
Receptionists and Information Clerks	140	2,713	3,286	573	21%	$13.52
Licensed Practical and Licensed Vocational Nurses	136	2,414	2,986	572	24%	$23.12
Secretaries & Admin. Assts., Except Legal, Medical, & Executive	130	5,172	5,877	705	14%	$17.89
Substitute Teachers	127	4,543	4,893	350	8%	$18.57
Shipping, Receiving, and Traffic Clerks	126	2,972	3,494	522	18%	$15.32
Light Truck or Delivery Services Drivers	123	3,033	3,672	639	21%	$19.21
Construction Laborers	118	3,186	3,505	319	10%	$20.09
Accountants and Auditors	112	2,073	2,556	483	23%	$34.13

Source: EMSI

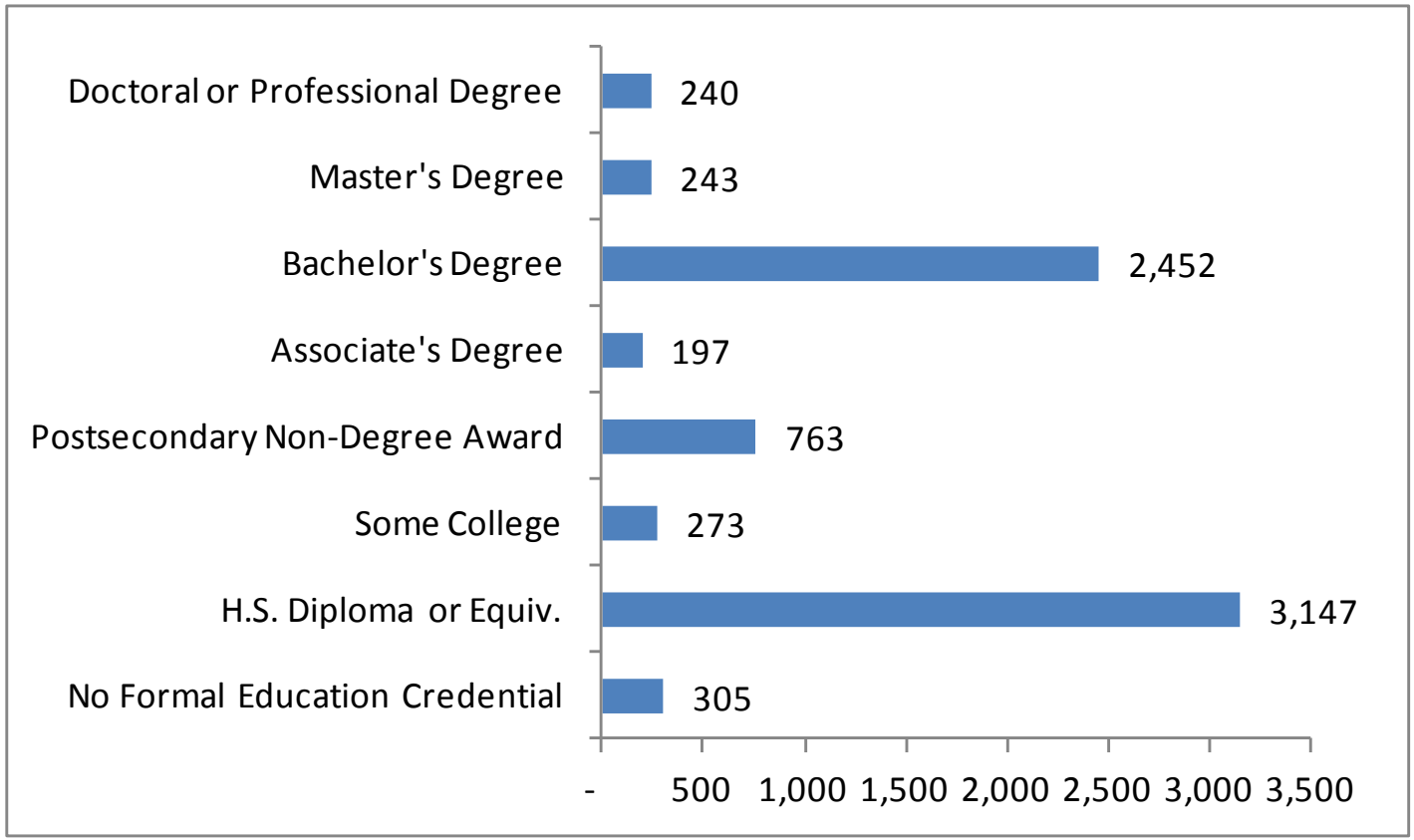
Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Of the projected 13,711 average annual job openings between 2015 and 2025 in the District's service area, approximately 7,620 openings belong to occupations that are related to programs offered by SBVC. An occupation was determined to be related to a program if the program prepared an individual for employment in the occupation or for transfer to another program that would prepare the individual for employment in the occupation (for example, a background in psychology may prepare a student for medical school to eventually become a psychiatrist, thus, the psychiatrist occupation is considered to be related to SBVC's psychology program). Approximately 3,451 openings (45.29%) have a typical entry level education of a high school diploma/ equivalent or less, 273 (3.58%) have a typical entry level education of some college, 763 (10.01%) have a typical entry level education of a postsecondary non-degree award, 197 (2.59%) have a typical entry level education of an Associate's degree, 2,452 (32.18%) have a typical entry level education of a Bachelor's degree, and 483 (6.34%) have a typical entry level education of a Master's degree or higher.

Please note that typical entry level education required is determined by the minimum qualifications identified by the U.S. Department of Labor and Bureau of Labor Statistics. Although a job may be identified as requiring a typical entry level education of a high school diploma or equivalent, in many circumstances the Department of Labor and Bureau of Labor Statistics recommends some level of continuing higher education to be competitive for obtaining that particular job.

Exhibit 4.06 Service Area Job Openings Related to Programs Offered by SBVC by Typical Entry Level Education (2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

SBVC programs with the highest number of related average annual openings in the District service area were the following: Business Administration (22.46% or 1,712 openings), Nursing (18.74% or 1,428 openings), Child Development/Education (12.52% or 546 openings), Accounting (6.56% or 500 openings), and Automotive Technology (5.52% or 421 openings).

Exhibit 4.07 Service Area Average Annual Job Openings by SBVC Programs (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Business Administration	22.46%	1,712	$33.19
Nursing	18.74%	1,428	$28.50
Child Development/Education	12.52%	954	$29.34
Accounting	6.56%	500	$26.62
Automotive Technology	5.52%	421	$20.81
Culinary Art	4.40%	335	$15.73
Communication Studies	3.93%	300	$24.85
Human Services	3.78%	288	$26.33
Electricity/Electronics	2.74%	209	$27.45
Biology	2.71%	207	$51.39
Machinist Technology	2.58%	197	$16.75
Admin. of Justice/Corrections	2.54%	193.4	$38.37
Comp. Info. Tech./Comp. Science	2.04%	155.1	$41.16
Pharmacy Technology	1.07%	82	$32.03
Kinesiology	1.01%	77	$24.36
Engineering	0.89%	68	$37.19
Welding	0.88%	67.1	$22.39
Inspection Technology	0.76%	58	$26.44
Diesel Technology	0.72%	55	$21.75
Real Estate	0.44%	34	$29.57
Environmental Science	0.40%	30.8	$31.38
HVAC/R	0.36%	27.8	$19.84

Exhibit 4.07 Service Area Average Annual Job Openings by SBVC Programs (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Psychology	0.32%	24	$48.73
Architecture	0.30%	23	$37.36
Philosophy	0.26%	20	$56.99
Art	0.25%	19.2	$26.20
Religious Studies	0.22%	17	$24.91
Food & Nutrition	0.21%	16	$22.50
Theatre Arts	0.17%	13	$25.56
English	0.14%	11	$34.31
Mathematics	0.14%	11	$34.27
History	0.13%	10	$18.44
Chemistry	0.13%	9.8	$31.83
Aeronautics	0.13%	9.7	$33.69
Music	0.11%	9	$26.25
Psychiatric Technology	0.11%	8	$20.39
Modern Languages	0.09%	7	$19.95
Water Supply Technology	0.07%	5	$28.20
Geography	0.06%	5	$30.02
Geology	0.03%	2.1	$31.41
Economics	0.03%	2	$33.83
Political Science	0.02%	1	$22.99
Dance	0.01%	1.1	$21.58
Sociology	0.01%	1	$29.15
Anthropology	-	Insf. Data	$25.61
Physics	-	Insf. Data	$47.75

Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Between 2015 and 2025, the District service area job openings that have a typical entry level education of a postsecondary non-degree award or higher are expected to primarily relate to the following programs offered by SBVC: Nursing (28.4% or 1,106 openings), Business Administration (18.66% or 727 openings), Child Development/Education (17.34% or 676 openings), Accounting (6.12% or 239 openings), and Human Services (5.63% or 219 openings).

Exhibit 4.08 Service Area Annual Job Openings by SBVC Programs, Postsecondary Non-Degree Award or Higher (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Nursing	28.40%	1,106	$32.48
Business Administration	18.66%	727	$40.90
Child Development/Education	17.34%	676	$32.05
Accounting	6.12%	239	$35.06
Human Services	5.63%	219	$27.38
Biology	5.05%	197	$10.36
Comp. Info. Tech./Comp. Science	3.22%	126	$43.83
Automotive Technology	2.77%	108	$21.32
Engineering	1.75%	68	$37.19
Communication Studies	1.25%	48.8	$24.94
Kinesiology	1.22%	47	$27.62
Electricity/Electronics	1.15%	45	$30.43
Pharmacy Technology	0.98%	38	$63.38
Environmental Science	0.79%	31	$33.80
HVAC/R	0.71%	28	$24.48
Psychology	0.62%	24	$48.73
Architecture/Environmental Design	0.59%	23	$37.36
Philosophy	0.50%	20	$56.99
Religious Studies	0.43%	17	$24.91
Food and Nutrition	0.41%	16	$22.50
Art	0.33%	13	$30.33

Exhibit 4.08 Service Area Annual Job Openings by SBVC Programs, Postsecondary Non-Degree Award or Higher (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
English	0.28%	11	$34.31
Mathematics	0.27%	11	$34.27
History	0.25%	10	$18.44
Chemistry	0.21%	8	$32.74
Aeronautics	0.20%	7.8	$36.83
Modern Languages	0.17%	7	$19.95
Geography	0.13%	5	$30.84
Psychiatric Technology	0.11%	4	$27.40
Music	0.08%	3	$25.54
Theatre Arts	0.07%	3	$27.07
Real Estate	0.06%	3	$34.09
Admin. of Justice/Corrections	0.06%	2	$67.57
Geology	0.05%	2.1	$31.41
Economics	0.05%	2	$33.83
Machinist Technology	0.05%	2	$25.72
Sociology	0.03%	1	$29.15
Anthropology	-	Insf. Data	$25.61
Culinary Arts	-	Insf. Data	$20.74
Physics	-	Insf. Data	$47.75
Political Science	-	Insf. Data	$25.01

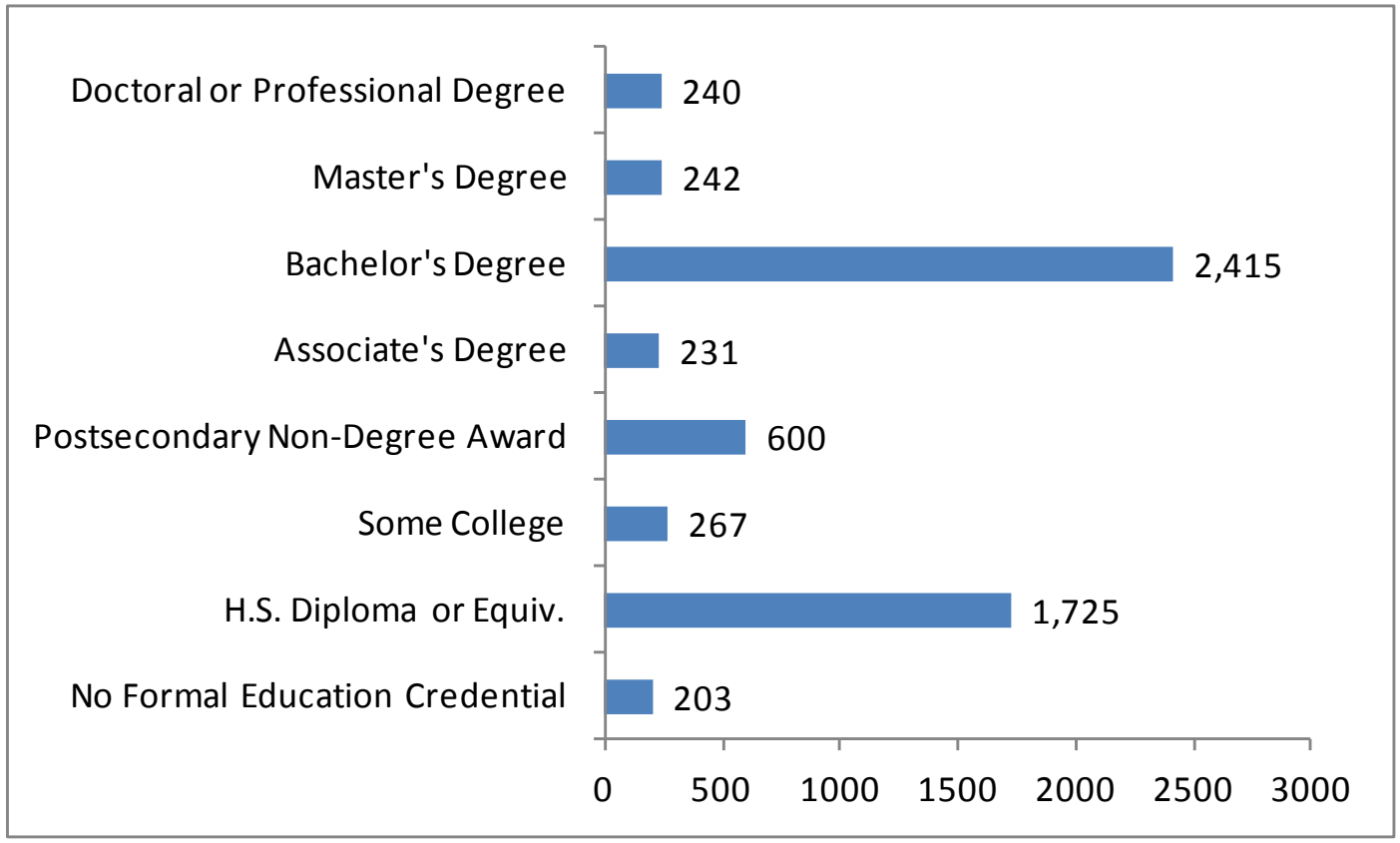
Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Of the projected 13,711 average annual job openings between 2015 and 2025 in the District's service area, approximately 5,922 openings belong to occupations that are related to programs offered by CHC. An occupation was determined to be related to a program if the program prepared an individual for employment in the occupation or for transfer to another program that would prepare the individual for employment in the occupation (for example, CHC's biology program often feeds into several nursing programs in the area, thus, nursing occupations are considered to be related to CHC's biology program). Approximately 1,928 openings (32.55%) have a typical entry level education of a high school diploma/equivalent or less, 267 (4.52%) have a typical entry level education of some college, 600 (10.13%) have a typical entry level education of a postsecondary non-degree award, 231 (3.9%) have a typical entry level education of an Associate's degree, 2,415 (40.77%) have a typical entry level education of a Bachelor's degree, and 482 (8.13%) have a typical entry level education of a Master's degree or higher

Exhibit 4.09 Service Area Job Openings Related to Programs Offered by CHC by Typical Entry Level Education (2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

CHC programs with the highest number of related average annual openings in the District service area between 2015 and 2025 were the following: Business Administration (28.63% or 1,696 openings), Biology (25.16% or 1,490 openings), Child Development/ Education (16.11% or 954 openings), Accounting (8.44% or 500 openings), and Psychology (5.18% or 307 openings).

Exhibit 4.10 Service Area Average Annual Job Openings by CHC Programs (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Business Administration	28.63%	1,696	$33.26
Biology	25.16%	1,490	$44.03
Child Development/Education	16.11%	954	$29.34
Accounting	8.44%	500	$26.62
Psychology	5.18%	307	$31.18
Communication Studies	5.06%	300	$24.85
Comp. Info. Tech./Comp. Science	2.62%	155.1	$41.16
Chemistry	1.82%	108	$28.77
Engineering	1.37%	81	$37.29
Kinesiology	1.29%	77	$24.36
Emergency Medical Services	0.68%	40	$18.79
Environmental Science	0.52%	30.8	$31.38
Radiologic Technology	0.38%	23	$30.34
Respiratory Care	0.37%	22	$30.48
Philosophy	0.33%	20	$56.99
Art	0.32%	19.2	$26.20
Religious Studies	0.28%	17	$24.91
Fire Technology	0.22%	13	$39.01
Theatre Arts	0.21%	13	$25.56
English	0.19%	11	$34.31
Mathematics	0.18%	11	$34.27
History	0.17%	10	$18.44

Exhibit 4.10 Service Area Average Annual Job Openings by CHC Programs (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Music	0.15%	9	$26.25
Modern Languages	0.11%	7	$19.95
Geography	0.08%	5	$30.02
Geology	0.04%	2.1	$31.41
Economics	0.03%	2	$33.83
Political Science	0.02%	1	$22.99
Dance	0.02%	1.1	$21.58
Sociology	0.02%	1	$29.15
Anthropology	-	Insf. Data	$25.61
Physics	-	Insf. Data	$47.75

Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Between 2015 and 2025, the District service area job openings that have a typical entry level education of a postsecondary non-degree award or higher are expected to primarily relate to the following programs offered by CHC: Biology (33.55% or 1,251 openings), Business Administration (19.51% or 727 openings), Child Development/Education (18.12% or 676 openings), Psychology (6.48% or 242 openings), and Accounting (6.4% or 239 openings).

Exhibit 4.11 Service Area Annual Job Openings by CHC Programs, Postsecondary Non-Degree Award or Higher (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Biology	33.55%	1,251	$47.31
Business Administration	19.51%	727	$40.90
Child Development/Education	18.12%	676	$32.05
Psychology	6.48%	242	$32.84
Accounting	6.40%	239	$35.06
Comp. Info. Tech./Comp. Science	3.37%	126	$43.83
Engineering	2.18%	81	$37.29
Chemistry	1.67%	62	$31.59
Communication Studies	1.31%	48.8	$24.94
Kinesiology	1.27%	47	$27.62
Emergency Medical Services	1.01%	38	$15.74
Environmental Science	0.83%	31	$33.80
Radiologic Technology	0.60%	23	$30.34
Respiratory Care	0.58%	22	$30.48
Philosophy	0.52%	20	$56.99
Religious Studies	0.45%	17	$24.91
Art	0.35%	13	$30.33
Fire Technology	0.35%	13	$39.01
English	0.30%	11	$34.31
Mathematics	0.28%	11	$34.27
History	0.27%	9.9	$18.44

Exhibit 4.11 Service Area Annual Job Openings by CHC Programs, Postsecondary Non-Degree Award or Higher (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Modern Languages	0.18%	7	$19.95
Geography	0.13%	5	$30.84
Music	0.09%	3	$25.54
Theatre Arts	0.07%	3	$27.07
Geology	0.06%	2.1	$31.41
Economics	0.05%	2	$33.83
Sociology	0.03%	1	$29.15
Anthropology	-	Insf. Data	$25.61
Physics	-	Insf. Data	$47.75
Political Science	-	Insf. Data	$25.01

Source: EMSI

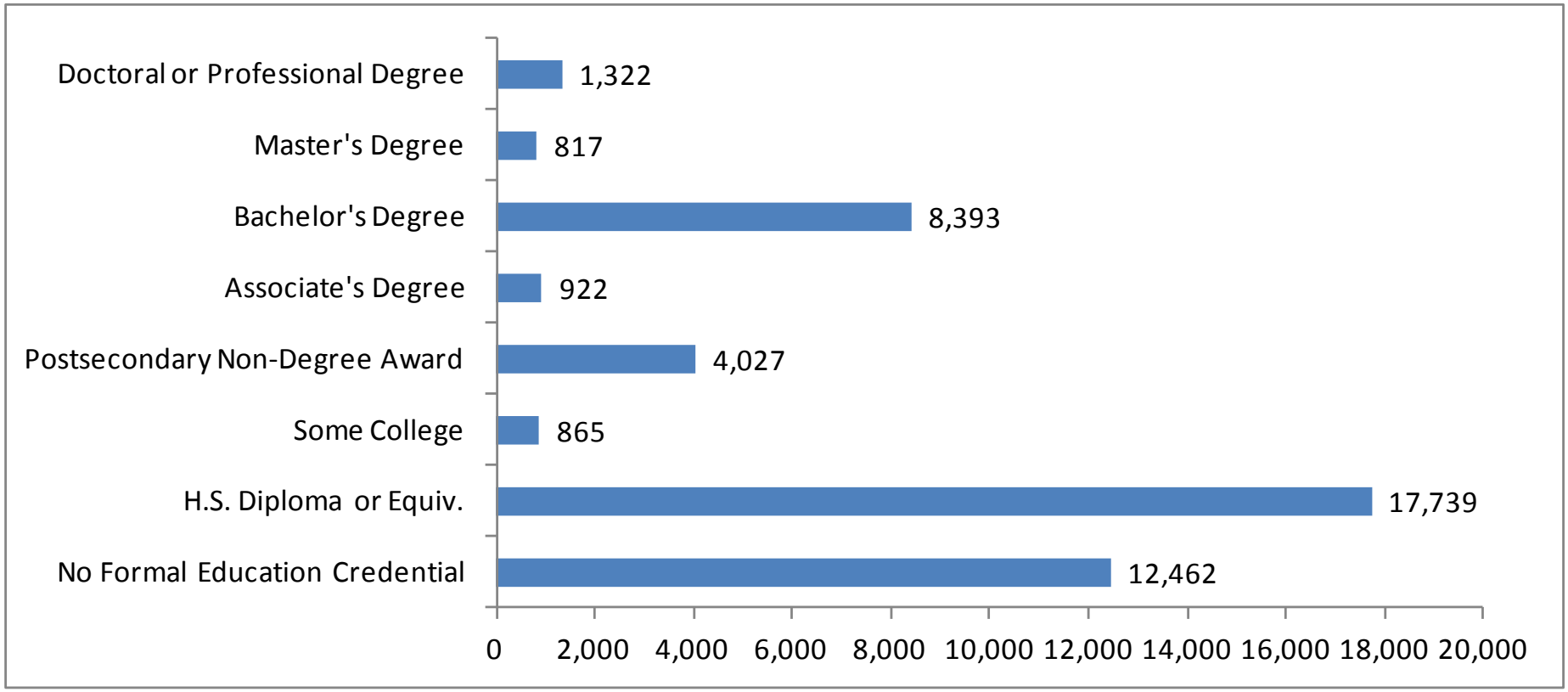
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OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

There are projected to be approximately 46,547 average annual job openings between 2015 and 2025 in the region. Of these annual openings, 30,201 (64,88%) typically require an entry level education of a high school diploma/equivalent or less, 865 (1.86%) typically require an entry level education of some college, 4,027 (8.65%) typically require an entry level education of a postsecondary non-degree award, 922 (1.98%) typically require an entry level education of an Associate's degree, 8,393 (18.03%) typically require an entry level education of a Bachelor's degree, and 2,138 (4.59%) typically require an entry level education of a Master's degree or higher.

Again, it should be noted that occupations with an average hourly wage of less than $12 were excluded, as were those occupations with insufficient data to determine average hourly ages. Additionally, typical entry level education is determined by the minimum qualifications identified by the U.S. Department of Labor and Bureau of Labor Statistics. Although a job may be identified as requiring a typical entry level education of a high school diploma or equivalent, in many circumstances the Department of Labor and Bureau of Labor Statistics recommend some level of continuing higher education in order to be competitive in obtaining that particular job.

Exhibit 4.12 Regional Average Annual Job Openings by Entry Level Education (2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Of the occupations with the most expected annual openings within the region by the year 2025, SBVC may be in a position to provide instruction that would supply workers for the following jobs: registered nurses, nursing assistants, licensed practical and licensed vocational nurses, home health aides, elementary and postsecondary teachers, teacher assistants, general and operations managers, customer service representatives, first-line supervisors of office/ administrative support/retail sales/food prep. workers, sales representatives in wholesale and manufacturing, secretaries/administrative assistants, accountants/ auditors, and maintenance and repair workers.

Of the occupations with the most expected annual openings within the region by the year 2025, CHC may be in a position to provide instruction that would supply workers for the following jobs: registered nurses, nursing assistants, licensed practical/vocational nurses, home health aides, medical assistants, medical secretaries, elementary & postsecondary teachers, teacher assistants, substitute teachers, customer service representatives, general and operations managers, first-line supervisors of office/ administrative support/retail sales/food prep. workers, sales representatives in wholesale and manufacturing, secretaries/administrative assistants, office clerks, and accountants/auditors.

For a full listing of average annual job openings by occupation in the region please refer to the occupations by openings section of the *Appendix*.

Exhibit 4.13 Top 30 Regional Average Annual Job Openings by Occupation (2015 – 2025)

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Retail Salespersons	2,945	49,542	59,889	10,347	21%	$12.46
Laborers and Freight, Stock, and Material Movers, Hand	2,751	49,151	60,018	10,867	22%	$13.45
Stock Clerks and Order Fillers	1,480	26,773	32,049	5,276	20%	$12.83
Registered Nurses	1,326	25,247	31,596	6,349	25%	$43.04
Heavy and Tractor-Trailer Truck Drivers	1,148	26,327	32,672	6,345	24%	$22.84
Office Clerks, General	1,048	29,594	33,229	3,635	12%	$14.57
General and Operations Managers	898	20,082	23,454	3,372	17%	$51.21
Customer Service Representatives	775	15,691	19,091	3,400	22%	$17.62
Janitors/Cleaners, Except Maids and Housekeeping Cleaners	673	19,037	21,660	2,623	14%	$13.55
Industrial Truck and Tractor Operators	624	10,475	13,585	3,110	30%	$15.89
Security Guards	612	15,105	18,774	3,669	24%	$12.10
Packers and Packagers, Hand	602	12,606	14,896	2,290	18%	$12.09
Sales Reps., Wholesale and Manuf., Except Tech./Sci. Products	592	11,490	14,654	3,164	28%	$31.15
First-Line Supervisors of Food Prep. and Serving Workers	575	9,336	11,842	2,506	27%	$15.07
Nursing Assistants	575	9,717	12,837	3,120	32%	$13.61
First-Line Supervisors of Retail Sales Workers	562	13,399	15,723	2,324	17%	$20.79
Elementary School Teachers, Except Special Education	559	16,495	18,182	1,687	10%	$35.11
Maintenance and Repair Workers, General	553	12,076	14,107	2,031	17%	$18.77
Teacher Assistants	506	13,625	15,169	1,544	11%	$14.32
Home Health Aides	498	4,474	7,923	3,449	77%	$13.32
Postsecondary Teachers	496	10,869	13,614	2,745	25%	$41.67
First-Line Supervisors of Office and Admin. Support Workers	484	14,225	16,690	2,465	17%	$25.37
Construction Laborers	464	11,620	13,582	1,962	17%	$20.01
Landscaping and Groundskeeping Workers	462	13,864	15,779	1,915	14%	$12.33
Secretaries/Admin. Assts., Except Legal, Medical, & Executive	440	17,726	20,101	2,375	13%	$17.85
Receptionists and Information Clerks	428	8,587	10,276	1,689	20%	$13.51
Light Truck or Delivery Services Drivers	415	9,919	12,143	2,224	22%	$19.14
Shipping, Receiving, and Traffic Clerks	411	10,009	11,704	1,695	17%	$15.24
Accountants and Auditors	386	7,258	8,910	1,652	23%	$33.59
Medical Assistants	381	7,327	9,341	2,014	27%	$13.80

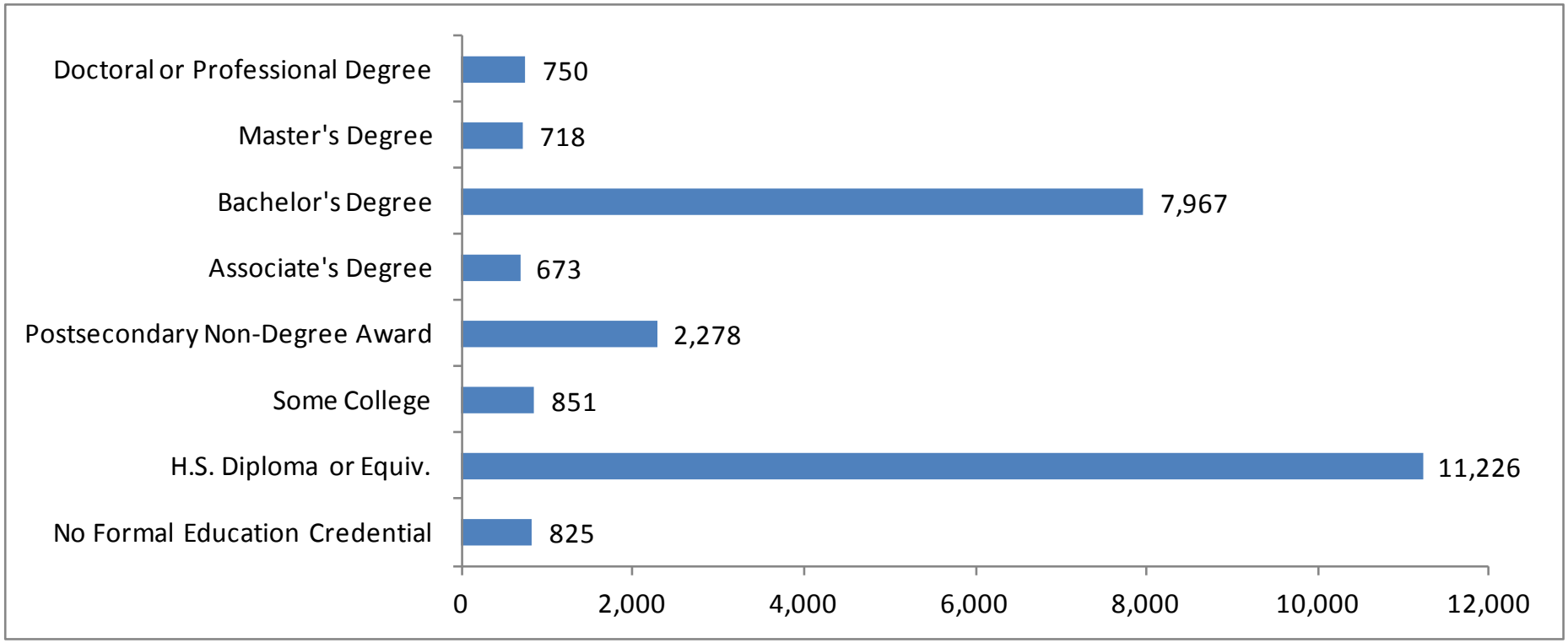
Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Of the 46,547 average annual job openings in the region, approximately 25,288 openings belong to occupations related to programs offered by SBVC. Of those 25,288 openings, approximately 12,051 (3.26%) have a typical entry level education of a high school diploma/equivalent or less, 851 (3.37%) have a typical entry level education of some college, 2,278 (9.01%) have a typical entry level education of a postsecondary non-degree award, 673 (2.66%) have a typical entry level education of an Associate's degree, 7,967 (31.51%) have a typical entry level education of a Bachelor's degree, and 1,467 (5.8%) have a typical entry level education of a Master's degree or higher.

Exhibit 4.14 Regional Average Annual Job Openings Related to SBVC Programs by Entry Level Education
(2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

The programs offered by SBVC with the highest number of related average annual openings in the region were the following: Business Administration (23.2% or 5,867 openings), Nursing (15.39% or 3,892 openings), Child Development (11.09% or 2,804 openings), Accounting (6.21% or 1,570 openings), and Administration of Justice/Corrections (5.8% or 1,467 openings).

Exhibit 4.15 Regional Average Annual Job Openings by SBVC Program (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Business Administration	23.20%	5,867	$33.90
Nursing	15.39%	3,892	$28.34
Child Development	11.09%	2,804	$29.14
Accounting	6.21%	1,570	$27.41
Admin. of Justice/Corrections	5.80%	1,467	$35.44
Automotive Technology	5.77%	1,459	$20.69
Culinary Arts	4.40%	1,114	$15.78
Communication Studies	4.30%	1,087	$24.96
Human Services	3.34%	844	$25.94
Electricity/Electronics	2.83%	717	$27.36
Biology	2.43%	616	$51.19
Machinist Technology	2.35%	594	$16.70
Comp. Info. Tech./Comp. Science	2.13%	540	$39.94
Pharmacy Technology	1.05%	267	$32.03
Engineering	1.03%	260	$39.33
Kinesiology	1.01%	255	$24.54
Welding	0.90%	228	$22.19
Inspection Technology	0.78%	197	$26.37
Diesel	0.65%	165	$21.40
Environmental Science	0.56%	142	$30.20
Real Estate	0.50%	128	$29.69
HVAC/R	0.50%	127	$19.59

Exhibit 4.15 Regional Average Annual Job Openings by SBVC Program (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Architecture/Environmental Design	0.39%	99	$36.70
Philosophy	0.35%	88	$56.90
Art	0.34%	87	$26.42
Psychology	0.32%	81	$48.86
History	0.27%	68	$20.89
Aeronautics	0.22%	56	$33.91
Chemistry	0.20%	50	$33.46
Food and Nutrition	0.20%	50	$22.48
English	0.17%	44	$32.44
Theatre Arts	0.17%	43	$26.80
Water Supply Technology	0.16%	41	$27.97
Religious Studies	0.16%	40	$24.11
Mathematics	0.14%	36	$32.07
Political Science	0.12%	32	$27.42
Psychiatric Technology	0.11%	29	$20.54
Geography	0.10%	27	$29.35
Modern Languages	0.10%	26	$20.28
Music	0.08%	20	$25.97
Geology	0.05%	12	$35.97
Sociology	0.03%	8	$27.81
Economics	0.03%	8	$34.11
Dance	0.02%	4	$22.04
Physics	0.01%	3	$53.87
Anthropology	0.01%	2	$25.92
Astronomy	-	Insf. Data	$40.45

Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Between 2015 and 2025, the regional average annual openings that have a typical entry level education of at least a postsecondary non-degree award or higher are expected primarily to be in the following programs offered by SBVC: Nursing (24.56% or 3,042 openings), Business Administration (20.47% or 2.535 openings), Child Development (16.13% or 1,997 openings), Accounting (6.33% or 785 openings), and Human Services (5.34% or 662 openings).

Exhibit 4.16 Regional Average Annual Job Openings by SBVC Program, Postsecondary Non-Degree Award or Higher (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Nursing	24.56%	3,042	$32.26
Business Administration	20.47%	2,535	$41.36
Child Development	16.13%	1,997	$31.66
Accounting	6.33%	785	$35.70
Human Services	5.34%	662	$27.48
Biology	4.68%	580	$52.75
Comp. Info. Tech./Comp. Science	3.52%	437	$42.28
Automotive Technology	2.84%	352	$20.99
Engineering	2.10%	260	$40.02
Electricity/Electronics	1.46%	180	$30.52
Communication Studies	1.38%	171	$25.69
Kinesiology	1.27%	157	$27.75
Environmental Science	1.10%	136	$33.34
HVAC/R	1.01%	125	$24.11
Pharmacy Technology	0.98%	121	$63.40
Architecture/Environmental Design	0.80%	99	$36.70
Philosophy	0.71%	88	$56.90
Psychology	0.65%	81	$48.86
History	0.55%	68	$20.89
Art	0.51%	63.6	$30.12
Food and Nutrition	0.40%	50	$22.48

Exhibit 4.16 Regional Average Annual Job Openings by SBVC Program, Postsecondary Non-Degree Award or Higher (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Aeronautics	0.39%	49	$37.26
English	0.35%	44	$32.44
Chemistry	0.34%	42	$34.45
Religious Studies	0.33%	40	$24.11
Admin. of Justice/Corrections	0.29%	36	$59.93
Mathematics	0.29%	36	$32.07
Modern Languages	0.21%	26	$20.28
Geography	0.19%	23	$30.21
Psychiatric Technology	0.13%	16	$27.61
Real Estate	0.11%	14	$33.99
Geology	0.10%	12	$35.97
Political Science	0.10%	12	$30.80
Theatre Arts	0.09%	11	$28.02
Music	0.07%	8	$25.32
Sociology	0.06%	8	$27.81
Economics	0.06%	8	$34.11
Machinist Technology	0.05%	7	$25.77
Physics	0.02%	3	$53.87
Anthropology	0.02%	2	$25.92
Culinary Arts	0.01%	1	$20.33
Astronomy	-	Insf. Data	$40.45

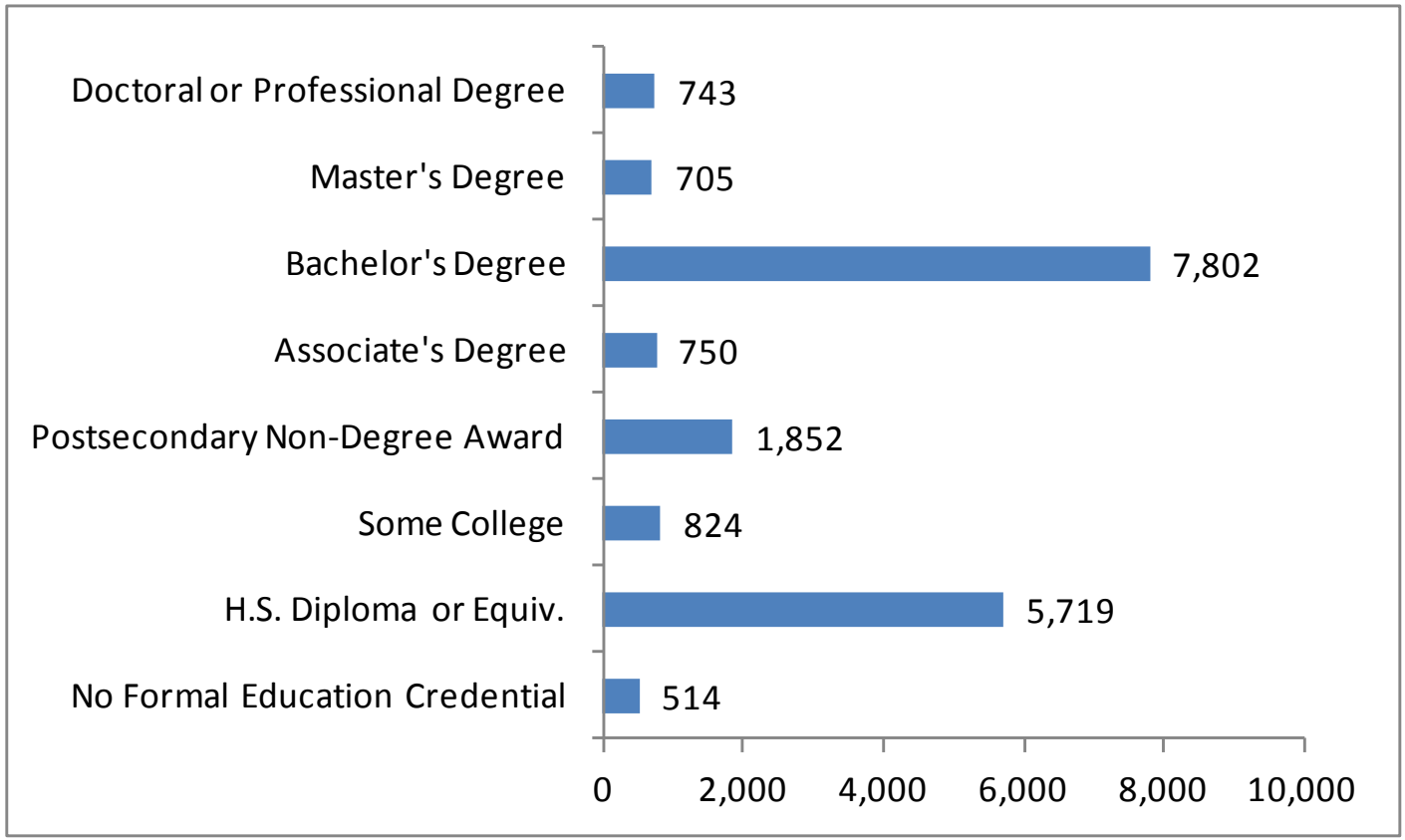
Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Of the 46,547 average annual job openings in the region, approximately 18,907 openings belong to occupations related to programs offered by CHC. Of those 18,907 openings, approximately 6,233 (32.96%) have a typical entry level education of a high school diploma/equivalent or less, 824 (4.36%) have a typical entry level education of some college, 1,852 (9.8%) have a typical entry level education of a postsecondary non-degree award, 750 (3.97%) have a typical entry level education of an Associate's degree, 7,802 (41.26%) have a typical entry level education of a Bachelor's degree, and 1,448 (7.66%) have a typical entry level education of a Master's degree or higher.

Exhibit 4.17 Regional Average Annual Job Openings Related to CHC Programs by Entry Level Education
(2015 – 2025)



Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

The programs offered by CHC with the highest number of related average annual openings in the region were the following: Business Administration (30.7% or 5,804 openings), Biology (21.65% or 4,094 openings), Child Development/Education (14.83% or 2,804 openings), Accounting (8.31% or 1,572 openings), and Communication Studies (5.74% or 1,085 openings).

Exhibit 4.18 Regional Average Annual Job Openings by CHC Program (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Business Administration	30.70%	5,804	$33.70
Biology	21.65%	4,094	$44.20
Child Development/Education	14.83%	2,804	$29.14
Accounting	8.31%	1,572	$28.25
Communication Studies	5.74%	1,085	$24.66
Psychology	4.82%	911	$31.30
Comp. Info. Tech./Comp. Science	2.85%	540	$39.94
Chemistry	1.94%	367	$28.83
Engineering	1.60%	302.9	$39.34
Kinesiology	1.35%	255	$24.54
Emergency Medical Services	0.96%	181	$18.63
Fire Technology	0.91%	172	$37.47
Environmental Science	0.75%	142	$30.20
Art	0.47%	89	$26.67
Philosophy	0.46%	88	$56.90
History	0.36%	68	$20.89
Radiologic Technology	0.35%	65	$30.39
Respiratory Care	0.34%	64	$30.65
English	0.23%	44	$32.44
Theatre Arts	0.23%	43	$26.80
Religious Studies	0.21%	40	$24.11

Exhibit 4.18 Regional Average Annual Job Openings by CHC Program (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Mathematics	0.19%	36	$32.07
Political Science	0.17%	32	$27.42
Geography	0.14%	27	$29.35
Modern Languages	0.14%	26	$20.28
Music	0.11%	20	$25.97
Geology	0.07%	12	$35.97
Sociology	0.04%	8	$27.81
Economics	0.04%	8	$34.11
Dance	0.02%	4	$22.04
Physics	0.01%	3	$53.87
Anthropology	0.01%	2	$25.92
Public Safety & Services	0.01%	2	$40.31
Astronomy	-	Insf. Data	$40.45

Source: EMSI

Planning Environment - District Labor Market Information

OCCUPATION ESTIMATES AND PROJECTIONS *(cont.)*

Between 2015 and 2025, the average annual openings in the region that have a typical entry level education of at least a postsecondary non-degree award or higher are expected to primarily relate to the following programs offered by CHC: Biology (29.27% or 3,469 openings), Business Administration (21.37% or 2,533 openings), Child Development/Education (16.85% or 1,997 openings), Accounting (6.64% or 787 openings), and Psychology (6.24% or 739 openings).

Exhibit 4.19 Regional Average Annual Openings by CHC Program, Postsecondary Non-Degree Award or Higher (2015 – 2025)

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Biology	29.27%	3,469	$47.32
Business Administration	21.37%	2,533	$41.15
Child Development/Education	16.85%	1,997	$31.66
Accounting	6.64%	787	$36.61
Psychology	6.24%	739	$32.96
Comp. Info. Tech./Comp. Science	3.68%	437	$42.28
Engineering	2.56%	302.9	$39.34
Chemistry	1.80%	213	$31.64
Fire Technology	1.45%	172	$37.47
Communication Studies	1.43%	170	$25.29
Kinesiology	1.33%	157	$27.75
Emergency Medical Services	1.31%	155	$15.59
Environmental Science	1.15%	136	$33.34
Philosophy	0.74%	88	$56.90
History	0.57%	68	$20.89
Radiologic Technology	0.55%	65	$30.39
Art	0.55%	65.2	$30.12
Respiratory Care	0.54%	64	$30.65
English	0.37%	44	$32.44
Religious Studies	0.34%	40	$24.11
Mathematics	0.30%	36	$32.07

Exhibit 4.19 Regional Average Annual Openings by CHC Program, Postsecondary Non-Degree Award or Higher (2015 – 2025) *(cont.)*

Program	Annual Openings		Avg. Hourly Wage
	%	#	
Modern Languages	0.22%	26	$20.28
Geography	0.20%	23	$30.21
Geology	0.10%	12	$35.97
Political Science	0.10%	12	$30.80
Theatre Arts	0.09%	11	$28.02
Music	0.07%	8	$25.32
Sociology	0.07%	8	$27.81
Economics	0.06%	8	$34.11
Physics	0.02%	3	$53.87
Anthropology	0.02%	2	$25.92
Public Safety & Services	0.01%	2	$40.31
Astronomy	-	Insf. Data	$40.45

Source: EMSI

Planning Environment - District Labor Market Information

LABOR MARKET INFORMATION FINDINGS

Analysis of data regarding the labor market in the service area and region provides insight for making informed planning decisions. The following findings are derived from the labor market information presented in this chapter of the EMP:

Labor Force, Employment and Unemployment

- The labor force for 2015 was:
  - 746,200 in the service area
  - 1,961,800 in the region
  - 18,981,800 in the state

- The number of employed persons in 2015 was:
  - 698,900 in the service area
  - 1,832,300 in the region
  - 17,798,600 in the state

- The unemployment rate for 2015 was:
  - 6.38% in the service area
  - 6.6% in the region
  - 6.2% in the state

Industry Estimates and Projections

- In 2015, the top five industries in the service area in terms of people employed were:
  - Healthcare and Social Assistance (67,427 jobs) – 53% growth since 2010
  - Government (52,344 jobs) – 2% growth since 2010
  - Retail Trade (47,720 jobs) – 9% growth since 2010
  - Accommodation and Food Services (34,006 jobs) – 22% growth since 2010
  - Transportation and Warehousing (32,044 jobs) – 44% growth since 2010

- By 2025, the top five industries in the service area in terms of people employed are projected to be:
  - Healthcare and Social Assistance (20,244 jobs) – 30.02% growth since 2015
  - Government (55,969 jobs) – 6.93% growth since 2015
  - Retail Trade (55,456 jobs) – 16.21% growth since 2015
  - Transportation and Warehousing (42,652 jobs) – 33.1% growth since 2015
  - Accommodation and Food Services (41,418 jobs) – 21.8% growth since 2015

- In 2015, the top five industries in the region in terms of people employed were:
  - Government (233,853 jobs) – 0.14% decline from 2010
  - Retail Trade (171,405 jobs) – 10.75% growth from 2010
  - Healthcare and Social Assistance (170,431 jobs) – 45.23% growth from 2010
  - Accommodation and Food Services (132,410 jobs) – 23.09% growth from 2010
  - Administrative/Support and Waste Management/Remediation Services (94,319 jobs) – 21.09% growth from 2010

- By 2025, the top five industries in the region in terms of people employed are projected to be:
  - Government (244,893 jobs) – 4.72% growth from 2015
  - Healthcare and Social Assistance (222,162 jobs) – 30.35% growth from 2015
  - Retail Trade (203,840 jobs) – 18.92% growth from 2015
  - Accommodation and Food Services (157,773 jobs) – 19.15% growth from 2015
  - Administrative/Support and Waste Management/Remediation Services (113,626 jobs) – 20.47% growth from

2015

Occupation Estimates and Projections

- There are projected to be approximately 13,711 average annual occupation openings in the District service area between 2015 and 2025, excluding occupations with an average hourly wage of less than $12 and occupations with insufficient data to determine average hourly wages. The 13,711 annual openings can be broken down by typical entry level education as follows:
  - 3,573 (26.06%) openings – no formal education credential
  - 4,985 (36.35%) openings – high school diploma or equivalent
  - 278 (2.03%) openings – some college
  - 1,337 (9.75%) openings – postsecondary non-degree award
  - 279 (2.04%) openings – Associate's degree
  - 2,579 (18.81%) openings – Bachelor's degree
  - 273 (1.99%) openings – Master's degree
  - 408 (2.97%) openings – Doctoral or Professional degree
- Of the top thirty annual job openings within the District service area between 2015 and 2025, approximately 1,164 openings are related to medical occupations, 1,908 are related to business occupations, and 635 are related to education/teaching.
- Of the projected 13,711 average annual occupation openings in the District service area between 2015 and 2025, approximately 7,620 openings belong to occupations that are related to programs offered by SBVC. The 7,620 openings can be broken down by typical entry level education as follows:
  - 305 (4%) openings – no formal education credential
  - 3,147 (41.3%) openings – high school diploma or equivalent
  - 273 (3.58%) openings – some college
  - 763 (10.01%) openings – postsecondary non-degree award
  - 197 (2.59%) openings – Associate's degree
  - 2,452 (32.18%) openings – Bachelor's degree
  - 243 (3.19%) openings – Master's degree
  - 240 (3.15%) openings – Doctoral or professional degree
- The programs offered by SBVC with the highest number of related average annual openings in the District service area between 2015 and 2025 are the following:
  - Business Administration (22.46% or 1,712 openings)
  - Nursing (18.74% or 1,428 openings)
  - Child Development/Education (12.52% or 546 openings)
  - Accounting (6.56% or 500 openings)
  - Automotive Technology (5.52% or 421 openings)
- The District service area average annual openings that have a typical entry level education of a postsecondary non-degree award or higher between 2015 and 2025 are expected to primarily relate to the following programs offered by SBVC:
  - Nursing (28.4% or 1,106 openings)
  - Business Administration (18,66% or 727 openings)
  - Child Development/Education (17.34% or 676 openings)
  - Accounting (6.12% or 239 openings)

Planning Environment - District Labor Market Information

LABOR MARKET INFORMATION FINDINGS *(cont.)*

- Human Services (5.63% or 219 openings)

- Of the projected 13,711 average annual occupation openings in the District service area between 2015 and 2025, approximately 5,922 openings belong to occupations that are related to programs offered by CHC. The 5,922 openings can be broken down by typical entry level education as follows:
  - 203 (3.42%) openings – no formal education credential
  - 1,725 (29.13%) openings – high school diploma or equivalent
  - 267 (4.52%) openings – some college
  - 600 (10.13%) openings – postsecondary non-degree award
  - 231 (3.9%) openings – Associate's degree
  - 2,415 (40.77%) openings – Bachelor's degree
  - 242 (4.08%) openings – Master's degree
  - 240 (4.05%) openings – Doctoral or professional degree

- The programs offered by CHC with the highest number of related average annual openings in the District service area between 2015 and 2025 are the following:
  - Business Administration (28.63% or 1,696 openings)
  - Biology (25.16% or 1,490 openings)
  - Child Development/Education (16.11% or 954 openings)
  - Accounting (8.44% or 500 openings)
  - Psychology (5.18% or 307 openings)

- The District service area average annual openings that have a typical entry level education of a postsecondary non-degree award or higher between 2015 and 2025 are expected to primarily relate to the following programs offered by CHC:
  - Biology (33.55% or 1,251 openings)
  - Business Administration (19.51% or 727 openings)
  - Child Development/Education (18.12% or 676 openings)
  - Psychology (6.48% or 242 openings)
  - Accounting (6.4% or 239 openings)

- There are projected to be approximately 46,547 average annual job openings between 2015 and 2025 in the region, excluding occupations with an average hourly age of less than $12 and occupations with insufficient data to determine hourly wages. The 46,547 openings can be broken down by typical entry level education as follows:
  - 12,462 (26.77%) openings – no formal education credential
  - 17,739 (38.11%) openings – high school diploma or equivalent
  - 865 (1.86%) openings – some college
  - 4,027 (8.65%) openings – postsecondary non-degree award
  - 922 (1.98%) openings – Associate's degree
  - 8,393 (18.03%) openings – Bachelor's degree
  - 817 (1.75%) openings – Master's degree
  - 1,322 (2.84%) openings – Doctoral or professional degree

- Of the top thirty annual occupation openings within the region between 2015 and 2025, approximately 6,007 annual openings are related to business occupations, 2,779 openings are related to medical/healthcare occupations, and 1,561 openings are related to education/teaching occupations.

- Of the 46,547 average annual job openings

between 2015 and 2025 in the region, approximately 25,288 openings belong to occupations related to programs offered by SBVC. The 25,288 openings can be broken down by typical entry level education as follows:

- 825 (3.26%) openings – no formal education credential
- 11,226 (44.39%) openings – high school diploma or equivalent
- 851 (3.37%) openings – some college
- 2,278 (9.01%) openings – postsecondary non-degree award
- 673 (2.66%) openings – Associate's degree
- 7,967 (31.51%) openings – Bachelor's degree
- 718 (2.84%) openings – Master's degree
- 750 (2.97%) openings – Doctoral or professional degree

- The programs offered at SBVC with the highest number of related average annual openings in the region between 2015 and 2025 are the following:
  - Business Administration (23.2% or 5,867 openings)
  - Nursing (15.39% or 3,892 openings)
  - Child Development/Education (11.09% or 2,804 openings)
  - Accounting (6.21% or 1,570 openings)
  - Administration of Justice/Corrections (5.8% or 1,467 openings)

- The regional job openings that have a typical entry level education of at least a postsecondary non-degree award or higher between 2015 and 2025 are expected to primarily relate to the following programs offered by SBVC:
  - Nursing (24.56% or 3,042 openings)
  - Business Administration (20.47% or 2,535 openings)
  - Child Development/Education (16.13% or 1,997 openings)
  - Accounting (6.33% or 785 openings)
  - Human Services (5.34% or 662 openings)

- Of the 46,547 average annual openings in the region between 2015 and 2025, approximately 18,907 openings belong to occupations related to programs offered by CHC. Those 18,907 openings can be broken down by typical entry level education as follows:
  - 514 (2.72%) openings – no formal education credential
  - 5,719 (30.25%) openings – high school diploma or equivalent
  - 824 (4.36%) openings – some college
  - 1,852 (9.8%) openings – postsecondary non-degree award
  - 750 (3.97%) openings – Associate's degree
  - 7,802 (41.26%) openings – Bachelor's degree
  - 705 (3.73%) openings – Master's degree
  - 743 (3.93%) openings – Doctoral or professional degree

- The programs offered by CHC with the highest number of related average annual openings in the region between 2015 and 2025 are the following:
  - Business Administration (30.7% or 5,804 openings)
  - Biology (21.65% or 4,094 openings)
  - Child Development/Education (14.83% or 2,804 openings)
  - Accounting (8.31% or 1,572 openings)
  - Communication Studies (5.74% or 1,085 openings)

Planning Environment - District Labor Market Information

LABOR MARKET INFORMATION FINDINGS *(cont.)*

- The regional job openings that have a typical entry level education of at least a postsecondary non-degree award or higher between 2015 and 2025 are expected to primarily relate to the following programs offered by CHC:
  - Biology (29.27% or 3,469 openings)
  - Business Administration (21.37% or 2,533 openings)
  - Child Development/Education (16.85% or 1,997 openings)
  - Accounting (6.64% or 787 openings)
  - Psychology (6.24% or 739 openings)

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



Internal + External Scan Comparison

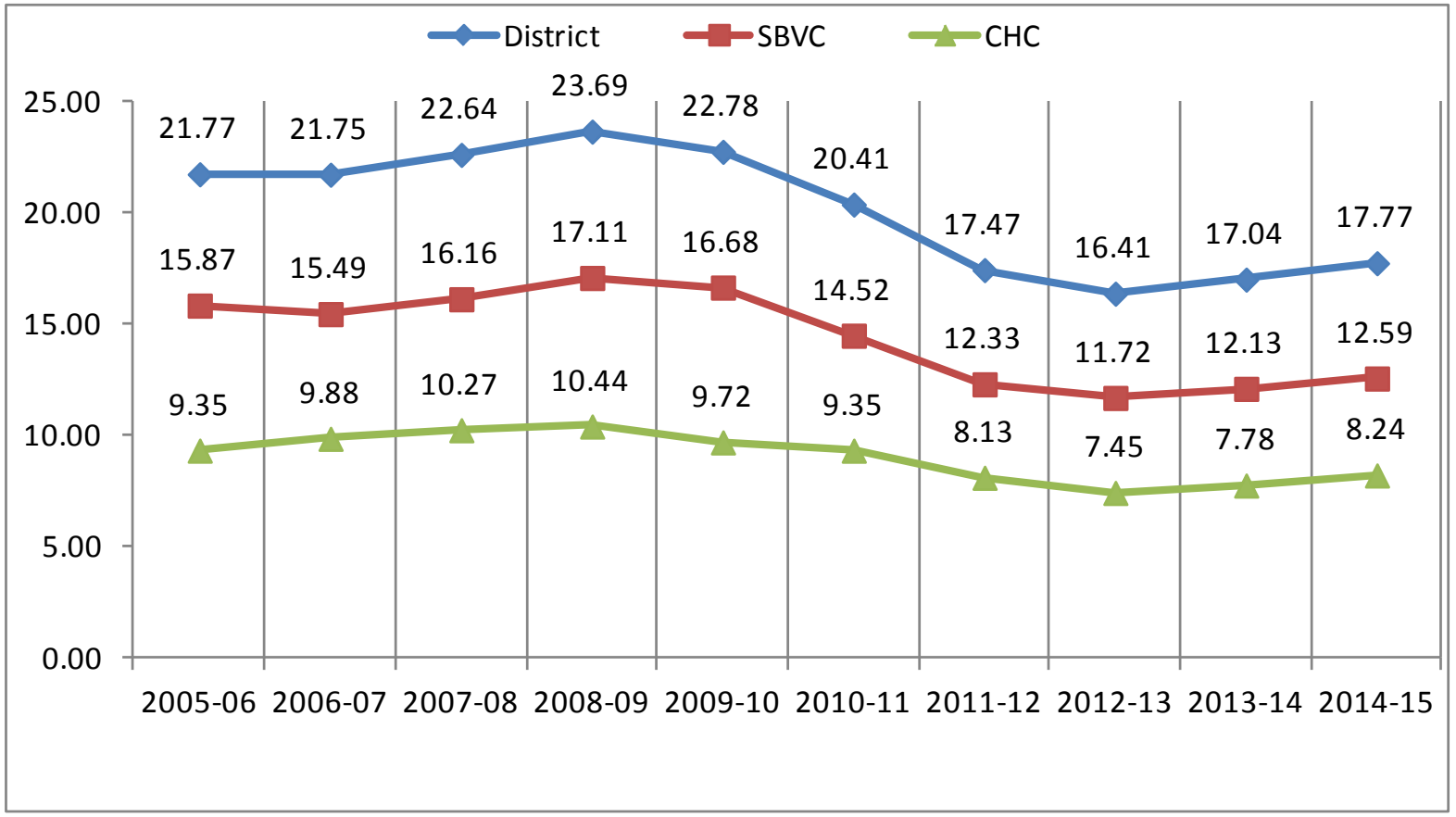
Data from the internal and external scans provides insight into the demographics of the internal profile of the Colleges and District, as well the external community that the colleges and District serve. This section will summarize and present the findings from consideration of the internal and external scan data together, in context.

Internal + External Scan Comparison

CONSIDERATIONS FROM INTERNAL AND EXTERNAL SCAN DATA COMPARISON

Participation Rate may be defined as the number of headcount students the District enrolls for every 1,000 persons within the service area population. During the 2014-15 academic year, SBCCD had a participation rate of 17.77 students per 1,000 persons in the service area. During the most recent enrollment peak (2008-09) the District's participation rate was 23.69 students per 1,000 persons within the service area. The statewide California Community College participation rate is approximately 54 students per 1,000 students within the total population. There is a significant opportunity for the SBCCD to increase its participation rate.

Exhibit 5.01 Participation Rate (per 1,000 Persons in Total Population)



Source: SBCCD Office of Institutional Effectiveness, Research & Planning; EMSI

Internal + External Scan Comparison

CONSIDERATIONS FROM INTERNAL + EXTERNAL SCAN DATA COMPARISON *(cont.)*

While service area population age 20-29 years old increased by 34,738 persons from 2010 to 2015, enrollment of students age 20-29 years old increased by only 42 students from 2010-11 to 2014-15. Between 2015 and 2025, the 20-29 year old age group within the service area is projected to decrease by 28,269 persons (-11.64%). The District cannot rely on population growth as a major contributor to enrollment growth and should focus efforts on attracting a larger portion of persons within its core District demographic.

During the fall 2014 term SBCCD enrolled 147 first-time college students from Colton High School. During the 2014-15 academic year Colton High School produced 389 graduates. It is reasonable to expect that some of the fall 2014 enrollment to the SBCCD from Colton High School graduates were not from the graduating class of 2013-14. However, assuming that the first-time college students from Colton High School enrolling in SBCCD in fall 2014 were from the graduating class of 2013-14, then approximately 37.79% of Colton High School graduates from the class of 2013-14 enrolled in either SBVC or CHC in the fall of 2014. Making the same assumptions about other high schools, then SBCCD captured approximately 32.38% of Yucaipa High School's graduating class of 2013-14, 28.6% of Redlands East Valley High's graduating class of 2013-14, 27.74% of San Gorgonio High School's graduating class of 2013-14, and 27.71% of Pacific High School's graduating class of 2013-14. The District captured less than 20% of 2013-14 graduates from Cajon, San Andreas, Arroyo Valley, Sierra, Eisenhower Senior, Rialto, Grand Terrace, Beaumont Senior, Wilmer Amina Carter, Bloomington, Banning, Fontana, and Rim of the World Senior High Schools. There exists an opportunity for the District to capture a larger proportion of feeder high school graduates.

Exhibit 5.02 Percentage of High School Graduates Captured in First-Time College Student Enrollment

High School	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Average
Middle College	70.73%	36.73%	79.49%	165.91%	114.89%	93.55%
Green Valley	21.21%	18.75%	27.38%	26.98%	43.75%	27.62%
Colton	24.81%	18.59%	18.83%	26.39%	37.79%	25.28%
Yucaipa	18.12%	19.01%	19.21%	25.35%	32.38%	22.81%
Redlands East	22.78%	22.59%	19.06%	20.64%	28.60%	22.73%
San Gorgonio	41.64%	19.83%	26.34%	31.14%	27.74%	29.34%
Pacific	33.03%	19.22%	24.18%	28.12%	27.71%	26.45%
Redlands Senior	21.36%	21.36%	14.48%	24.30%	27.01%	21.70%
Citrus Valley	N/A	N/A	17.39%	18.34%	26.89%	20.88%
San Bernardino	32.09%	12.17%	17.51%	28.21%	24.57%	22.91%
Orangewood Continuation	20.00%	18.37%	23.68%	22.22%	24.29%	21.71%
Grove	22.73%	11.76%	0.00%	31.82%	24.24%	18.11%
Milor Continuation	28.89%	17.65%	16.33%	17.05%	21.92%	20.37%
Cajon	25.46%	15.17%	17.84%	23.29%	19.05%	20.16%
San Andreas	31.68%	7.71%	12.96%	14.95%	18.46%	17.15%
Arroyo Valley	25.16%	13.85%	14.17%	25.23%	17.87%	19.26%
Sierra	55.00%	12.13%	15.79%	28.00%	17.01%	25.59%
Eisenhower Senior	24.30%	14.04%	10.64%	16.25%	15.60%	16.17%
Rialto	18.60%	11.97%	13.63%	19.61%	14.49%	15.66%
Grand Terrace	N/A	N/A	N/A	N/A	12.06%	12.06%
Beaumont Senior	16.43%	12.66%	9.76%	10.70%	11.90%	12.29%
Wilmer Amina Carter	8.78%	9.48%	5.02%	6.47%	9.66%	7.88%
Bloomington	10.25%	10.27%	7.85%	9.53%	9.11%	9.40%

Internal + External Scan Comparison

CONSIDERATIONS FROM INTERNAL + EXTERNAL SCAN DATA COMPARISON *(cont.)*

Exhibit 5.03 Percentage of High School Graduates Captured in First-Time College Student Enrollment *(cont.)*

High School	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Average
Banning	3.87%	3.06%	3.24%	7.08%	6.09%	4.67%
Fontana	4.86%	4.59%	4.31%	5.31%	5.72%	4.96%
Rim of the World Senior	9.63%	3.41%	5.93%	7.06%	5.64%	6.33%
Aquinas	N/A	N/A	N/A	N/A	N/A	N/A
Arrowhead Christian Academy	N/A	N/A	N/A	N/A	N/A	N/A
Other / Home	N/A	N/A	N/A	N/A	N/A	N/A

Source: SBCCD Office of Research, Planning and Institutional Effectiveness; California Department of Education, DataQuest

During the fall 2014 term, SBCCD produced 21,843 WSCH from English, however, 4,284 WSCH (19.61% of total English WSCH) was attributable to basic skills English courses (in this case, basic skills courses are defined as all English courses coded 900-999). English as a Second Language (ESL) courses accounted for 718 WSCH, of which 100% was considered basic skills. Reading and study skills courses accounted for 5,277 WSCH, of which 100% was considered basic skills. Combined, English, ESL, and reading and study skills courses accounted for 27,838 WSCH during fall 2014, of which 10,279 WSCH can be attributed to basic skills courses (36.92%). The high demand for basic skills English instruction is supported by CAASPP scores for students within the top ten feeder high schools to the District. When averaged, slightly over half of students from the top ten feeder high schools met or exceeded the standards for English (52%). Approximately one-third of all WSCH generated in English courses (English, ESL, and reading and study skills courses) in fall 2014 can be attributed to basic skills courses (36.92%). The District has an opportunity to further address the needs of unprepared/underprepared students and assume a leadership role in providing basic skills English instruction in the area.

During the fall 2014 term, SBCCD produced 29,722 WSCH from mathematics courses, of which 6,671 WSCH (22.44%) can be attributable to basic skills courses (in this case, basic skills courses are defined as all mathematics courses coded 900-999). Given that the average CAASPP score of students from the top ten feeder high schools to the District reveals that one quarter (25%) of students from the top ten feeder high schools met or exceeded the standards for mathematics, it is surprising that WSCH generated from basic skills mathematics courses does not constitute a larger proportion of total WSCH produced by mathematics courses. That being said, the District still has an opportunity to further address the needs of unprepared/underprepared students and assume a leadership role in providing basic skills mathematics instruction in the area.

In fall of 2014, SBCCD produced 19,596 WSCH from CTE designated courses (9.42% of total WSCH). Between 2015 and 2025, there are projected to be 1,497 average annual job openings for occupations related to designated CTE programs offered by SBVC and CHC within the District service area (10.92% of all service area average annual openings with average hourly wages of $12 or higher). There are projected to be approximately 5,231 average annual job openings for occupations related to designated CTE programs offered by SBVC and CHC within the region during the same time period (11.24% of all regional average annual openings with hourly wages of $12 or higher). The District has an opportunity to expand its offerings of CTE courses to meet the anticipated future demand for skilled vocationally trained workers in the service area and region.

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



Challenges Facing the District + Colleges

This chapter will identify and examine the challenges that the SBCCD faces to support the needs of each of its Colleges. Challenges will be identified by analyzing qualitative data (program and department interviews) and quantitative data (internal and external scans) and are listed here so that the District may be better equipped to address the needs of the Colleges.

Challenges Facing the District + Colleges

CHALLENGES FACED BY THE COLLEGES

Full-time to Part-time Faculty Ratio:
On average, from fall 2010 to fall 2014, adjunct faculty outnumbered full-time faculty by more than two to one (218.2 average full-time faculty to 502 adjunct faculty). Additionally, full-time faculty decreased by 7 employees during that same time period while adjunct faculty increased by 83 employees. This creates a challenge for developing, running, and growing instructional programs.

In fall 2014, 73% of District faculty was adjunct while 27% was full-time faculty. In comparison, during the same term at Riverside Community College District, 51% of faculty was part-time and 49% was full-time faculty.

Employee Retirements:
In fall 2014, 352 employees within the District belonged to the 50-59 age group (28.69%) and 247 employees were age 60 or older (20.13%). This suggests that it may be reasonable to expect that approximately 49% of the District's employees will retire within the next 15 years.

Enrollment Trends:
From 2008-09 to 2012-13 overall District enrollment decreased an average of 7.65% annually. This decline coincides with the "Great Recession," and can be argued to be an effect of the economic downturn, budget cuts, and annual budget uncertainty. More recently, from 2012-13 to 2014-15, overall District enrollment increased an average of 5.49% annually. As of 2014-15, District enrollment (25,675 students) has not reached the most recent peak in 2008-09 (31,716 students) or its enrollment in 2005-06 (27,808 students).

Additionally, while service area population age 20-29 years old increased by 34,738 persons from 2010 to 2015, enrollment from students age 20-29 years old increased by only 42 students from 2010-11 to 2014-15. The population of people age 20-29 within the service area is projected to decrease by 28,269 persons (-11.64%) from 2015 to 2025.

Assuming that the fall 2014 enrollment from feeder high schools is composed of graduates from the 2013-14 school year, SBCCD captured on average 24.02% of the 2013-14 graduates from its top 26 feeder high schools (graduate data was not available for Aquinas High School, Arrowhead Christian Academy, and Other/Home School).

During the District's most recent enrollment peak (2008-09), the participation rate was 23.69 students per every 1,000 persons within the service area. In 2014-15, the District participation rate decreased to 17.77 students per every 1,000 persons within the service area. In comparison the statewide participation rate is approximately 54 students per 1,000 persons with in the state. The District has an opportunity to increase enrollment by capturing more persons from within its primary service area.

While enrollment is currently increasing within the District, it is reasonable to expect that the District cannot rely upon population growth as a major contributor to enrollment growth in the next 10 years. Additionally, the District captured, on average, less than a quarter of the graduates from its top feeder high schools in fall 2014. The District's enrollment is also heavily influenced by economic factors, as evidenced by the declines in enrollment during the "Great Recession." Per capita income in the service area is $22,011, which is $7,895 less than the statewide average. Furthermore, 16% of service area families are below the poverty line as compared to 12.3% of statewide families.

Unprepared and Underprepared Students:
36.92% of all WSCH generated by English courses in the District during the fall 2014 term is attributable to basic skills courses. 22.44% of all WSCH generated by mathematics courses in the District during the fall 2014 term is attributable to basic skills courses. The average CAASPP scores of students from the top ten feeder high schools to the District in the 2014-15 academic year reveal that 52% of students met or exceeded the standards for English and 25% of students met or exceeded the standards for mathematics.

Regional Efforts for Adult Education:
Over half of the District's service area residents age 25 and over do not have any higher education experience and approximately 25% do not have a high school diploma or equivalent. GED preparation and adult education end at the 10th grade level, which leaves a sizeable knowledge and skills gap for students who want to enroll in community college. A strain has been placed on the Colleges to provide sufficient remedial/ basic skills instruction for students who place below college-level courses. The District has made significant efforts in working with the Inland Adult Education Consortium to enhance pathways between regional adult education programs and approved programs of study and/or career pathways at each College. These efforts and plans to address regional adult education needs may be found in the Inland Adult Education Consortium's *AB86 Regional Comprehensive Plan,* which was finalized in March 2015.

Alternative Instructional Delivery Methods:
From 2010-11 to 2014-15, enrollment in face-to-face only courses decreased by 4,597 students (-22.3%) and hybrid-only enrollment decreased by 32 students (-11.39%). During the same time period, students who enrolled in online-only classes increased by 423 students (85.8%) and enrollment in courses with multiple instructional methods increased by 1,860 students (28.04%). The number and proportion of students enrolling in traditional face-to-face only instruction has been declining and shifting to students utilizing online courses and multiple instructional methods for their courses.

With the District's transition to the Canvas Learning Management System, there may be opportunities for professional development, including training on the use of Canvas and instructional design. As of spring 2015, 44 faculty at Crafton Hills College are approved to teach online. The number of faculty approved to teach online at San Bernardino Valley College is unavailable.

While there are multiple computer labs at each campus, concerns were raised related to student access to technology, including a limited number of computer workstations and scheduling conflicts of computer lab facilities and a lack of necessary course specific software and hardware.

Productivity & WSCH Generation:
From 2011-12 to 2014-15, course offerings increased in the District by 1,228 sections (34.82%), while WSCH per section offered decreased from 117.58 WSCH per section to 94.99 WSCH per section (-19.21%). Productivity, defined here as WSCH per FTEF, has declined in the District from 2010-11 to 2014-15. 527.43 WSCH was generated per FTEF in 2010-11 and 455.78 WSCH was generated per FTEF in 2014-15, a decrease in productivity by -13.58% (-71.65 WSCH per FTEF).

Challenges Facing the District + Colleges

CHALLENGES FACED BY THE COLLEGES *(cont.)*

Facilities:

According to Title 5 standards for a college that generates less than 140,000 WSCH per semester, classrooms shall be utilized no less than 48 hours per week and laboratories 27.5 hours per week to achieve minimum qualifications for efficient room usage. The Crafton Hills College Fall 2014 Space Utilization prepared by ALMA Strategies and HMC Architects identifies two buildings at CHC that have an overall average laboratory utilization that exceeds the Title 5 standard. No buildings had an overall average classroom utilization that met the Title 5 standard. The closest building to the state standard for efficient classroom utilization was East Complex 2, with an average building-wide classroom utilization of 47.03 per week. Overall, five buildings had an overall average utilization of 90% or higher, three buildings had an average overall utilization between 80-89%, two buildings had an overall average utilization between 70-79%, and no building had an overall average utilization of less than 59% of the recommended standard for utilization.

Two classrooms at CHC exceeded the minimum qualifications for efficient room usage of 48 hours per week; 22 classrooms were utilized for 80% of the Title 5 standard; two classrooms were utilized for 71-80% of the Title 5 standard; and three classrooms were utilized for 55-69% of the Title 5 standard.

Eight laboratories at CHC exceeded the minimum qualifications for efficient room usage of 27.5 hours per week. 11 laboratories were utilized for more than 81% of the Title 5 standard; three laboratories were utilized for 71-80% of the Title 5 standard; three laboratories were utilized for 61-70% of the Title 5 standard; one laboratory was utilized for 51-60% of the Title 5 standard for lab utilization; two laboratories were utilized for 41-50% of the Title 5 standard; and three laboratories were utilized for less than 40% of the Title 5 standard.

The San Bernardino Valley College Fall 2014 Space Utilization prepared by ALMA Strategies and HMC Architects identifies one building at SBVC that exceeded the Title 5 standard for laboratory utilization, and one building that almost met the Title 5 standard with an average building-wide laboratory utilization of 26.9 hours per week. No buildings had an overall average classroom utilization that met the Title 5 standard. The closest building to the state standard for classroom utilization was North Hall with an average building-wide classroom utilization of 35.96 hours per week. Overall, no buildings had an average utilization of 80% or higher; three buildings had an overall average utilization between 70-70%; three buildings had an overall average utilization between 60-69%; three buildings had an overall average utilization between 50-59%; and two buildings had an overall average utilization below 20%.

Two classrooms at SBVC exceeded the minimum qualifications for efficient room usage of 53 hours per week; 10 classrooms were utilized for more than 81% of the Title 5 standard; eight classrooms were utilized for 71-80% of the Title 5 standard; 13 classrooms were utilized for 61-70% of the Title 5 standard; 19 classrooms were utilized for 51-60% of the Title 5 standard; 16 classrooms were utilized for 41-50% of the Title 5 standard; and 14 classrooms were utilized for less than 40% of the Title 5 standard.

12 laboratories at SBVC exceeded the minimum qualifications for efficient room usage of 27.5 hours per week, and one almost met the standard with a utilization of 27.3 hours per week. 24 laboratories were utilized for more than 81% of the Title 5 standard; seven laboratories were utilized for 71-80% of the Title

5 standard; nine laboratories were utilized for 61-70% of the Title 5 standard; five laboratories were utilized for 51-60% of the Title 5 standard; three laboratories were utilized for 41-50% of the Title 5 standard; and seven laboratories were utilized for less than 40% of the Title 5 standard.

In the year 2009, the District consisted of 638,178 assignable square footage (ASF) of space, and 892,111 gross square footage (GSF). By the year 2015, the District's facilities space inventory increased to 757,100 ASF and 1,027,244 GSF. The District currently does not have a facilities department with staffing to support capital construction planning, manage construction projects, coordinate sustainability practices, or oversee/integrate maintenance and operations. The District often must rely on consultants with capital outlay planning and program/construction management. Furthermore, each College's Vice President of Administration must take on much of the workload related to facilities planning and management. Maintenance and Operations staff at each College are challenged to keep pace with the maintenance needs of aging facilities and infrastructure.

Site Safety and Emergency Preparedness

The District, along with support from District Police is responsible for safety and security of all students and employees. Challenges include prioritizing resources for ensuring proper hazardous materials handling, crime prevention, loss-control, accidents, and reacting to possible emergency situations (e.g. earthquakes, wildfire, and active shooter situations).

Updating Planning Documents

The cycle for updating key planning documents within the District and at each College is not in sync, which consequentially creates inefficiencies when implementing planning goals/objectives. Many key planning documents are integrated with each other, such as the *Strategic Plan, Educational Master Plan* and *Facilities Master Plan*. If the timing for updating such planning documents is not coordinated efficiently, then these documents become out-of-date and information becomes stale. It would be beneficial for the District to create and implement a schedule for the updating of major planning documents and key planning components that inform plans, such as program review and environmental scans.

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



District Strategic Directions

The District's strategic goals and objectives were defined through the collegial consultation process and are included in the District's *2014-2020 Strategic Plan*.

District Strategic Directions

GOAL 1: STUDENT SUCCESS

Provide the programs and services necessary to enable all students to achieve their educational and career goals.

Objective 1.1:
Increase student success while preserving access, enhancing quality, and reducing attainment gaps associated with income, race, ethnicity, age, and gender.

1.1.1: Increase the graduation rate from 16% to 20% by 2019-2020 as measured by the Student Success Scorecard.

1.1.2: Increase the transfer rate from 32% to 39% by 2019-2020 as measured by the Student Success Scorecard.

1.1.3: Increase the percentage of students with a complete educational plan to 100% by 2019-2020 as measured by data collected in Ellucian.

1.1.4: Increase the percentage of students who have completed their educational plan to 50% by 2019-2020 as measured by data collected in Ellucian.

Key Strategies:

- Expand and diversify professional development.
  - Alternative instructional methods
- Expand student support services.
  - Expand tutoring
  - Expand learning communities
  - Enhance early alert intervention
  - Implement degree audit
  - Expand accelerated courses
  - Empower students to become continuous learners (study skills)
- Expand academic advising.
- Align curricular pathways with K-12 and 4-year partners (activities include conducting a sequencing study, etc.).
- Ensure accurate student placement.
- Increase student engagement (learning communities, mentor programs, supplemental instruction, etc.).

Objective 1.2
Increase the number of students who complete developmental education programs and progress to successful completion of freshman-level courses.

1.2.1: Increase the three-year throughput rate from 20% to 29% by 2019-2020, as measured by the CCCCO Basic Skills Progress Tracker.

1.2.2: Increase the three-year throughput rate from 20% to 29% by 2019-2020 as measured by the CCCCO Basic Skills Progress Tracker.

Key Strategies:

- Work with K-12 before students enroll at SBCCD.
- Increase and improve basic skills offerings, including alternative instructional delivery methods.
- Determine optimum class size and teaching strategies in developmental courses.
- Develop non-credit courses for basic skills program.
- Enhance tutoring and student mentoring.
- Require early and continuous enrollment in math and English.

District Strategic Directions

GOAL 2: ENROLLMENT AND ACCESS

Increase access to higher education for populations in our region.

Objective 2.1

Increase our student population to improve the higher education participation rate and supply a well-equipped, educated workforce for our communities.

2.1.1: Increase the annual District-wide RFTES enrollment from 13,241 in 2012-2013 to 15,000 in 2019-2020 as measured by the RFTES generated by each College.

2.1.2: Increase the percentage of community college students by the SBCCD (i.e. market share) to 74% by 2019-2020 as measured by community college enrollments by zip code.

Key Strategies

- Develop and implement a comprehensive marketing plan to increase market share.
    - Promote a culture of educational value throughout the community.
- Increase online, evening, and weekend classes.
- Offer concurrent college courses on K-12 campuses and at SBCCD campuses.
- Increase community involvement at cultural and athletic events on campus.
- Develop a comprehensive international student program.

Objective 2.2

Provide transfer, career and technical, and developmental education access to meet student needs.

2.2.1: Increase the transfer course FTES generated in an academic year from 9,317 in 2012-13 to 10,545 in 2019-2020, as measured by the total FTES generated by each College.

2.2.2: Increase the CTE course FTES generated in an academic year from 3,728 in 2012-2013 to 4,219 in 2019-2020, as measured by the total FTES generated by each College.

2.2.3: Increase the developmental course FTES generated in an academic year from 2,146 in 2012-13 to 2,429 in 2019-2020, as measured by the total FTES generated by each College.

Key Strategies:

- Use data to inform plans to grow new programs to meet labor market needs.
- Provide flexible delivery of instructional offerings.
- Revise program viability plans to streamline instructional offerings.
- Develop and implement an enrollment management and growth plan.

Objective 2.3

Enhance the public image of the San Bernardino Community College District.

Key Strategies:

- Utilize KVCR and EDCT as resources to enhance SBCCD's public image.
- Assess the District's public image and develop and implement a plan based on the assessment's results.
- Increase media presence and coverage of the District's accomplishments and performance results.
- Expand campus festivals and events.
- Increase faculty, staff, and student involvement in local community organizations.
- Expand outreach events.

Objective 2.4

Increase awareness of San Bernardino Valley College and Crafton Hills College as viable higher education options.

Key Strategies:

- Work with K-12 counselors to increase awareness in K-12 communities.
- Utilize all media resources to increase awareness.
- Focus the District's message on quality of education, affordability, value, and open access.
- Increase outreach events at local high schools and on campuses.
- Offer courses at K-12 and employer locations.

Objective 2.5

Continue to diversify the District's student and employee populations to be reflective of the community.

Key Strategies:

- Increase outreach to local residents.
- Ensure salaries and benefits are at competitive rates.
- Have multilingual and multicultural marketing materials.
- Market and outreach to potential students and employees who are reflective of demographic trends.

District Strategic Directions

GOAL 3: PARTNERSHIPS OF STRATEGIC IMPORTANCE

Invest in strategic relationships and collaborate with partners in higher education, Pre-K—12 education, business and workforce development, government, and other community organizations.

Objective 3.1

Enhance existing and secure new higher education partnerships to improve student transfer rates.

Key Strategies:

- Align course curriculum to enhance strategic partnerships.
- Strategically develop new courses and programs.
- Create consortium of higher education partners to focus on improving student transfer rates.
- Expand Transfer Model Curriculum.

Examples of Potential Strategic Partners:

- Mt. San Jacinto College
- California State University, San Bernardino (CSUSB)
- University of Redlands
- University of California, Riverside (UCR)
- University of California, Los Angeles (UCLA)
- Brandman University

Objective 3.2

Enhance existing and secure new Pre-K—12 partnerships to improve student pathways; increase awareness of SBVC and CHC as viable options for higher education; and enhance the image of the San Bernardino Community College District.

Key Strategies:

- Align course curriculum to enhance strategic partnerships.
- Work with Pre-K—12 partners to develop a communications campaign with the intent of sharing with local high school students and parents.
- Develop common standards with K-12.
- Develop Dual Enrollment Strategies.

Examples of Potential Strategic Partners:

- Redlands Unified School District
- Yucaipa-Calimesa Joint Unified School District
- Beaumont Unified School District
- San Bernardino County Superintendent of Schools
- San Bernardino City Unified School District
- Colton Unified School District
- Rialto Unified School District
- Inland Leaders Charter School
- California Department of Education
- Hispanic Association of Colleges and Universities (HACU)
- Middle College High School
- San Bernardino Department of Rehabilitation
- Job Corps
- Native American Resource Center-Morongo
- Sheriff's Academy
- University of California, Los Angeles
- Brandman University

Objective 3.3

Enhance existing and secure new business and workforce development partnerships for student internship opportunities, student pathways, incumbent worker training, and to enhance career and technical education course curriculum.

Key Strategies:

- Work with industry partners with a history of utilizing student interns to develop internship opportunities for SBCCD students.
- Develop and market an internship program template to make it attractive for local business partners to include student interns in their workforce.

- Leverage grant funding to develop student internship opportunities with local employers.
- Use technical expertise of industry partners to strengthen membership of CTE curriculum committees that will align student pathways to jobs in the community.
- Work with industry partners to develop incumbent worker trainer programs that will retain jobs and allow local businesses to expand.
- Work with community partners to develop short-term and long-term workforce development and community service programs to help build the local economy.
- Offer courses at employer's worksites (contract education).

Examples of Potential Strategic Partners:

- Workforce Investment Boards
- Local City and County Agencies
- Local Businesses and Non-Profit Agencies
- Regional Fire and Law Enforcement Agencies
- Regional Hospitals and Healthcare Providers
- State Vice Chancellor of Workforce Development
- Colton Redlands Yucaipa Regional Occupational Program (CRY-ROP)
- Walmart Foundation
- Western Association of Food Chains
- California Alcohol and Drug Educators (CAADE)
- City of Redlands, City of San Bernardino Water Department
- Employee Training Agency (ETA)

Objective 3.4

Enhance existing and secure new government and community partnerships to increase funding for improving student success and increasing student access.

Key Strategies:

- Partner with other local California community colleges to advocate for funding.
- Provide consistent SBCCD representation at regional and state leadership organizations.
- Work with state-level lobbying services to remain current on funding and other California community college issues and to provide feedback to local and state government officials.
- Enhance SBCCD's value to the communities it serves through proactive efforts to be engaged in local events, and by continually demonstrating a strong commitment to developing programs and services that best serve its students, residents, and local businesses.

Examples of Potential Strategic Partners:

- Cities of San Bernardino, Colton, Rialto, Highland, Yucaipa, Redlands, Loma Linda, Grand Terrace
- Regional Fire and Law Enforcement Agencies
- Regional Hospitals and Health Care Providers
- Vice Chancellor of Workforce Development, California Community Colleges Chancellor's Office (CCCCO)
- Workforce Investment Boards

District Strategic Directions

GOAL 4: DISTRICT OPERATIONAL SYSTEMS

Improve District systems to increase administrative and operational efficiency and effectiveness.

Objective 4.1

Improve District systems to increase administrative and operational efficiency and effectiveness with an emphasis on student records, human resources, facilities, technology, financial systems, and other workflow operational systems.

Key Strategies

- Administrative Efficiency/Effectiveness
  - Identify the dependencies for integrating existing major enterprise resource programs.
  - Integrate major enterprise resource programs.
    - Align policies and procedures.
    - Purchase Human Resource, Fiscal, and other ERP modules as necessary to become independent from county systems and have a fully integrated administrative applications environment.
- Operational Efficiency/Effectiveness
  - Conduct Business Process Analysis (BPA) to streamline procedures within Human Resources, Business & Fiscal Services, and other District processes, as appropriate.
  - Improve communications throughout the District.

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT


College Fair
March 12th
FREE TAX PREPARATION
Thursdays, 6-9 p.m.
Details at
www.craftonhills.edu/tax
VITA

Recommendations

This section will present recommendations for how SBCCD may support the needs of each of its Colleges and help them achieve their strategic directions and goals. Additionally, analysis of and recommendations for how the EDCT and KVCR may support each College will be presented in this section. The following recommendations encompass how the District may support each College and are not intended to be in order of priority.

Recommendations

RECOMMENDATIONS

Recommendation 1:

Complete and regularly update the three-year staffing plan and develop a process to increase the number of full-time faculty and increase the ratio of full-time to adjunct faculty in the District.

Rationale:

- Several programs at both Colleges either have no full-time faculty or have only one full-time faculty member. This leaves several programs without the capacity to handle administrative tasks, coordinate with other programs, conduct outreach events, and grow and develop their programs.

Related Challenges:

- Full-time to part-time faculty ratio
- Employee retirements

Recommendation 2:

To stabilize staffing levels, the District Human Resources department must address upcoming retirements and hiring procedures that include strategies for interviewing candidates from across the country. Additionally, consider completing a market study to understand the levels of salary, compensation, and benefits that will attract highly qualified candidates.

Rationale:

- Approximately half of all employees are expected to retire within the next 15 years or sooner. The District Human Resources department, which oversees all hiring, must prepare for upcoming retirements and be efficient with its hiring practices/procedures.

Related Challenges:

- Employee retirements

Recommendation 3:

Complete and regularly update the *District Enrollment Management Plan*. Support the Colleges' community outreach and marketing efforts in order to increase campus visibility, highlight instructional opportunities, and increase FTES.

Rationale:

- There is a significant opportunity for the Colleges to increase their participation rates by enrolling a higher proportion of service area residents. Furthermore, by enrolling more service area residents and supporting students to reach their educational goals, the Colleges have an opportunity to increase the educational attainment within the service area.
- There is a significant opportunity for the District to capture more first-time college students from its feeder high schools.

Related Challenges:

- Enrollment trends (i.e. participation rate, capture rate from feeder high schools)
- Productivity and WSCH generation

Recommendation 4:

Support each Colleges' effort for addressing basic skills needs.

Rationale:

- During the fall 2014 term, approximately 37% of English WSCH and 22% of mathematics WSCH was attributable to below college level courses.
- CAASP scores of students within the District's top feeder high schools suggest that 52% of students met or exceeded standards for English and 25% met or exceeded standards for mathematics.
- SBCCD student cohorts from 2005-06 to 2009-10 had an average completion rate/SPAR of 37.2% within 6 years of entry, while the statewide average completion rate/SPAR was 48.1%
- The remediation sequence may take some students as long as two years to complete and reach college-level English or mathematics.

Related Challenges:

- Unprepared and underprepared students
- Productivity and WSCH generation

Recommendation 5:

Support the Colleges' effort to work with K-12 entities, the EDCT, adult schools, and the Inland Adult Education Consortium to become a leader in providing education to adults in the region.

Rationale:

- 50.64% of the service area residents age 25 and over (426,008 persons) do not have any higher education experience. The statewide average of persons age 25 and over without any higher education experience is 40.18% (9,954,719 persons).
- There is a need to develop/establish pathways between the regional adult education programs and approved programs of study and/or career pathways at each College.

Related Challenges:

- Regional efforts for Adult Education

Recommendations

RECOMMENDATIONS *(cont.)*

Recommendation 6:

Support Distance Education at each campus with the software, hardware, training, and support mechanisms as identified through local processes by the Colleges.

Rationale:

- An increasing number of students are taking courses that are online only or a combination of multiple instructional delivery methods, for example, traditional face-to-face courses along with online courses.
- Availability of training and support mechanisms for Distance Education faculty is essential for creating better access and student success in online courses.

Related Challenges:

- Alternative instructional delivery methods
- Productivity and WSCH generation

Recommendation 7:

Continue to sustain funding for technology in order to support the needs of students, faculty, and staff.

Rationale:

- There is a challenge with maintaining adequate levels of funding for technology infrastructure, hardware, and software necessary to support the needs of each College. As the use and need for technology continues to grow, the District must continue to provide resources necessary to meet institutional demand.

Related Challenges:

- Alternative instructional delivery methods
- Facilities

Recommendation 8:

Establish a full-time and robust facilities department within the District to secure state funding through the Capital Outlay Process, manage construction projects, oversee and integrate maintenance and operations, implement design standards, coordinate sustainability efforts, and implement a Total Cost of Ownership model for facilities.

Rationale:

- In recent years, the District has not participated in the Capital Outlay Process. As a result, the Colleges may have lost out on several opportunities to secure state funding for construction projects.
- Many projects have been planned without considering the Total Cost of Ownership, e.g. maintenance and care of a building over its lifespan, which is by far the most expensive part of constructing a facility. For this reason, Maintenance and Operations departments should become a part of the construction planning process.

Related Challenges:

- Facilities

Recommendation 9:

Continue to sustain funding for site security and safety and proactively design outdoor and building spaces using best practices for creating secure environments.

Rationale:

- Ensuring the safety and security of students and employees is a primary commitment of the District. Commitment to providing the availability of resources for safety measures and emergency readiness is an important role of the District. Implementation of safety and emergency updates must be coordinated between the District, Colleges, and District Police.

Related Challenges:

- Site safety and emergency preparedness

Recommendation 10:

Establish and maintain a cyclical process through which college planning informs the development and revision of District plans, including the *Educational Master Plan, Facilities Master Plan, College Strategic Plan, and Technology Plan*.

Rationale:

- In order to stay relevant, planning documents must be regularly revisited and updated.
- Developing a calendar of plans and how they are related to each other will help with efficiency, for example, completing an environmental scan that informs the development of all major planning documents.

Related Challenges:

- Updating planning documents

Recommendations

RECOMMENDATIONS *(cont.)*

Exhibit 8.01 Planning Documents

Crafton Hills College	Date	San Bernardino Valley College	Date	District	Date
Enrollment Management Plan	Revised May 2011				
Educational Master Plan	May 17, 2010, Revised Spring 2011	Educational Master Plan	September 2010		
Technology Strategic Plan	2012	Campus Technology Strategic Plan	2013	Technology Strategic Plan	2014
				Sustainability Plan	January 19, 2012
				Environmental Scan	October 24, 2013
				Emergency Operations Plan	November 2013
				Three Year Staffing Plan	March 19, 2014

Recommendations

ECONOMIC DEVELOPMENT AND CORPORATE TRAINING DIVISION (EDCT)

Background

The Economic Development and Corporate Training division (EDCT) is the economic developmental arm of the San Bernardino Community College District. The EDCT focuses on the serving the short-term workforce training needs of employers within the service area of the San Bernardino Community College District. The EDCT is currently independent of the Colleges and is in some ways independent from the District; The District provides some financial/administrative support through the Business and Human Resource Departments.

The primary clients of the EDCT are regional employers who request short-term customized training classes and community members who are either unemployed or underemployed. The focus of the training programs is to develop specific skills and competencies requested by employers and clients. The EDCT serves approximately 9,000 people a year with a budget of approximately $28 million.

The fiscal stability of the EDCT is at times fluid, in that the organization depends upon receiving and acquiring state and federal competitive grants. The success of the EDCT is predicated on being nimble and flexible in order to meet the changing needs of regional employers. Interacting with and supporting the Colleges is an area that historically has not been a priority for the EDCT.

Review and Analysis

The EDCT has been very successful in acquiring and implementing state and federal grants that service the short-term training needs of regional employers and the unemployed/underemployed population of the Inland Empire. The EDCT has also been successful at providing nimble and flexible workforce development to the area. The gauge of success has been measured by the number of clients serviced through the programs offered. Given that the funding of the EDCT is through the acquisition of state and federal grants, each grant has its own measure of success and accountability. EDCT staff indicated that each training grant was in essence an individual “contract” with the grant’s individual requirements.

Given the fluid nature of the EDCT’s fiscal stability and that the EDCT is primarily funded through short term grants, strategic and long-term educational planning becomes difficult. Because aligning itself with the goals of the District and its Colleges has not been a priority of the EDCT, it currently operates as a quasi-District educational entity.

Recommendation 1:

Each college should explore the EDCT as a resource to support grant development, contract education offerings, non-credit and not-for-credit courses and short-term vocational training opportunities.

Rationale:

- Upon review of the *District Strategic Plan* and the strategic directions and goals of the Colleges, the EDCT as an organization has skill sets that may be beneficial in supporting the Colleges’ needs.
- EDCT has the ability to be nimble and flexible in providing workforce development as well as the ability to successfully secure grant funding and support the educational and vocational training needs of the Colleges.

Recommendations

KVCR TV-FM, PUBLIC RADIO + TELEVISION

Background

KVCR is the San Bernardino Community College District's National Public Radio (NPR) and Television Station. KVCR was originally founded as a National Public Radio Station in 1952. A television station was later launched in 1963 through the Public Communication Act of 1963 and was part of the National Education Television (NET) network. KVCR became a Heritage NPR Station in 1971 when NPR was launched and is deeply rooted in the community of the Inland Empire.

KVCR is licensed by American Public Media to the San Bernardino Community College District. The Board of Trustees acts as the governing entity and the District provides the fiscal controls. KVCR produces content for the District as well as for partners within the community, such as the Rialto Police Department and the South Coast Air Quality Management District.

Although KVCR staff currently does not provide any direct academic instruction, the studios serve as teaching laboratories for students from the Radio, Television and Film Department at San Bernardino Valley College. The technical aspects of radio and television operation have gone through many changes. Perhaps, the greatest change is the automation of the functions of the stations, resulting in fewer employees needed.

Review and Analysis

KVCR has been a positive member of the Inland Empire communication community. It is apparent that the television and radio stations are assets to the District that perhaps have not been completely realized. Upon review, the District's financial contribution to the operation of the stations has declined significantly over the last decade. This has partly been the result of the overall budget cuts within the District.

As the technical operations of the radio and television stations have become automated, the content of the programing has shown promise, such as the First Nations Experience (FNX) Native American programming, which is original content of KVCR. KVCR is the worldwide headquarters for FNX, the only nationally distributed TV channel exclusively devoted to Native American and World Indigenous content. There is an opportunity for KVCR to become more supportive of the educational fabric of the Colleges.

Recommendation 1:

Reevaluate the role and function of the radio and television station to operate as a fiscal asset that is an economically viable and self-sufficient entity. Develop a process for resource distribution between the District, EDCT, KVCR, and the Colleges.

Rationale:

- KVCR is a cultural asset of the District. Although KVCR had been integrated with the Colleges in the past, currently there is very little integration. It might prove useful to reevaluate the role and function of the radio and television station to operate as a more economically viable entity. Additionally, KVCR may be useful in attracting partnerships with entities within the community to the Colleges and District.

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT



District Facilities

This chapter focuses on the facilities that house District-level Administrative Services. These facilities are distributed among five District-owned sites and each is described in the following pages, as listed below. This chapter concludes with a summary of opportunities that have been identified for further exploration.

- District Service Area
- Local Context
- District Facilities
  - District Office Site
  - District Annex
  - 8th Street Annex
  - District Facilities at SBVC
  - District Facilities at CHC
- Opportunities
- Recommendations

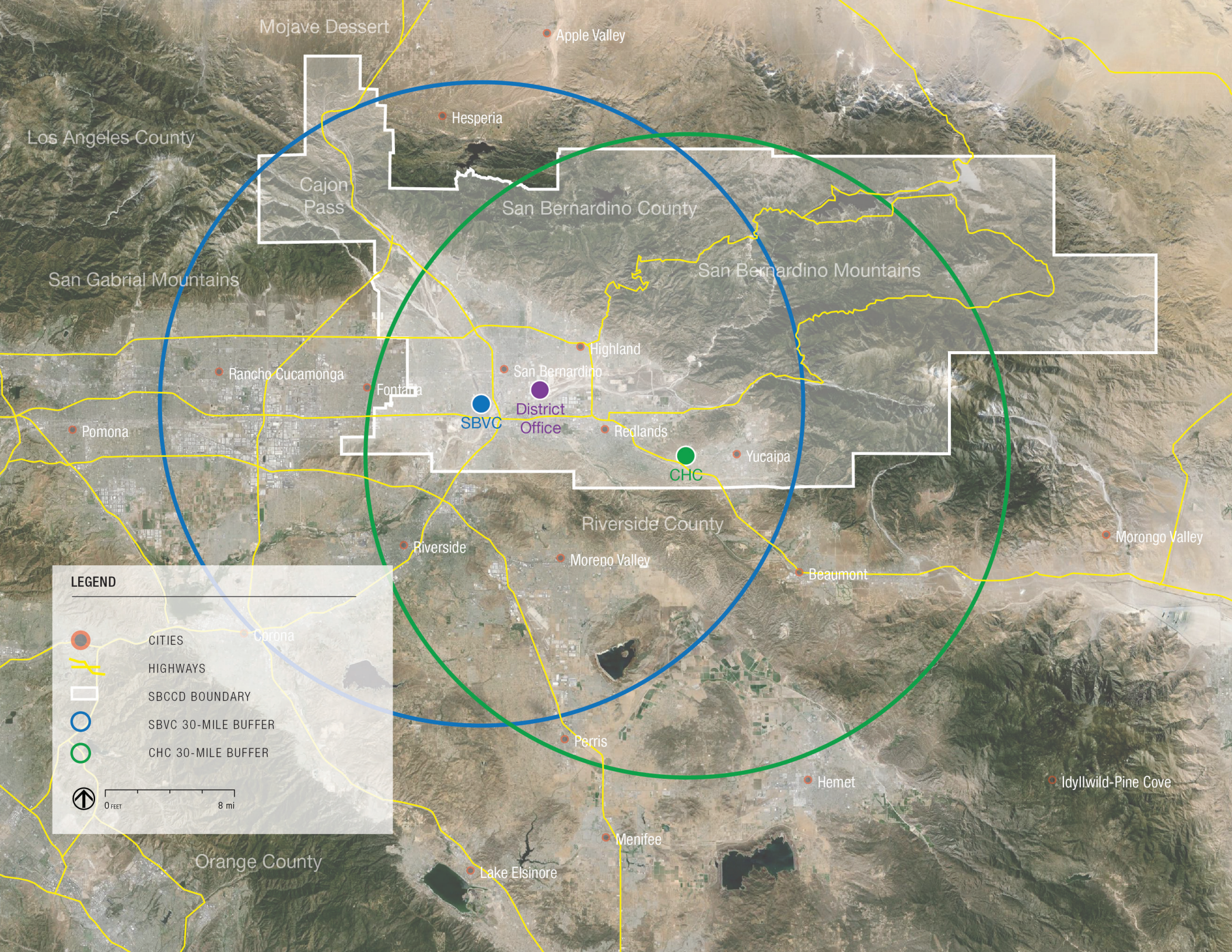
District Facilities

DISTRICT SERVICE AREA

The SBCCD service area is characterized by geographical and geological diversity. Situated at the edge of the Inland Empire, it includes Cajon Pass, a gateway to the high desert, as well as a large portion of the San Bernardino Mountains. The abrupt transitions in regional geology result from the movement of tectonic plates as they grind past each other along the San Andreas rift zone. The rift zone passes through the SBCCD service area at Cajon Pass and along the southern edge of the San Bernardino Mountains. It is this movement that has lifted the San Bernardino and San Gabriel Mountains and set the stage for this region's role as a crossroads and destination.

These great transverse mountain ranges are barriers at the edge of the high desert that force travelers to choose among a few routes into the Inland Empire. As a crossroad on the routes from the north, through Cajon Pass, and the east, through Banning Pass, the San Bernardino Valley has long been a notable point along the route of travelers to coastal Southern California, as well as the home to people of many cultures. It continues to be a hub as successive transportation systems were built, including railroads, highways, and interstate highways. World War II brought the development of San Bernardino Army Air Field, which later became Norton Air Force Base. This facility is currently the San Bernardino International Airport, which provides passenger, air cargo and logistics, general aviation, and aircraft maintenance services.

The SBCCD service area and sites are shown on the opposing page. The SBCCD sites include the campuses of San Bernardino Valley College and Crafton Hills College. These two college campuses are SBCCD's primary instructional sites. SBCCD District-level functions, including District-level Administrative Services, the Economic Development & Corporate Training division, and KVCR TV-FM television and radio station are housed in four locations—the District Office site, the District Annex, and facilities on both college campuses. SBCCD owns a building in downtown San Bernardino, called the 8th Street Annex that is currently not occupied.


Mojave Dessert
Apple Valley
Hesperia
Los Angeles County
Cajon Pass
San Bernardino County
San Gabrial Mountains
San Bernardino Mountains
Highland
Rancho Cucamonga
San Bernardino
Fontana
District Office
SBVC
Pomona
Redlands
Yucaipa
CHC
Riverside County
Riverside
Moreno Valley
Morongo Valley
Beaumont
Corona
Perris
Hemet
Idyllwild-Pine Cove
Menifee
Orange County
Lake Elsinore
LEGEND
CITIES
HIGHWAYS
SBCCD BOUNDARY
SBVC 30-MILE BUFFER
CHC 30-MILE BUFFER
0 FEET
8 mi

District Facilities

LOCAL CONTEXT

The graphic on the opposing page focuses on the portion of the SBCCD Service Area that lies within the San Bernardino Valley and contains the SBCCD sites.

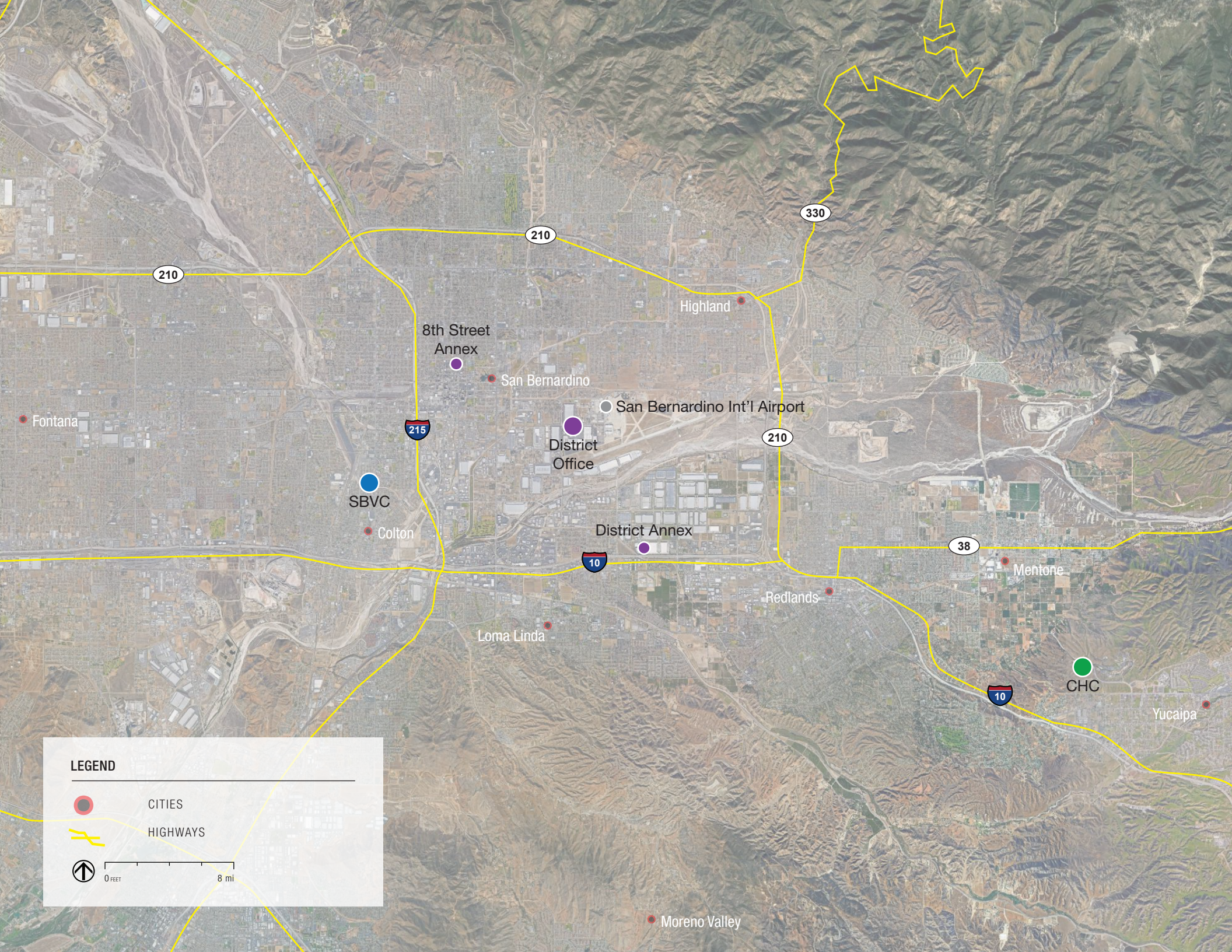
The character of the western portion of the valley is wide open, encompassing well established urban and suburban development. San Bernardino Valley College is located in a suburban neighborhood within the City of San Bernardino at the boundary with the City of Colton. The 8th Street Annex is located in downtown San Bernardino.

In the central portion of the San Bernardino Valley, the former Norton Air Force Base and surrounding properties, as well as much former agricultural land, are being redeveloped for industrial, office, commercial and residential land uses. This is the neighborhood in which the District Office Site and the District Annex are situated. The District Office Site is located within the former base property and the District Annex is housed in a commercial business park within the western edge of the City of Redlands.

Eastward, the character of the geography shifts to low hills and smaller valleys encompassing towns, agriculture areas, and natural open space. Crafton Hills College is located in this area, situated on the Crafton Hills overlooking the cities of Redlands, Yucaipa, and Calimesa.






210
210
330
Highland
8th Street
Annex
San Bernardino
San Bernardino Int'l Airport
Fontana
215
District
Office
210
SBVC
Colton
District Annex
10
38
Mentone
Redlands
Loma Linda
CHC
10
Yucaipa
LEGEND
CITIES
HIGHWAYS
0 FEET
8 mi
Moreno Valley

District Facilities

DISTRICT OFFICE — NEIGHBORHOOD CONTEXT

The District Office Site is centrally located between the Valley College and the CHC campuses on what was the San Bernardino Army Air Field. In 1950, the airfield became Norton Air Force Base, which housed major logistical and air maintenance operations until 1994, when it was realigned to civilian use. Following the remediation of environmental contamination, redevelopment of the former base moved forward under the Inland Valley Development Agency, the joint powers local base redevelopment authority. The flight facilities were repurposed and became the San Bernardino International Airport. The main public entrance to the airport is nearby to the east of the District Office Site.



The District Office Site's neighborhood is in transition. Since the early 2000s, land around the site has been redeveloped parcel by parcel, mainly by businesses that have built large manufacturing and product distribution centers, such as the nearby Stater Bros. and Mattel facilities. Public roadways and infrastructure are being improved to attract businesses and support new facilities. The City of San Bernardino also initiated the redevelopment of the Hospitality Lane District, which lies to the south of the District Office Site at the I-10 and includes many restaurant, retail, and lodging establishments, served by the sbX high-speed bus line. These positive changes are improving the neighborhood.




3RD ST
ART TOWNSEND DR
N FRANK BLAND DR
MATTEL
SBCCD DISTRICT OFFICE PROPERTY
E RIALTO AVE
LELAND NORTON WAY
SAN BERNARDINO INTERNATIONAL AIRPORT
S TIPPECANOE AVE
ENTERPRISE DR
4TH ST
PUBLIC SAFETY ACADEMY
S DEL ROSA DR
HARRY SHEPARD BLVD
STATER BROS
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
2016 ALIGNMENT PLAN
DISTRICT OFFICE NEIGHBORHOOD CONTEXT
0 FEET
100

District Facilities

DISTRICT OFFICE — EXISTING SITE

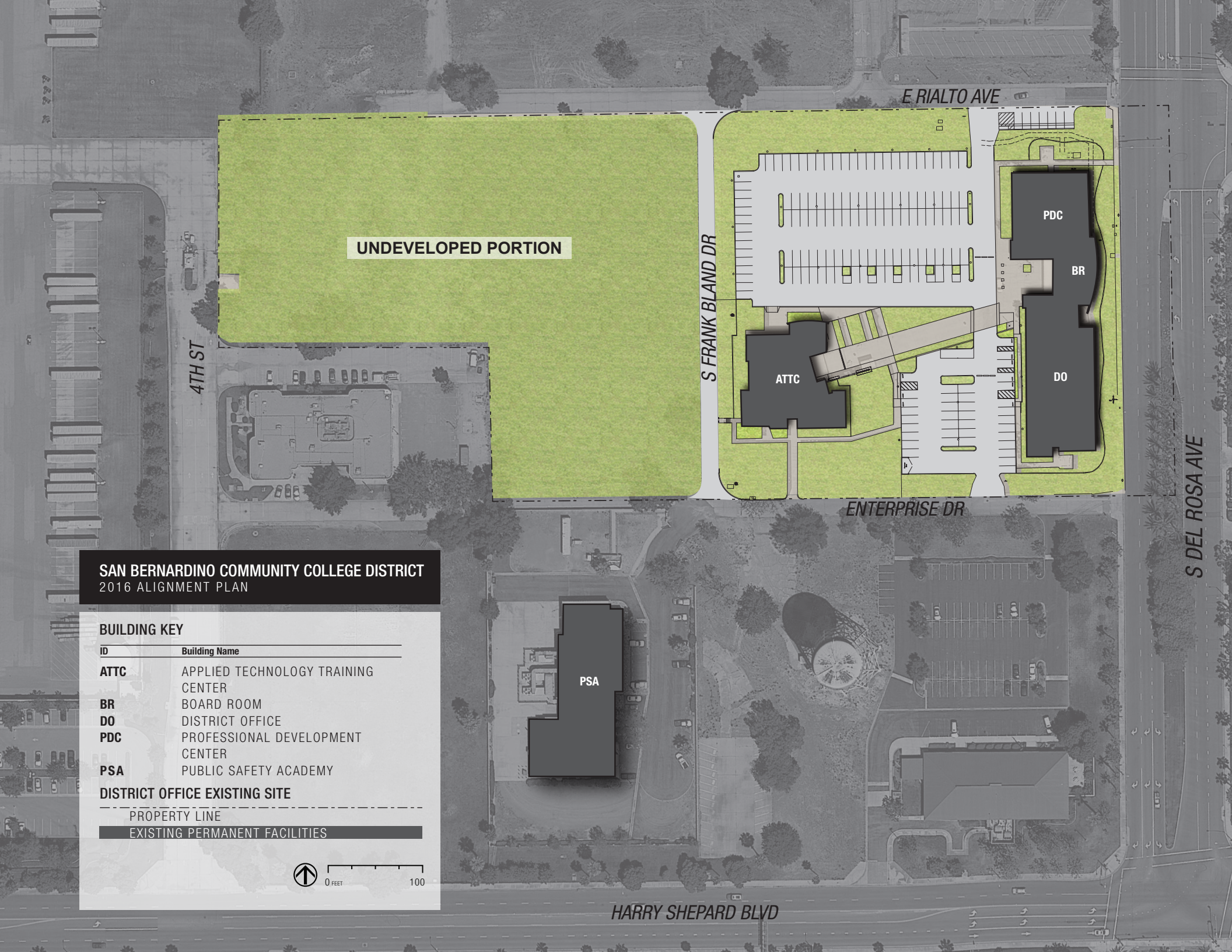
The 8.39-acre District Office Site is composed of a section that abuts Del Rosa Boulevard, which SBCCD acquired and developed in the late 1990s, as well as an undeveloped portion of about 4 acres that was acquired in 2010. The site improvements on the developed portion include two permanent buildings, two surface parking lots, and paved plazas. The District Office Building at 114 S. Del Rosa Drive, opened in 2000. It contains 21,415 assignable square feet (ASF) and 26,800 overall gross square feet (OGSF). The Donald Averill Applied Technology Training Center (ATTC) at 124 S. Del Rosa Drive, opened in 2007. It contains 5,549 ASF and 9,731 OGSF.

These two facilities are in good condition. SBCCD participates in the California Community Colleges Facility Condition Assessment Program, which assesses existing buildings to help districts plan for maintenance and repair work. Each facility is assessed on many levels. In the most recent assessment, which was prepared in spring 2016, both the District Office Building and the ATTC were found to be in good condition. The results of the assessment align with information gathered from interviews with SBCCD staff.

The 4-acre undeveloped portion abuts the western boundary of the developed site. This portion has been cleared of buildings and other above ground site improvements. The portion of East Rialto Avenue that abuts the northern property line of this parcel is minimally improved. Information about the underground site conditions, such as existing utilities was not available for the preparation of the Districtwide Support Services Strategic Plan. It is likely that soil or groundwater contamination from military uses were remediated prior to acquisition by SBCCD, although site-specific information was not available.







SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
2016 ALIGNMENT PLAN

BUILDING KEY

ID	Building Name
ATTC	APPLIED TECHNOLOGY TRAINING CENTER
BR	BOARD ROOM
DO	DISTRICT OFFICE
PDC	PROFESSIONAL DEVELOPMENT CENTER
PSA	PUBLIC SAFETY ACADEMY

DISTRICT OFFICE EXISTING SITE

PROPERTY LINE

EXISTING PERMANENT FACILITIES

0 FEET 100

District Facilities

DISTRICT OFFICE — ZONING

Two types of services are housed on the District Office Site—instructional services and District-level Administrative Services. 11,168 ASF of assignable space house instructional and instructional support services for the Economic Development and Corporate Training (EDCT) division of SBCCD. The District Office Site is well suited for training that involves students, such as incumbent workers that have less need to seek the services to be found on a full-service college campus. Students and business clients are attracted by the easy access, sufficient parking, flexible labs, and attractive, workplace-like atmosphere. EDCT offers training in the ATTC and in the Professional Development Center (PDC), which is situated in the northern wing of the District Office Building.

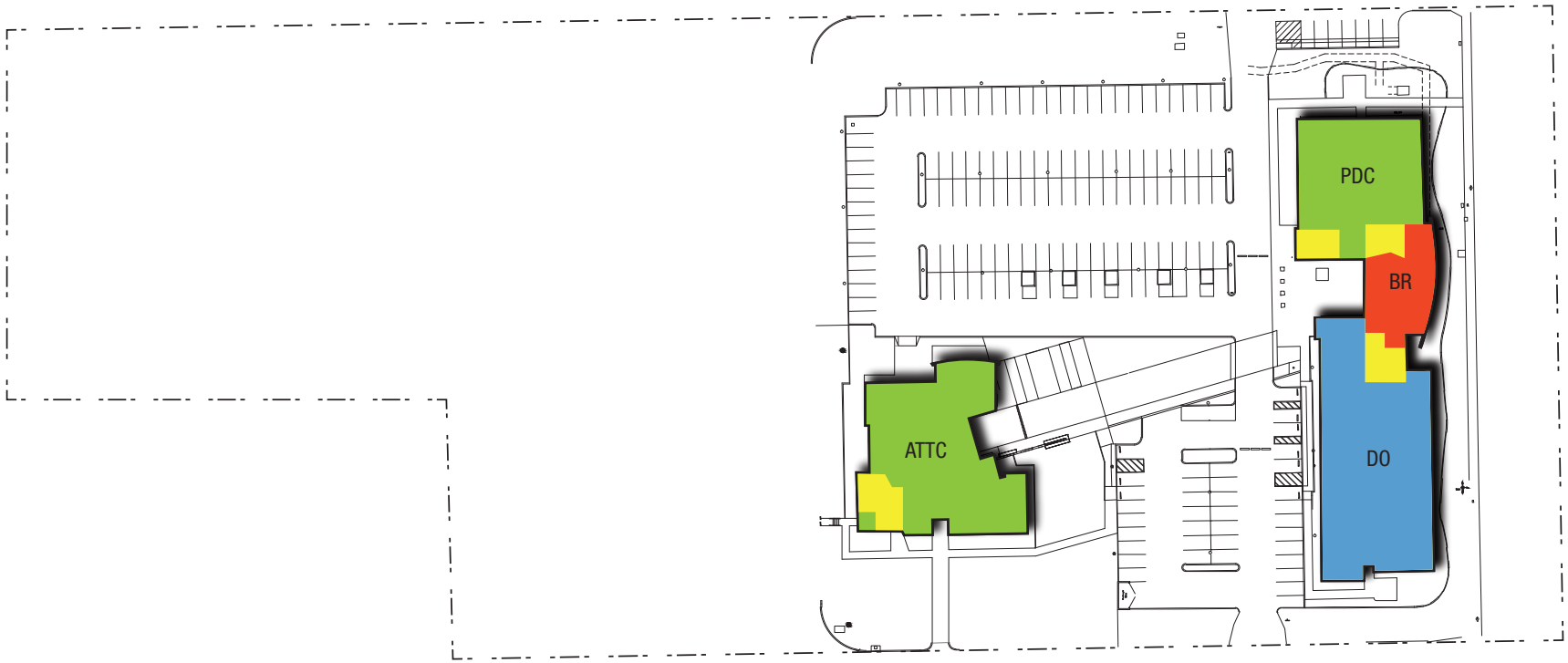
The District-level Administrative Services, including the offices of the Chancellor; Business and Fiscal Services; Office of Institutional Effectiveness, Research, and Planning; and Human Resources are housed in the south wing of the District Office Building. The Board Meeting Room is situated in the center of the District Office Building. These administrative functions occupy 10,363 ASF.





CAMPUS ZONING

- TEMPORARY FACILITIES
- EXISTING/FUTURE BUILDINGS
- BOARD ROOM
- BUILDING SERVICES
- DISTRICT-LEVEL ADMINISTRATIVE SERVICES
- ECONOMIC DEVELOPMENT & CORPORATE TRAINING
- PROPERTY LINE



BUILDING KEY

ID	Building Name
ATTC	APPLIED TECHNOLOGY TRAINING CENTER
BR	BOARD ROOM
DO	DISTRICT OFFICE
PDC	PROFESSIONAL DEVELOPMENT CENTER

0 FEET 100

District Facilities

DISTRICT ANNEX

The District Annex is housed in leased commercial office space at 1289 Bryn Mawr Avenue, in the Redlands Corporate Center in Redlands, California 92374. SBCCD began leasing space for the District Annex on September 20, 2013 for a 5-year term. The monthly lease amount was $11,124.10 for the first year and is set to increase by 3% every year; to be $12,520.27 in the final year.

The District Annex is easily accessed from Interstate Highway 10, in the western portion of the City of Redlands. The District Annex contains 7,830 ASF and 11,110 OGSF in a single-story building that houses the offices of SBCCD Technology & Educational Support Services (TESS) and SBCCD Printing Services. Shared parking is available next to the building. The District Annex was previously housed in the 8th Street Annex in downtown San Bernardino.





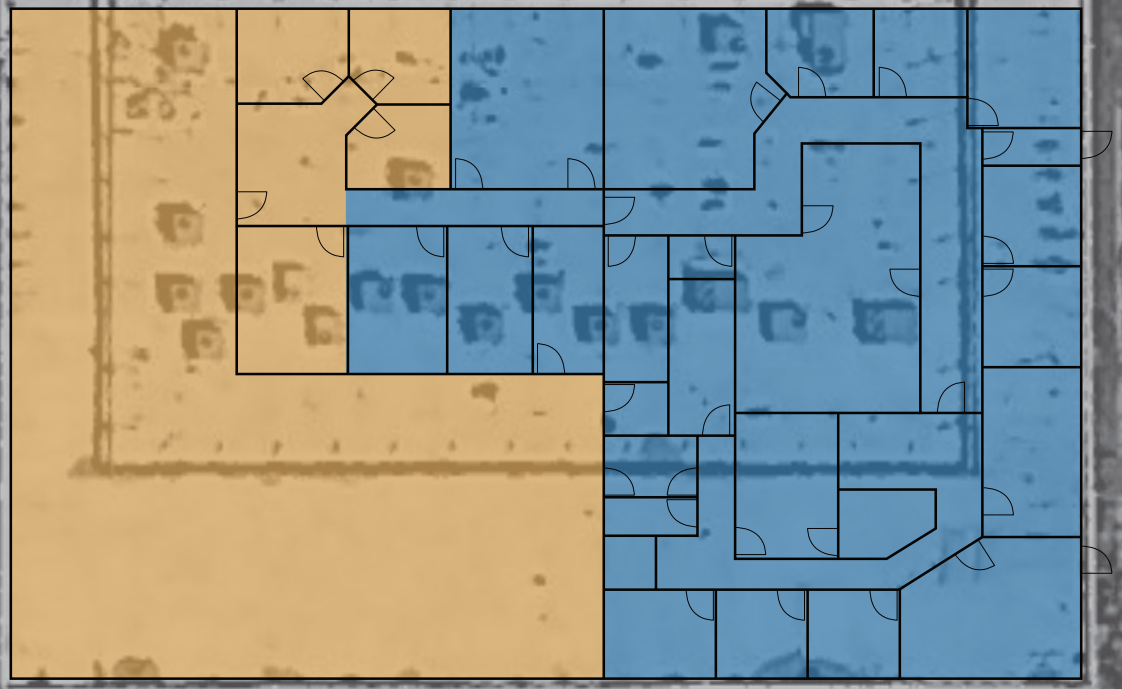
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
2016 ALIGNMENT PLAN

DISTRICT ANNEX ZONING

PRINT SHOP

TESS OFFICES

0 FEET 40



District Facilities

8TH STREET ANNEX

The 8th Street Annex is an SBCCD-owned property in downtown San Bernardino at 441 West 8th Street, San Bernardino, California 92401. The property contains a single-story building and a parking lot. This facility was built in 1988. The building contains 6,265 ASF and 8,771 OGSF. This facility is currently not in use and is classified as inactive space in the space inventory. The most recent facilities condition assessment, which was prepared in spring 2016, found the 8th Street Annex to be in need of minor renovation work.



District Facilities

DISTRICT FACILITIES AT SBVC

The following facilities at San Bernardino Valley College house SBCCD District-level functions:

KVCR Studio in the Media & Communications Building

The Media & Communications building houses studios for the KVCR public television and National Public Radio (NPR), operating under an American Public Media license. This facility also houses the world-wide headquarters of FNX, the First Nations Experience network. The radio station began broadcasting in 1952 and became a heritage station when NPR was launched in 1971. Television broadcasts began in 1963, as part of the National Educational Television (NET) network. KVCR became a heritage station when PBS was launched.

The KVCR studio occupies 9,403 ASF of the total 12,527 ASF in the Media & Communications Building. The remaining 3,124 ASF serve as Valley College instructional space for Radio, TV, Video, and Film (RTVF) courses. The KVCR studios also function as a teaching lab for RTVF courses.

The Media & Communications Building has good visibility and direct vehicular access from Grant Avenue and parking in Parking Lot 11. KVCR's broadcast antenna is situated to the north of the building and is very visible to the surrounding community.

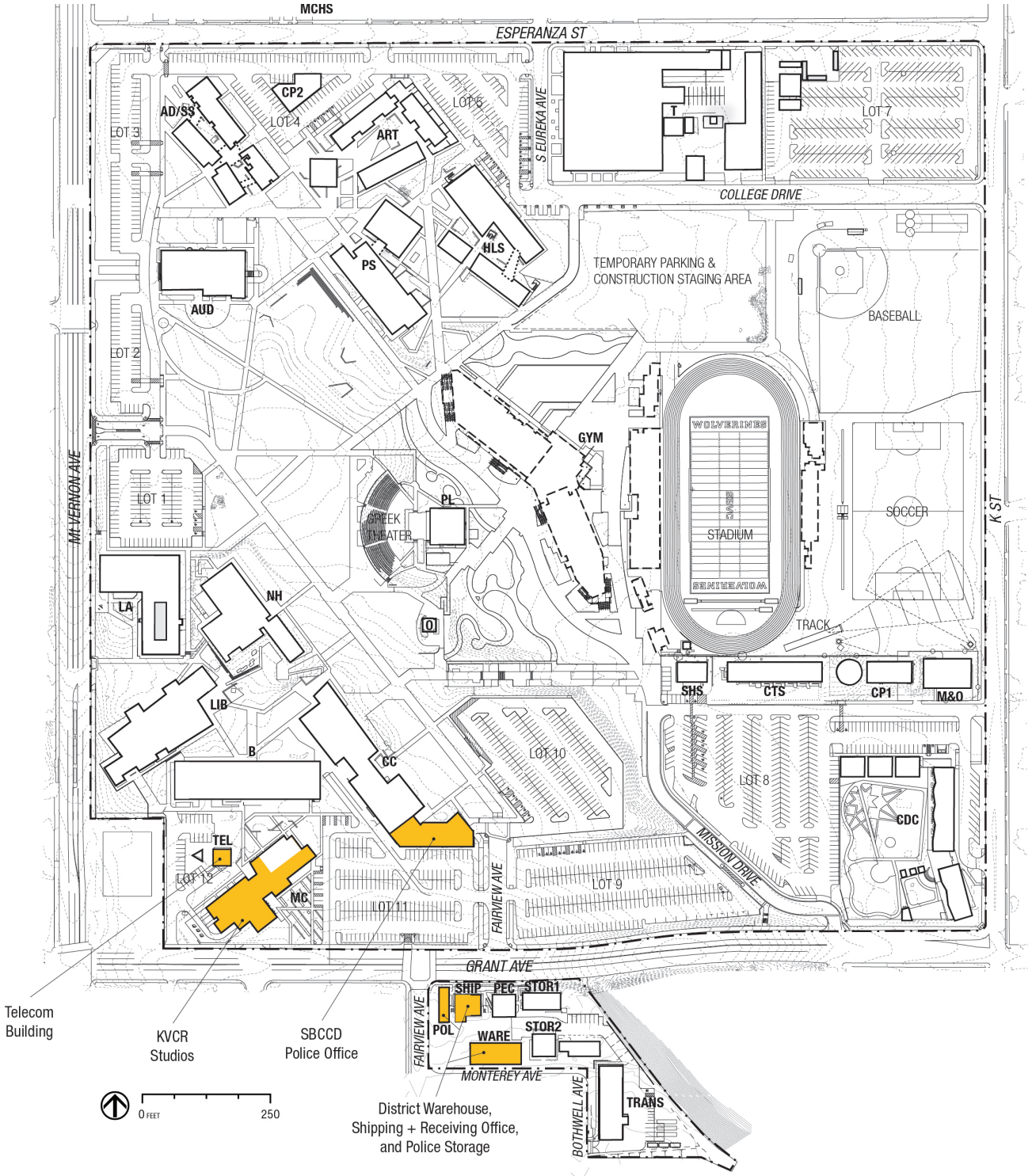
The Media & Communications Building opened in 2010 and is in good condition, however, issues with the facilities have been identified that involve acoustics and sound proofing, space that should be utilized more efficiently, and communication cabling linkages within the facilities. To keep up with the industry, specialized equipment and technology will be due for an update in the near term.

District-wide Telecommunication Gateway in the Telecom Building

The Telecom Building was put into service in 2004. It holds telecommunication equipment that links all SBCCD sites to the District's communication service providers.

District Police Office in the Campus Center

The SBVC Police Office is the base of operations for a post-trained police sergeant and campus security officers (CSOs), as well as a dispatcher and administrative staff who serve the Valley College campus. The District Police Office is located at the southern end of the Campus Center. The Police Department has dedicated use of the adjacent enclosed and gated parking area. This facility, which is conveniently located adjacent to a primary vehicular route, a primary campus gateway, and The Glade, has been serving its purpose well.



DISTRICT FACILITIES AT SBVC

- IN DESIGN/UNDER CONSTRUCTION
- DISTRICT FACILITIES
- SBVC FACILITIES
- EMPTY
- PROPERTY LINE

BUILDING KEY

ID	Building Name
AD/SS	ADMINISTRATION/STUDENT SERVICES
ART	ART CENTER
AUD	AUDITORIUM
B	BUSINESS
CC	CAMPUS CENTER
CP1	CENTRAL PLANT (NEW)
CP2	CENTRAL PLANT (OLD)
CDC	CHILD DEVELOPMENT CENTER
CTS	COMPUTER TECHNOLOGY CENTER
GYM	GYMNASIUM
HLS	HEALTH & LIFE SCIENCE
LA	LIBERAL ARTS
LIB	LIBRARY
M&O	MAINTENANCE & OPERATIONS
MC	MEDIA/COMMUNICATIONS
NH	NORTH HALL
O	OBSERVATORY
PEC	PARENT EDUCATION CENTER
PS	PHYSICAL SCIENCES
PL	PLANETARIUM
POL	POLICE STORAGE
SHIP	SHIPPING & RECEIVING OFFICE
STOR1	STORAGE BUILDING 1
STOR2	STORAGE BUILDING 2
STOR3	STORAGE BUILDING 3
SHS	STUDENT HEALTH SERVICES
T	TECHNICAL
TEL	TELECOM BUILDING
TRANS	TRANSPORTATION
WARE	WAREHOUSE

District Facilities

DISTRICT FACILITIES AT SBVC *(cont.)*

Police Storage Building

This facility in the Fairview Precinct was constructed in 1935 for the Fairview School that occupied this site until it was acquired by SBCCD in 1963. This single-story building has been minimally aDistrictwide Support Services Strategic Planted as storage space for the District Police Department. The facility is not universally accessible. The replacement of storage space for the SBCCD Police Department within a new District Warehouse is recommended in the SBVC Comprehensive Master Plan

Shipping & Receiving Buildings

This facility in the Fairview Precinct was constructed in 1935 for the Fairview School that occupied the site until it was acquired by SBCCD in 1963. This two-story facility has been minimally aDistrictwide Support Services Strategic Planted for the functions that it current serves. The SBCCD shipping and receiving offices and several Technology & Educational Support Services (TESS) offices occupy the upper floor. The ground level space is used for storage by the College. It is likely that the floor/ceiling assembly that separates the ground-level and upper-level spaces does not comply with the building code requirement for a fire resistive assembly. The facility, including building entrances and restrooms, is not universally accessible. In the most recent facilities condition assessment, it was found to be in fair condition. The replacement of the Shipping and Receiving Office is recommended in the SBVC Comprehensive Master Plan.

District Warehouse

The warehouse is an aged modular building that was erected in 1960 and is in poor condition. It does not have a loading dock or covered loading area. The shipping and receiving office is in a separate building, complicating supervision by staff. The replacement of the District Warehouse is recommended in the SBVC Comprehensive Master Plan.


KVCR


TRI-DIM
AAF
BURGESS






SAN BERNARDINO VALLEY COLLEGE
SBCCD Shipping and Receiving
1010 Grant Avenue - Colton CA 92324
Hours: 8 am - 4:30 pm M-F
(909) 384-8235



District Facilities

DISTRICT FACILITIES AT CHC

The following facilities at Crafton Hills College house SBCCD District-level functions:

District Police Office in the Central Complex

The CHC Police Office is the base of operations for a post-trained police sergeant and campus security officers (CSOs), as well as a dispatcher and administrative staff, who serve the CHC campus. The police office, which is currently being renovated, is located on the ground floor with its entrance facing north toward Parking Lot E. Parking for police vehicles is provided in Lot E. This facility, which is conveniently located adjacent to Campus Drive and the Main Quad, at the center of campus, has been serving its purpose well.

SBCCD Construction Office Housed in a Temporary Building in Lot P

This temporary building and the adjacent temporary offices for SBCCD's construction manager, Kitchell-BRJ, are well located to support construction projects that will be completed in 2018. These offices are close to the construction project sites, but hidden from view behind the Performing Arts Center. It is anticipated that these buildings will be removed in the near term and that this site will revert to its original function as parking. A portion of this area will become the location of an addition to the Performing Arts Complex, as recommended in the CHC Comprehensive Master Plan. This addition will provide storage space and a receiving area for deliveries.



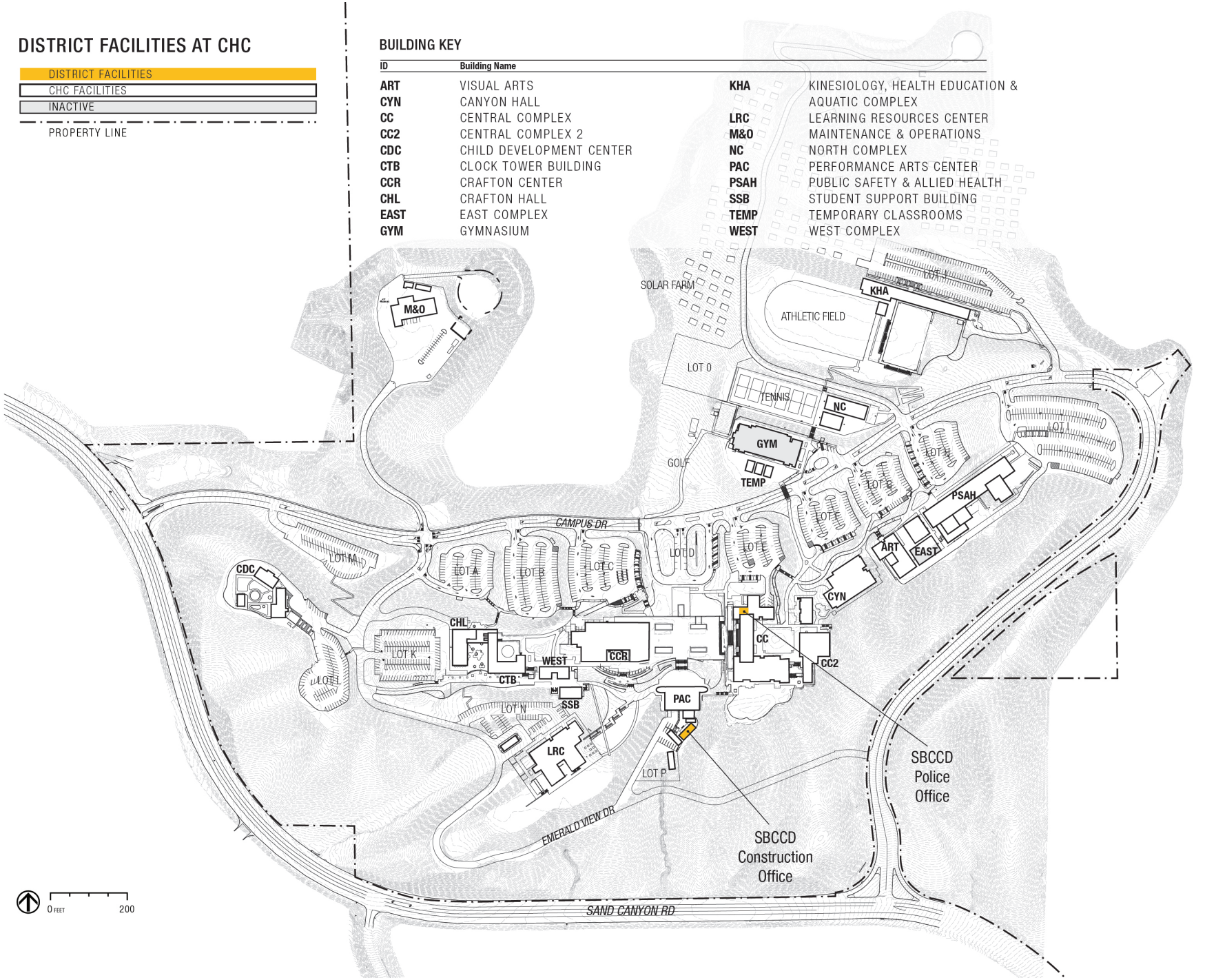


DISTRICT FACILITIES AT CHC

DISTRICT FACILITIES
CHC FACILITIES
INACTIVE
PROPERTY LINE

BUILDING KEY

ID	Building Name
ART	VISUAL ARTS
CYN	CANYON HALL
CC	CENTRAL COMPLEX
CC2	CENTRAL COMPLEX 2
CDC	CHILD DEVELOPMENT CENTER
CTB	CLOCK TOWER BUILDING
CCR	CRAFTON CENTER
CHL	CRAFTON HALL
EAST	EAST COMPLEX
GYM	GYMNASIUM
KHA	KINESIOLOGY, HEALTH EDUCATION & AQUATIC COMPLEX
LRC	LEARNING RESOURCES CENTER
M&O	MAINTENANCE & OPERATIONS
NC	NORTH COMPLEX
PAC	PERFORMANCE ARTS CENTER
PSAH	PUBLIC SAFETY & ALLIED HEALTH
SSB	STUDENT SUPPORT BUILDING
TEMP	TEMPORARY CLASSROOMS
WEST	WEST COMPLEX



District Facilities
OPPORTUNITIES

Through district-wide planning discussions, these opportunities were considered and recommended for further exploration.

District Office Building

The 4-acre undeveloped portion of the District Office Site presents the opportunity to consolidate District functions that would benefit from being co-located into one facility. Measure M originally reserved $22,000,000 for such a project. On August 12, 2010, the Board of Trustees approved the development of space programming for a new District building that would allow all District-level Administrative Services to be centrally located. The new building was intended to house the offices of Technology and Educational Support Services (TESS) and Printing Services. The project would also have included the SBCCD Warehouse and Shipping and Receiving Office, allowing those functions to move out of the Valley College campus. Vacated space in the District Office Building would be repurposed for instructional use, as intended under the terms of the workforce development grant that funded the construction of this building.

In July 2011, due to the fiscal climate that did not permit the sale of the full scope of Measure M bonds, as well as the District's desire to direct funds toward campus building projects that directly benefit students, this project was postponed.

The *Districtwide Support Services Strategic Plan* recommends revisiting the opportunity to consolidate District-level Administrative Services and remove the need to lease space for SBCCD Technology & Educational Support Services and Printing Services. With this opportunity comes the potential to return the existing District Offices to instructional use, if this action aligns with district-wide strategic planning in the future.

Relocating the District Warehouse and Shipping and Receiving Office to this site is not recommended, because the location at the San Bernardino Valley College campus provides an efficient staging and logistics site for that campus, which contains 59% of SBCCD space. For this reason, the replacement of the District Warehouse and Shipping and Receiving Office is recommended in the SBVC Comprehensive Master Plan.

8th Street Annex

(Opportunities for the 8th Street Annex will be explored during discussions that will occur during the fall 2016 semester.)

District Facilities
RECOMMENDATIONS

The *District Needs & Institutional Support Plan* recommends the following actions to support the implementation of San Bernardino Valley College's and Crafton Hills College's facilities master plans.

District-wide Facilities Project Implementation

The CHC and Valley College CMPs set forth the prioritization for facilities project implementation that is recommended by each college council. The Districtwide Support Services Strategic Plan recommends that district-wide prioritization of facilities projects for the Colleges and SBCCD District Office be vetted through collaborative consensus decision-making by the SBCCD District Strategic Planning Committee, who will consider the results of implementation studies and the alignment of projects with the District Strategic Plan to arrive at a recommended priority list.

Implementation Planning

An implementation plan for each campus is recommended to prepare for the orderly and timely implementation of each college's FMP. This important step is intended to prompt decision-making, planning, scheduling, and budgeting at a more detailed level and to prepare for the design and construction phases of individual projects. An implementation plan will create a detailed long-range vision that is linked to design standards and objectives, including goals for sustainability. It will include a multi-discipline study of the campuses' utilities infrastructure systems that must be ready to support each new facility. It will plan for occupant move logistics and temporary housing when needed. It will position SBCCD to make best use of potential funding opportunities.

A key step that is required by accreditation standards is planning for the life-cycle and operational costs of all facilities and campus-wide systems. Only by doing this can SBCCD expect to maintain and refresh its campuses over time, at the level of quality that the community deserves and has come to expect.

Site Utilities Infrastructure Studies

A comprehensive utilities infrastructure study is recommended as the next step to support future facilities with vital services and prepare and budget for efficient and sustainable campus operations. The campus utilities infrastructure will be mapped and assessed with regard to condition and the capacity to respond to planned needs. The college FMPs will serve as the basis to estimate and plan for future needs. The study will begin by thoroughly mapping, documenting, and assessing the condition and capacity of all existing systems. It will model future needs and plan for improvements to the campuses' space heating and cooling, power (including increasing site generated power), natural gas, communications, potable water, expanded use of non-potable irrigation water where available, sewer, and storm water management systems. It will consider emerging technologies and infrastructure systems that support the efficient use of resources and reduce the campuses' environmental impacts. It will plan for compliance with recently enacted water quality regulations that have applied more stringent requirements for retention and treatment to college projects, as well as regulations that require a campus sewer management plan for each campus. It will estimate the budgets and timeframes needed to accomplish this work.

District Facilities
RECOMMENDATIONS *(cont.)*

District Space Standards and Design Guidelines

Before the next building is designed, the DNISP recommends that space standards and design guidelines be established. District-wide space standards, especially for offices, classrooms, conference and meeting rooms, and other typical room types, can help to remove guesswork during design, implement best design practices, promote consistent and equitable allocation of space, improve utilization, facilitate coordination with instructional technology and furnishings, and help to move the space inventory into better alignment with Title V standards. Design guideline that are flexible and based on a foundation of widely valued design principles and proven practical maintenance and operational principles can promote a harmonious campus aesthetic and improve the experience of all who learn and work on the campus. Benefits come through many aspects such as consistent way finding; universal accessibility; sustainable, durable, and healthy environments; and prioritization of intellectually and socially stimulating and student-focused campuses. Certain aspects of the design guidelines would apply to both campuses and all sites, while others would be specific to a single campus and its unique aesthetic qualities.

Sustainability Planning

Continued sustainable facilities planning is recommended to build upon CHC's and Valley College's successes and set milestones toward achieving net-zero energy usage and other sustainability goals that relate to areas such as water, transportation, healthy environments, optimal learning conditions, and waste management. The plan would assess the current state of sustainability at SBCCD, update goals and objectives, and explore strategies and timelines to move SBCCD toward its goals, including a realistic exploration of feasible steps to prepare for net-zero campuses.

SBCCD faculty, staff, and students have expressed their enthusiasm and ideas for sustainability and environmental stewardship. Next step strategies that have been suggested during master planning discussions include:

- Ultra-efficient building design standards
- Micro-grid and battery storage
- Fuel cell electrical generation
- Sub-metering of all systems
- Online dashboard that shows power generation and power usage
- Retro-commissioning on a 3- to 5-year cycle

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

APPENDIX



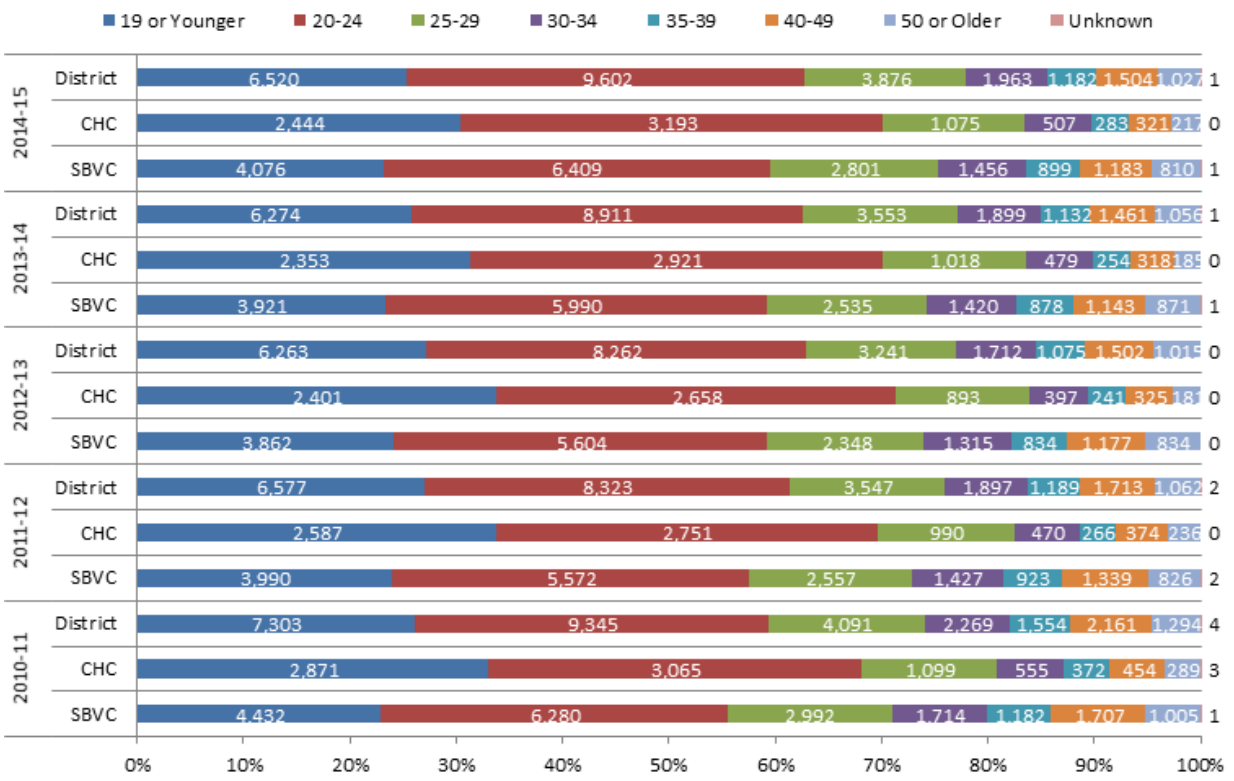
Appendix A: Internal District Profile—— Additional Characteristics

Internal District Profile—Additional Characteristics

STUDENT DEMOGRAPHICS

From 2010-11 to 2014-15, students in the 20-24 age group accounted for an average of 35.5% of enrollment (8,889 students), while students age 19 and under accounted for an average of 26.3% of enrollment (6,587 students), and students 25-29 years old accounted for an average of 14.59% of enrollment (3,662 students). The only age group to increase in enrollment during the five academic years from 2010-11 to 2014-15 was students 20-24 years old (257 students). The age groups that experienced the most decline during the same period were from students age 19 or younger (-783 students) and students 40-49 years old (-657 students).

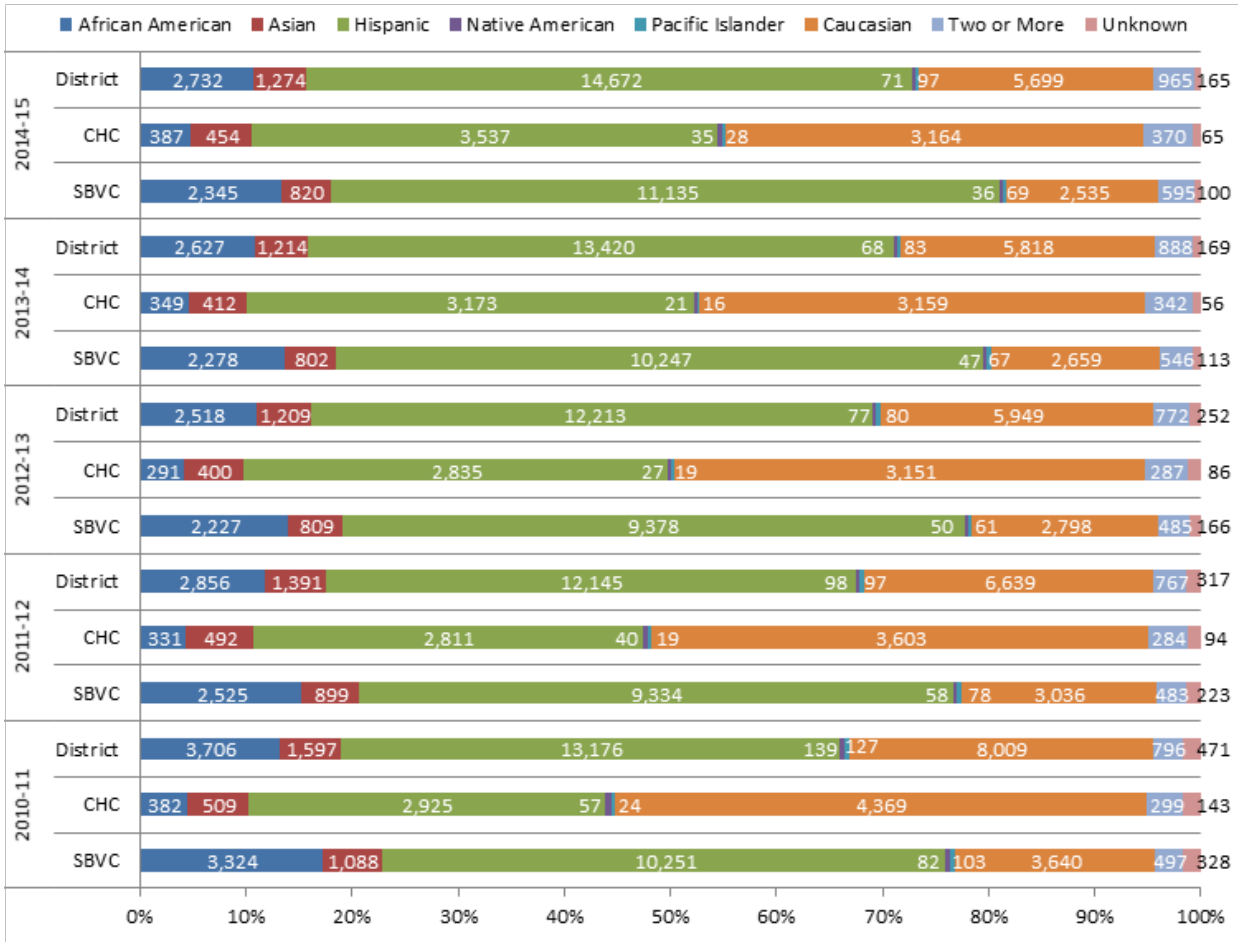
Exhibit A.01 Enrollment by Age Group



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

From 2010-11 to 2014-15, Hispanic students at the District increased from 47.02% of enrollment to 57.15% of enrollment, an increase of 1,496 students. Conversely, Caucasian students decreased from 28.58% of enrollment to 22.2% of enrollment, a decrease of 2,310 students. During the same time, African American students decreased by 974 students, Asian students decreased by 323 students, and students identifying themselves as two or more races increased by 169 students.

Exhibit A.02 Enrollment by Race/Ethnicity



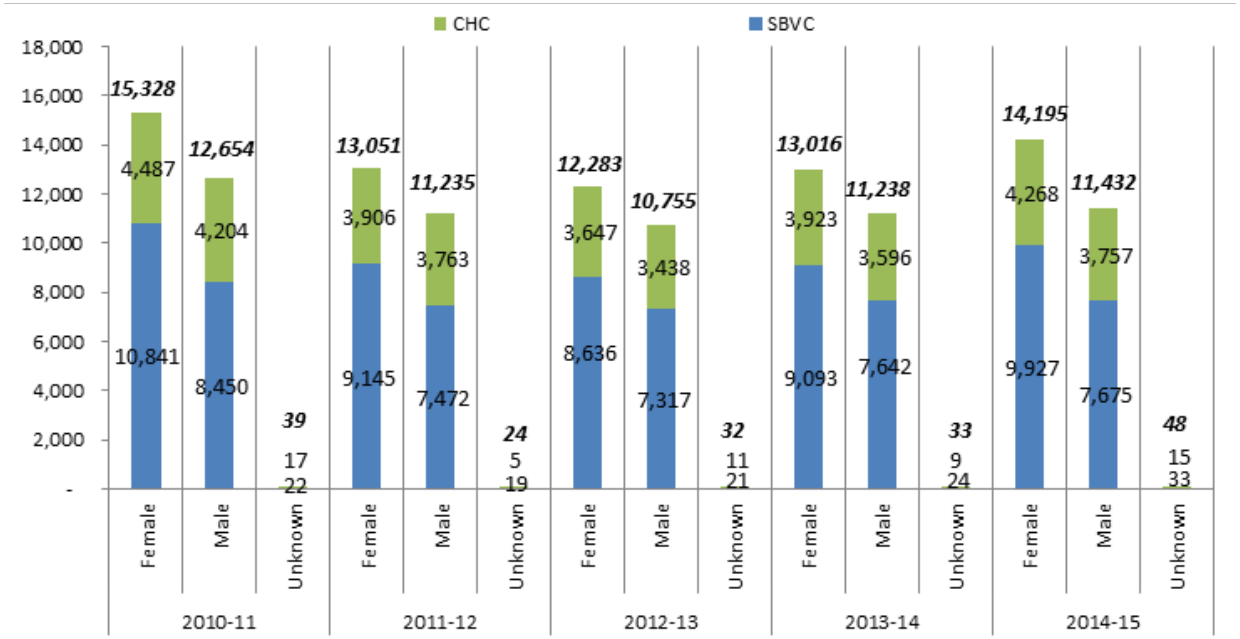
Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

STUDENT DEMOGRAPHICS *(cont.)*

From 2010-11 to 2014-15, females accounted for an average of 54.1% of enrollment (13,575 students), while males accounted for an average of 45.76% of enrollment (11,463 students). During the same time, females decreased by 1,133 students (-7.39%) while males decreased by 1,222 students (-9.66%).

Exhibit A.03 Enrollment by Gender



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

California (CA) residents accounted for an average of 96.27% of enrollment in the SBCCD from 2010-11 to 2014-15. During the same time, enrollment of California residents decreased by 2,812 students (-10.3%). From 2010-11 to 2014-15, CA non-resident (AB 540) students increased by 484 students (149.38%) while foreign country resident enrollment increased by 81 students (30.57%).

Exhibit A.04 Enrollment by Residency Status

Residency Status	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
CA Resident	27,297	23,393	22,299	23,234	24,485
CA Nonresident	324	360	459	670	808
Out of State	10	4	3	2	1
Foreign Country	265	279	213	314	346
Unknown	125	274	96	67	35
Total Unduplicated Enrollment	**28,021**	**24,310**	**23,070**	**24,287**	**25,675**

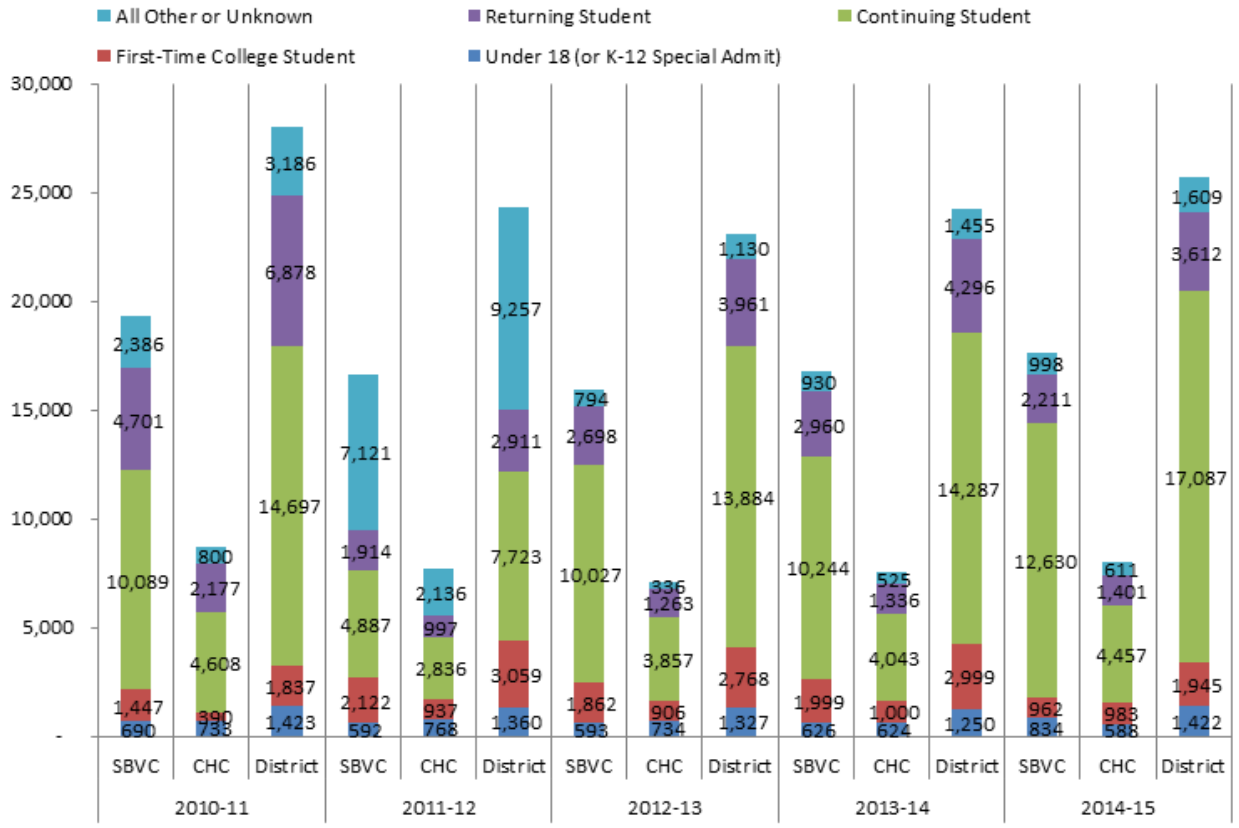
Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Planning Environment - Internal District Profile

STUDENT DEMOGRAPHICS *(cont.)*

From 2012-13 to 2014-15 (the most recent period of growth), continuing students accounted for an average of 61.85% of enrollment (15,086 students), while returning college students accounted for an average of 16.31% of enrollment (3,956 students), and first-time college students accounted for an average of 10.64% of enrollment (2,571 students). During the same three year period, enrollment from continuing students increased by 3,203 students (23.07%) and by 95 students (7.16%) from under 18 (or K-12 special admit) students. However, enrollment from first-time college students decreased by 823 students (-29.73%) and by 349 students (-8.81%) for returning college students.

Exhibit A.05 Enrollment by Enrollment Status



Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

In 2014-15, 63.75% of students in the District (16,367 students) stated that their educational goal was to obtain a bachelor's degree (BA/BS) upon transfer. During the same academic year, 17.25% of students (4,430 students) had an educational goal of obtaining an associate's degree (AA/AS) or certificate without transfer, and 6.46% of students (1,659 students) identified their goals as related to job skills or maintaining a certification/license.

From 2010-11 to 2014-15, the proportion of students with the goal of obtaining a BA/BS increased by 11.56% (1,743 students). During the same time, the proportion of students with goals related to job skills or maintaining a certification/license decreased by 4.45% (-1,398 students). It should also be noted that the number of students with an undecided goal decreased by 191 students during the same time period.

Exhibit A.06 Unduplicated Enrollment by Educational Goal

Educational Goals	Academic Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	#	%	#	%	#	%	#	%	#	%
BA/BS Degree after Assoc.	11,986	42.78%	11,272	46.37%	11,473	49.73%	12,407	51.08%	13,580	52.89%
BA/BS Degree w/o Assoc.	2,638	9.41%	2,486	10.23%	2,411	10.45%	2,457	10.12%	2,787	10.85%
Assoc. Degree w/o trans.	3,323	11.86%	2,895	11.91%	2,735	11.86%	3,006	12.38%	3,133	12.20%
Voc. Assoc. w/o transfer	373	1.33%	288	1.18%	309	1.34%	353	1.45%	333	1.30%
Voc. Certif. w/o transfer	1,039	3.71%	829	3.41%	815	3.53%	868	3.57%	964	3.75%
Career Exploration	348	1.24%	289	1.19%	215	0.93%	191	0.79%	195	0.76%
Acquire Job Skills	1,411	5.04%	1,101	4.53%	950	4.12%	889	3.66%	756	2.94%
Update Job Skills	759	2.71%	559	2.30%	475	2.06%	470	1.94%	444	1.73%
Maintain Cert/License	539	1.92%	415	1.71%	325	1.41%	269	1.11%	264	1.03%
Basic Skills	393	1.40%	281	1.16%	232	1.01%	232	0.96%	211	0.82%
H.S Diploma/GED	91	0.32%	42	0.17%	33	0.14%	40	0.16%	46	0.18%
Non-credit to credit	21	0.07%	21	0.09%	15	0.07%	13	0.05%	6	0.02%
4-yr student taking classes	1,414	5.05%	1,097	4.51%	894	3.88%	923	3.80%	942	3.67%
Educational Development	574	2.05%	419	1.72%	316	1.37%	340	1.40%	402	1.57%
Personal Interest	72	0.26%	31	0.13%	20	0.09%	15	0.06%	8	0.03%
Undecided Goal	2,685	9.58%	2,118	8.71%	1,702	7.38%	1,664	6.85%	1,439	5.60%
Uncollected/Unreported	355	1.27%	167	0.69%	150	0.65%	150	0.62%	164	0.64%
Not Applicable	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.00%
Total	**28,021**	**100.00%**	**24,310**	**100.00%**	**23,070**	**100.00%**	**24,287**	**100.00%**	**25,675**	**100.00%**

Source: SBCCD Office of Institutional Effectiveness, Research & Planning, from the local District SIM 2015

Appendix B: Full Listing of Service Area + Regional Job Openings by Occupation (2015 – 2025)

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department)

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ACCT	Accountants and Auditors	112	2,073	2,556	483	23%	$34.13
ACCT	Billing and Posting Clerks	71	1,448	1,811	363	25%	$17.21
ACCT	Bookkeeping, Accounting, and Auditing Clerks	58	3,652	3,831	179	5%	$19.14
ACCT	Brokerage Clerks	1	34	34	0	0%	$22.36
ACCT	Budget Analysts	5	133	142	9	7%	$31.14
ACCT	Credit Analysts	5	73	89	16	22%	$35.39
ACCT	Credit Authorizers, Checkers, and Clerks	2	58	68	10	17%	$15.78
ACCT	Credit Counselors	5	138	160	22	16%	$22.74
ACCT	Financial Analysts	8	152	194	42	28%	$41.25
ACCT	Financial Clerks, All Other	3	66	75	9	14%	$18.98
ACCT	Financial Managers	46	1,115	1,281	166	15%	$55.34
ACCT	Financial Specialists, All Other	6	303	331	28	9%	$24.92
ACCT	Insurance Claims and Policy Processing Clerks	19	549	573	24	4%	$16.54
ACCT	Loan Interviewers and Clerks	18	452	551	99	22%	$19.68
ACCT	Loan Officers	26	615	756	141	23%	$37.78
ACCT	New Accounts Clerks	2	61	60	(1)	(2%)	$17.13
ACCT	Payroll and Timekeeping Clerks	22	649	683	34	5%	$19.68
ACCT	Personal Financial Advisors	7	165	185	20	12%	$40.16
ACCT	Securities, Commodities, and Financial Services Sales Agents	16	536	570	34	6%	$28.48
ACCT	Tax Examiners and Collectors, and Revenue Agents	3	72	67	(5)	(7%)	$34.34
ACCT	Tax Preparers	8	193	215	22	11%	$19.53
ACCT	Tellers	58	1,198	1,231	33	3%	$13.95
ADJUS/CORREC	Administrative Law Judges, Adjudicators, and Hearing Officers	Insf. Data	17	16	(1)	(6%)	$59.51
ADJUS/CORREC	Correctional Officers and Jailers	15	405	433	28	7%	$34.52
ADJUS/CORREC	Detectives and Criminal Investigators	5	180	179	(1)	(1%)	$45.08
ADJUS/CORREC	Dispatchers, Except Police, Fire, and Ambulance	44	1,006	1,162	156	16%	$19.27
ADJUS/CORREC	First-Line Supervisors of Correctional Officers	2	51	54	3	6%	$45.60
ADJUS/CORREC	First-Line Supervisors of Police and Detectives	2	28	34	6	21%	$59.80
ADJUS/CORREC	First-Line Supervisors of Protective Service Workers, All Other	6	138	157	19	14%	$25.48
ADJUS/CORREC	Judges, Magistrate Judges, and Magistrates	Insf. Data	13	14	1	8%	$103.10

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ADJUS/CORREC	Police and Sheriff's Patrol Officers	23	482	538	56	12%	$42.26
ADJUS/CORREC	Police, Fire, and Ambulance Dispatchers	3	88	90	2	2%	$24.89
ADJUS/CORREC	Private Detectives and Investigators	1	17	24	7	41%	$28.04
ADJUS/CORREC	Probation Officers and Correctional Treatment Specialists	2	86	91	5	6%	$40.12
ADJUS/CORREC	Protective Service Workers, All Other	18	664	739	75	11%	$15.39
ADJUS/CORREC	Security Guards	72	2,632	2,946	314	12%	$12.59
ADJUS/CORREC	Transportation Security Screeners	2	93	90	(3)	(3%)	$19.83
AERO	Air Traffic Controllers	Insf. Data	13	14	1	8%	$50.61
AERO	Aircraft Mechanics and Service Technicians	8	177	206	29	16%	$28.06
AERO	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	2	54	62	8	15%	$24.25
AERO	Avionics Technicians	Insf. Data	13	17	4	31%	$31.83
ANTHRO	Anthropologists and Archeologists	Insf. Data	28	32	4	14%	$25.61
ARCH	Architects, Except Landscape and Naval	3	63	78	15	24%	$44.10
ARCH	Architectural and Civil Drafters	3	158	160	2	1%	$28.12
ARCH	Architectural and Engineering Managers	11	281	295	14	5%	$63.85
ARCH	Drafters, All Other	Insf. Data	22	25	3	14%	$25.08
ARCH	Interior Designers	4	82	98	16	20%	$25.03
ARCH	Landscape Architects	1	35	40	5	14%	$37.07
ARCH	Urban and Regional Planners	1	41	46	5	12%	$38.27
ART	Art Directors	Insf. Data	22	26	4	18%	$39.57
ART	Artists and Related Workers, All Other	Insf. Data	19	19	0	0%	$28.67
ART	Designers, All Other	Insf. Data	13	15	2	15%	$24.49
ART	Fashion Designers	1	20	28	8	40%	$27.44
ART	Fine Artists, Including Painters, Sculptors, and Illustrators	1	47	48	1	2%	$38.41
ART	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	1	34	33	(1)	(3%)	$15.07
ART	Graphic Designers	10	283	310	27	10%	$21.67
ART	Multimedia Artists and Animators	Insf. Data	14	17	3	21%	$30.40
ART	Photographers	5	128	130	2	2%	$21.99
ART	Photographic Process Workers and Processing Machine Operators	Insf. Data	57	48	(9)	(16%)	$14.27
AUTO	Automotive Body and Related Repairers	10	347	311	(36)	(10%)	$21.45

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
AUTO	Automotive Glass Installers and Repairers	Insf. Data	43	34	(9)	(21%)	$14.67
AUTO	Automotive Service Technicians and Mechanics	105	2,465	2,794	329	13%	$19.72
AUTO	Electronic Equipment Installers and Repairers, Motor Vehicles	Insf. Data	57	38	(19)	(33%)	$16.23
AUTO	Engine and Other Machine Assemblers	2	58	66	8	14%	$20.26
AUTO	Farm Equipment Mechanics and Service Technicians	Insf. Data	18	17	(1)	(6%)	$20.33
AUTO	First-Line Supervisors of Mechanics, Installers, and Repairers	41	1,087	1,258	171	16%	$34.51
AUTO	Industrial Machinery Mechanics	37	690	855	165	24%	$26.05
AUTO	Installation, Maintenance, and Repair Workers, All Other	13	455	508	53	12%	$18.20
AUTO	Insurance Appraisers, Auto Damage	Insf. Data	22	19	(3)	(14%)	$25.17
AUTO	Maintenance and Repair Workers, General	149	3,126	3,698	572	18%	$18.75
AUTO	Maintenance Workers, Machinery	10	311	359	48	15%	$21.60
AUTO	Mobile Heavy Equipment Mechanics, Except Engines	12	330	361	31	9%	$26.17
AUTO	Motorboat Mechanics and Service Technicians	3	41	60	19	46%	$18.08
AUTO	Motorcycle Mechanics	3	48	62	14	29%	$24.18
AUTO	Outdoor Power Equipment and Other Small Engine Mechanics	2	42	51	9	21%	$16.09
AUTO	Recreational Vehicle Service Technicians	3	59	65	6	10%	$20.11
AUTO	Tire Repairers and Changers	31	697	753	56	8%	$12.99
BIOL	Anesthesiologists	7	100	137	37	37%	$112.15
BIOL	Biological Scientists, All Other	3	86	84	(2)	(2%)	$32.80
BIOL	Biological Technicians	4	84	97	13	15%	$19.65
BIOL	Biomedical Engineers	3	79	69	(10)	(13%)	$48.18
BIOL	Chiropractors	2	62	69	7	11%	$44.30
BIOL	Family and General Practitioners	26	508	614	106	21%	$101.14
BIOL	Genetic Counselors	Insf. Data	14	17	3	21%	$31.37
BIOL	Health Diagnosing and Treating Practitioners, All Other	6	165	181	16	10%	$32.36
BIOL	Internists, General	6	73	107	34	47%	$85.10
BIOL	Life Scientists, All Other	Insf. Data	15	17	2	13%	$45.03
BIOL	Life, Physical, and Social Science Technicians, All Other	5	89	99	10	11%	$24.96
BIOL	Medical and Clinical Laboratory Technicians	20	330	434	104	32%	$19.57
BIOL	Medical and Clinical Laboratory Technologists	13	172	251	79	46%	$33.13

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
BIOL	Medical Scientists, Except Epidemiologists	12	239	277	38	16%	$43.18
BIOL	Microbiologists	1	26	30	4	15%	$35.49
BIOL	Obstetricians and Gynecologists	5	67	91	24	36%	$114.33
BIOL	Pediatricians, General	5	91	116	25	27%	$89.38
BIOL	Physicians and Surgeons, All Other	59	949	1,230	281	30%	$59.29
BIOL	Surgeons	10	150	201	51	34%	$103.42
BIOL	Veterinarians	4	107	128	21	20%	$45.05
BIOL	Veterinary Assistants and Laboratory Animal Caretakers	10	271	307	36	13%	$13.89
BIOL	Veterinary Technologists and Technicians	7	157	204	47	30%	$15.57
BIOL	Zoologists and Wildlife Biologists	Insf. Data	23	25	2	9%	$32.59
BUSAD	Administrative Services Managers	26	649	774	125	19%	$39.83
BUSAD	Advertising and Promotions Managers	2	46	52	6	13%	$39.11
BUSAD	Advertising Sales Agents	7	184	172	(12)	(7%)	$20.32
BUSAD	Arbitrators, Mediators, and Conciliators	Insf. Data	15	16	1	7%	$35.87
BUSAD	Business Operations Specialists, All Other	49	1,866	2,114	248	13%	$31.17
BUSAD	Chief Executives	14	524	571	47	9%	$87.79
BUSAD	Claims Adjusters, Examiners, and Investigators	17	598	564	(34)	(6%)	$29.29
BUSAD	Compensation and Benefits Managers	1	22	25	3	14%	$57.30
BUSAD	Compensation, Benefits, and Job Analysis Specialists	5	131	151	20	15%	$29.93
BUSAD	Compliance Officers	12	500	545	45	9%	$34.08
BUSAD	Correspondence Clerks	Insf. Data	19	19	0	0%	$12.58
BUSAD	Cost Estimators	29	639	700	61	10%	$31.90
BUSAD	Education Administrators, Postsecondary	15	275	335	60	22%	$52.24
BUSAD	Executive Secretaries and Executive Administrative Assistants	25	1,357	1,445	88	6%	$25.87
BUSAD	File Clerks	15	555	578	23	4%	$15.00
BUSAD	First-Line Supervisors of Non-Retail Sales Workers	16	518	613	95	18%	$29.95
BUSAD	First-Line Supervisors of Office and Administrative Support Workers	145	4,065	4,828	763	19%	$25.41
BUSAD	General and Operations Managers	257	5,705	6,673	968	17%	$51.26
BUSAD	Human Resources Assistants, Except Payroll and Timekeeping	9	428	467	39	9%	$18.38
BUSAD	Human Resources Managers	12	223	265	42	19%	$48.38

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
BUSAD	Human Resources Specialists	46	1,096	1,246	150	14%	$28.26
BUSAD	Industrial Production Managers	16	427	447	20	5%	$47.15
BUSAD	Information and Record Clerks, All Other	14	348	392	44	13%	$18.74
BUSAD	Insurance Underwriters	2	75	72	(3)	(4%)	$28.52
BUSAD	Labor Relations Specialists	5	196	177	(19)	(10%)	$32.54
BUSAD	Legal Secretaries	4	171	189	18	11%	$17.49
BUSAD	Legal Support Workers, All Other	3	96	97	1	1%	$21.90
BUSAD	Management Analysts	38	944	1,171	227	24%	$39.39
BUSAD	Managers, All Other	19	494	561	67	14%	$50.61
BUSAD	Market Research Analysts and Marketing Specialists	32	725	943	218	30%	$27.71
BUSAD	Marketing Managers	12	249	300	51	20%	$58.93
BUSAD	Office and Administrative Support Workers, All Other	52	1,403	1,516	113	8%	$13.19
BUSAD	Office Clerks, General	303	8,484	9,520	1,036	12%	$14.58
BUSAD	Operations Research Analysts	3	46	69	23	50%	$41.54
BUSAD	Order Clerks	37	856	965	109	13%	$16.52
BUSAD	Paralegals and Legal Assistants	19	483	550	67	14%	$24.14
BUSAD	Procurement Clerks	9	207	221	14	7%	$20.22
BUSAD	Production, Planning, and Expediting Clerks	41	911	1,049	138	15%	$19.92
BUSAD	Purchasing Agents, Except Wholesale, Retail, and Farm Products	23	562	623	61	11%	$26.63
BUSAD	Purchasing Managers	5	132	149	17	13%	$46.53
BUSAD	Receptionists and Information Clerks	140	2,713	3,286	573	21%	$13.52
BUSAD	Sales Engineers	5	87	110	23	26%	$46.03
BUSAD	Sales Managers	48	1,179	1,351	172	15%	$54.10
BUSAD	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	130	5,172	5,877	705	14%	$17.89
BUSAD	Training and Development Managers	2	41	49	8	20%	$49.73
BUSAD	Training and Development Specialists	21	450	537	87	19%	$27.13
BUSAD	Transportation, Storage, and Distribution Managers	27	499	642	143	29%	$41.14
CD	Career/Technical Education Teachers, Secondary School	5	124	142	18	15%	$32.76
CD	Childcare Workers	88	2,211	2,389	178	8%	$12.70

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
CD	Education Administrators, All Other	6	127	142	15	12%	$44.33
CD	Education Administrators, Elementary and Secondary School	29	661	741	80	12%	$50.69
CD	Education Administrators, Preschool and Childcare Center/Program	5	110	125	15	14%	$25.29
CD	Elementary School Teachers, Except Special Education	189	5,614	6,181	567	10%	$35.15
CD	Kindergarten Teachers, Except Special Education	37	946	1,027	81	9%	$31.29
CD	Middle School Teachers, Except Special and Career/Technical Education	60	1,601	1,811	210	13%	$34.95
CD	Preschool Teachers, Except Special Education	42	956	1,071	115	12%	$15.09
CD	Secondary School Teachers, Except Special and Career/Technical Education	95	2,438	2,755	317	13%	$33.43
CD	Self-Enrichment Education Teachers	18	402	493	91	23%	$17.57
CD	Special Education Teachers, All Other	5	126	148	22	17%	$37.73
CD	Special Education Teachers, Kindergarten and Elementary School	24	729	817	88	12%	$36.51
CD	Special Education Teachers, Middle School	9	260	293	33	13%	$31.80
CD	Special Education Teachers, Preschool	4	67	90	23	34%	$24.37
CD	Special Education Teachers, Secondary School	11	320	368	48	15%	$33.50
CD	Substitute Teachers	127	4,543	4,893	350	8%	$18.57
CD	Teacher Assistants	172	4,626	5,153	527	11%	$14.34
CD	Teachers and Instructors, All Other	29	959	1,054	95	10%	$27.41
CHEM	Chemical Engineers	Insf. Data	25	26	1	4%	$47.43
CHEM	Chemical Plant and System Operators	2	37	33	(4)	(11%)	$28.18
CHEM	Chemical Technicians	3	60	63	3	5%	$20.74
CHEM	Chemists	4	103	113	10	10%	$31.12
CHEM	Forensic Science Technicians	2	26	33	7	27%	$31.67
CIT/CS	Computer and Information Research Scientists	Insf. Data	36	40	4	11%	$50.76
CIT/CS	Computer and Information Systems Managers	15	415	504	89	21%	$56.45
CIT/CS	Computer Hardware Engineers	1	17	23	6	35%	$53.22
CIT/CS	Computer Network Architects	3	70	92	22	31%	$50.66
CIT/CS	Computer Network Support Specialists	7	226	264	38	17%	$31.83
CIT/CS	Computer Occupations, All Other	7	266	293	27	10%	$37.37
CIT/CS	Computer Operators	2	115	119	4	3%	$19.29

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
CIT/CS	Computer Programmers	8	197	217	20	10%	$37.38
CIT/CS	Computer Systems Analysts	21	483	616	133	28%	$37.31
CIT/CS	Computer User Support Specialists	28	852	1,008	156	18%	$25.62
CIT/CS	Database Administrators	5	106	130	24	23%	$40.56
CIT/CS	Information Security Analysts	2	42	56	14	33%	$46.26
CIT/CS	Network and Computer Systems Administrators	17	536	625	89	17%	$41.95
CIT/CS	Software Developers, Applications	26	722	865	143	20%	$48.73
CIT/CS	Software Developers, Systems Software	8	151	205	54	36%	$50.22
CIT/CS	Web Developers	7	159	203	44	28%	$30.98
COMMST	Audio and Video Equipment Technicians	6	159	179	20	13%	$17.61
COMMST	Audio-Visual and Multimedia Collections Specialists	Insf. Data	44	49	5	11%	$18.65
COMMST	Broadcast Technicians	Insf. Data	12	14	2	17%	$26.37
COMMST	Fundraisers	3	73	91	18	25%	$26.73
COMMST	Media and Communication Equipment Workers, All Other	Insf. Data	31	31	0	0%	$31.66
COMMST	Media and Communication Workers, All Other	2	48	55	7	15%	$18.93
COMMST	Public Relations and Fundraising Managers	4	63	78	15	24%	$45.80
COMMST	Public Relations Specialists	8	231	279	48	21%	$25.83
COMMST	Radio and Television Announcers	4	118	114	(4)	(3%)	$14.50
COMMST	Reporters and Correspondents	Insf. Data	26	11	(15)	(58%)	$18.90
COMMST	Sales and Related Workers, All Other	9	281	330	49	17%	$13.93
COMMST	Sales Representatives, Services, All Other	79	1,952	2,285	333	17%	$27.26
COMMST	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	161	3,141	3,994	853	27%	$31.51
COMMST	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	24	446	577	131	29%	$34.27
COMMST	Sound Engineering Technicians	Insf. Data	13	14	1	8%	$20.75
CULART	Bakers	36	970	1,082	112	12%	$12.43
CULART	Butchers and Meat Cutters	18	503	574	71	14%	$14.78
CULART	Chefs and Head Cooks	15	388	470	82	21%	$17.51
CULART	Cooks, All Other	2	36	43	7	19%	$12.87

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
CULART	Cooks, Institution and Cafeteria	42	829	998	169	20%	$13.96
CULART	Cooks, Private Household	Insf. Data	15	14	(1)	(7%)	$20.74
CULART	First-Line Supervisors of Food Preparation and Serving Workers	168	2,746	3,474	728	27%	$14.95
CULART	Food Batchmakers	14	447	462	15	3%	$13.49
CULART	Food Cooking Machine Operators and Tenders	3	86	92	6	7%	$14.23
CULART	Food Processing Workers, All Other	3	94	104	10	11%	$14.18
CULART	Food Service Managers	35	878	1,029	151	17%	$23.93
DANCE	Choreographers	Insf. Data	13	14	1	8%	$28.79
DANCE	Dancers	1	24	25	1	4%	$14.36
DIESEL	Bus and Truck Mechanics and Diesel Engine Specialists	55	1,420	1,696	276	19%	$21.75
ECON	Economists	2	44	51	7	16%	$33.83
ELEC/ELECTR	Computer, Automated Teller, and Office Machine Repairers	6	129	156	27	21%	$17.43
ELEC/ELECTR	Control and Valve Installers and Repairers, Except Mechanical Door	9	196	198	2	1%	$31.31
ELEC/ELECTR	Electric Motor, Power Tool, and Related Repairers	1	20	26	6	30%	$23.77
ELEC/ELECTR	Electrical and Electronic Equipment Assemblers	11	303	354	51	17%	$15.46
ELEC/ELECTR	Electrical and Electronics Drafters	2	65	72	7	11%	$28.99
ELEC/ELECTR	Electrical and Electronics Engineering Technicians	8	234	248	14	6%	$29.19
ELEC/ELECTR	Electrical and Electronics Installers and Repairers, Transportation Equipment	Insf. Data	14	16	2	14%	$25.74
ELEC/ELECTR	Electrical and Electronics Repairers, Commercial and Industrial Equipment	4	143	157	14	10%	$28.15
ELEC/ELECTR	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Insf. Data	29	31	2	7%	$38.80
ELEC/ELECTR	Electrical Engineers	6	133	154	21	16%	$46.44
ELEC/ELECTR	Electrical Power-Line Installers and Repairers	31	472	554	82	17%	$44.13
ELEC/ELECTR	Electricians	55	1,324	1,633	309	23%	$29.49
ELEC/ELECTR	Electromechanical Equipment Assemblers	2	49	53	4	8%	$14.32
ELEC/ELECTR	Electro-Mechanical Technicians	Insf. Data	13	14	1	8%	$27.65
ELEC/ELECTR	Electronic Home Entertainment Equipment Installers and Repairers	2	83	94	11	13%	$21.84
ELEC/ELECTR	Electronics Engineers, Except Computer	8	255	273	18	7%	$46.23
ELEC/ELECTR	Helpers--Electricians	6	111	148	37	33%	$13.96

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ELEC/ELECTR	Home Appliance Repairers	18	280	363	83	30%	$22.76
ELEC/ELECTR	Medical Equipment Repairers	3	70	88	18	26%	$26.68
ELEC/ELECTR	Meter Readers, Utilities	2	107	89	(18)	(17%)	$22.63
ELEC/ELECTR	Power Plant Operators	9	197	200	3	2%	$31.43
ELEC/ELECTR	Precision Instrument and Equipment Repairers, All Other	Insf. Data	25	28	3	12%	$25.67
ELEC/ELECTR	Radio, Cellular, and Tower Equipment Installers and Repairs	1	35	42	7	20%	$23.20
ELEC/ELECTR	Solar Photovoltaic Installers	2	55	66	11	20%	$23.76
ELEC/ELECTR	Telecommunications Equipment Installers and Repairers, Except Line Installers	10	434	480	46	11%	$28.93
ELEC/ELECTR	Telecommunications Line Installers and Repairers	16	414	484	70	17%	$25.84
ENGL	Adult Basic and Secondary Education and Literacy Teachers and Instructors	5	166	186	20	12%	$39.58
ENGL	Court Reporters	Insf. Data	21	22	1	5%	$40.76
ENGL	Editors	2	48	41	(7)	(15%)	$21.86
ENGL	Technical Writers	3	54	64	10	19%	$38.11
ENGL	Writers and Authors	1	36	40	4	11%	$31.22
ENGR	Aerospace Engineers	2	52	58	6	12%	$46.39
ENGR	Civil Engineering Technicians	2	50	53	3	6%	$30.22
ENGR	Civil Engineers	19	498	522	24	5%	$46.06
ENGR	Engineering Technicians, Except Drafters, All Other	7	200	203	3	2%	$31.40
ENGR	Engineers, All Other	6	197	206	9	5%	$46.10
ENGR	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	1	28	32	4	14%	$40.86
ENGR	Industrial Engineering Technicians	4	95	100	5	5%	$24.53
ENGR	Industrial Engineers	13	259	294	35	14%	$37.34
ENGR	Materials Engineers	1	28	31	3	11%	$42.95
ENGR	Mechanical Engineering Technicians	2	42	45	3	7%	$22.07
ENGR	Mechanical Engineers	13	295	326	31	11%	$41.18
ENV	Conservation Scientists	Insf. Data	17	18	1	6%	$37.55
ENV	Environmental Engineering Technicians	2	35	41	6	17%	$24.60

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ENV	Environmental Engineers	3	66	78	12	18%	$43.02
ENV	Environmental Science and Protection Technicians, Including Health	3	37	46	9	24%	$24.50
ENV	Environmental Scientists and Specialists, Including Health	12	247	283	36	15%	$38.30
ENV	Forest and Conservation Technicians	9	201	189	(12)	(6%)	$19.99
ENV	Forest and Conservation Workers	Insf. Data	19	21	2	11%	$12.02
ENV	Natural Sciences Managers	2	68	73	5	7%	$51.43
ENV	Soil and Plant Scientists	Insf. Data	10	12	2	20%	$31.00
FN	Agricultural and Food Science Technicians	3	79	79	0	0%	$14.22
FN	Dietetic Technicians	4	144	173	29	20%	$14.52
FN	Dietitians and Nutritionists	6	182	227	45	25%	$32.99
FN	Food Scientists and Technologists	2	56	57	1	2%	$28.25
GEOG	Cartographers and Photogrammetrists	2	32	40	8	25%	$27.21
GEOG	Surveying and Mapping Technicians	Insf. Data	45	45	0	0%	$28.38
GEOG	Surveyors	3	80	81	1	1%	$34.46
GEOL	Geological and Petroleum Technicians	Insf. Data	10	12	2	20%	$25.53
GEOL	Geoscientists, Except Hydrologists and Geographers	2	44	50	6	14%	$37.29
HIST	Library Technicians	10	164	180	16	10%	$18.39
HIST	Museum Technicians and Conservators	Insf. Data	12	13	1	8%	$18.49
HUMSV	Child, Family, and School Social Workers	18	389	454	65	17%	$24.58
HUMSV	Community and Social Service Specialists, All Other	13	282	345	63	22%	$19.75
HUMSV	Community Health Workers	8	142	187	45	32%	$21.24
HUMSV	Educational, Guidance, School, and Vocational Counselors	28	786	884	98	12%	$30.88
HUMSV	Health Educators	6	138	169	31	22%	$24.92
HUMSV	Healthcare Social Workers	38	580	784	204	35%	$31.17
HUMSV	Marriage and Family Therapists	3	94	102	8	9%	$24.83
HUMSV	Mental Health and Substance Abuse Social Workers	11	219	269	50	23%	$22.91
HUMSV	Mental Health Counselors	15	374	432	58	16%	$20.42
HUMSV	Occupational Therapists	12	244	312	68	28%	$43.41
HUMSV	Occupational Therapy Assistants	5	75	100	25	33%	$30.98
HUMSV	Recreational Therapists	3	58	70	12	21%	$34.07

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
HUMSV	Rehabilitation Counselors	25	550	664	114	21%	$16.58
HUMSV	Social and Community Service Managers	21	331	435	104	31%	$38.19
HUMSV	Social and Human Service Assistants	61	1,152	1,483	331	29%	$15.70
HUMSV	Social Workers, All Other	11	308	336	28	9%	$28.88
HUMSV	Substance Abuse and Behavioral Disorder Counselors	10	274	307	33	12%	$19.13
HVAC/R	Cooling and Freezing Equipment Operators and Tenders	Insf. Data	14	17	3	21%	$15.20
HVAC/R	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	28	631	797	166	26%	$24.48
INSPEC	Construction and Building Inspectors	5	128	141	13	10%	$38.20
INSPEC	Inspectors, Testers, Sorters, Samplers, and Weighers	50	1,277	1,402	125	10%	$17.44
INSPEC	Transportation Inspectors	2	57	64	7	12%	$23.67
KIN	Athletic Trainers	2	29	40	11	38%	$20.96
KIN	Exercise Physiologists	Insf. Data	12	14	2	17%	$25.15
KIN	Fitness Trainers and Aerobics Instructors	23	538	650	112	21%	$18.76
KIN	Massage Therapists	8	242	298	56	23%	$20.35
KIN	Physical Therapist Aides	7	109	139	30	28%	$13.69
KIN	Physical Therapist Assistants	11	168	223	55	33%	$29.93
KIN	Physical Therapists	27	430	558	128	30%	$41.69
MACH	Assemblers and Fabricators, All Other	24	595	653	58	10%	$13.39
MACH	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	4	62	76	14	23%	$24.72
MACH	Computer-Controlled Machine Tool Operators, Metal and Plastic	16	266	334	68	26%	$17.42
MACH	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	2	62	59	(3)	(5%)	$17.89
MACH	Cutting and Slicing Machine Setters, Operators, and Tenders	2	76	72	(4)	(5%)	$17.33
MACH	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	8	619	567	(52)	(8%)	$16.48
MACH	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	68	62	(6)	(9%)	$13.74
MACH	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	3	97	97	0	0%	$14.00

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
MACH	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	3	61	78	17	28%	$14.70
MACH	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	6	160	140	(20)	(13%)	
MACH	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	4	145	136	(9)	(6%)	$16.95
MACH	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8	221	184	(37)	(17%)	$14.34
MACH	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	4	143	134	(9)	(6%)	$17.00
MACH	Machinists	50	1,062	1,209	147	14%	$17.25
MACH	Mechanical Drafters	2	125	122	(3)	(2%)	$25.72
MACH	Metal Workers and Plastic Workers, All Other	2	101	85	(16)	(16%)	$13.25
MACH	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	2	142	127	(15)	(11%)	$16.51
MACH	Millwrights	2	38	48	10	26%	$21.86
MACH	Mixing and Blending Machine Setters, Operators, and Tenders	12	381	391	10	3%	$15.14
MACH	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	6	370	322	(48)	(13%)	$14.83
MACH	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	4	111	126	15	14%	$15.68
MACH	Paper Goods Machine Setters, Operators, and Tenders	5	250	238	(12)	(5%)	$18.40
MACH	Patternmakers, Metal and Plastic	Insf. Data	26	22	(4)	(15%)	$15.09
MACH	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	2	97	77	(20)	(21%)	$15.29
MACH	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	6	218	211	(7)	(3%)	$16.39
MACH	Roustabouts, Oil and Gas	1	31	34	3	10%	$20.69
MACH	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	7	95	123	28	29%	$15.43
MACH	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	11	259	293	34	13%	$12.90
MATH	Logisticians	9	283	332	49	17%	$36.84
MATH	Statisticians	1	15	23	8	53%	$31.69

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
MODLANG	Interpreters and Translators	7	154	193	39	25%	$19.95
MUS	Music Directors and Composers	3	69	79	10	14%	$25.54
MUS	Musical Instrument Repairers and Tuners	Insf. Data	14	19	5	36%	$20.14
MUS	Musicians and Singers	5	102	117	15	15%	$33.07
NURS	Cardiovascular Technologists and Technicians	11	188	250	62	33%	$25.20
NURS	Health Technologists and Technicians, All Other	23	645	798	153	24%	$20.94
NURS	Healthcare Practitioners and Technical Workers, All Other	12	353	397	44	12%	$29.43
NURS	Healthcare Support Workers, All Other	16	394	457	63	16%	$16.88
NURS	Home Health Aides	196	1,793	3,144	1,351	75%	$13.23
NURS	Licensed Practical and Licensed Vocational Nurses	136	2,414	2,986	572	24%	$23.12
NURS	Medical Assistants	140	2,618	3,375	757	29%	$14.06
NURS	Medical Equipment Preparers	11	250	300	50	20%	$19.99
NURS	Medical Records and Health Information Technicians	29	555	702	147	26%	$21.74
NURS	Medical Secretaries	76	2,037	2,551	514	25%	$15.70
NURS	Medical Transcriptionists	3	68	81	13	19%	$23.08
NURS	Nurse Anesthetists	4	38	66	28	74%	$68.71
NURS	Nurse Midwives	Insf. Data	13	18	5	38%	$48.43
NURS	Nurse Practitioners	29	374	551	177	47%	$54.99
NURS	Nursing Assistants	222	3,785	4,979	1,194	32%	$13.58
NURS	Phlebotomists	20	428	524	96	22%	$16.64
NURS	Physician Assistants	19	237	355	118	50%	$49.31
NURS	Registered Nurses	469	8,775	11,055	2,280	26%	$42.93
NURS	Surgical Technologists	12	294	380	86	29%	$23.47
PHIL	Lawyers	20	556	656	100	18%	$56.99
PHT	Pharmacists	38	888	1,038	150	17%	$63.38
PHT	Pharmacy Aides	9	266	292	26	10%	$14.73
PHT	Pharmacy Technicians	35	1,032	1,269	237	23%	$17.98
PHYSICS	Physical Scientists, All Other	Insf. Data	27	28	1	4%	$47.75
POLIT	Court, Municipal, and License Clerks	1	82	91	9	11%	$20.98
POLIT	Legislators	Insf. Data	27	30	3	11%	$25.01

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
PSYCH	Clinical, Counseling, and School Psychologists	17	454	512	58	13%	$41.37
PSYCH	Counselors, All Other	3	61	73	12	20%	$14.59
PSYCH	Psychiatrists	4	74	91	17	23%	$111.86
PSYCH	Psychologists, All Other	Insf. Data	27	27	0	0%	$39.62
PSYCH	Therapists, All Other	1	30	38	8	27%	$36.23
PSYTCH	Psychiatric Aides	4	116	126	10	9%	$13.38
PSYTCH	Psychiatric Technicians	4	250	261	11	4%	$27.40
REALST	Appraisers and Assessors of Real Estate	3	45	61	16	36%	$34.09
REALST	Property, Real Estate, and Community Association Managers	19	403	510	107	27%	$29.79
REALST	Real Estate Brokers	2	112	114	2	2%	$30.90
REALST	Real Estate Sales Agents	7	209	255	46	22%	$25.67
REALST	Title Examiners, Abstractors, and Searchers	4	126	131	5	4%	$27.41
RELIG	Clergy	9	157	206	49	31%	$28.76
RELIG	Directors, Religious Activities and Education	6	113	142	29	26%	$22.17
RELIG	Religious Workers, All Other	1	24	33	9	38%	$23.80
SOC	Social Science Research Assistants	1	12	16	4	33%	$22.15
SOC	Social Scientists and Related Workers, All Other	Insf. Data	52	54	2	4%	$36.16
THART	Actors	9	173	181	8	5%	$33.94
THART	Costume Attendants	1	18	19	1	6%	$20.91
THART	Entertainers and Performers, Sports and Related Workers, All Other	Insf. Data	13	16	3	23%	$18.80
THART	Producers and Directors	3	47	55	8	17%	$32.91
THART	Set and Exhibit Designers	Insf. Data	11	12	1	9%	$21.23
WELD	Boilermakers	Insf. Data	22	26	4	18%	$36.27
WELD	Pourers and Casters, Metal	2	78	66	(12)	(15%)	$14.50
WELD	Sheet Metal Workers	13	294	340	46	16%	$23.13
WELD	Structural Iron and Steel Workers	6	161	158	(3)	(2%)	$33.64
WELD	Structural Metal Fabricators and Fitters	6	214	211	(3)	(1%)	$16.24
WELD	Welders, Cutters, Solderers, and Brazers	37	968	984	16	2%	$17.53
WELD	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	2	74	68	(6)	(8%)	$15.40

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
WST	Plant and System Operators, All Other	1	20	21	1	5%	$25.27
WST	Water and Wastewater Treatment Plant and System Operators	4	119	121	2	2%	$31.13

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department)

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ACCT	Accountants and Auditors	2,073	2,556	483	23%	$34.13	112
ACCT	Billing and Posting Clerks	1,448	1,811	363	25%	$17.21	71
ACCT	Bookkeeping, Accounting, and Auditing Clerks	3,652	3,831	179	5%	$19.14	58
ACCT	Brokerage Clerks	34	34	0	0%	$22.36	1
ACCT	Budget Analysts	133	142	9	7%	$31.14	5
ACCT	Credit Analysts	73	89	16	22%	$35.39	5
ACCT	Credit Authorizers, Checkers, and Clerks	58	68	10	17%	$15.78	2
ACCT	Credit Counselors	138	160	22	16%	$22.74	5
ACCT	Financial Analysts	152	194	42	28%	$41.25	8
ACCT	Financial Clerks, All Other	66	75	9	14%	$18.98	3
ACCT	Financial Managers	1,115	1,281	166	15%	$55.34	46
ACCT	Financial Specialists, All Other	303	331	28	9%	$24.92	6
ACCT	Insurance Claims and Policy Processing Clerks	549	573	24	4%	$16.54	19
ACCT	Loan Interviewers and Clerks	452	551	99	22%	$19.68	18
ACCT	Loan Officers	615	756	141	23%	$37.78	26
ACCT	New Accounts Clerks	61	60	(1)	(2%)	$17.13	2
ACCT	Payroll and Timekeeping Clerks	649	683	34	5%	$19.68	22
ACCT	Personal Financial Advisors	165	185	20	12%	$40.16	7
ACCT	Securities, Commodities, and Financial Services Sales Agents	536	570	34	6%	$28.48	16
ACCT	Tax Examiners and Collectors, and Revenue Agents	72	67	(5)	(7%)	$34.34	3
ACCT	Tax Preparers	193	215	22	11%	$19.53	8
ACCT	Tellers	1,198	1,231	33	3%	$13.95	58
ANTHRO	Anthropologists and Archeologists	28	32	4	14%	$25.61	Insf. Data
ART	Art Directors	22	26	4	18%	$39.57	Insf. Data
ART	Artists and Related Workers, All Other	19	19	0	0%	$28.67	Insf. Data
ART	Designers, All Other	13	15	2	15%	$24.49	Insf. Data
ART	Fashion Designers	20	28	8	40%	$27.44	1
ART	Fine Artists, Including Painters, Sculptors, and Illustrators	47	48	1	2%	$38.41	1
ART	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	34	33	(1)	(3%)	$15.07	1
ART	Graphic Designers	283	310	27	10%	$21.67	10

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ART	Multimedia Artists and Animators	14	17	3	21%	$30.40	Insf. Data
ART	Photographers	128	130	2	2%	$21.99	5
ART	Photographic Process Workers and Processing Machine Operators	57	48	(9)	(16%)	$14.27	Insf. Data
BIOL	Anesthesiologists	100	137	37	37%	$112.15	7
BIOL	Biological Scientists, All Other	86	84	(2)	(2%)	$32.80	3
BIOL	Biological Technicians	84	97	13	15%	$19.65	4
BIOL	Biomedical Engineers	79	69	(10)	(13%)	$48.18	3
BIOL	Cardiovascular Technologists and Technicians	188	250	62	33%	$25.20	11
BIOL	Chiropractors	62	69	7	11%	$44.30	2
BIOL	Family and General Practitioners	508	614	106	21%	$101.14	26
BIOL	Genetic Counselors	14	17	3	21%	$31.37	Insf. Data
BIOL	Health Diagnosing and Treating Practitioners, All Other	165	181	16	10%	$32.36	6
BIOL	Health Technologists and Technicians, All Other	645	798	153	24%	$20.94	23
BIOL	Healthcare Practitioners and Technical Workers, All Other	353	397	44	12%	$29.43	12
BIOL	Home Health Aides	1,793	3,144	1,351	75%	$13.23	196
BIOL	Internists, General	73	107	34	47%	$85.10	6
BIOL	Licensed Practical and Licensed Vocational Nurses	2,414	2,986	572	24%	$23.12	136
BIOL	Life Scientists, All Other	15	17	2	13%	$45.03	Insf. Data
BIOL	Life, Physical, and Social Science Technicians, All Other	89	99	10	11%	$24.96	5
BIOL	Medical and Clinical Laboratory Technicians	330	434	104	32%	$19.57	20
BIOL	Medical and Clinical Laboratory Technologists	172	251	79	46%	$33.13	13
BIOL	Medical Assistants	2,618	3,375	757	29%	$14.06	140
BIOL	Medical Equipment Preparers	250	300	50	20%	$19.99	11
BIOL	Medical Scientists, Except Epidemiologists	239	277	38	16%	$43.18	12
BIOL	Microbiologists	26	30	4	15%	$35.49	1
BIOL	Nurse Anesthetists	38	66	28	74%	$68.71	4
BIOL	Nurse Midwives	13	18	5	38%	$48.43	Insf. Data
BIOL	Nurse Practitioners	374	551	177	47%	$54.99	29
BIOL	Nursing Assistants	3,785	4,979	1,194	32%	$13.58	222
BIOL	Obstetricians and Gynecologists	67	91	24	36%	$114.33	5

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
BIOL	Pediatricians, General	91	116	25	27%	$89.38	5
BIOL	Physician Assistants	237	355	118	50%	$49.31	19
BIOL	Physicians and Surgeons, All Other	949	1,230	281	30%	$59.29	59
BIOL	Registered Nurses	8,775	11,055	2,280	26%	$42.93	469
BIOL	Surgeons	150	201	51	34%	$103.42	10
BIOL	Surgical Technologists	294	380	86	29%	$23.47	12
BIOL	Veterinarians	107	128	21	20%	$45.05	4
BIOL	Veterinary Assistants and Laboratory Animal Caretakers	271	307	36	13%	$13.89	10
BIOL	Veterinary Technologists and Technicians	157	204	47	30%	$15.57	7
BIOL	Zoologists and Wildlife Biologists	23	25	2	9%	$32.59	Insf. Data
BUSAD	Administrative Services Managers	649	774	125	19%	$39.83	26
BUSAD	Advertising and Promotions Managers	46	52	6	13%	$39.11	2
BUSAD	Advertising Sales Agents	184	172	(12)	(7%)	$20.32	7
BUSAD	Arbitrators, Mediators, and Conciliators	15	16	1	7%	$35.87	Insf. Data
BUSAD	Business Operations Specialists, All Other	1,866	2,114	248	13%	$31.17	49
BUSAD	Chief Executives	524	571	47	9%	$87.79	14
BUSAD	Claims Adjusters, Examiners, and Investigators	598	564	(34)	(6%)	$29.29	17
BUSAD	Compensation and Benefits Managers	22	25	3	14%	$57.30	1
BUSAD	Compensation, Benefits, and Job Analysis Specialists	131	151	20	15%	$29.93	5
BUSAD	Compliance Officers	500	545	45	9%	$34.08	12
BUSAD	Correspondence Clerks	19	19	0	0%	$12.58	Insf. Data
BUSAD	Cost Estimators	639	700	61	10%	$31.90	29
BUSAD	Education Administrators, Postsecondary	275	335	60	22%	$52.24	15
BUSAD	Executive Secretaries and Executive Administrative Assistants	1,357	1,445	88	6%	$25.87	25
BUSAD	File Clerks	555	578	23	4%	$15.00	15
BUSAD	First-Line Supervisors of Office and Administrative Support Workers	4,065	4,828	763	19%	$25.41	145
BUSAD	General and Operations Managers	5,705	6,673	968	17%	$51.26	257
BUSAD	Human Resources Assistants, Except Payroll and Timekeeping	428	467	39	9%	$18.38	9
BUSAD	Human Resources Managers	223	265	42	19%	$48.38	12
BUSAD	Human Resources Specialists	1,096	1,246	150	14%	$28.26	46

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
BUSAD	Industrial Production Managers	427	447	20	5%	$47.15	16
BUSAD	Information and Record Clerks, All Other	348	392	44	13%	$18.74	14
BUSAD	Insurance Underwriters	75	72	(3)	(4%)	$28.52	2
BUSAD	Labor Relations Specialists	196	177	(19)	(10%)	$32.54	5
BUSAD	Legal Secretaries	171	189	18	11%	$17.49	4
BUSAD	Legal Support Workers, All Other	96	97	1	1%	$21.90	3
BUSAD	Management Analysts	944	1,171	227	24%	$39.39	38
BUSAD	Managers, All Other	494	561	67	14%	$50.61	19
BUSAD	Market Research Analysts and Marketing Specialists	725	943	218	30%	$27.71	32
BUSAD	Marketing Managers	249	300	51	20%	$58.93	12
BUSAD	Office Clerks, General	8,484	9,520	1,036	12%	$14.58	303
BUSAD	Operations Research Analysts	46	69	23	50%	$41.54	3
BUSAD	Order Clerks	856	965	109	13%	$16.52	37
BUSAD	Paralegals and Legal Assistants	483	550	67	14%	$24.14	19
BUSAD	Procurement Clerks	207	221	14	7%	$20.22	9
BUSAD	Production, Planning, and Expediting Clerks	911	1,049	138	15%	$19.92	41
BUSAD	Purchasing Agents, Except Wholesale, Retail, and Farm Products	562	623	61	11%	$26.63	23
BUSAD	Purchasing Managers	132	149	17	13%	$46.53	5
BUSAD	Receptionists and Information Clerks	2,713	3,286	573	21%	$13.52	140
BUSAD	Sales Engineers	87	110	23	26%	$46.03	5
BUSAD	Sales Managers	1,179	1,351	172	15%	$54.10	48
BUSAD	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5,172	5,877	705	14%	$17.89	130
BUSAD	Training and Development Managers	41	49	8	20%	$49.73	2
BUSAD	Training and Development Specialists	450	537	87	19%	$27.13	21
BUSAD	Transportation, Storage, and Distribution Managers	499	642	143	29%	$41.14	27
BUSAD	Office and Administrative Support Workers, All Other	1,403	1,516	113	8%	$13.19	52
CD	Career/Technical Education Teachers, Secondary School	124	142	18	15%	$32.76	5
CD	Childcare Workers	2,211	2,389	178	8%	$12.70	88
CD	Education Administrators, All Other	127	142	15	12%	$44.33	6

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
CD	Education Administrators, Elementary and Secondary School	661	741	80	12%	$50.69	29
CD	Education Administrators, Preschool and Childcare Center/Program	110	125	15	14%	$25.29	5
CD	Elementary School Teachers, Except Special Education	5,614	6,181	567	10%	$35.15	189
CD	Kindergarten Teachers, Except Special Education	946	1,027	81	9%	$31.29	37
CD	Middle School Teachers, Except Special and Career/Technical Education	1,601	1,811	210	13%	$34.95	60
CD	Preschool Teachers, Except Special Education	956	1,071	115	12%	$15.09	42
CD	Secondary School Teachers, Except Special and Career/Technical Education	2,438	2,755	317	13%	$33.43	95
CD	Self-Enrichment Education Teachers	402	493	91	23%	$17.57	18
CD	Special Education Teachers, All Other	126	148	22	17%	$37.73	5
CD	Special Education Teachers, Kindergarten and Elementary School	729	817	88	12%	$36.51	24
CD	Special Education Teachers, Middle School	260	293	33	13%	$31.80	9
CD	Special Education Teachers, Preschool	67	90	23	34%	$24.37	4
CD	Special Education Teachers, Secondary School	320	368	48	15%	$33.50	11
CD	Substitute Teachers	4,543	4,893	350	8%	$18.57	127
CD	Teacher Assistants	4,626	5,153	527	11%	$14.34	172
CD	Teachers and Instructors, All Other	959	1,054	95	10%	$27.41	29
CHEM	Agricultural and Food Science Technicians	79	79	0	0%	$14.22	3
CHEM	Chemical Engineers	25	26	1	4%	$47.43	Insf. Data
CHEM	Chemical Plant and System Operators	37	33	(4)	(11%)	$28.18	2
CHEM	Chemical Technicians	60	63	3	5%	$20.74	3
CHEM	Chemists	103	113	10	10%	$31.12	4
CHEM	Dietetic Technicians	144	173	29	20%	$14.52	4
CHEM	Dietitians and Nutritionists	182	227	45	25%	$32.99	6
CHEM	Food Scientists and Technologists	56	57	1	2%	$28.25	2
CHEM	Forensic Science Technicians	26	33	7	27%	$31.67	2
CHEM	Pharmacists	888	1,038	150	17%	$63.38	38
CHEM	Pharmacy Aides	266	292	26	10%	$14.73	9
CHEM	Pharmacy Technicians	1,032	1,269	237	23%	$17.98	35
COMMST	Audio and Video Equipment Technicians	159	179	20	13%	$17.61	6

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
COMMST	Audio-Visual and Multimedia Collections Specialists	44	49	5	11%	$18.65	Insf. Data
COMMST	Broadcast Technicians	12	14	2	17%	$26.37	Insf. Data
COMMST	Fundraisers	73	91	18	25%	$26.73	3
COMMST	Media and Communication Equipment Workers, All Other	31	31	0	0%	$31.66	Insf. Data
COMMST	Media and Communication Workers, All Other	48	55	7	15%	$18.93	2
COMMST	Public Relations and Fundraising Managers	63	78	15	24%	$45.80	4
COMMST	Public Relations Specialists	231	279	48	21%	$25.83	8
COMMST	Radio and Television Announcers	118	114	(4)	(3%)	$14.50	4
COMMST	Reporters and Correspondents	26	11	(15)	(58%)	$18.90	Insf. Data
COMMST	Sales and Related Workers, All Other	281	330	49	17%	$13.93	9
COMMST	Sales Representatives, Services, All Other	1,952	2,285	333	17%	$27.26	79
COMMST	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,141	3,994	853	27%	$31.51	161
COMMST	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	446	577	131	29%	$34.27	24
COMMST	Sound Engineering Technicians	13	14	1	8%	$20.75	Insf. Data
CS/CIT	Computer and Information Research Scientists	36	40	4	11%	$50.76	Insf. Data
CS/CIT	Computer and Information Systems Managers	415	504	89	21%	$56.45	15
CS/CIT	Computer Hardware Engineers	17	23	6	35%	$53.22	1
CS/CIT	Computer Network Architects	70	92	22	31%	$50.66	3
CS/CIT	Computer Network Support Specialists	226	264	38	17%	$31.83	7
CS/CIT	Computer Occupations, All Other	266	293	27	10%	$37.37	7
CS/CIT	Computer Operators	115	119	4	3%	$19.29	2
CS/CIT	Computer Programmers	197	217	20	10%	$37.38	8
CS/CIT	Computer Systems Analysts	483	616	133	28%	$37.31	21
CS/CIT	Computer User Support Specialists	852	1,008	156	18%	$25.62	28
CS/CIT	Database Administrators	106	130	24	23%	$40.56	5
CS/CIT	Information Security Analysts	42	56	14	33%	$46.26	2
CS/CIT	Network and Computer Systems Administrators	536	625	89	17%	$41.95	17
CS/CIT	Software Developers, Applications	722	865	143	20%	$48.73	26

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
CS/CIT	Software Developers, Systems Software	151	205	54	36%	$50.22	8
CS/CIT	Web Developers	159	203	44	28%	$30.98	7
DANCE	Choreographers	13	14	1	8%	$28.79	Insf. Data
DANCE	Dancers	24	25	1	4%	$14.36	1
ECON	Economists	44	51	7	16%	$33.83	2
EMS	Emergency Medical Technicians and Paramedics	577	638	61	11%	$14.83	18
EMS	Phlebotomists	428	524	96	22%	$16.64	20
EMS	Police, Fire, and Ambulance Dispatchers	88	90	2	2%	$24.89	3
ENGL	Adult Basic and Secondary Education and Literacy Teachers and Instructors	166	186	20	12%	$39.58	5
ENGL	Court Reporters	21	22	1	5%	$40.76	Insf. Data
ENGL	Editors	48	41	(7)	(15%)	$21.86	2
ENGL	Technical Writers	54	64	10	19%	$38.11	3
ENGL	Writers and Authors	36	40	4	11%	$31.22	1
ENGR	Aerospace Engineers	52	58	6	12%	$46.39	2
ENGR	Civil Engineering Technicians	50	53	3	6%	$30.22	2
ENGR	Civil Engineers	498	522	24	5%	$46.06	19
ENGR	Electrical and Electronics Engineering Technicians	234	248	14	6%	$29.19	8
ENGR	Electrical Engineers	133	154	21	16%	$46.44	6
ENGR	Engineering Technicians, Except Drafters, All Other	200	203	3	2%	$31.40	7
ENGR	Engineers, All Other	197	206	9	5%	$46.10	6
ENGR	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	28	32	4	14%	$40.86	1
ENGR	Industrial Engineering Technicians	95	100	5	5%	$24.53	4
ENGR	Industrial Engineers	259	294	35	14%	$37.34	13
ENGR	Materials Engineers	28	31	3	11%	$42.95	1
ENGR	Mechanical Engineering Technicians	42	45	3	7%	$22.07	2
ENGR	Mechanical Engineers	295	326	31	11%	$41.18	13
ENV	Conservation Scientists	17	18	1	6%	$37.55	Insf. Data
ENV	Environmental Engineering Technicians	35	41	6	17%	$24.60	2

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
ENV	Environmental Engineers	66	78	12	18%	$43.02	3
ENV	Environmental Science and Protection Technicians, Including Health	37	46	9	24%	$24.50	3
ENV	Environmental Scientists and Specialists, Including Health	247	283	36	15%	$38.30	12
ENV	Forest and Conservation Technicians	201	189	(12)	(6%)	$19.99	9
ENV	Forest and Conservation Workers	19	21	2	11%	$12.02	Insf. Data
ENV	Natural Sciences Managers	68	73	5	7%	$51.43	2
ENV	Soil and Plant Scientists	10	12	2	20%	$31.00	Insf. Data
FIRE	Firefighters	287	312	25	9%	$28.33	11
FIRE	First-Line Supervisors of Fire Fighting and Prevention Workers	21	25	4	19%	$49.70	2
GEOG	Cartographers and Photogrammetrists	32	40	8	25%	$27.21	2
GEOG	Surveying and Mapping Technicians	45	45	0	0%	$28.38	Insf. Data
GEOG	Surveyors	80	81	1	1%	$34.46	3
GEOL	Geological and Petroleum Technicians	10	12	2	20%	$25.53	Insf. Data
GEOL	Geoscientists, Except Hydrologists and Geographers	44	50	6	14%	$37.29	2
HIST	Library Technicians	164	180	16	10%	$18.39	10
HIST	Museum Technicians and Conservators	12	13	1	8%	$18.49	Insf. Data
KIN	Athletic Trainers	29	40	11	38%	$20.96	2
KIN	Exercise Physiologists	12	14	2	17%	$25.15	Insf. Data
KIN	Fitness Trainers and Aerobics Instructors	538	650	112	21%	$18.76	23
KIN	Massage Therapists	242	298	56	23%	$20.35	8
KIN	Physical Therapist Aides	109	139	30	28%	$13.69	7
KIN	Physical Therapist Assistants	168	223	55	33%	$29.93	11
KIN	Physical Therapists	430	558	128	30%	$41.69	27
MATH	Logisticians	283	332	49	17%	$36.84	9
MATH	Statisticians	15	23	8	53%	$31.69	1
MODLANG	Interpreters and Translators	154	193	39	25%	$19.95	7
MUSIC	Music Directors and Composers	69	79	10	14%	$25.54	3
MUSIC	Musical Instrument Repairers and Tuners	14	19	5	36%	$20.14	Insf. Data
MUSIC	Musicians and Singers	102	117	15	15%	$33.07	5
PHIL	Lawyers	556	656	100	18%	$56.99	20

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
PHYSICS	Physical Scientists, All Other	27	28	1	4%	$47.75	Insf. Data
POLIT	Court, Municipal, and License Clerks	82	91	9	11%	$20.98	1
POLIT	Legislators	27	30	3	11%	$25.01	Insf. Data
PSYCH	Child, Family, and School Social Workers	389	454	65	17%	$24.58	18
PSYCH	Clinical, Counseling, and School Psychologists	454	512	58	13%	$41.37	17
PSYCH	Community and Social Service Specialists, All Other	282	345	63	22%	$19.75	13
PSYCH	Counselors, All Other	61	73	12	20%	$14.59	3
PSYCH	Educational, Guidance, School, and Vocational Counselors	786	884	98	12%	$30.88	28
PSYCH	Healthcare Social Workers	580	784	204	35%	$31.17	38
PSYCH	Marriage and Family Therapists	94	102	8	9%	$24.83	3
PSYCH	Mental Health and Substance Abuse Social Workers	219	269	50	23%	$22.91	11
PSYCH	Mental Health Counselors	374	432	58	16%	$20.42	15
PSYCH	Occupational Therapists	244	312	68	28%	$43.41	12
PSYCH	Occupational Therapy Assistants	75	100	25	33%	$30.98	5
PSYCH	Psychiatric Aides	116	126	10	9%	$13.38	4
PSYCH	Psychiatric Technicians	250	261	11	4%	$27.40	4
PSYCH	Psychiatrists	74	91	17	23%	$111.86	4
PSYCH	Psychologists, All Other	27	27	0	0%	$39.62	Insf. Data
PSYCH	Recreational Therapists	58	70	12	21%	$34.07	3
PSYCH	Rehabilitation Counselors	550	664	114	21%	$16.58	25
PSYCH	Social and Community Service Managers	331	435	104	31%	$38.19	21
PSYCH	Social and Human Service Assistants	1,152	1,483	331	29%	$15.70	61
PSYCH	Social Workers, All Other	308	336	28	9%	$28.88	11
PSYCH	Substance Abuse and Behavioral Disorder Counselors	274	307	33	12%	$19.13	10
PSYCH	Therapists, All Other	30	38	8	27%	$36.23	1
RADIOL	Radiologic Technologists	457	581	124	27%	$30.34	23
RELIG	Clergy	157	206	49	31%	$28.76	9
RELIG	Directors, Religious Activities and Education	113	142	29	26%	$22.17	6
RELIG	Religious Workers, All Other	24	33	9	38%	$23.80	1
RESP	Respiratory Therapists	452	549	97	21%	$32.05	22

District Service Area Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Programs	Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
RESP	Respiratory Therapy Technicians	22	23	1	5%	$28.92	Insf. Data
SOC	Social Science Research Assistants	12	16	4	33%	$22.15	1
SOC	Social Scientists and Related Workers, All Other	52	54	2	4%	$36.16	Insf. Data
THART	Actors	173	181	8	5%	$33.94	9
THART	Costume Attendants	18	19	1	6%	$20.91	1
THART	Entertainers and Performers, Sports and Related Workers, All Other	13	16	3	23%	$18.80	Insf. Data
THART	Producers and Directors	47	55	8	17%	$32.91	3
THART	Set and Exhibit Designers	11	12	1	9%	$21.23	Insf. Data

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department)

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ACCT	Accountants and Auditors	7,258	8,910	1,652	23%	$33.59	386
ACCT	Billing and Posting Clerks	4,423	5,499	1,076	24%	$17.05	214
ACCT	Bookkeeping, Accounting, and Auditing Clerks	12,861	13,446	585	5%	$19.07	191
ACCT	Brokerage Clerks	143	130	(13)	(9%)	$24.00	4
ACCT	Budget Analysts	550	590	40	7%	$31.37	18
ACCT	Credit Analysts	242	288	46	19%	$35.82	16
ACCT	Credit Authorizers, Checkers, and Clerks	187	215	28	15%	$15.84	4
ACCT	Credit Counselors	436	527	91	21%	$23.03	17
ACCT	Financial Analysts	533	657	124	23%	$41.84	25
ACCT	Financial Clerks, All Other	228	254	26	11%	$19.26	9
ACCT	Financial Examiners	38	48	10	26%	$36.53	2
ACCT	Financial Managers	3,890	4,395	505	13%	$55.56	150
ACCT	Financial Specialists, All Other	1,037	1,127	90	9%	$25.26	20
ACCT	Insurance Claims and Policy Processing Clerks	1,831	1,970	139	8%	$16.83	64
ACCT	Loan Interviewers and Clerks	1,407	1,647	240	17%	$20.04	47
ACCT	Loan Officers	1,938	2,263	325	17%	$38.47	67
ACCT	New Accounts Clerks	201	191	(10)	(5%)	$17.47	5
ACCT	Payroll and Timekeeping Clerks	2,145	2,267	122	6%	$19.63	72
ACCT	Personal Financial Advisors	615	679	64	10%	$42.63	26
ACCT	Securities, Commodities, and Financial Services Sales Agents	1,907	1,891	(16)	(1%)	$29.56	41
ACCT	Tax Examiners and Collectors, and Revenue Agents	361	364	3	1%	$34.70	16
ACCT	Tax Preparers	614	711	97	16%	$18.59	27
ACCT	Tellers	3,804	3,669	(135)	(4%)	$14.22	148
ADJUS/CORREC	Administrative Law Judges, Adjudicators, and Hearing Officers	106	109	3	3%	$59.02	2
ADJUS/CORREC	Bailiffs	16	26	10	63%	$24.91	2
ADJUS/CORREC	Correctional Officers and Jailers	4,661	5,116	455	10%	$33.49	181
ADJUS/CORREC	Detectives and Criminal Investigators	1,116	1,177	61	5%	$45.64	34
ADJUS/CORREC	Dispatchers, Except Police, Fire, and Ambulance	2,809	3,312	503	18%	$19.06	128
ADJUS/CORREC	First-Line Supervisors of Correctional Officers	570	623	53	9%	$43.87	23
ADJUS/CORREC	First-Line Supervisors of Police and Detectives	326	402	76	23%	$59.61	21

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ADJUS/CORREC	First-Line Supervisors of Protective Service Workers, All Other	719	884	165	23%	$24.05	38
ADJUS/CORREC	Judges, Magistrate Judges, and Magistrates	163	179	16	10%	$99.89	4
ADJUS/CORREC	Judicial Law Clerks	39	42	3	8%	$42.19	1
ADJUS/CORREC	Parking Enforcement Workers	115	103	(12)	(10%)	$19.86	3
ADJUS/CORREC	Police and Sheriff's Patrol Officers	5,933	6,669	736	12%	$42.09	284
ADJUS/CORREC	Police, Fire, and Ambulance Dispatchers	826	874	48	6%	$24.71	26
ADJUS/CORREC	Private Detectives and Investigators	96	144	48	50%	$26.20	8
ADJUS/CORREC	Probation Officers and Correctional Treatment Specialists	981	1,070	89	9%	$38.62	29
ADJUS/CORREC	Protective Service Workers, All Other	2,517	2,793	276	11%	$15.37	66
ADJUS/CORREC	Security Guards	15,105	18,774	3,669	24%	$12.10	612
ADJUS/CORREC	Transit and Railroad Police	11	13	2	18%	$22.57	Insf. Data
ADJUS/CORREC	Transportation Security Screeners	266	259	(7)	(3%)	$20.14	5
AERO	Air Traffic Controllers	40	46	6	15%	$51.40	2
AERO	Aircraft Mechanics and Service Technicians	908	1,088	180	20%	$28.49	43
AERO	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	188	226	38	20%	$23.86	8
AERO	Avionics Technicians	59	84	25	42%	$31.90	4
ANTHRO	Anthropologists and Archeologists	95	105	10	11%	$25.92	2
ARCH	Architects, Except Landscape and Naval	267	342	75	28%	$41.65	13
ARCH	Architectural and Civil Drafters	663	681	18	3%	$27.24	11
ARCH	Architectural and Engineering Managers	1,101	1,156	55	5%	$64.21	41
ARCH	Drafters, All Other	82	91	9	11%	$24.89	2
ARCH	Interior Designers	364	419	55	15%	$25.20	15
ARCH	Landscape Architects	158	182	24	15%	$35.64	5
ARCH	Urban and Regional Planners	415	461	46	11%	$38.04	13
ART	Art Directors	93	106	13	14%	$41.39	3
ART	Artists and Related Workers, All Other	63	66	3	5%	$29.46	2
ART	Camera and Photographic Equipment Repairers	19	24	5	26%	$22.70	Insf. Data
ART	Camera Operators, Television, Video, and Motion Picture	38	38	0	0%	$33.13	Insf. Data
ART	Craft Artists	23	24	1	4%	$17.72	Insf. Data
ART	Designers, All Other	47	53	6	13%	$24.51	2

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ART	Fashion Designers	118	184	66	56%	$27.03	10
ART	Fine Artists, Including Painters, Sculptors, and Illustrators	167	178	11	7%	$38.63	4
ART	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	106	102	(4)	(4%)	$15.07	4
ART	Graphic Designers	1,249	1,359	110	9%	$21.91	42
ART	Makeup Artists, Theatrical and Performance	11	12	1	9%	$31.42	Insf. Data
ART	Multimedia Artists and Animators	56	63	7	13%	$30.38	2
ART	Photographers	451	437	(14)	(3%)	$22.25	15
ART	Photographic Process Workers and Processing Machine Operators	199	170	(29)	(15%)	$14.32	4
ASTRO	Atmospheric and Space Scientists	19	22	3	16%	$40.45	Insf. Data
AUTO	Automotive Body and Related Repairers	1,092	1,113	21	2%	$21.96	38
AUTO	Automotive Glass Installers and Repairers	132	121	(11)	(8%)	$15.02	3
AUTO	Automotive Service Technicians and Mechanics	7,979	9,056	1,077	13%	$19.46	338
AUTO	Electronic Equipment Installers and Repairers, Motor Vehicles	177	122	(55)	(31%)	$16.08	3
AUTO	Engine and Other Machine Assemblers	221	245	24	11%	$20.25	7
AUTO	Farm Equipment Mechanics and Service Technicians	118	113	(5)	(4%)	$20.60	3
AUTO	First-Line Supervisors of Mechanics, Installers, and Repairers	3,867	4,496	629	16%	$34.30	148
AUTO	Industrial Machinery Mechanics	2,200	2,742	542	25%	$26.08	119
AUTO	Installation, Maintenance, and Repair Workers, All Other	1,660	1,890	230	14%	$18.14	51
AUTO	Insurance Appraisers, Auto Damage	100	109	9	9%	$25.60	4
AUTO	Maintenance and Repair Workers, General	12,076	14,107	2,031	17%	$18.77	553
AUTO	Maintenance Workers, Machinery	1,038	1,176	138	13%	$21.54	32
AUTO	Mobile Heavy Equipment Mechanics, Except Engines	1,179	1,316	137	12%	$26.09	43
AUTO	Motorboat Mechanics and Service Technicians	132	169	37	28%	$17.43	7
AUTO	Motorcycle Mechanics	142	167	25	18%	$22.82	6
AUTO	Outdoor Power Equipment and Other Small Engine Mechanics	169	198	29	17%	$16.01	7
AUTO	Recreational Vehicle Service Technicians	176	185	9	5%	$19.21	8
AUTO	Tire Repairers and Changers	1,972	2,157	185	9%	$12.99	90
BIOL	Anesthesiologists	273	368	95	35%	$109.75	19
BIOL	Biochemists and Biophysicists	40	47	7	18%	$74.00	2
BIOL	Biological Scientists, All Other	267	263	(4)	(1%)	$33.79	8

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BIOL	Biological Technicians	275	296	21	8%	$20.05	10
BIOL	Biomedical Engineers	209	188	(21)	(10%)	$49.34	7
BIOL	Chiropractors	230	264	34	15%	$46.94	8
BIOL	Epidemiologists	31	35	4	13%	$27.71	2
BIOL	Family and General Practitioners	1,425	1,700	275	19%	$99.35	71
BIOL	Genetic Counselors	42	51	9	21%	$31.19	2
BIOL	Health Diagnosing and Treating Practitioners, All Other	500	549	49	10%	$32.72	17
BIOL	Internists, General	200	290	90	45%	$83.69	16
BIOL	Life Scientists, All Other	53	60	7	13%	$44.98	3
BIOL	Life, Physical, and Social Science Technicians, All Other	299	338	39	13%	$25.24	17
BIOL	Medical and Clinical Laboratory Technicians	1,023	1,347	324	32%	$19.63	62
BIOL	Medical and Clinical Laboratory Technologists	542	792	250	46%	$33.37	42
BIOL	Medical Scientists, Except Epidemiologists	810	897	87	11%	$44.06	35
BIOL	Microbiologists	90	90	0	0%	$36.57	3
BIOL	Obstetricians and Gynecologists	183	245	62	34%	$112.08	12
BIOL	Pediatricians, General	248	313	65	26%	$87.60	14
BIOL	Physicians and Surgeons, All Other	2,699	3,457	758	28%	$59.06	162
BIOL	Surgeons	413	546	133	32%	$101.48	27
BIOL	Veterinarians	392	471	79	20%	$45.01	15
BIOL	Veterinary Assistants and Laboratory Animal Caretakers	987	1,120	133	13%	$13.86	36
BIOL	Veterinary Technologists and Technicians	575	748	173	30%	$15.55	24
BIOL	Zoologists and Wildlife Biologists	112	121	9	8%	$32.74	4
BUASD	Paralegals and Legal Assistants	2,111	2,399	288	14%	$24.16	79
BUASD	Transportation, Storage, and Distribution Managers	1,524	1,963	439	29%	$41.14	84
BUSAD	Actuaries	26	36	10	38%	$47.57	2
BUSAD	Administrative Services Managers	2,322	2,728	406	17%	$39.81	89
BUSAD	Advertising and Promotions Managers	192	211	19	10%	$40.36	8
BUSAD	Advertising Sales Agents	665	592	(73)	(11%)	$21.55	19
BUSAD	Agents and Business Managers of Artists, Performers, and Athletes	21	24	3	14%	$44.94	1
BUSAD	Arbitrators, Mediators, and Conciliators	79	89	10	13%	$35.67	2

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BUSAD	Business Operations Specialists, All Other	6,544	7,375	831	13%	$31.48	168
BUSAD	Chief Executives	1,899	2,048	149	8%	$87.60	49
BUSAD	Claims Adjusters, Examiners, and Investigators	2,093	2,149	56	3%	$29.91	70
BUSAD	Compensation and Benefits Managers	75	86	11	15%	$57.47	4
BUSAD	Compensation, Benefits, and Job Analysis Specialists	495	562	67	14%	$29.89	20
BUSAD	Compliance Officers	1,957	2,132	175	9%	$34.45	47
BUSAD	Correspondence Clerks	53	53	0	0%	$12.52	2
BUSAD	Cost Estimators	2,427	2,781	354	15%	$31.63	117
BUSAD	Education Administrators, Postsecondary	852	1,046	194	23%	$51.87	48
BUSAD	Executive Secretaries and Executive Administrative Assistants	5,046	5,293	247	5%	$25.80	80
BUSAD	File Clerks	1,946	2,017	71	4%	$14.90	47
BUSAD	First-Line Supervisors of Non-Retail Sales Workers	1,926	2,289	363	19%	$29.84	61
BUSAD	First-Line Supervisors of Office and Administrative Support Workers	14,225	16,690	2,465	17%	$25.37	484
BUSAD	Gaming Managers	106	111	5	5%	$37.54	3
BUSAD	General and Operations Managers	20,082	23,454	3,372	17%	$51.21	898
BUSAD	Human Resources Assistants, Except Payroll and Timekeeping	1,375	1,497	122	9%	$18.40	29
BUSAD	Human Resources Managers	783	920	137	17%	$48.48	39
BUSAD	Human Resources Specialists	3,533	4,055	522	15%	$28.35	146
BUSAD	Industrial Production Managers	1,390	1,423	33	2%	$47.19	48
BUSAD	Information and Record Clerks, All Other	1,178	1,331	153	13%	$19.03	48
BUSAD	Insurance Underwriters	306	310	4	1%	$29.06	8
BUSAD	Labor Relations Specialists	442	429	(13)	(3%)	$33.06	12
BUSAD	Legal Secretaries	783	861	78	10%	$17.35	17
BUSAD	Legal Support Workers, All Other	420	438	18	4%	$22.23	12
BUSAD	Management Analysts	3,534	4,317	783	22%	$39.81	134
BUSAD	Managers, All Other	1,862	2,101	239	13%	$51.19	68
BUSAD	Market Research Analysts and Marketing Specialists	2,658	3,412	754	28%	$27.93	112
BUSAD	Marketing Managers	872	1,033	161	18%	$59.22	39
BUSAD	Office and Administrative Support Workers, All Other	5,273	5,734	461	9%	$13.21	195
BUSAD	Office Clerks, General	29,594	33,229	3,635	12%	$14.57	1,048

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BUSAD	Operations Research Analysts	163	237	74	45%	$41.77	11
BUSAD	Order Clerks	3,139	3,503	364	12%	$16.23	128
BUSAD	Procurement Clerks	712	759	47	7%	$20.41	31
BUSAD	Production, Planning, and Expediting Clerks	3,068	3,515	447	15%	$19.91	135
BUSAD	Purchasing Agents, Except Wholesale, Retail, and Farm Products	2,004	2,203	199	10%	$26.83	78
BUSAD	Purchasing Managers	465	518	53	11%	$46.77	17
BUSAD	Receptionists and Information Clerks	8,587	10,276	1,689	20%	$13.51	428
BUSAD	Sales Engineers	334	408	74	22%	$45.37	17
BUSAD	Sales Managers	4,283	4,887	604	14%	$53.83	170
BUSAD	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	17,726	20,101	2,375	13%	$17.85	440
BUSAD	Training and Development Managers	136	163	27	20%	$49.66	7
BUSAD	Training and Development Specialists	1,502	1,786	284	19%	$27.13	69
CD	Career/Technical Education Teachers, Middle School	19	29	10	53%	$26.31	2
CD	Career/Technical Education Teachers, Secondary School	366	419	53	14%	$32.73	15
CD	Childcare Workers	6,519	6,963	444	7%	$12.69	247
CD	Education Administrators, All Other	396	446	50	13%	$44.21	18
CD	Education Administrators, Elementary and Secondary School	1,956	2,192	236	12%	$50.61	85
CD	Education Administrators, Preschool and Childcare Center/Program	334	371	37	11%	$24.86	14
CD	Elementary School Teachers, Except Special Education	16,495	18,182	1,687	10%	$35.11	559
CD	Kindergarten Teachers, Except Special Education	2,784	3,025	241	9%	$31.23	110
CD	Middle School Teachers, Except Special and Career/Technical Education	4,705	5,327	622	13%	$34.91	176
CD	Preschool Teachers, Except Special Education	2,943	3,241	298	10%	$14.84	122
CD	Secondary School Teachers, Except Special and Career/Technical Education	7,180	8,117	937	13%	$33.39	279
CD	Self-Enrichment Education Teachers	1,211	1,486	275	23%	$17.57	54
CD	Special Education Teachers, All Other	361	420	59	16%	$37.83	14
CD	Special Education Teachers, Kindergarten and Elementary School	2,125	2,381	256	12%	$36.49	69
CD	Special Education Teachers, Middle School	764	863	99	13%	$31.77	26
CD	Special Education Teachers, Preschool	179	237	58	32%	$24.60	10

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
CD	Special Education Teachers, Secondary School	938	1,078	140	15%	$33.48	34
CD	Substitute Teachers	13,317	14,418	1,101	8%	$18.55	375
CD	Teacher Assistants	13,625	15,169	1,544	11%	$14.32	506
CD	Teachers and Instructors, All Other	2,964	3,293	329	11%	$27.38	93
CHEM	Chemical Engineers	99	103	4	4%	$48.16	3
CHEM	Chemical Plant and System Operators	218	187	(31)	(14%)	$28.50	8
CHEM	Chemical Technicians	210	214	4	2%	$20.57	7
CHEM	Chemists	360	367	7	2%	$31.57	9
CHEM	Forensic Science Technicians	304	381	77	25%	$31.15	22
CHEM	Materials Scientists	22	24	2	9%	$40.82	Insf. Data
CIT/CS	Computer and Information Research Scientists	113	122	9	8%	$51.88	2
CIT/CS	Computer and Information Systems Managers	1,520	1,810	290	19%	$56.21	49
CIT/CS	Computer Hardware Engineers	69	87	18	26%	$53.75	3
CIT/CS	Computer Network Architects	271	343	72	27%	$50.26	11
CIT/CS	Computer Network Support Specialists	858	1,000	142	17%	$31.60	26
CIT/CS	Computer Occupations, All Other	868	962	94	11%	$38.03	21
CIT/CS	Computer Operators	407	417	10	2%	$19.28	5
CIT/CS	Computer Programmers	701	761	60	9%	$36.77	24
CIT/CS	Computer Systems Analysts	1,784	2,256	472	26%	$36.96	74
CIT/CS	Computer User Support Specialists	2,984	3,545	561	19%	$25.42	99
CIT/CS	Database Administrators	378	458	80	21%	$40.40	17
CIT/CS	Desktop Publishers	36	31	(5)	(14%)	$22.22	Insf. Data
CIT/CS	Information Security Analysts	150	199	49	33%	$46.05	7
CIT/CS	Network and Computer Systems Administrators	1,907	2,208	301	16%	$41.72	57
CIT/CS	Software Developers, Applications	2,612	3,093	481	18%	$48.03	90
CIT/CS	Software Developers, Systems Software	563	749	186	33%	$49.71	28
CIT/CS	Web Developers	598	764	166	28%	$30.68	26
COMMST	Audio and Video Equipment Technicians	575	637	62	11%	$17.99	18
COMMST	Audio-Visual and Multimedia Collections Specialists	136	150	14	10%	$18.64	3
COMMST	Broadcast News Analysts	11	<10	Insf. Data	Insf. Data	$27.50	Insf. Data

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
COMMST	Broadcast Technicians	51	49	(2)	(4%)	$24.77	1
COMMST	Communications Equipment Operators, All Other	32	34	2	6%	$16.88	Insf. Data
COMMST	Film and Video Editors	53	57	4	8%	$30.09	2
COMMST	Fundraisers	213	257	44	21%	$27.41	8
COMMST	Media and Communication Equipment Workers, All Other	111	103	(8)	(7%)	$32.42	2
COMMST	Media and Communication Workers, All Other	193	209	16	8%	$19.52	5
COMMST	Public Relations and Fundraising Managers	217	258	41	19%	$46.38	12
COMMST	Public Relations Specialists	855	1,012	157	18%	$26.17	27
COMMST	Radio and Television Announcers	259	221	(38)	(15%)	$14.29	8
COMMST	Reporters and Correspondents	126	81	(45)	(36%)	$20.00	3
COMMST	Sales and Related Workers, All Other	997	1,177	180	18%	$13.90	34
COMMST	Sales Representatives, Services, All Other	6,897	8,100	1,203	17%	$27.17	282
COMMST	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	11,490	14,654	3,164	28%	$31.15	592
COMMST	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,754	2,212	458	26%	$34.07	88
COMMST	Sound Engineering Technicians	52	58	6	12%	$20.99	2
CULART	Bakers	2,604	3,073	469	18%	$12.47	110
CULART	Butchers and Meat Cutters	1,635	1,898	263	16%	$14.92	62
CULART	Chefs and Head Cooks	1,627	1,937	310	19%	$17.77	58
CULART	Cooks, All Other	113	136	23	20%	$12.90	6
CULART	Cooks, Institution and Cafeteria	2,420	2,880	460	19%	$14.02	118
CULART	Cooks, Private Household	49	47	(2)	(4%)	$20.33	1
CULART	First-Line Supervisors of Food Preparation and Serving Workers	9,336	11,842	2,506	27%	$15.07	575
CULART	Food Batchmakers	1,151	1,271	120	10%	$13.49	39
CULART	Food Cooking Machine Operators and Tenders	233	268	35	15%	$14.23	9
CULART	Food Processing Workers, All Other	272	325	53	19%	$14.16	12
CULART	Food Service Managers	3,120	3,666	546	18%	$24.23	125
DANCE	Choreographers	37	39	2	5%	$28.95	2
DANCE	Dancers	69	71	2	3%	$15.12	3

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
DIESEL	Bus and Truck Mechanics and Diesel Engine Specialists	3,999	4,873	874	22%	$21.40	165
ECON	Economists	186	208	22	12%	$34.11	8
ELEC/ELECTR	Computer, Automated Teller, and Office Machine Repairers	544	697	153	28%	$17.04	28
ELEC/ELECTR	Control and Valve Installers and Repairers, Except Mechanical Door	644	688	44	7%	$31.19	31
ELEC/ELECTR	Electric Motor, Power Tool, and Related Repairers	85	110	25	29%	$23.82	5
ELEC/ELECTR	Electrical and Electronic Equipment Assemblers	1,335	1,452	117	9%	$15.83	30
ELEC/ELECTR	Electrical and Electronics Drafters	253	270	17	7%	$28.95	5
ELEC/ELECTR	Electrical and Electronics Engineering Technicians	960	992	32	3%	$29.61	28
ELEC/ELECTR	Electrical and Electronics Installers and Repairers, Transportation Equipment	63	75	12	19%	$25.59	2
ELEC/ELECTR	Electrical and Electronics Repairers, Commercial and Industrial Equipment	578	644	66	11%	$28.21	17
ELEC/ELECTR	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	76	84	8	11%	$39.30	2
ELEC/ELECTR	Electrical Engineers	479	538	59	12%	$47.01	17
ELEC/ELECTR	Electrical Power-Line Installers and Repairers	1,243	1,490	247	20%	$43.38	79
ELEC/ELECTR	Electricians	5,140	6,292	1,152	22%	$28.91	208
ELEC/ELECTR	Electromechanical Equipment Assemblers	221	240	19	9%	$14.60	5
ELEC/ELECTR	Electro-Mechanical Technicians	49	53	4	8%	$27.71	2
ELEC/ELECTR	Electronic Home Entertainment Equipment Installers and Repairers	386	440	54	14%	$21.69	12
ELEC/ELECTR	Electronics Engineers, Except Computer	1,068	1,122	54	5%	$46.89	30
ELEC/ELECTR	Helpers--Electricians	457	599	142	31%	$13.80	21
ELEC/ELECTR	Home Appliance Repairers	806	966	160	20%	$21.84	40
ELEC/ELECTR	Medical Equipment Repairers	291	379	88	30%	$26.40	15
ELEC/ELECTR	Meter Readers, Utilities	473	421	(52)	(11%)	$22.30	8
ELEC/ELECTR	Power Plant Operators	476	473	(3)	(1%)	$31.90	18
ELEC/ELECTR	Precision Instrument and Equipment Repairers, All Other	106	124	18	17%	$25.62	4
ELEC/ELECTR	Radio, Cellular, and Tower Equipment Installers and Repairs	156	187	31	20%	$22.95	5
ELEC/ELECTR	Solar Photovoltaic Installers	224	268	44	20%	$23.09	8
ELEC/ELECTR	Telecommunications Equipment Installers and Repairers, Except Line Installers	2,113	2,316	203	10%	$28.59	41

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ELEC/ELECTR	Telecommunications Line Installers and Repairers	1,544	1,790	246	16%	$25.21	55
ENGL	Adult Basic and Secondary Education and Literacy Teachers and Instructors	561	634	73	13%	$39.62	19
ENGL	Court Reporters	199	208	9	5%	$39.87	6
ENGL	Editors	230	205	(25)	(11%)	$22.09	8
ENGL	Proofreaders and Copy Markers	36	35	(1)	(3%)	$23.17	Insf. Data
ENGL	Technical Writers	188	221	33	18%	$38.17	8
ENGL	Writers and Authors	128	140	12	9%	$31.75	4
ENGR	Aerospace Engineering and Operations Technicians	25	28	3	12%	$32.45	Insf. Data
ENGR	Aerospace Engineers	185	208	23	12%	$46.42	8
ENGR	Agricultural Engineers	12	13	1	8%	$37.49	Insf. Data
ENGR	Civil Engineering Technicians	327	350	23	7%	$29.56	11
ENGR	Civil Engineers	2,499	2,639	140	6%	$45.79	90
ENGR	Engineering Technicians, Except Drafters, All Other	677	707	30	4%	$31.77	20
ENGR	Engineers, All Other	672	718	46	7%	$46.74	19
ENGR	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	109	126	17	16%	$41.00	5
ENGR	Industrial Engineering Technicians	339	345	6	2%	$24.88	10
ENGR	Industrial Engineers	880	988	108	12%	$37.65	39
ENGR	Locomotive Engineers	20	19	(1)	(5%)	$28.24	Insf. Data
ENGR	Materials Engineers	80	88	8	10%	$43.10	4
ENGR	Mechanical Engineering Technicians	160	170	10	6%	$22.17	5
ENGR	Mechanical Engineers	1,084	1,189	105	10%	$41.45	47
ENGR	Mining and Geological Engineers, Including Mining Safety Engineers	46	50	4	9%	$49.68	2
ENGR	Nuclear Engineers	26	28	2	8%	$55.97	Insf. Data
ENGR	Petroleum Engineers	22	26	4	18%	$54.26	1
ENV	Conservation Scientists	79	86	7	9%	$38.06	4
ENV	Environmental Engineering Technicians	151	173	22	15%	$24.64	6
ENV	Environmental Engineers	294	341	47	16%	$43.20	14
ENV	Environmental Science and Protection Technicians, Including Health	177	211	34	19%	$24.43	12

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ENV	Environmental Scientists and Specialists, Including Health	1,266	1,433	167	13%	$38.28	59
ENV	Fish and Game Wardens	27	29	2	7%	$26.94	1
ENV	Fishers and Related Fishing Workers	11	<10	Insf. Data	Insf. Data	$16.96	Insf. Data
ENV	Forest and Conservation Technicians	655	629	(26)	(4%)	$20.44	29
ENV	Forest and Conservation Workers	146	157	11	8%	$12.03	6
ENV	Foresters	40	46	6	15%	$32.74	3
ENV	Natural Sciences Managers	244	252	8	3%	$52.77	6
ENV	Soil and Plant Scientists	51	59	8	16%	$31.92	3
FN	Agricultural and Food Science Technicians	309	317	8	3%	$14.20	11
FN	Dietetic Technicians	414	495	81	20%	$14.55	13
FN	Dietitians and Nutritionists	558	682	124	22%	$32.95	17
FN	Food Scientists and Technologists	187	201	14	7%	$28.22	9
GEOG	Cartographers and Photogrammetrists	178	224	46	26%	$26.98	11
GEOG	Surveying and Mapping Technicians	217	223	6	3%	$27.63	3
GEOG	Surveyors	360	366	6	2%	$33.44	12
GEOL	Geological and Petroleum Technicians	38	44	6	16%	$25.15	2
GEOL	Geoscientists, Except Hydrologists and Geographers	180	204	24	13%	$37.51	8
GEOL	Hydrologists	38	43	5	13%	$45.24	2
HIST	Curators	28	38	10	36%	$24.77	2
HIST	Library Technicians	1,025	1,131	106	10%	$18.37	63
HIST	Museum Technicians and Conservators	58	67	9	16%	$19.52	3
HUMSV	Child, Family, and School Social Workers	1,481	1,691	210	14%	$24.18	60
HUMSV	Community and Social Service Specialists, All Other	937	1,111	174	19%	$19.78	38
HUMSV	Community Health Workers	413	531	118	29%	$21.44	21
HUMSV	Educational, Guidance, School, and Vocational Counselors	2,324	2,635	311	13%	$30.89	84
HUMSV	Health Educators	461	551	90	20%	$24.94	19
HUMSV	Healthcare Social Workers	1,552	2,067	515	33%	$31.49	97
HUMSV	Marriage and Family Therapists	325	361	36	11%	$24.36	11
HUMSV	Mental Health and Substance Abuse Social Workers	775	949	174	22%	$23.19	39
HUMSV	Mental Health Counselors	1,212	1,416	204	17%	$20.57	49

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
HUMSV	Occupational Therapists	712	926	214	30%	$43.48	38
HUMSV	Occupational Therapy Aides	27	40	13	48%	$17.40	2
HUMSV	Occupational Therapy Assistants	215	296	81	38%	$31.02	16
HUMSV	Recreational Therapists	177	208	31	18%	$34.31	8
HUMSV	Rehabilitation Counselors	1,426	1,729	303	21%	$16.79	65
HUMSV	Social and Community Service Managers	920	1,184	264	29%	$38.66	56
HUMSV	Social and Human Service Assistants	3,168	4,020	852	27%	$15.89	159
HUMSV	Social Workers, All Other	1,295	1,403	108	8%	$29.13	44
HUMSV	Substance Abuse and Behavioral Disorder Counselors	1,043	1,200	157	15%	$19.41	40
HVAC/R	Cooling and Freezing Equipment Operators and Tenders	42	51	9	21%	$15.06	2
HVAC/R	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,949	3,680	731	25%	$24.11	125
INSPEC	Construction and Building Inspectors	914	1,017	103	11%	$37.83	37
INSPEC	Inspectors, Testers, Sorters, Samplers, and Weighers	4,112	4,522	410	10%	$17.44	150
INSPEC	Transportation Inspectors	242	275	33	14%	$23.85	10
KIN	Athletic Trainers	90	124	34	38%	$21.14	6
KIN	Exercise Physiologists	32	39	7	22%	$25.39	1
KIN	Fitness Trainers and Aerobics Instructors	1,990	2,333	343	17%	$19.33	75
KIN	Massage Therapists	957	1,179	222	23%	$20.61	30
KIN	Physical Therapist Aides	338	447	109	32%	$13.68	23
KIN	Physical Therapist Assistants	506	691	185	37%	$29.92	36
KIN	Physical Therapists	1,303	1,724	421	32%	$41.69	84
MACH	Assemblers and Fabricators, All Other	1,882	2,113	231	12%	$13.37	69
MACH	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	213	263	50	23%	$24.91	12
MACH	Computer-Controlled Machine Tool Operators, Metal and Plastic	917	1,158	241	26%	$17.47	56
MACH	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	240	243	3	1%	$17.83	7
MACH	Cutting and Slicing Machine Setters, Operators, and Tenders	262	266	4	2%	$17.15	8
MACH	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,759	1,597	(162)	(9%)	$16.43	22

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
MACH	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	218	200	(18)	(8%)	$13.87	4
MACH	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	307	297	(10)	(3%)	$13.95	10
MACH	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	193	208	15	8%	$14.71	4
MACH	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	521	464	(57)	(11%)	$12.84	19
MACH	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	330	298	(32)	(10%)	$16.80	8
MACH	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	687	584	(103)	(15%)	$14.36	26
MACH	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	453	421	(32)	(7%)	$17.23	11
MACH	Machinists	3,668	4,254	586	16%	$17.34	173
MACH	Mechanical Drafters	453	448	(5)	(1%)	$25.77	7
MACH	Metal Workers and Plastic Workers, All Other	295	253	(42)	(14%)	$13.27	5
MACH	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	425	376	(49)	(12%)	$16.47	7
MACH	Millwrights	143	185	42	29%	$21.80	8
MACH	Mixing and Blending Machine Setters, Operators, and Tenders	1,186	1,226	40	3%	$15.14	33
MACH	Model Makers, Metal and Plastic	21	20	(1)	(5%)	$19.65	Insf. Data
MACH	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,385	1,199	(186)	(13%)	$14.56	21
MACH	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	374	427	53	14%	$15.65	12
MACH	Paper Goods Machine Setters, Operators, and Tenders	758	767	9	1%	$17.87	15
MACH	Patternmakers, Metal and Plastic	82	67	(15)	(18%)	$15.15	1
MACH	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	267	216	(51)	(19%)	$15.14	6
MACH	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	383	369	(14)	(4%)	$16.22	10
MACH	Roustabouts, Oil and Gas	124	139	15	12%	$21.20	4

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
MACH	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	301	366	65	22%	$15.15	17
MACH	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	763	691	(72)	(9%)	$12.95	21
MATH	Logisticians	911	1,071	160	18%	$37.27	30
MATH	Mathematicians	19	22	3	16%	$37.90	Insf. Data
MATH	Statistical Assistants	43	44	1	2%	$21.00	2
MATH	Statisticians	55	79	24	44%	$32.10	4
MODLANG	Interpreters and Translators	533	692	159	30%	$20.28	26
MUS	Music Directors and Composers	188	210	22	12%	$25.32	8
MUS	Musical Instrument Repairers and Tuners	53	64	11	21%	$19.15	2
MUS	Musicians and Singers	217	242	25	12%	$33.44	10
NURS	Cardiovascular Technologists and Technicians	525	700	175	33%	$25.28	30
NURS	Health Technologists and Technicians, All Other	1,777	2,176	399	22%	$20.70	60
NURS	Healthcare Practitioners and Technical Workers, All Other	1,012	1,145	133	13%	$29.54	35
NURS	Healthcare Support Workers, All Other	1,138	1,327	189	17%	$17.02	45
NURS	Home Health Aides	4,474	7,923	3,449	77%	$13.32	498
NURS	Licensed Practical and Licensed Vocational Nurses	6,612	8,145	1,533	23%	$23.06	369
NURS	Medical Assistants	7,327	9,341	2,014	27%	$13.80	381
NURS	Medical Equipment Preparers	710	857	147	21%	$20.03	31
NURS	Medical Records and Health Information Technicians	1,582	1,984	402	25%	$21.70	81
NURS	Medical Secretaries	5,878	7,310	1,432	24%	$15.64	215
NURS	Medical Transcriptionists	207	247	40	19%	$23.09	9
NURS	Nurse Anesthetists	107	180	73	68%	$67.97	11
NURS	Nurse Midwives	37	50	13	35%	$47.61	2
NURS	Nurse Practitioners	1,058	1,532	474	45%	$54.25	79
NURS	Nursing Assistants	9,717	12,837	3,120	32%	$13.61	575
NURS	Phlebotomists	1,299	1,616	317	24%	$16.74	63
NURS	Physician Assistants	650	961	311	48%	$48.53	50
NURS	Registered Nurses	25,247	31,596	6,349	25%	$43.04	1,326
NURS	Surgical Technologists	808	1,039	231	29%	$23.45	33

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
PHIL	Lawyers	2,615	3,072	457	17%	$56.90	88
PHT	Pharmacists	2,803	3,293	490	17%	$63.40	121
PHT	Pharmacy Aides	848	941	93	11%	$14.71	28
PHT	Pharmacy Technicians	3,302	4,095	793	24%	$17.97	117
PHYSICS	Physical Scientists, All Other	94	97	3	3%	$49.15	1
PHYSICS	Physicists	26	33	7	27%	$58.60	1
POLIT	Court, Municipal, and License Clerks	1,051	1,178	127	12%	$20.66	19
POLIT	Legislators	360	397	37	10%	$24.93	12
POLIT	Political Scientists	14	18	4	29%	$36.67	Insf. Data
PSYCH	Clinical, Counseling, and School Psychologists	1,405	1,612	207	15%	$41.33	54
PSYCH	Counselors, All Other	209	245	36	17%	$14.50	9
PSYCH	Psychiatrists	260	307	47	18%	$111.56	13
PSYCH	Psychologists, All Other	77	83	6	8%	$40.64	3
PSYCH	Therapists, All Other	96	119	23	24%	$36.26	3
PSYTCH	Psychiatric Aides	462	483	21	5%	$13.46	13
PSYTCH	Psychiatric Technicians	1,221	1,224	3	0%	$27.61	16
REALST	Appraisers and Assessors of Real Estate	310	390	80	26%	$33.99	14
REALST	Property, Real Estate, and Community Association Managers	1,671	2,008	337	20%	$29.71	67
REALST	Real Estate Brokers	583	581	(2)	(0%)	$31.22	8
REALST	Real Estate Sales Agents	978	1,117	139	14%	$25.99	22
REALST	Title Examiners, Abstractors, and Searchers	557	605	48	9%	$27.56	18
RELIG	Clergy	416	533	117	28%	$28.04	22
RELIG	Directors, Religious Activities and Education	280	342	62	22%	$21.39	15
RELIG	Religious Workers, All Other	60	79	19	32%	$22.90	3
SOC	Social Science Research Assistants	45	60	15	33%	$22.21	4
SOC	Social Scientists and Related Workers, All Other	167	175	8	5%	$37.08	3
SOC	Survey Researchers	27	37	10	37%	$24.15	1
THART	Actors	597	599	2	0%	$35.70	28
THART	Costume Attendants	64	60	(4)	(6%)	$22.56	3
THART	Entertainers and Performers, Sports and Related Workers, All Other	41	47	6	15%	$19.69	2

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by SBVC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
THART	Producers and Directors	195	207	12	6%	$33.09	9
THART	Set and Exhibit Designers	43	46	3	7%	$22.95	2
WELD	Boilermakers	86	104	18	21%	$36.04	3
WELD	Pourers and Casters, Metal	133	106	(27)	(20%)	$14.46	4
WELD	Sheet Metal Workers	1,144	1,361	217	19%	$22.91	52
WELD	Structural Iron and Steel Workers	533	504	(29)	(5%)	$32.71	18
WELD	Structural Metal Fabricators and Fitters	699	740	41	6%	$16.28	20
WELD	Welders, Cutters, Solderers, and Brazers	3,187	3,372	185	6%	$17.50	124
WELD	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	243	229	(14)	(6%)	$15.46	8
WST	Plant and System Operators, All Other	64	71	7	11%	$25.38	3
WST	Water and Wastewater Treatment Plant and System Operators	1,021	1,121	100	10%	$30.57	37

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department)

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ACCT	Accountants and Auditors	7,258	8,910	1,652	23%	$33.59	386
ACCT	Actuaries	26	36	10	38%	$47.57	2
ACCT	Billing and Posting Clerks	4,423	5,499	1,076	24%	$17.05	214
ACCT	Bookkeeping, Accounting, and Auditing Clerks	12,861	13,446	585	5%	$19.07	191
ACCT	Brokerage Clerks	143	130	(13)	(9%)	$24.00	4
ACCT	Budget Analysts	550	590	40	7%	$31.37	18
ACCT	Credit Analysts	242	288	46	19%	$35.82	16
ACCT	Credit Authorizers, Checkers, and Clerks	187	215	28	15%	$15.84	4
ACCT	Credit Counselors	436	527	91	21%	$23.03	17
ACCT	Financial Analysts	533	657	124	23%	$41.84	25
ACCT	Financial Clerks, All Other	228	254	26	11%	$19.26	9
ACCT	Financial Examiners	38	48	10	26%	$36.53	2
ACCT	Financial Managers	3,890	4,395	505	13%	$55.56	150
ACCT	Financial Specialists, All Other	1,037	1,127	90	9%	$25.26	20
ACCT	Insurance Claims and Policy Processing Clerks	1,831	1,970	139	8%	$16.83	64
ACCT	Loan Interviewers and Clerks	1,407	1,647	240	17%	$20.04	47
ACCT	Loan Officers	1,938	2,263	325	17%	$38.47	67
ACCT	New Accounts Clerks	201	191	(10)	(5%)	$17.47	5
ACCT	Payroll and Timekeeping Clerks	2,145	2,267	122	6%	$19.63	72
ACCT	Personal Financial Advisors	615	679	64	10%	$42.63	26
ACCT	Securities, Commodities, and Financial Services Sales Agents	1,907	1,891	(16)	(1%)	$29.56	41
ACCT	Tax Examiners and Collectors, and Revenue Agents	361	364	3	1%	$34.70	16
ACCT	Tax Preparers	614	711	97	16%	$18.59	27
ACCT	Tellers	3,804	3,669	(135)	(4%)	$14.22	148
ANTHRO	Anthropologists and Archeologists	95	105	10	11%	$25.92	2
ART	Art Directors	93	106	13	14%	$41.39	3
ART	Artists and Related Workers, All Other	63	66	3	5%	$29.46	2
ART	Camera and Photographic Equipment Repairers	19	24	5	26%	$22.70	Insf. Data
ART	Camera Operators, Television, Video, and Motion Picture	38	38	0	0%	$33.13	Insf. Data
ART	Craft Artists	23	24	1	4%	$17.72	Insf. Data

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ART	Designers, All Other	47	53	6	13%	$24.51	2
ART	Fashion Designers	118	184	66	56%	$27.03	10
ART	Film and Video Editors	53	57	4	8%	$30.09	2
ART	Fine Artists, Including Painters, Sculptors, and Illustrators	167	178	11	7%	$38.63	4
ART	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	106	102	(4)	(4%)	$15.07	4
ART	Graphic Designers	1,249	1,359	110	9%	$21.91	42
ART	Makeup Artists, Theatrical and Performance	11	12	1	9%	$31.42	Insf. Data
ART	Multimedia Artists and Animators	56	63	7	13%	$30.38	2
ART	Photographers	451	437	(14)	(3%)	$22.25	15
ART	Photographic Process Workers and Processing Machine Operators	199	170	(29)	(15%)	$14.32	4
ASTRO	Atmospheric and Space Scientists	19	22	3	16%	$40.45	Insf. Data
BIOL	Anesthesiologists	273	368	95	35%	$109.75	19
BIOL	Biochemists and Biophysicists	40	47	7	18%	$74.00	2
BIOL	Biological Scientists, All Other	267	263	(4)	(1%)	$33.79	8
BIOL	Biological Technicians	275	296	21	8%	$20.05	10
BIOL	Biomedical Engineers	209	188	(21)	(10%)	$49.34	7
BIOL	Cardiovascular Technologists and Technicians	525	700	175	33%	$25.28	30
BIOL	Chiropractors	230	264	34	15%	$46.94	8
BIOL	Epidemiologists	31	35	4	13%	$27.71	2
BIOL	Family and General Practitioners	1,425	1,700	275	19%	$99.35	71
BIOL	Genetic Counselors	42	51	9	21%	$31.19	2
BIOL	Health Diagnosing and Treating Practitioners, All Other	500	549	49	10%	$32.72	17
BIOL	Health Technologists and Technicians, All Other	1,777	2,176	399	22%	$20.70	60
BIOL	Healthcare Practitioners and Technical Workers, All Other	1,012	1,145	133	13%	$29.54	35
BIOL	Home Health Aides	4,474	7,923	3,449	77%	$13.32	498
BIOL	Internists, General	200	290	90	45%	$83.69	16
BIOL	Licensed Practical and Licensed Vocational Nurses	6,612	8,145	1,533	23%	$23.06	369
BIOL	Life Scientists, All Other	53	60	7	13%	$44.98	3
BIOL	Life, Physical, and Social Science Technicians, All Other	299	338	39	13%	$25.24	17
BIOL	Medical and Clinical Laboratory Technicians	1,023	1,347	324	32%	$19.63	62

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BIOL	Medical and Clinical Laboratory Technologists	542	792	250	46%	$33.37	42
BIOL	Medical Assistants	7,327	9,341	2,014	27%	$13.80	381
BIOL	Medical Equipment Preparers	710	857	147	21%	$20.03	31
BIOL	Medical Scientists, Except Epidemiologists	810	897	87	11%	$44.06	35
BIOL	Microbiologists	90	90	0	0%	$36.57	3
BIOL	Nurse Anesthetists	107	180	73	68%	$67.97	11
BIOL	Nurse Midwives	37	50	13	35%	$47.61	2
BIOL	Nurse Practitioners	1,058	1,532	474	45%	$54.25	79
BIOL	Nursing Assistants	9,717	12,837	3,120	32%	$13.61	575
BIOL	Obstetricians and Gynecologists	183	245	62	34%	$112.08	12
BIOL	Pediatricians, General	248	313	65	26%	$87.60	14
BIOL	Physician Assistants	650	961	311	48%	$48.53	50
BIOL	Physicians and Surgeons, All Other	2,699	3,457	758	28%	$59.06	162
BIOL	Registered Nurses	25,247	31,596	6,349	25%	$43.04	1,326
BIOL	Surgeons	413	546	133	32%	$101.48	27
BIOL	Surgical Technologists	808	1,039	231	29%	$23.45	33
BIOL	Veterinarians	392	471	79	20%	$45.01	15
BIOL	Veterinary Assistants and Laboratory Animal Caretakers	987	1,120	133	13%	$13.86	36
BIOL	Veterinary Technologists and Technicians	575	748	173	30%	$15.55	24
BIOL	Zoologists and Wildlife Biologists	112	121	9	8%	$32.74	4
BUSAD	Marketing Managers	872	1,033	161	18%	$59.22	39
BUSAD	Administrative Services Managers	2,322	2,728	406	17%	$39.81	89
BUSAD	Advertising and Promotions Managers	192	211	19	10%	$40.36	8
BUSAD	Advertising Sales Agents	665	592	(73)	(11%)	$21.55	19
BUSAD	Agents and Business Managers of Artists, Performers, and Athletes	21	24	3	14%	$44.94	1
BUSAD	Arbitrators, Mediators, and Conciliators	79	89	10	13%	$35.67	2
BUSAD	Business Operations Specialists, All Other	6,544	7,375	831	13%	$31.48	168
BUSAD	Chief Executives	1,899	2,048	149	8%	$87.60	49
BUSAD	Claims Adjusters, Examiners, and Investigators	2,093	2,149	56	3%	$29.91	70
BUSAD	Compensation and Benefits Managers	75	86	11	15%	$57.47	4

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BUSAD	Compensation, Benefits, and Job Analysis Specialists	495	562	67	14%	$29.89	20
BUSAD	Compliance Officers	1,957	2,132	175	9%	$34.45	47
BUSAD	Correspondence Clerks	53	53	0	0%	$12.52	2
BUSAD	Cost Estimators	2,427	2,781	354	15%	$31.63	117
BUSAD	Education Administrators, Postsecondary	852	1,046	194	23%	$51.87	48
BUSAD	Executive Secretaries and Executive Administrative Assistants	5,046	5,293	247	5%	$25.80	80
BUSAD	File Clerks	1,946	2,017	71	4%	$14.90	47
BUSAD	First-Line Supervisors of Office and Administrative Support Workers	14,225	16,690	2,465	17%	$25.37	484
BUSAD	Gaming Managers	106	111	5	5%	$37.54	3
BUSAD	General and Operations Managers	20,082	23,454	3,372	17%	$51.21	898
BUSAD	Human Resources Assistants, Except Payroll and Timekeeping	1,375	1,497	122	9%	$18.40	29
BUSAD	Human Resources Managers	783	920	137	17%	$48.48	39
BUSAD	Human Resources Specialists	3,533	4,055	522	15%	$28.35	146
BUSAD	Industrial Production Managers	1,390	1,423	33	2%	$47.19	48
BUSAD	Information and Record Clerks, All Other	1,178	1,331	153	13%	$19.03	48
BUSAD	Insurance Underwriters	306	310	4	1%	$29.06	8
BUSAD	Labor Relations Specialists	442	429	(13)	(3%)	$33.06	12
BUSAD	Legal Secretaries	783	861	78	10%	$17.35	17
BUSAD	Legal Support Workers, All Other	420	438	18	4%	$22.23	12
BUSAD	Management Analysts	3,534	4,317	783	22%	$39.81	134
BUSAD	Managers, All Other	1,862	2,101	239	13%	$51.19	68
BUSAD	Market Research Analysts and Marketing Specialists	2,658	3,412	754	28%	$27.93	112
BUSAD	Office and Administrative Support Workers, All Other	5,273	5,734	461	9%	$13.21	195
BUSAD	Office Clerks, General	29,594	33,229	3,635	12%	$14.57	1,048
BUSAD	Operations Research Analysts	163	237	74	45%	$41.77	11
BUSAD	Order Clerks	3,139	3,503	364	12%	$16.23	128
BUSAD	Paralegals and Legal Assistants	2,111	2,399	288	14%	$24.16	79
BUSAD	Procurement Clerks	712	759	47	7%	$20.41	31
BUSAD	Production, Planning, and Expediting Clerks	3,068	3,515	447	15%	$19.91	135
BUSAD	Purchasing Agents, Except Wholesale, Retail, and Farm Products	2,004	2,203	199	10%	$26.83	78

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
BUSAD	Purchasing Managers	465	518	53	11%	$46.77	17
BUSAD	Receptionists and Information Clerks	8,587	10,276	1,689	20%	$13.51	428
BUSAD	Sales Engineers	334	408	74	22%	$45.37	17
BUSAD	Sales Managers	4,283	4,887	604	14%	$53.83	170
BUSAD	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	17,726	20,101	2,375	13%	$17.85	440
BUSAD	Training and Development Managers	136	163	27	20%	$49.66	7
BUSAD	Training and Development Specialists	1,502	1,786	284	19%	$27.13	69
BUSAD	Transportation, Storage, and Distribution Managers	1,524	1,963	439	29%	$41.14	84
CD	Career/Technical Education Teachers, Middle School	19	29	10	53%	$26.31	2
CD	Career/Technical Education Teachers, Secondary School	366	419	53	14%	$32.73	15
CD	Childcare Workers	6,519	6,963	444	7%	$12.69	247
CD	Education Administrators, All Other	396	446	50	13%	$44.21	18
CD	Education Administrators, Elementary and Secondary School	1,956	2,192	236	12%	$50.61	85
CD	Education Administrators, Preschool and Childcare Center/Program	334	371	37	11%	$24.86	14
CD	Elementary School Teachers, Except Special Education	16,495	18,182	1,687	10%	$35.11	559
CD	Kindergarten Teachers, Except Special Education	2,784	3,025	241	9%	$31.23	110
CD	Middle School Teachers, Except Special and Career/Technical Education	4,705	5,327	622	13%	$34.91	176
CD	Preschool Teachers, Except Special Education	2,943	3,241	298	10%	$14.84	122
CD	Secondary School Teachers, Except Special and Career/Technical Education	7,180	8,117	937	13%	$33.39	279
CD	Self-Enrichment Education Teachers	1,211	1,486	275	23%	$17.57	54
CD	Special Education Teachers, All Other	361	420	59	16%	$37.83	14
CD	Special Education Teachers, Kindergarten and Elementary School	2,125	2,381	256	12%	$36.49	69
CD	Special Education Teachers, Middle School	764	863	99	13%	$31.77	26
CD	Special Education Teachers, Preschool	179	237	58	32%	$24.60	10
CD	Special Education Teachers, Secondary School	938	1,078	140	15%	$33.48	34
CD	Substitute Teachers	13,317	14,418	1,101	8%	$18.55	375
CD	Teacher Assistants	13,625	15,169	1,544	11%	$14.32	506
CD	Teachers and Instructors, All Other	2,964	3,293	329	11%	$27.38	93

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
CHEM	Agricultural and Food Science Technicians	309	317	8	3%	$14.20	11
CHEM	Chemical Engineers	99	103	4	4%	$48.16	3
CHEM	Chemical Plant and System Operators	218	187	(31)	(14%)	$28.50	8
CHEM	Chemical Technicians	210	214	4	2%	$20.57	7
CHEM	Chemists	360	367	7	2%	$31.57	9
CHEM	Dietetic Technicians	414	495	81	20%	$14.55	13
CHEM	Dietitians and Nutritionists	558	682	124	22%	$32.95	17
CHEM	Food Scientists and Technologists	187	201	14	7%	$28.22	9
CHEM	Forensic Science Technicians	304	381	77	25%	$31.15	22
CHEM	Pharmacists	2,803	3,293	490	17%	$63.40	121
CHEM	Pharmacy Aides	848	941	93	11%	$14.71	28
CHEM	Pharmacy Technicians	3,302	4,095	793	24%	$17.97	117
COMMST	Audio and Video Equipment Technicians	575	637	62	11%	$17.99	18
COMMST	Audio-Visual and Multimedia Collections Specialists	136	150	14	10%	$18.64	3
COMMST	Broadcast News Analysts	11	<10	Insf. Data	Insf. Data	$27.50	Insf. Data
COMMST	Broadcast Technicians	51	49	(2)	(4%)	$24.77	1
COMMST	Communications Equipment Operators, All Other	32	34	2	6%	$16.88	Insf. Data
COMMST	Fundraisers	213	257	44	21%	$27.41	8
COMMST	Media and Communication Equipment Workers, All Other	111	103	(8)	(7%)	$32.42	2
COMMST	Media and Communication Workers, All Other	193	209	16	8%	$19.52	5
COMMST	Public Relations and Fundraising Managers	217	258	41	19%	$46.38	12
COMMST	Public Relations Specialists	855	1,012	157	18%	$26.17	27
COMMST	Radio and Television Announcers	259	221	(38)	(15%)	$14.29	8
COMMST	Reporters and Correspondents	126	81	(45)	(36%)	$20.00	3
COMMST	Sales and Related Workers, All Other	997	1,177	180	18%	$13.90	34
COMMST	Sales Representatives, Services, All Other	6,897	8,100	1,203	17%	$27.17	282
COMMST	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	11,490	14,654	3,164	28%	$31.15	592
COMMST	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,754	2,212	458	26%	$34.07	88

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
COMMST	Sound Engineering Technicians	52	58	6	12%	$20.99	2
CS/CIT	Computer and Information Research Scientists	113	122	9	8%	$51.88	2
CS/CIT	Computer and Information Systems Managers	1,520	1,810	290	19%	$56.21	49
CS/CIT	Computer Hardware Engineers	69	87	18	26%	$53.75	3
CS/CIT	Computer Network Architects	271	343	72	27%	$50.26	11
CS/CIT	Computer Network Support Specialists	858	1,000	142	17%	$31.60	26
CS/CIT	Computer Occupations, All Other	868	962	94	11%	$38.03	21
CS/CIT	Computer Operators	407	417	10	2%	$19.28	5
CS/CIT	Computer Programmers	701	761	60	9%	$36.77	24
CS/CIT	Computer Systems Analysts	1,784	2,256	472	26%	$36.96	74
CS/CIT	Computer User Support Specialists	2,984	3,545	561	19%	$25.42	99
CS/CIT	Database Administrators	378	458	80	21%	$40.40	17
CS/CIT	Desktop Publishers	36	31	(5)	(14%)	$22.22	Insf. Data
CS/CIT	Information Security Analysts	150	199	49	33%	$46.05	7
CS/CIT	Network and Computer Systems Administrators	1,907	2,208	301	16%	$41.72	57
CS/CIT	Software Developers, Applications	2,612	3,093	481	18%	$48.03	90
CS/CIT	Software Developers, Systems Software	563	749	186	33%	$49.71	28
CS/CIT	Web Developers	598	764	166	28%	$30.68	26
DANCE	Choreographers	37	39	2	5%	$28.95	2
DANCE	Dancers	69	71	2	3%	$15.12	3
ECON	Economists	186	208	22	12%	$34.11	8
EMS	Emergency Medical Technicians and Paramedics	2,077	2,601	524	25%	$14.45	92
EMS	Phlebotomists	1,299	1,616	317	24%	$16.74	63
EMS	Police, Fire, and Ambulance Dispatchers	826	874	48	6%	$24.71	26
ENGL	Adult Basic and Secondary Education and Literacy Teachers and Instructors	561	634	73	13%	$39.62	19
ENGL	Court Reporters	199	208	9	5%	$39.87	6
ENGL	Editors	230	205	(25)	(11%)	$22.09	8
ENGL	Proofreaders and Copy Markers	36	35	(1)	(3%)	$23.17	Insf. Data
ENGL	Technical Writers	188	221	33	18%	$38.17	8

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ENGL	Writers and Authors	128	140	12	9%	$31.75	4
ENGR	Aerospace Engineering and Operations Technicians	25	28	3	12%	$32.45	Insf. Data
ENGR	Aerospace Engineers	185	208	23	12%	$46.42	8
ENGR	Agricultural Engineers	12	13	1	8%	$37.49	Insf. Data
ENGR	Civil Engineering Technicians	327	350	23	7%	$29.56	11
ENGR	Civil Engineers	2,499	2,639	140	6%	$45.79	90
ENGR	Electrical and Electronics Engineering Technicians	960	992	32	3%	$29.61	28
ENGR	Electrical Engineers	479	538	59	12%	$47.01	17
ENGR	Engineering Technicians, Except Drafters, All Other	677	707	30	4%	$31.77	20
ENGR	Engineers, All Other	672	718	46	7%	$46.74	19
ENGR	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	109	126	17	16%	$41.00	5
ENGR	Industrial Engineering Technicians	339	345	6	2%	$24.88	10
ENGR	Industrial Engineers	880	988	108	12%	$37.65	39
ENGR	Materials Engineers	80	88	8	10%	$43.10	4
ENGR	Materials Scientists	22	24	2	9%	$40.82	Insf. Data
ENGR	Mechanical Engineering Technicians	160	170	10	6%	$22.17	5
ENGR	Mechanical Engineers	1,084	1,189	105	10%	$41.45	47
ENGR	Nuclear Engineers	26	28	2	8%	$55.97	Insf. Data
ENGR	Petroleum Engineers	22	26	4	18%	$54.26	1
ENV	Conservation Scientists	79	86	7	9%	$38.06	4
ENV	Environmental Engineering Technicians	151	173	22	15%	$24.64	6
ENV	Environmental Engineers	294	341	47	16%	$43.20	14
ENV	Environmental Science and Protection Technicians, Including Health	177	211	34	19%	$24.43	12
ENV	Environmental Scientists and Specialists, Including Health	1,266	1,433	167	13%	$38.28	59
ENV	Fish and Game Wardens	27	29	2	7%	$26.94	1
ENV	Fishers and Related Fishing Workers	11	<10	Insf. Data	Insf. Data	$16.96	Insf. Data
ENV	Forest and Conservation Technicians	655	629	(26)	(4%)	$20.44	29
ENV	Forest and Conservation Workers	146	157	11	8%	$12.03	6
ENV	Foresters	40	46	6	15%	$32.74	3

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
ENV	Natural Sciences Managers	244	252	8	3%	$52.77	6
ENV	Soil and Plant Scientists	51	59	8	16%	$31.92	3
FIRE	Fire Inspectors and Investigators	46	56	10	22%	$34.51	3
FIRE	Firefighters	3,564	3,957	393	11%	$28.28	149
FIRE	First-Line Supervisors of Fire Fighting and Prevention Workers	272	327	55	20%	$49.62	20
GEOG	Cartographers and Photogrammetrists	178	224	46	26%	$26.98	11
GEOG	Surveying and Mapping Technicians	217	223	6	3%	$27.63	3
GEOG	Surveyors	360	366	6	2%	$33.44	12
GEOL	Geological and Petroleum Technicians	38	44	6	16%	$25.15	2
GEOL	Geoscientists, Except Hydrologists and Geographers	180	204	24	13%	$37.51	8
GEOL	Hydrologists	38	43	5	13%	$45.24	2
HIST	Curators	28	38	10	36%	$24.77	2
HIST	Library Technicians	1,025	1,131	106	10%	$18.37	63
HIST	Museum Technicians and Conservators	58	67	9	16%	$19.52	3
KIN	Athletic Trainers	90	124	34	38%	$21.14	6
KIN	Exercise Physiologists	32	39	7	22%	$25.39	1
KIN	Fitness Trainers and Aerobics Instructors	1,990	2,333	343	17%	$19.33	75
KIN	Massage Therapists	957	1,179	222	23%	$20.61	30
KIN	Physical Therapist Aides	338	447	109	32%	$13.68	23
KIN	Physical Therapist Assistants	506	691	185	37%	$29.92	36
KIN	Physical Therapists	1,303	1,724	421	32%	$41.69	84
MATH	Logisticians	911	1,071	160	18%	$37.27	30
MATH	Mathematicians	19	22	3	16%	$37.90	Insf. Data
MATH	Statistical Assistants	43	44	1	2%	$21.00	2
MATH	Statisticians	55	79	24	44%	$32.10	4
MODLANG	Interpreters and Translators	533	692	159	30%	$20.28	26
MUSIC	Music Directors and Composers	188	210	22	12%	$25.32	8
MUSIC	Musical Instrument Repairers and Tuners	53	64	11	21%	$19.15	2
MUSIC	Musicians and Singers	217	242	25	12%	$33.44	10
PHIL	Lawyers	2,615	3,072	457	17%	$56.90	88

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
PHYSICS	Physical Scientists, All Other	94	97	3	3%	$49.15	1
PHYSICS	Physicists	26	33	7	27%	$58.60	1
POLIT	Court, Municipal, and License Clerks	1,051	1,178	127	12%	$20.66	19
POLIT	Legislators	360	397	37	10%	$24.93	12
POLIT	Political Scientists	14	18	4	29%	$36.67	Insf. Data
PSYCH	Child, Family, and School Social Workers	1,481	1,691	210	14%	$24.18	60
PSYCH	Clinical, Counseling, and School Psychologists	1,405	1,612	207	15%	$41.33	54
PSYCH	Community and Social Service Specialists, All Other	937	1,111	174	19%	$19.78	38
PSYCH	Counselors, All Other	209	245	36	17%	$14.50	9
PSYCH	Educational, Guidance, School, and Vocational Counselors	2,324	2,635	311	13%	$30.89	84
PSYCH	Healthcare Social Workers	1,552	2,067	515	33%	$31.49	97
PSYCH	Marriage and Family Therapists	325	361	36	11%	$24.36	11
PSYCH	Mental Health and Substance Abuse Social Workers	775	949	174	22%	$23.19	39
PSYCH	Mental Health Counselors	1,212	1,416	204	17%	$20.57	49
PSYCH	Occupational Therapists	712	926	214	30%	$43.48	38
PSYCH	Occupational Therapy Assistants	215	296	81	38%	$31.02	16
PSYCH	Psychiatric Aides	462	483	21	5%	$13.46	13
PSYCH	Psychiatric Technicians	1,221	1,224	3	0%	$27.61	16
PSYCH	Psychiatrists	260	307	47	18%	$111.56	13
PSYCH	Psychologists, All Other	77	83	6	8%	$40.64	3
PSYCH	Recreational Therapists	177	208	31	18%	$34.31	8
PSYCH	Rehabilitation Counselors	1,426	1,729	303	21%	$16.79	65
PSYCH	Social and Community Service Managers	920	1,184	264	29%	$38.66	56
PSYCH	Social and Human Service Assistants	3,168	4,020	852	27%	$15.89	159
PSYCH	Social Workers, All Other	1,295	1,403	108	8%	$29.13	44
PSYCH	Substance Abuse and Behavioral Disorder Counselors	1,043	1,200	157	15%	$19.41	40
PSYCH	Therapists, All Other	96	119	23	24%	$36.26	3
PUBLICSAFETY	Emergency Management Directors	54	64	10	19%	$40.31	2
RADIOL	Radiologic Technologists	1,343	1,699	356	27%	$30.39	65
RELIG	Clergy	416	533	117	28%	$28.04	22

Regional Job Openings by Occupation (2015 – 2025) – Related to Existing Programs Offered by CHC (Grouped by Department) *(cont.)*

Related Program	Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
RELIG	Directors, Religious Activities and Education	280	342	62	22%	$21.39	15
RELIG	Religious Workers, All Other	60	79	19	32%	$22.90	3
RESP	Respiratory Therapists	1,262	1,548	286	23%	$32.18	63
RESP	Respiratory Therapy Technicians	61	64	3	5%	$29.12	1
SOC	Social Science Research Assistants	45	60	15	33%	$22.21	4
SOC	Social Scientists and Related Workers, All Other	167	175	8	5%	$37.08	3
SOC	Survey Researchers	27	37	10	37%	$24.15	1
THART	Actors	597	599	2	0%	$35.70	28
THART	Costume Attendants	64	60	(4)	(6%)	$22.56	3
THART	Entertainers and Performers, Sports and Related Workers, All Other	41	47	6	15%	$19.69	2
THART	Producers and Directors	195	207	12	6%	$33.09	9
THART	Set and Exhibit Designers	43	46	3	7%	$22.95	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Adhesive Bonding Machine Operators and Tenders	3	76	77	1	1%	$16.93
Agricultural Equipment Operators	2	86	67	(19)	(22%)	$12.11
Agricultural Inspectors	Insf. Data	30	29	(1)	(3%)	$24.70
Agricultural Workers, All Other	Insf. Data	20	15	(5)	(25%)	$14.32
Airline Pilots, Copilots, and Flight Engineers	2	62	66	4	6%	$54.38
Animal Control Workers	Insf. Data	17	19	2	12%	$22.14
Audiologists	1	15	23	8	53%	$38.43
Automotive and Watercraft Service Attendants	25	344	433	89	26%	$12.76
Barbers	1	27	32	5	19%	$13.11
Bicycle Repairers	Insf. Data	12	17	5	42%	$12.08
Bill and Account Collectors	33	1,021	1,086	65	6%	$16.65
Brickmasons and Blockmasons	7	201	145	(56)	(28%)	$26.07
Building Cleaning Workers, All Other	1	47	50	3	6%	$12.66
Bus Drivers, School or Special Client	45	1,547	1,767	220	14%	$16.39
Bus Drivers, Transit and Intercity	4	154	165	11	7%	$18.98
Buyers and Purchasing Agents, Farm Products	1	26	31	5	19%	$37.77
Cabinetmakers and Bench Carpenters	13	476	488	12	3%	$14.40
Cargo and Freight Agents	19	201	299	98	49%	$18.68
Carpenters	73	2,598	2,845	247	10%	$23.17
Carpet Installers	3	93	108	15	16%	$20.43
Cement Masons and Concrete Finishers	23	689	763	74	11%	$22.71
Chemical Equipment Operators and Tenders	2	30	33	3	10%	$18.12
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	2	47	47	0	0%	$12.37
Coaches and Scouts	21	447	495	48	11%	$17.53
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	9	374	364	(10)	(3%)	$16.77
Coil Winders, Tapers, and Finishers	2	35	49	14	40%	$13.99
Coin, Vending, and Amusement Machine Servicers and Repairers	3	86	103	17	20%	$17.39
Commercial and Industrial Designers	3	65	73	8	12%	$29.99
Commercial Pilots	3	53	71	18	34%	$36.58
Concierges	2	41	52	11	27%	$13.61

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Construction and Related Workers, All Other	4	130	144	14	11%	$21.30
Construction Laborers	118	3,186	3,505	319	10%	$20.09
Construction Managers	17	544	609	65	12%	$52.81
Continuous Mining Machine Operators	1	27	32	5	19%	$21.30
Conveyor Operators and Tenders	8	142	174	32	23%	$17.35
Counter and Rental Clerks	66	1,807	1,954	147	8%	$14.74
Couriers and Messengers	7	232	268	36	16%	$12.75
Crane and Tower Operators	4	59	77	18	31%	$26.03
Customer Service Representatives	218	4,448	5,391	943	21%	$17.62
Data Entry Keyers	12	529	562	33	6%	$13.87
Demonstrators and Product Promoters	23	468	534	66	14%	$13.31
Dental Assistants	65	1,635	1,838	203	12%	$15.25
Dental Hygienists	18	479	567	88	18%	$42.59
Dental Laboratory Technicians	3	199	88	(111)	(56%)	$16.67
Dentists, All Other Specialists	Insf. Data	10	12	2	20%	$61.37
Dentists, General	15	395	454	59	15%	$54.83
Diagnostic Medical Sonographers	10	158	222	64	41%	$34.02
Driver/Sales Workers	43	706	981	275	39%	$16.10
Drywall and Ceiling Tile Installers	5	269	206	(63)	(23%)	$26.69
Earth Drillers, Except Oil and Gas	2	56	59	3	5%	$36.19
Education, Training, and Library Workers, All Other	11	603	648	45	7%	$18.72
Eligibility Interviewers, Government Programs	7	434	442	8	2%	$20.08
Embalmers	Insf. Data	16	14	(2)	(13%)	$23.71
Emergency Medical Technicians and Paramedics	18	577	638	61	11%	$14.83
Entertainment Attendants and Related Workers, All Other	1	12	19	7	58%	$12.89
Etchers and Engravers	Insf. Data	17	17	0	0%	$12.33
Excavating and Loading Machine and Dragline Operators	3	70	85	15	21%	$26.79
Extraction Workers, All Other	Insf. Data	11	13	2	18%	$17.61
Farmers, Ranchers, and Other Agricultural Managers	2	133	73	(60)	(45%)	$35.32
Farmworkers, Farm, Ranch, and Aquacultural Animals	3	136	96	(40)	(29%)	$13.15

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Fence Erectors	6	177	185	8	5%	$18.39
Fiberglass Laminators and Fabricators	2	73	73	0	0%	$15.60
Firefighters	11	287	312	25	9%	$28.33
First-Line Supervisors of Construction Trades and Extraction Workers	32	1,177	1,336	159	14%	$34.40
First-Line Supervisors of Farming, Fishing, and Forestry Workers	1	64	44	(20)	(31%)	$19.31
First-Line Supervisors of Fire Fighting and Prevention Workers	2	21	25	4	19%	$49.70
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	71	1,099	1,394	295	27%	$24.55
First-Line Supervisors of Housekeeping and Janitorial Workers	12	377	431	54	14%	$18.01
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	9	287	328	41	14%	$20.17
First-Line Supervisors of Personal Service Workers	29	541	704	163	30%	$19.31
First-Line Supervisors of Production and Operating Workers	39	1,565	1,657	92	6%	$25.91
First-Line Supervisors of Retail Sales Workers	148	3,635	4,226	591	16%	$20.82
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	51	840	1,035	195	23%	$27.38
Floor Layers, Except Carpet, Wood, and Hard Tiles	3	54	69	15	28%	$16.08
Floor Sanders and Finishers	Insf. Data	21	26	5	24%	$20.23
Floral Designers	3	96	91	(5)	(5%)	$16.03
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	1	30	34	4	13%	$16.81
Foundry Mold and Coremakers	Insf. Data	39	33	(6)	(15%)	$13.14
Funeral Attendants	3	86	80	(6)	(7%)	$14.14
Funeral Service Managers	Insf. Data	20	19	(1)	(5%)	$30.11
Furniture Finishers	3	54	73	19	35%	$12.40
Gaming Cage Workers	2	55	56	1	2%	$12.58
Gaming Change Persons and Booth Cashiers	4	82	81	(1)	(1%)	$12.18
Gaming Dealers	9	291	297	6	2%	$12.22
Gaming Service Workers, All Other	6	151	153	2	1%	$13.94
Gaming Supervisors	1	28	31	3	11%	$23.73
Gaming Surveillance Officers and Gaming Investigators	Insf. Data	26	25	(1)	(4%)	$16.58
Gas Plant Operators	2	51	49	(2)	(4%)	$35.46
Glaziers	4	62	61	(1)	(2%)	$30.29
Grinding and Polishing Workers, Hand	3	132	123	(9)	(7%)	$13.82

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Grounds Maintenance Workers, All Other	Insf. Data	18	23	5	28%	$18.89
Hairdressers, Hairstylists, and Cosmetologists	26	541	646	105	19%	$12.14
Hazardous Materials Removal Workers	3	49	64	15	31%	$18.36
Hearing Aid Specialists	Insf. Data	22	28	6	27%	$21.27
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	Insf. Data	38	36	(2)	(5%)	$16.92
Heavy and Tractor-Trailer Truck Drivers	444	11,501	13,729	2,228	19%	$23.12
Helpers, Construction Trades, All Other	2	72	79	7	10%	$17.39
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	4	128	96	(32)	(25%)	$17.64
Helpers--Carpenters	3	65	81	16	25%	$13.47
Helpers--Extraction Workers	Insf. Data	17	23	6	35%	$16.58
Helpers--Installation, Maintenance, and Repair Workers	18	360	416	56	16%	$14.88
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Insf. Data	22	23	1	5%	$13.55
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	5	147	175	28	19%	$15.23
Helpers--Roofers	2	36	54	18	50%	$12.69
Highway Maintenance Workers	2	40	45	5	13%	$23.59
Industrial Truck and Tractor Operators	209	3,532	4,546	1,014	29%	$15.93
Instructional Coordinators	12	536	597	61	11%	$36.40
Insulation Workers, Floor, Ceiling, and Wall	2	30	27	(3)	(10%)	$30.42
Insulation Workers, Mechanical	1	14	20	6	43%	$27.46
Insurance Sales Agents	35	799	917	118	15%	$25.04
Interviewers, Except Eligibility and Loan	20	432	519	87	20%	$18.83
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	189	5,455	6,173	718	13%	$13.56
Jewelers and Precious Stone and Metal Workers	2	42	47	5	12%	$16.89
Laborers and Freight, Stock, and Material Movers, Hand	874	15,669	18,883	3,214	21%	$13.46
Landscaping and Groundskeeping Workers	96	2,975	3,354	379	13%	$12.35
Laundry and Dry-Cleaning Workers	10	341	385	44	13%	$12.16
Layout Workers, Metal and Plastic	Insf. Data	14	13	(1)	(7%)	$21.38
Librarians	5	121	140	19	16%	$28.62
Library Assistants, Clerical	6	138	153	15	11%	$13.44
Light Truck or Delivery Services Drivers	123	3,033	3,672	639	21%	$19.21

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Locksmiths and Safe Repairers	3	66	55	(11)	(17%)	$24.86
Lodging Managers	2	41	49	8	20%	$23.69
Machine Feeders and Offbearers	43	644	893	249	39%	$14.97
Magnetic Resonance Imaging Technologists	3	51	68	17	33%	$36.83
Mail Clerks and Mail Machine Operators, Except Postal Service	2	82	82	0	0%	$13.71
Material Moving Workers, All Other	11	253	272	19	8%	$19.18
Mechanical Door Repairers	3	37	46	9	24%	$21.66
Medical and Health Services Managers	47	827	1,050	223	27%	$57.94
Medical Appliance Technicians	1	54	34	(20)	(37%)	$23.21
Meeting, Convention, and Event Planners	4	143	167	24	17%	$20.02
Merchandise Displayers and Window Trimmers	8	139	178	39	28%	$16.55
Metal-Refining Furnace Operators and Tenders	2	35	42	7	20%	$17.59
Models	Insf. Data	12	15	3	25%	$15.26
Molders, Shapers, and Casters, Except Metal and Plastic	10	240	223	(17)	(7%)	$16.00
Morticians, Undertakers, and Funeral Directors	Insf. Data	30	31	1	3%	$37.48
Motor Vehicle Operators, All Other	21	420	479	59	14%	$15.33
Nuclear Medicine Technologists	2	62	73	11	18%	$46.30
Occupational Health and Safety Specialists	4	112	127	15	13%	$34.94
Occupational Health and Safety Technicians	Insf. Data	17	21	4	24%	$28.07
Office Machine Operators, Except Computer	4	180	168	(12)	(7%)	$17.02
Operating Engineers and Other Construction Equipment Operators	26	776	851	75	10%	$31.16
Ophthalmic Laboratory Technicians	2	35	41	6	17%	$14.18
Ophthalmic Medical Technicians	5	80	115	35	44%	$18.72
Opticians, Dispensing	14	223	288	65	29%	$16.81
Optometrists	6	73	96	23	32%	$51.54
Oral and Maxillofacial Surgeons	Insf. Data	13	15	2	15%	$104.95
Orderlies	7	129	163	34	26%	$17.27
Orthotists and Prosthetists	Insf. Data	12	13	1	8%	$38.99
Packaging and Filling Machine Operators and Tenders	76	1,456	1,600	144	10%	$13.61
Packers and Packagers, Hand	189	3,946	4,592	646	16%	$12.08

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Painters, Construction and Maintenance	20	604	669	65	11%	$21.27
Painters, Transportation Equipment	4	168	143	(25)	(15%)	$19.10
Painting, Coating, and Decorating Workers	3	118	112	(6)	(5%)	$13.43
Parts Salespersons	36	885	1,032	147	17%	$18.07
Paving, Surfacing, and Tamping Equipment Operators	6	183	176	(7)	(4%)	$30.58
Pest Control Workers	9	314	310	(4)	(1%)	$13.99
Petroleum Pump System Operators, Refinery Operators, and Gaugers	3	59	57	(2)	(3%)	$33.74
Pile-Driver Operators	Insf. Data	16	15	(1)	(6%)	$27.25
Pipelayers	2	56	62	6	11%	$26.07
Plasterers and Stucco Masons	3	157	118	(39)	(25%)	$18.57
Plumbers, Pipefitters, and Steamfitters	28	725	890	165	23%	$23.61
Podiatrists	Insf. Data	17	18	1	6%	$70.12
Postal Service Clerks	3	206	180	(26)	(13%)	$25.40
Postal Service Mail Carriers	21	917	798	(119)	(13%)	$25.65
Postal Service Mail Sorters, Processors, and Processing Machine Operators	4	249	205	(44)	(18%)	$23.03
Postmasters and Mail Superintendents	Insf. Data	23	21	(2)	(9%)	$37.66
Postsecondary Teachers	146	3,164	3,965	801	25%	$41.68
Power Distributors and Dispatchers	1	33	33	0	0%	$41.46
Prepress Technicians and Workers	Insf. Data	49	38	(11)	(22%)	$17.44
Print Binding and Finishing Workers	Insf. Data	44	39	(5)	(11%)	$16.54
Printing Press Operators	3	188	177	(11)	(6%)	$17.05
Production Workers, All Other	21	585	630	45	8%	$13.87
Public Address System and Other Announcers	1	38	39	1	3%	$15.54
Radiation Therapists	4	73	90	17	23%	$49.21
Radiologic Technologists	23	457	581	124	27%	$30.34
Rail Car Repairers	Insf. Data	17	13	(4)	(24%)	$17.00
Recreation Workers	46	1,050	1,287	237	23%	$12.19
Refuse and Recyclable Material Collectors	23	404	504	100	25%	$18.92
Reinforcing Iron and Rebar Workers	8	217	241	24	11%	$28.64
Reservation and Transportation Ticket Agents and Travel Clerks	2	53	62	9	17%	$15.48

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Residential Advisors	9	93	146	53	57%	$16.75
Respiratory Therapists	22	452	549	97	21%	$32.05
Respiratory Therapy Technicians	Insf. Data	22	23	1	5%	$28.92
Retail Salespersons	756	12,838	15,428	2,590	20%	$12.48
Riggers	Insf. Data	20	22	2	10%	$26.68
Roofers	21	313	462	149	48%	$20.47
Sawing Machine Setters, Operators, and Tenders, Wood	10	209	226	17	8%	$14.06
Security and Fire Alarm Systems Installers	6	165	179	14	8%	$24.01
Semiconductor Processors	Insf. Data	25	21	(4)	(16%)	$16.51
Septic Tank Servicers and Sewer Pipe Cleaners	3	55	69	14	25%	$24.06
Shipping, Receiving, and Traffic Clerks	126	2,972	3,494	522	18%	$15.32
Skincare Specialists	3	112	133	21	19%	$14.51
Slot Supervisors	Insf. Data	17	12	(5)	(29%)	$21.99
Speech-Language Pathologists	14	251	313	62	25%	$38.62
Stationary Engineers and Boiler Operators	4	105	109	4	4%	$29.76
Stock Clerks and Order Fillers	441	8,030	9,582	1,552	19%	$12.84
Stonemasons	2	89	70	(19)	(21%)	$18.53
Switchboard Operators, Including Answering Service	4	321	266	(55)	(17%)	$13.54
Tailors, Dressmakers, and Custom Sewers	5	72	89	17	24%	$14.45
Tapers	1	64	47	(17)	(27%)	$23.77
Taxi Drivers and Chauffeurs	17	287	384	97	34%	$12.31
Team Assemblers	111	3,188	3,336	148	5%	$12.88
Telemarketers	5	139	153	14	10%	$12.07
Telephone Operators	Insf. Data	21	16	(5)	(24%)	$20.17
Terrazzo Workers and Finishers	Insf. Data	29	33	4	14%	$22.30
Textile Bleaching and Dyeing Machine Operators and Tenders	1	26	33	7	27%	$15.04
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	7	17	77	60	353%	$12.61
Textile, Apparel, and Furnishings Workers, All Other	1	14	22	8	57%	$12.54
Tile and Marble Setters	9	275	304	29	11%	$21.35
Tool and Die Makers	2	127	131	4	3%	$23.65

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	Annual Openings	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings
Tool Grinders, Filers, and Sharpeners	Insf. Data	23	24	1	4%	$16.89
Tour Guides and Escorts	2	34	37	3	9%	$12.73
Transportation Attendants, Except Flight Attendants	Insf. Data	12	15	3	25%	$16.30
Transportation Workers, All Other	8	101	122	21	21%	$14.82
Travel Agents	Insf. Data	45	34	(11)	(24%)	$15.01
Tree Trimmers and Pruners	4	120	137	17	14%	$14.58
Umpires, Referees, and Other Sports Officials	1	25	29	4	16%	$13.86
Upholsterers	12	166	229	63	38%	$15.63
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	19	407	462	55	14%	$13.53
Wholesale and Retail Buyers, Except Farm Products	16	256	322	66	26%	$29.74
Wind Turbine Service Technicians	5	42	81	39	93%	$25.03
Word Processors and Typists	Insf. Data	231	211	(20)	(9%)	$18.83

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Adhesive Bonding Machine Operators and Tenders	76	77	1	1%	$16.93	3
Administrative Law Judges, Adjudicators, and Hearing Officers	17	16	(1)	(6%)	$59.51	Insf. Data
Agricultural Equipment Operators	86	67	(19)	(22%)	$12.11	2
Agricultural Inspectors	30	29	(1)	(3%)	$24.70	Insf. Data
Agricultural Workers, All Other	20	15	(5)	(25%)	$14.32	Insf. Data
Air Traffic Controllers	13	14	1	8%	$50.61	Insf. Data
Aircraft Mechanics and Service Technicians	177	206	29	16%	$28.06	8
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	54	62	8	15%	$24.25	2
Airline Pilots, Copilots, and Flight Engineers	62	66	4	6%	$54.38	2
Animal Control Workers	17	19	2	12%	$22.14	Insf. Data
Appraisers and Assessors of Real Estate	45	61	16	36%	$34.09	3
Architects, Except Landscape and Naval	63	78	15	24%	$44.10	3
Architectural and Civil Drafters	158	160	2	1%	$28.12	3
Architectural and Engineering Managers	281	295	14	5%	$63.85	11
Assemblers and Fabricators, All Other	595	653	58	10%	$13.39	24
Audiologists	15	23	8	53%	$38.43	1
Automotive and Watercraft Service Attendants	344	433	89	26%	$12.76	25
Automotive Body and Related Repairers	347	311	(36)	(10%)	$21.45	10
Automotive Glass Installers and Repairers	43	34	(9)	(21%)	$14.67	Insf. Data
Automotive Service Technicians and Mechanics	2,465	2,794	329	13%	$19.72	105
Avionics Technicians	13	17	4	31%	$31.83	Insf. Data
Bakers	970	1,082	112	12%	$12.43	36
Barbers	27	32	5	19%	$13.11	1
Bicycle Repairers	12	17	5	42%	$12.08	Insf. Data
Bill and Account Collectors	1,021	1,086	65	6%	$16.65	33
Boilermakers	22	26	4	18%	$36.27	Insf. Data
Brickmasons and Blockmasons	201	145	(56)	(28%)	$26.07	7
Building Cleaning Workers, All Other	47	50	3	6%	$12.66	1
Bus and Truck Mechanics and Diesel Engine Specialists	1,420	1,696	276	19%	$21.75	55
Bus Drivers, School or Special Client	1,547	1,767	220	14%	$16.39	45

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Bus Drivers, Transit and Intercity	154	165	11	7%	$18.98	4
Butchers and Meat Cutters	503	574	71	14%	$14.78	18
Buyers and Purchasing Agents, Farm Products	26	31	5	19%	$37.77	1
Cabinetmakers and Bench Carpenters	476	488	12	3%	$14.40	13
Cargo and Freight Agents	201	299	98	49%	$18.68	19
Carpenters	2,598	2,845	247	10%	$23.17	73
Carpet Installers	93	108	15	16%	$20.43	3
Cement Masons and Concrete Finishers	689	763	74	11%	$22.71	23
Chefs and Head Cooks	388	470	82	21%	$17.51	15
Chemical Equipment Operators and Tenders	30	33	3	10%	$18.12	2
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	47	47	0	0%	$12.37	2
Coaches and Scouts	447	495	48	11%	$17.53	21
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	374	364	(10)	(3%)	$16.77	9
Coil Winders, Tapers, and Finishers	35	49	14	40%	$13.99	2
Coin, Vending, and Amusement Machine Servicers and Repairers	86	103	17	20%	$17.39	3
Commercial and Industrial Designers	65	73	8	12%	$29.99	3
Commercial Pilots	53	71	18	34%	$36.58	3
Community Health Workers	142	187	45	32%	$21.24	8
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	62	76	14	23%	$24.72	4
Computer, Automated Teller, and Office Machine Repairers	129	156	27	21%	$17.43	6
Computer-Controlled Machine Tool Operators, Metal and Plastic	266	334	68	26%	$17.42	16
Concierges	41	52	11	27%	$13.61	2
Construction and Building Inspectors	128	141	13	10%	$38.20	5
Construction and Related Workers, All Other	130	144	14	11%	$21.30	4
Construction Laborers	3,186	3,505	319	10%	$20.09	118
Construction Managers	544	609	65	12%	$52.81	17
Continuous Mining Machine Operators	27	32	5	19%	$21.30	1
Control and Valve Installers and Repairers, Except Mechanical Door	196	198	2	1%	$31.31	9
Conveyor Operators and Tenders	142	174	32	23%	$17.35	8
Cooks, All Other	36	43	7	19%	$12.87	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Cooks, Institution and Cafeteria	829	998	169	20%	$13.96	42
Cooks, Private Household	15	14	(1)	(7%)	$20.74	Insf. Data
Cooling and Freezing Equipment Operators and Tenders	14	17	3	21%	$15.20	Insf. Data
Correctional Officers and Jailers	405	433	28	7%	$34.52	15
Counter and Rental Clerks	1,807	1,954	147	8%	$14.74	66
Couriers and Messengers	232	268	36	16%	$12.75	7
Crane and Tower Operators	59	77	18	31%	$26.03	4
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	62	59	(3)	(5%)	$17.89	2
Customer Service Representatives	4,448	5,391	943	21%	$17.62	218
Cutting and Slicing Machine Setters, Operators, and Tenders	76	72	(4)	(5%)	$17.33	2
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	619	567	(52)	(8%)	$16.48	8
Data Entry Keyers	529	562	33	6%	$13.87	12
Demonstrators and Product Promoters	468	534	66	14%	$13.31	23
Dental Assistants	1,635	1,838	203	12%	$15.25	65
Dental Hygienists	479	567	88	18%	$42.59	18
Dental Laboratory Technicians	199	88	(111)	(56%)	$16.67	3
Dentists, All Other Specialists	10	12	2	20%	$61.37	Insf. Data
Dentists, General	395	454	59	15%	$54.83	15
Detectives and Criminal Investigators	180	179	(1)	(1%)	$45.08	5
Diagnostic Medical Sonographers	158	222	64	41%	$34.02	10
Dispatchers, Except Police, Fire, and Ambulance	1,006	1,162	156	16%	$19.27	44
Drafters, All Other	22	25	3	14%	$25.08	Insf. Data
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	68	62	(6)	(9%)	$13.74	1
Driver/Sales Workers	706	981	275	39%	$16.10	43
Drywall and Ceiling Tile Installers	269	206	(63)	(23%)	$26.69	5
Earth Drillers, Except Oil and Gas	56	59	3	5%	$36.19	2
Education, Training, and Library Workers, All Other	603	648	45	7%	$18.72	11
Electric Motor, Power Tool, and Related Repairers	20	26	6	30%	$23.77	1
Electrical and Electronic Equipment Assemblers	303	354	51	17%	$15.46	11
Electrical and Electronics Drafters	65	72	7	11%	$28.99	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Electrical and Electronics Installers and Repairers, Transportation Equipment	14	16	2	14%	$25.74	Insf. Data
Electrical and Electronics Repairers, Commercial and Industrial Equipment	143	157	14	10%	$28.15	4
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	29	31	2	7%	$38.80	Insf. Data
Electrical Power-Line Installers and Repairers	472	554	82	17%	$44.13	31
Electricians	1,324	1,633	309	23%	$29.49	55
Electromechanical Equipment Assemblers	49	53	4	8%	$14.32	2
Electro-Mechanical Technicians	13	14	1	8%	$27.65	Insf. Data
Electronic Equipment Installers and Repairers, Motor Vehicles	57	38	(19)	(33%)	$16.23	Insf. Data
Electronic Home Entertainment Equipment Installers and Repairers	83	94	11	13%	$21.84	2
Electronics Engineers, Except Computer	255	273	18	7%	$46.23	8
Eligibility Interviewers, Government Programs	434	442	8	2%	$20.08	7
Embalmers	16	14	(2)	(13%)	$23.71	Insf. Data
Engine and Other Machine Assemblers	58	66	8	14%	$20.26	2
Entertainment Attendants and Related Workers, All Other	12	19	7	58%	$12.89	1
Etchers and Engravers	17	17	0	0%	$12.33	Insf. Data
Excavating and Loading Machine and Dragline Operators	70	85	15	21%	$26.79	3
Extraction Workers, All Other	11	13	2	18%	$17.61	Insf. Data
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	97	97	0	0%	$14.00	3
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	61	78	17	28%	$14.70	3
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	160	140	(20)	(13%)		6
Farm Equipment Mechanics and Service Technicians	18	17	(1)	(6%)	$20.33	Insf. Data
Farmers, Ranchers, and Other Agricultural Managers	133	73	(60)	(45%)	$35.32	2
Farmworkers, Farm, Ranch, and Aquacultural Animals	136	96	(40)	(29%)	$13.15	3
Fence Erectors	177	185	8	5%	$18.39	6
Fiberglass Laminators and Fabricators	73	73	0	0%	$15.60	2
First-Line Supervisors of Construction Trades and Extraction Workers	1,177	1,336	159	14%	$34.40	32
First-Line Supervisors of Correctional Officers	51	54	3	6%	$45.60	2
First-Line Supervisors of Farming, Fishing, and Forestry Workers	64	44	(20)	(31%)	$19.31	1
First-Line Supervisors of Food Preparation and Serving Workers	2,746	3,474	728	27%	$14.95	168
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	1,099	1,394	295	27%	$24.55	71

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
First-Line Supervisors of Housekeeping and Janitorial Workers	377	431	54	14%	$18.01	12
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	287	328	41	14%	$20.17	9
First-Line Supervisors of Mechanics, Installers, and Repairers	1,087	1,258	171	16%	$34.51	41
First-Line Supervisors of Non-Retail Sales Workers	518	613	95	18%	$29.95	16
First-Line Supervisors of Personal Service Workers	541	704	163	30%	$19.31	29
First-Line Supervisors of Police and Detectives	28	34	6	21%	$59.80	2
First-Line Supervisors of Production and Operating Workers	1,565	1,657	92	6%	$25.91	39
First-Line Supervisors of Protective Service Workers, All Other	138	157	19	14%	$25.48	6
First-Line Supervisors of Retail Sales Workers	3,635	4,226	591	16%	$20.82	148
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	840	1,035	195	23%	$27.38	51
Floor Layers, Except Carpet, Wood, and Hard Tiles	54	69	15	28%	$16.08	3
Floor Sanders and Finishers	21	26	5	24%	$20.23	Insf. Data
Floral Designers	96	91	(5)	(5%)	$16.03	3
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	30	34	4	13%	$16.81	1
Food Batchmakers	447	462	15	3%	$13.49	14
Food Cooking Machine Operators and Tenders	86	92	6	7%	$14.23	3
Food Processing Workers, All Other	94	104	10	11%	$14.18	3
Food Service Managers	878	1,029	151	17%	$23.93	35
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	145	136	(9)	(6%)	$16.95	4
Foundry Mold and Coremakers	39	33	(6)	(15%)	$13.14	Insf. Data
Funeral Attendants	86	80	(6)	(7%)	$14.14	3
Funeral Service Managers	20	19	(1)	(5%)	$30.11	Insf. Data
Furniture Finishers	54	73	19	35%	$12.40	3
Gaming Cage Workers	55	56	1	2%	$12.58	2
Gaming Change Persons and Booth Cashiers	82	81	(1)	(1%)	$12.18	4
Gaming Dealers	291	297	6	2%	$12.22	9
Gaming Service Workers, All Other	151	153	2	1%	$13.94	6
Gaming Supervisors	28	31	3	11%	$23.73	1
Gaming Surveillance Officers and Gaming Investigators	26	25	(1)	(4%)	$16.58	Insf. Data
Gas Plant Operators	51	49	(2)	(4%)	$35.46	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Glaziers	62	61	(1)	(2%)	$30.29	4
Grinding and Polishing Workers, Hand	132	123	(9)	(7%)	$13.82	3
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	221	184	(37)	(17%)	$14.34	8
Grounds Maintenance Workers, All Other	18	23	5	28%	$18.89	Insf. Data
Hairdressers, Hairstylists, and Cosmetologists	541	646	105	19%	$12.14	26
Hazardous Materials Removal Workers	49	64	15	31%	$18.36	3
Health Educators	138	169	31	22%	$24.92	6
Healthcare Support Workers, All Other	394	457	63	16%	$16.88	16
Hearing Aid Specialists	22	28	6	27%	$21.27	Insf. Data
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	38	36	(2)	(5%)	$16.92	Insf. Data
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	631	797	166	26%	$24.48	28
Heavy and Tractor-Trailer Truck Drivers	11,501	13,729	2,228	19%	$23.12	444
Helpers, Construction Trades, All Other	72	79	7	10%	$17.39	2
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	128	96	(32)	(25%)	$17.64	4
Helpers--Carpenters	65	81	16	25%	$13.47	3
Helpers--Electricians	111	148	37	33%	$13.96	6
Helpers--Extraction Workers	17	23	6	35%	$16.58	Insf. Data
Helpers--Installation, Maintenance, and Repair Workers	360	416	56	16%	$14.88	18
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	22	23	1	5%	$13.55	Insf. Data
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	147	175	28	19%	$15.23	5
Helpers--Roofers	36	54	18	50%	$12.69	2
Highway Maintenance Workers	40	45	5	13%	$23.59	2
Home Appliance Repairers	280	363	83	30%	$22.76	18
Industrial Machinery Mechanics	690	855	165	24%	$26.05	37
Industrial Truck and Tractor Operators	3,532	4,546	1,014	29%	$15.93	209
Inspectors, Testers, Sorters, Samplers, and Weighers	1,277	1,402	125	10%	$17.44	50
Installation, Maintenance, and Repair Workers, All Other	455	508	53	12%	$18.20	13
Instructional Coordinators	536	597	61	11%	$36.40	12
Insulation Workers, Floor, Ceiling, and Wall	30	27	(3)	(10%)	$30.42	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Insulation Workers, Mechanical	14	20	6	43%	$27.46	1
Insurance Appraisers, Auto Damage	22	19	(3)	(14%)	$25.17	Insf. Data
Insurance Sales Agents	799	917	118	15%	$25.04	35
Interior Designers	82	98	16	20%	$25.03	4
Interviewers, Except Eligibility and Loan	432	519	87	20%	$18.83	20
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,455	6,173	718	13%	$13.56	189
Jewelers and Precious Stone and Metal Workers	42	47	5	12%	$16.89	2
Judges, Magistrate Judges, and Magistrates	13	14	1	8%	$103.10	Insf. Data
Laborers and Freight, Stock, and Material Movers, Hand	15,669	18,883	3,214	21%	$13.46	874
Landscape Architects	35	40	5	14%	$37.07	1
Landscaping and Groundskeeping Workers	2,975	3,354	379	13%	$12.35	96
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	143	134	(9)	(6%)	$17.00	4
Laundry and Dry-Cleaning Workers	341	385	44	13%	$12.16	10
Layout Workers, Metal and Plastic	14	13	(1)	(7%)	$21.38	Insf. Data
Librarians	121	140	19	16%	$28.62	5
Library Assistants, Clerical	138	153	15	11%	$13.44	6
Light Truck or Delivery Services Drivers	3,033	3,672	639	21%	$19.21	123
Locksmiths and Safe Repairers	66	55	(11)	(17%)	$24.86	3
Lodging Managers	41	49	8	20%	$23.69	2
Machine Feeders and Offbearers	644	893	249	39%	$14.97	43
Machinists	1,062	1,209	147	14%	$17.25	50
Magnetic Resonance Imaging Technologists	51	68	17	33%	$36.83	3
Mail Clerks and Mail Machine Operators, Except Postal Service	82	82	0	0%	$13.71	2
Maintenance and Repair Workers, General	3,126	3,698	572	18%	$18.75	149
Maintenance Workers, Machinery	311	359	48	15%	$21.60	10
Material Moving Workers, All Other	253	272	19	8%	$19.18	11
Mechanical Door Repairers	37	46	9	24%	$21.66	3
Mechanical Drafters	125	122	(3)	(2%)	$25.72	2
Medical and Health Services Managers	827	1,050	223	27%	$57.94	47
Medical Appliance Technicians	54	34	(20)	(37%)	$23.21	1

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Medical Equipment Repairers	70	88	18	26%	$26.68	3
Medical Records and Health Information Technicians	555	702	147	26%	$21.74	29
Medical Secretaries	2,037	2,551	514	25%	$15.70	76
Medical Transcriptionists	68	81	13	19%	$23.08	3
Meeting, Convention, and Event Planners	143	167	24	17%	$20.02	4
Merchandise Displayers and Window Trimmers	139	178	39	28%	$16.55	8
Metal Workers and Plastic Workers, All Other	101	85	(16)	(16%)	$13.25	2
Metal-Refining Furnace Operators and Tenders	35	42	7	20%	$17.59	2
Meter Readers, Utilities	107	89	(18)	(17%)	$22.63	2
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	142	127	(15)	(11%)	$16.51	2
Millwrights	38	48	10	26%	$21.86	2
Mixing and Blending Machine Setters, Operators, and Tenders	381	391	10	3%	$15.14	12
Mobile Heavy Equipment Mechanics, Except Engines	330	361	31	9%	$26.17	12
Models	12	15	3	25%	$15.26	Insf. Data
Molders, Shapers, and Casters, Except Metal and Plastic	240	223	(17)	(7%)	$16.00	10
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	370	322	(48)	(13%)	$14.83	6
Morticians, Undertakers, and Funeral Directors	30	31	1	3%	$37.48	Insf. Data
Motor Vehicle Operators, All Other	420	479	59	14%	$15.33	21
Motorboat Mechanics and Service Technicians	41	60	19	46%	$18.08	3
Motorcycle Mechanics	48	62	14	29%	$24.18	3
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	111	126	15	14%	$15.68	4
Nuclear Medicine Technologists	62	73	11	18%	$46.30	2
Occupational Health and Safety Specialists	112	127	15	13%	$34.94	4
Occupational Health and Safety Technicians	17	21	4	24%	$28.07	Insf. Data
Office Machine Operators, Except Computer	180	168	(12)	(7%)	$17.02	4
Operating Engineers and Other Construction Equipment Operators	776	851	75	10%	$31.16	26
Ophthalmic Laboratory Technicians	35	41	6	17%	$14.18	2
Ophthalmic Medical Technicians	80	115	35	44%	$18.72	5
Opticians, Dispensing	223	288	65	29%	$16.81	14

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Optometrists	73	96	23	32%	$51.54	6
Oral and Maxillofacial Surgeons	13	15	2	15%	$104.95	Insf. Data
Orderlies	129	163	34	26%	$17.27	7
Orthotists and Prosthetists	12	13	1	8%	$38.99	Insf. Data
Outdoor Power Equipment and Other Small Engine Mechanics	42	51	9	21%	$16.09	2
Packaging and Filling Machine Operators and Tenders	1,456	1,600	144	10%	$13.61	76
Packers and Packagers, Hand	3,946	4,592	646	16%	$12.08	189
Painters, Construction and Maintenance	604	669	65	11%	$21.27	20
Painters, Transportation Equipment	168	143	(25)	(15%)	$19.10	4
Painting, Coating, and Decorating Workers	118	112	(6)	(5%)	$13.43	3
Paper Goods Machine Setters, Operators, and Tenders	250	238	(12)	(5%)	$18.40	5
Parts Salespersons	885	1,032	147	17%	$18.07	36
Patternmakers, Metal and Plastic	26	22	(4)	(15%)	$15.09	Insf. Data
Paving, Surfacing, and Tamping Equipment Operators	183	176	(7)	(4%)	$30.58	6
Pest Control Workers	314	310	(4)	(1%)	$13.99	9
Petroleum Pump System Operators, Refinery Operators, and Gaugers	59	57	(2)	(3%)	$33.74	3
Pile-Driver Operators	16	15	(1)	(6%)	$27.25	Insf. Data
Pipelayers	56	62	6	11%	$26.07	2
Plant and System Operators, All Other	20	21	1	5%	$25.27	1
Plasterers and Stucco Masons	157	118	(39)	(25%)	$18.57	3
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	97	77	(20)	(21%)	$15.29	2
Plumbers, Pipefitters, and Steamfitters	725	890	165	23%	$23.61	28
Podiatrists	17	18	1	6%	$70.12	Insf. Data
Police and Sheriff's Patrol Officers	482	538	56	12%	$42.26	23
Postal Service Clerks	206	180	(26)	(13%)	$25.40	3
Postal Service Mail Carriers	917	798	(119)	(13%)	$25.65	21
Postal Service Mail Sorters, Processors, and Processing Machine Operators	249	205	(44)	(18%)	$23.03	4
Postmasters and Mail Superintendents	23	21	(2)	(9%)	$37.66	Insf. Data
Postsecondary Teachers	3,164	3,965	801	25%	$41.68	146
Pourers and Casters, Metal	78	66	(12)	(15%)	$14.50	2

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Power Distributors and Dispatchers	33	33	0	0%	$41.46	1
Power Plant Operators	197	200	3	2%	$31.43	9
Precision Instrument and Equipment Repairers, All Other	25	28	3	12%	$25.67	Insf. Data
Prepress Technicians and Workers	49	38	(11)	(22%)	$17.44	Insf. Data
Print Binding and Finishing Workers	44	39	(5)	(11%)	$16.54	Insf. Data
Printing Press Operators	188	177	(11)	(6%)	$17.05	3
Private Detectives and Investigators	17	24	7	41%	$28.04	1
Probation Officers and Correctional Treatment Specialists	86	91	5	6%	$40.12	2
Production Workers, All Other	585	630	45	8%	$13.87	21
Property, Real Estate, and Community Association Managers	403	510	107	27%	$29.79	19
Protective Service Workers, All Other	664	739	75	11%	$15.39	18
Public Address System and Other Announcers	38	39	1	3%	$15.54	1
Radiation Therapists	73	90	17	23%	$49.21	4
Radio, Cellular, and Tower Equipment Installers and Repairs	35	42	7	20%	$23.20	1
Rail Car Repairers	17	13	(4)	(24%)	$17.00	Insf. Data
Real Estate Brokers	112	114	2	2%	$30.90	2
Real Estate Sales Agents	209	255	46	22%	$25.67	7
Recreation Workers	1,050	1,287	237	23%	$12.19	46
Recreational Vehicle Service Technicians	59	65	6	10%	$20.11	3
Refuse and Recyclable Material Collectors	404	504	100	25%	$18.92	23
Reinforcing Iron and Rebar Workers	217	241	24	11%	$28.64	8
Reservation and Transportation Ticket Agents and Travel Clerks	53	62	9	17%	$15.48	2
Residential Advisors	93	146	53	57%	$16.75	9
Retail Salespersons	12,838	15,428	2,590	20%	$12.48	756
Riggers	20	22	2	10%	$26.68	Insf. Data
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	218	211	(7)	(3%)	$16.39	6
Roofers	313	462	149	48%	$20.47	21
Roustabouts, Oil and Gas	31	34	3	10%	$20.69	1
Sawing Machine Setters, Operators, and Tenders, Wood	209	226	17	8%	$14.06	10
Security and Fire Alarm Systems Installers	165	179	14	8%	$24.01	6

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Security Guards	2,632	2,946	314	12%	$12.59	72
Semiconductor Processors	25	21	(4)	(16%)	$16.51	Insf. Data
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	95	123	28	29%	$15.43	7
Septic Tank Servicers and Sewer Pipe Cleaners	55	69	14	25%	$24.06	3
Sheet Metal Workers	294	340	46	16%	$23.13	13
Shipping, Receiving, and Traffic Clerks	2,972	3,494	522	18%	$15.32	126
Skincare Specialists	112	133	21	19%	$14.51	3
Slot Supervisors	17	12	(5)	(29%)	$21.99	Insf. Data
Solar Photovoltaic Installers	55	66	11	20%	$23.76	2
Speech-Language Pathologists	251	313	62	25%	$38.62	14
Stationary Engineers and Boiler Operators	105	109	4	4%	$29.76	4
Stock Clerks and Order Fillers	8,030	9,582	1,552	19%	$12.84	441
Stonemasons	89	70	(19)	(21%)	$18.53	2
Structural Iron and Steel Workers	161	158	(3)	(2%)	$33.64	6
Structural Metal Fabricators and Fitters	214	211	(3)	(1%)	$16.24	6
Switchboard Operators, Including Answering Service	321	266	(55)	(17%)	$13.54	4
Tailors, Dressmakers, and Custom Sewers	72	89	17	24%	$14.45	5
Tapers	64	47	(17)	(27%)	$23.77	1
Taxi Drivers and Chauffeurs	287	384	97	34%	$12.31	17
Team Assemblers	3,188	3,336	148	5%	$12.88	111
Telecommunications Equipment Installers and Repairers, Except Line Installers	434	480	46	11%	$28.93	10
Telecommunications Line Installers and Repairers	414	484	70	17%	$25.84	16
Telemarketers	139	153	14	10%	$12.07	5
Telephone Operators	21	16	(5)	(24%)	$20.17	Insf. Data
Terrazzo Workers and Finishers	29	33	4	14%	$22.30	Insf. Data
Textile Bleaching and Dyeing Machine Operators and Tenders	26	33	7	27%	$15.04	1
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	17	77	60	353%	$12.61	7
Textile, Apparel, and Furnishings Workers, All Other	14	22	8	57%	$12.54	1
Tile and Marble Setters	275	304	29	11%	$21.35	9

District Service Area Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Tire Repairers and Changers	697	753	56	8%	$12.99	31
Title Examiners, Abstractors, and Searchers	126	131	5	4%	$27.41	4
Tool and Die Makers	127	131	4	3%	$23.65	2
Tool Grinders, Filers, and Sharpeners	23	24	1	4%	$16.89	Insf. Data
Tour Guides and Escorts	34	37	3	9%	$12.73	2
Transportation Attendants, Except Flight Attendants	12	15	3	25%	$16.30	Insf. Data
Transportation Inspectors	57	64	7	12%	$23.67	2
Transportation Security Screeners	93	90	(3)	(3%)	$19.83	2
Transportation Workers, All Other	101	122	21	21%	$14.82	8
Travel Agents	45	34	(11)	(24%)	$15.01	Insf. Data
Tree Trimmers and Pruners	120	137	17	14%	$14.58	4
Umpires, Referees, and Other Sports Officials	25	29	4	16%	$13.86	1
Upholsterers	166	229	63	38%	$15.63	12
Urban and Regional Planners	41	46	5	12%	$38.27	1
Water and Wastewater Treatment Plant and System Operators	119	121	2	2%	$31.13	4
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	407	462	55	14%	$13.53	19
Welders, Cutters, Solderers, and Brazers	968	984	16	2%	$17.53	37
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	74	68	(6)	(8%)	$15.40	2
Wholesale and Retail Buyers, Except Farm Products	256	322	66	26%	$29.74	16
Wind Turbine Service Technicians	42	81	39	93%	$25.03	5
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	259	293	34	13%	$12.90	11
Word Processors and Typists	231	211	(20)	(9%)	$18.83	Insf. Data

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Adhesive Bonding Machine Operators and Tenders	282	282	0	0%	$16.68	10
Agricultural Equipment Operators	620	586	(34)	(5%)	$12.23	16
Agricultural Inspectors	129	131	2	2%	$24.98	4
Agricultural Workers, All Other	112	92	(20)	(18%)	$14.54	3
Aircraft Cargo Handling Supervisors	57	71	14	25%	$18.22	4
Airfield Operations Specialists	12	19	7	58%	$23.56	1
Airline Pilots, Copilots, and Flight Engineers	475	287	(188)	(40%)	$54.61	9
Animal Breeders	19	16	(3)	(16%)	$20.23	Insf. Data
Animal Control Workers	212	231	19	9%	$22.04	7
Athletes and Sports Competitors	34	38	4	12%	$40.92	2
Audiologists	44	69	25	57%	$38.21	4
Automotive and Watercraft Service Attendants	1,298	1,654	356	27%	$12.63	96
Barbers	108	128	20	19%	$13.40	4
Bicycle Repairers	54	75	21	39%	$12.09	4
Bill and Account Collectors	3,323	3,470	147	4%	$16.64	98
Brickmasons and Blockmasons	589	621	32	5%	$26.56	27
Building Cleaning Workers, All Other	178	192	14	8%	$12.41	5
Bus Drivers, School or Special Client	5,173	5,830	657	13%	$16.39	140
Bus Drivers, Transit and Intercity	1,180	1,328	148	13%	$18.57	32
Buyers and Purchasing Agents, Farm Products	102	125	23	23%	$38.30	5
Cabinetmakers and Bench Carpenters	1,508	1,157	(351)	(23%)	$14.46	17
Captains, Mates, and Pilots of Water Vessels	19	25	6	32%	$31.64	1
Cargo and Freight Agents	615	920	305	50%	$19.04	57
Carpenters	10,282	11,474	1,192	12%	$23.01	300
Carpet Installers	424	488	64	15%	$20.24	15
Cement Masons and Concrete Finishers	2,564	3,039	475	19%	$22.55	98
Chemical Equipment Operators and Tenders	130	141	11	8%	$18.47	6
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	135	139	4	3%	$12.40	4
Coaches and Scouts	1,480	1,642	162	11%	$17.64	70
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,148	1,121	(27)	(2%)	$16.72	27

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Coil Winders, Tapers, and Finishers	135	151	16	12%	$14.97	4
Coin, Vending, and Amusement Machine Servicers and Repairers	436	504	68	16%	$17.24	13
Commercial and Industrial Designers	266	291	25	9%	$29.86	9
Commercial Pilots	240	327	87	36%	$35.63	16
Concierges	195	240	45	23%	$14.09	9
Construction and Related Workers, All Other	569	638	69	12%	$21.11	17
Construction Laborers	11,620	13,582	1,962	17%	$20.01	464
Construction Managers	2,175	2,474	299	14%	$52.43	67
Continuous Mining Machine Operators	108	120	12	11%	$21.15	4
Conveyor Operators and Tenders	508	625	117	23%	$17.22	29
Counter and Rental Clerks	6,419	7,050	631	10%	$14.68	235
Couriers and Messengers	873	1,014	141	16%	$12.74	26
Crane and Tower Operators	154	215	61	40%	$25.65	13
Customer Service Representatives	15,691	19,091	3,400	22%	$17.62	775
Data Entry Keyers	1,774	1,911	137	8%	$13.81	38
Demonstrators and Product Promoters	1,548	1,778	230	15%	$13.58	73
Dental Assistants	5,044	5,653	609	12%	$15.56	199
Dental Hygienists	1,483	1,748	265	18%	$43.50	56
Dental Laboratory Technicians	400	198	(202)	(51%)	$16.79	7
Dentists, All Other Specialists	31	35	4	13%	$62.86	1
Dentists, General	1,225	1,399	174	14%	$55.86	46
Derrick Operators, Oil and Gas	17	17	0	0%	$23.29	Insf. Data
Diagnostic Medical Sonographers	464	653	189	41%	$34.06	30
Driver/Sales Workers	2,371	3,382	1,011	43%	$16.16	153
Drywall and Ceiling Tile Installers	2,861	3,655	794	28%	$24.69	131
Earth Drillers, Except Oil and Gas	248	277	29	12%	$36.88	9
Education, Training, and Library Workers, All Other	1,899	2,070	171	9%	$18.74	36
Elevator Installers and Repairers	70	90	20	29%	$44.61	3
Eligibility Interviewers, Government Programs	3,042	3,215	173	6%	$19.94	52
Embalmers	41	39	(2)	(5%)	$22.61	1

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Emergency Management Directors	54	64	10	19%	$40.31	2
Emergency Medical Technicians and Paramedics	2,077	2,601	524	25%	$14.45	92
Entertainment Attendants and Related Workers, All Other	54	82	28	52%	$12.97	6
Etchers and Engravers	70	76	6	9%	$12.34	3
Excavating and Loading Machine and Dragline Operators	244	297	53	22%	$26.57	8
Explosives Workers, Ordnance Handling Experts, and Blasters	18	22	4	22%	$28.26	Insf. Data
Extraction Workers, All Other	43	49	6	14%	$17.53	1
Fabric and Apparel Patternmakers	34	37	3	9%	$19.90	Insf. Data
Farm and Home Management Advisors	11	16	5	45%	$29.60	Insf. Data
Farmers, Ranchers, and Other Agricultural Managers	718	521	(197)	(27%)	$36.37	10
Farmworkers, Farm, Ranch, and Aquacultural Animals	685	560	(125)	(18%)	$13.24	16
Fence Erectors	556	616	60	11%	$18.02	20
Fiberglass Laminators and Fabricators	299	287	(12)	(4%)	$15.10	8
Fire Inspectors and Investigators	46	56	10	22%	$34.51	3
Firefighters	3,564	3,957	393	11%	$28.28	149
First-Line Supervisors of Construction Trades and Extraction Workers	4,792	5,653	861	18%	$34.10	136
First-Line Supervisors of Farming, Fishing, and Forestry Workers	413	334	(79)	(19%)	$19.78	9
First-Line Supervisors of Fire Fighting and Prevention Workers	272	327	55	20%	$49.62	20
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	3,612	4,574	962	27%	$24.45	233
First-Line Supervisors of Housekeeping and Janitorial Workers	1,450	1,653	203	14%	$18.11	45
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,371	1,577	206	15%	$20.08	46
First-Line Supervisors of Personal Service Workers	1,493	1,928	435	29%	$19.77	77
First-Line Supervisors of Production and Operating Workers	5,179	5,423	244	5%	$25.90	120
First-Line Supervisors of Retail Sales Workers	13,399	15,723	2,324	17%	$20.79	562
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	2,486	3,106	620	25%	$27.23	155
Flight Attendants	41	33	(8)	(20%)	$19.79	2
Floor Layers, Except Carpet, Wood, and Hard Tiles	240	307	67	28%	$15.85	11
Floor Sanders and Finishers	90	111	21	23%	$19.81	4
Floral Designers	322	333	11	3%	$17.11	12

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	82	99	17	21%	$16.90	4
Foundry Mold and Coremakers	115	91	(24)	(21%)	$13.22	2
Funeral Attendants	218	223	5	2%	$13.54	7
Funeral Service Managers	51	53	2	4%	$28.72	2
Furniture Finishers	154	156	2	1%	$12.40	5
Gaming Cage Workers	512	565	53	10%	$12.65	16
Gaming Change Persons and Booth Cashiers	859	898	39	5%	$12.21	42
Gaming Dealers	3,054	3,225	171	6%	$12.24	101
Gaming Service Workers, All Other	632	684	52	8%	$13.96	24
Gaming Supervisors	310	355	45	15%	$23.87	16
Gaming Surveillance Officers and Gaming Investigators	310	303	(7)	(2%)	$16.47	4
Gas Plant Operators	146	151	5	3%	$34.97	7
Glaziers	204	190	(14)	(7%)	$29.42	11
Grinding and Polishing Workers, Hand	411	379	(32)	(8%)	$13.82	10
Grounds Maintenance Workers, All Other	80	103	23	29%	$18.90	4
Hairdressers, Hairstylists, and Cosmetologists	2,137	2,549	412	19%	$12.21	103
Hazardous Materials Removal Workers	139	180	41	29%	$18.23	8
Hearing Aid Specialists	73	95	22	30%	$21.49	3
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	89	85	(4)	(4%)	$16.78	2
Heavy and Tractor-Trailer Truck Drivers	26,327	32,672	6,345	24%	$22.84	1,148
Helpers, Construction Trades, All Other	294	339	45	15%	$17.06	10
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	391	415	24	6%	$17.87	17
Helpers--Carpenters	255	321	66	26%	$13.46	12
Helpers--Extraction Workers	66	83	17	26%	$16.72	3
Helpers--Installation, Maintenance, and Repair Workers	1,324	1,548	224	17%	$14.79	69
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	129	156	27	21%	$13.41	6
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	722	858	136	19%	$15.05	24
Helpers--Roofers	120	178	58	48%	$12.74	8
Highway Maintenance Workers	444	531	87	20%	$23.29	22
Industrial Truck and Tractor Operators	10,475	13,585	3,110	30%	$15.89	624

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Instructional Coordinators	1,694	1,894	200	12%	$36.28	38
Insulation Workers, Floor, Ceiling, and Wall	297	442	145	49%	$28.20	31
Insulation Workers, Mechanical	98	168	70	71%	$27.03	12
Insurance Sales Agents	2,491	2,885	394	16%	$25.79	111
Interviewers, Except Eligibility and Loan	1,344	1,616	272	20%	$19.02	62
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,037	21,660	2,623	14%	$13.55	673
Jewelers and Precious Stone and Metal Workers	232	296	64	28%	$16.95	11
Laborers and Freight, Stock, and Material Movers, Hand	49,151	60,018	10,867	22%	$13.45	2,751
Landscaping and Groundskeeping Workers	13,864	15,779	1,915	14%	$12.33	462
Laundry and Dry-Cleaning Workers	1,319	1,462	143	11%	$12.13	34
Layout Workers, Metal and Plastic	50	43	(7)	(14%)	$21.31	Insf. Data
Librarians	515	601	86	17%	$28.58	19
Library Assistants, Clerical	977	1,089	112	11%	$13.43	44
Light Truck or Delivery Services Drivers	9,919	12,143	2,224	22%	$19.14	415
Locksmiths and Safe Repairers	165	147	(18)	(11%)	$24.59	8
Lodging Managers	321	362	41	13%	$25.67	11
Logging Equipment Operators	13	15	2	15%	$19.28	Insf. Data
Machine Feeders and Offbearers	1,969	2,655	686	35%	$14.98	122
Magnetic Resonance Imaging Technologists	162	217	55	34%	$37.03	9
Mail Clerks and Mail Machine Operators, Except Postal Service	283	283	0	0%	$13.90	6
Manufactured Building and Mobile Home Installers	28	24	(4)	(14%)	$12.03	Insf. Data
Material Moving Workers, All Other	808	895	87	11%	$19.15	36
Mechanical Door Repairers	168	210	42	25%	$21.42	12
Medical and Health Services Managers	2,408	3,029	621	26%	$58.00	133
Medical Appliance Technicians	124	93	(31)	(25%)	$23.42	3
Meeting, Convention, and Event Planners	648	749	101	16%	$20.34	19
Merchandise Displayers and Window Trimmers	506	651	145	29%	$16.53	29
Metal-Refining Furnace Operators and Tenders	55	67	12	22%	$17.57	3
Mine Cutting and Channeling Machine Operators	30	37	7	23%	$22.68	1
Model Makers, Wood	13	13	0	0%	$16.83	Insf. Data

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Models	50	58	8	16%	$15.28	3
Molders, Shapers, and Casters, Except Metal and Plastic	714	656	(58)	(8%)	$15.62	27
Morticians, Undertakers, and Funeral Directors	76	85	9	12%	$35.81	3
Motor Vehicle Operators, All Other	1,351	1,575	224	17%	$15.24	68
Motorboat Operators	13	13	0	0%	$23.59	Insf. Data
Nuclear Medicine Technologists	178	208	30	17%	$46.42	7
Nuclear Power Reactor Operators	20	21	1	5%	$43.62	Insf. Data
Nuclear Technicians	13	14	1	8%	$41.12	Insf. Data
Occupational Health and Safety Specialists	401	457	56	14%	$35.09	14
Occupational Health and Safety Technicians	69	84	15	22%	$28.19	3
Office Machine Operators, Except Computer	619	586	(33)	(5%)	$16.91	14
Operating Engineers and Other Construction Equipment Operators	3,024	3,501	477	16%	$31.03	105
Ophthalmic Laboratory Technicians	105	144	39	37%	$14.34	7
Ophthalmic Medical Technicians	232	331	99	43%	$18.20	13
Opticians, Dispensing	816	1,070	254	31%	$16.66	51
Optometrists	269	357	88	33%	$50.33	20
Oral and Maxillofacial Surgeons	40	46	6	15%	$107.06	2
Orderlies	355	451	96	27%	$17.33	19
Orthodontists	22	29	7	32%	$94.99	1
Orthotists and Prosthetists	31	38	7	23%	$39.41	1
Packaging and Filling Machine Operators and Tenders	4,531	5,022	491	11%	$13.60	221
Packers and Packagers, Hand	12,606	14,896	2,290	18%	$12.09	602
Painters, Construction and Maintenance	3,173	3,610	437	14%	$21.10	112
Painters, Transportation Equipment	537	519	(18)	(3%)	$19.40	14
Painting, Coating, and Decorating Workers	454	424	(30)	(7%)	$13.45	10
Paperhangers	55	58	3	5%	$17.18	2
Parts Salespersons	2,753	3,219	466	17%	$17.86	114
Paving, Surfacing, and Tamping Equipment Operators	683	738	55	8%	$30.48	25
Pest Control Workers	1,221	1,281	60	5%	$13.97	40
Pesticide Handlers, Sprayers, and Applicators, Vegetation	56	78	22	39%	$14.51	4

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Petroleum Pump System Operators, Refinery Operators, and Gaugers	146	154	8	5%	$34.20	8
Pile-Driver Operators	57	62	5	9%	$27.30	2
Pipelayers	306	361	55	18%	$26.56	10
Plasterers and Stucco Masons	962	1,095	133	14%	$17.70	30
Plumbers, Pipefitters, and Steamfitters	3,455	4,238	783	23%	$23.29	131
Podiatrists	53	56	3	6%	$67.98	2
Postal Service Clerks	655	573	(82)	(13%)	$25.47	11
Postal Service Mail Carriers	2,913	2,543	(370)	(13%)	$25.72	67
Postal Service Mail Sorters, Processors, and Processing Machine Operators	791	652	(139)	(18%)	$23.09	12
Postmasters and Mail Superintendents	74	69	(5)	(7%)	$37.79	2
Postsecondary Teachers	10,869	13,614	2,745	25%	$41.67	496
Power Distributors and Dispatchers	85	85	0	0%	$42.07	3
Prepress Technicians and Workers	238	183	(55)	(23%)	$17.58	3
Print Binding and Finishing Workers	226	198	(28)	(12%)	$16.66	3
Printing Press Operators	886	823	(63)	(7%)	$17.12	14
Production Workers, All Other	1,747	1,954	207	12%	$13.92	62
Public Address System and Other Announcers	122	125	3	2%	$15.71	4
Pump Operators, Except Wellhead Pumpers	18	27	9	50%	$17.94	2
Radiation Therapists	202	250	48	24%	$49.06	10
Radiologic Technologists	1,343	1,699	356	27%	$30.39	65
Rail Car Repairers	51	61	10	20%	$18.84	3
Railroad Conductors and Yardmasters	24	25	1	4%	$26.82	1
Rail-Track Laying and Maintenance Equipment Operators	21	29	8	38%	$28.23	1
Recreation Workers	4,069	4,835	766	19%	$12.24	161
Refractory Materials Repairers, Except Brickmasons	15	15	0	0%	$20.46	Insf. Data
Refuse and Recyclable Material Collectors	1,430	1,684	254	18%	$19.02	67
Reinforcing Iron and Rebar Workers	696	750	54	8%	$27.89	24
Reservation and Transportation Ticket Agents and Travel Clerks	493	423	(70)	(14%)	$16.42	7
Residential Advisors	231	368	137	59%	$16.85	24
Respiratory Therapists	1,262	1,548	286	23%	$32.18	63

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Respiratory Therapy Technicians	61	64	3	5%	$29.12	1
Retail Salespersons	49,542	59,889	10,347	21%	$12.46	2,945
Riggers	68	77	9	13%	$26.56	3
Roofers	1,045	1,531	486	47%	$20.74	70
Rotary Drill Operators, Oil and Gas	24	25	1	4%	$32.63	1
Sailors and Marine Oilers	16	20	4	25%	$16.72	Insf. Data
Sawing Machine Setters, Operators, and Tenders, Wood	595	550	(45)	(8%)	$14.16	23
Security and Fire Alarm Systems Installers	459	532	73	16%	$23.58	20
Semiconductor Processors	171	154	(17)	(10%)	$18.12	3
Septic Tank Servicers and Sewer Pipe Cleaners	210	254	44	21%	$23.87	10
Service Unit Operators, Oil, Gas, and Mining	17	19	2	12%	$22.96	Insf. Data
Shipping, Receiving, and Traffic Clerks	10,009	11,704	1,695	17%	$15.24	411
Shoe and Leather Workers and Repairers	55	56	1	2%	$13.24	1
Shoe Machine Operators and Tenders	20	16	(4)	(20%)	$12.95	Insf. Data
Signal and Track Switch Repairers	17	19	2	12%	$32.16	Insf. Data
Skincare Specialists	422	498	76	18%	$14.63	11
Slot Supervisors	199	128	(71)	(36%)	$22.07	5
Speech-Language Pathologists	736	930	194	26%	$38.66	41
Stationary Engineers and Boiler Operators	309	333	24	8%	$29.50	11
Stock Clerks and Order Fillers	26,773	32,049	5,276	20%	$12.83	1,480
Stonemasons	286	301	15	5%	$18.67	9
Switchboard Operators, Including Answering Service	1,158	958	(200)	(17%)	$13.56	12
Tailors, Dressmakers, and Custom Sewers	269	311	42	16%	$14.37	14
Tank Car, Truck, and Ship Loaders	28	60	32	114%	$22.25	5
Tapers	718	899	181	25%	$21.98	31
Taxi Drivers and Chauffeurs	871	1,146	275	32%	$12.41	47
Team Assemblers	10,245	10,693	448	4%	$12.87	293
Telemarketers	711	823	112	16%	$12.14	26
Telephone Operators	102	70	(32)	(31%)	$20.50	2
Terrazzo Workers and Finishers	122	142	20	16%	$21.71	4

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by SBVC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Textile Bleaching and Dyeing Machine Operators and Tenders	47	53	6	13%	$14.86	1
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	24	88	64	267%	$12.81	7
Textile, Apparel, and Furnishings Workers, All Other	44	63	19	43%	$12.62	2
Tile and Marble Setters	1,193	1,369	176	15%	$20.94	40
Tire Builders	26	24	(2)	(8%)	$15.93	1
Tool and Die Makers	420	425	5	1%	$23.53	4
Tool Grinders, Filers, and Sharpeners	79	78	(1)	(1%)	$17.03	2
Tour Guides and Escorts	214	239	25	12%	$13.13	12
Transportation Attendants, Except Flight Attendants	54	72	18	33%	$16.47	3
Transportation Workers, All Other	516	601	85	16%	$15.13	38
Travel Agents	275	218	(57)	(21%)	$16.71	4
Travel Guides	56	49	(7)	(13%)	$16.55	2
Tree Trimmers and Pruners	526	613	87	17%	$14.26	19
Umpires, Referees, and Other Sports Officials	139	158	19	14%	$14.00	7
Upholsterers	433	467	34	8%	$15.61	18
Watch Repairers	25	29	4	16%	$22.00	Insf. Data
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1,411	1,603	192	14%	$13.45	65
Wholesale and Retail Buyers, Except Farm Products	926	1,173	247	27%	$29.48	59
Wind Turbine Service Technicians	116	227	111	96%	$24.76	14
Word Processors and Typists	1,264	1,161	(103)	(8%)	$18.71	4

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Adhesive Bonding Machine Operators and Tenders	282	282	0	0%	$16.68	10
Administrative Law Judges, Adjudicators, and Hearing Officers	106	109	3	3%	$59.02	2
Agricultural Equipment Operators	620	586	(34)	(5%)	$12.23	16
Agricultural Inspectors	129	131	2	2%	$24.98	4
Agricultural Workers, All Other	112	92	(20)	(18%)	$14.54	3
Air Traffic Controllers	40	46	6	15%	$51.40	2
Aircraft Cargo Handling Supervisors	57	71	14	25%	$18.22	4
Aircraft Mechanics and Service Technicians	908	1,088	180	20%	$28.49	43
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	188	226	38	20%	$23.86	8
Airfield Operations Specialists	12	19	7	58%	$23.56	1
Airline Pilots, Copilots, and Flight Engineers	475	287	(188)	(40%)	$54.61	9
Animal Breeders	19	16	(3)	(16%)	$20.23	Insf. Data
Animal Control Workers	212	231	19	9%	$22.04	7
Appraisers and Assessors of Real Estate	310	390	80	26%	$33.99	14
Architects, Except Landscape and Naval	267	342	75	28%	$41.65	13
Architectural and Civil Drafters	663	681	18	3%	$27.24	11
Architectural and Engineering Managers	1,101	1,156	55	5%	$64.21	41
Assemblers and Fabricators, All Other	1,882	2,113	231	12%	$13.37	69
Athletes and Sports Competitors	34	38	4	12%	$40.92	2
Audiologists	44	69	25	57%	$38.21	4
Automotive and Watercraft Service Attendants	1,298	1,654	356	27%	$12.63	96
Automotive Body and Related Repairers	1,092	1,113	21	2%	$21.96	38
Automotive Glass Installers and Repairers	132	121	(11)	(8%)	$15.02	3
Automotive Service Technicians and Mechanics	7,979	9,056	1,077	13%	$19.46	338
Avionics Technicians	59	84	25	42%	$31.90	4
Bailiffs	16	26	10	63%	$24.91	2
Bakers	2,604	3,073	469	18%	$12.47	110
Barbers	108	128	20	19%	$13.40	4
Bicycle Repairers	54	75	21	39%	$12.09	4
Bill and Account Collectors	3,323	3,470	147	4%	$16.64	98

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Boilermakers	86	104	18	21%	$36.04	3
Brickmasons and Blockmasons	589	621	32	5%	$26.56	27
Building Cleaning Workers, All Other	178	192	14	8%	$12.41	5
Bus and Truck Mechanics and Diesel Engine Specialists	3,999	4,873	874	22%	$21.40	165
Bus Drivers, School or Special Client	5,173	5,830	657	13%	$16.39	140
Bus Drivers, Transit and Intercity	1,180	1,328	148	13%	$18.57	32
Butchers and Meat Cutters	1,635	1,898	263	16%	$14.92	62
Buyers and Purchasing Agents, Farm Products	102	125	23	23%	$38.30	5
Cabinetmakers and Bench Carpenters	1,508	1,157	(351)	(23%)	$14.46	17
Captains, Mates, and Pilots of Water Vessels	19	25	6	32%	$31.64	1
Cargo and Freight Agents	615	920	305	50%	$19.04	57
Carpenters	10,282	11,474	1,192	12%	$23.01	300
Carpet Installers	424	488	64	15%	$20.24	15
Cement Masons and Concrete Finishers	2,564	3,039	475	19%	$22.55	98
Chefs and Head Cooks	1,627	1,937	310	19%	$17.77	58
Chemical Equipment Operators and Tenders	130	141	11	8%	$18.47	6
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	135	139	4	3%	$12.40	4
Coaches and Scouts	1,480	1,642	162	11%	$17.64	70
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,148	1,121	(27)	(2%)	$16.72	27
Coil Winders, Tapers, and Finishers	135	151	16	12%	$14.97	4
Coin, Vending, and Amusement Machine Servicers and Repairers	436	504	68	16%	$17.24	13
Commercial and Industrial Designers	266	291	25	9%	$29.86	9
Commercial Pilots	240	327	87	36%	$35.63	16
Community Health Workers	413	531	118	29%	$21.44	21
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	213	263	50	23%	$24.91	12
Computer, Automated Teller, and Office Machine Repairers	544	697	153	28%	$17.04	28
Computer-Controlled Machine Tool Operators, Metal and Plastic	917	1,158	241	26%	$17.47	56
Concierges	195	240	45	23%	$14.09	9
Construction and Building Inspectors	914	1,017	103	11%	$37.83	37
Construction and Related Workers, All Other	569	638	69	12%	$21.11	17

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Construction Laborers	11,620	13,582	1,962	17%	$20.01	464
Construction Managers	2,175	2,474	299	14%	$52.43	67
Continuous Mining Machine Operators	108	120	12	11%	$21.15	4
Control and Valve Installers and Repairers, Except Mechanical Door	644	688	44	7%	$31.19	31
Conveyor Operators and Tenders	508	625	117	23%	$17.22	29
Cooks, All Other	113	136	23	20%	$12.90	6
Cooks, Institution and Cafeteria	2,420	2,880	460	19%	$14.02	118
Cooks, Private Household	49	47	(2)	(4%)	$20.33	1
Cooling and Freezing Equipment Operators and Tenders	42	51	9	21%	$15.06	2
Correctional Officers and Jailers	4,661	5,116	455	10%	$33.49	181
Counter and Rental Clerks	6,419	7,050	631	10%	$14.68	235
Couriers and Messengers	873	1,014	141	16%	$12.74	26
Crane and Tower Operators	154	215	61	40%	$25.65	13
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	240	243	3	1%	$17.83	7
Customer Service Representatives	15,691	19,091	3,400	22%	$17.62	775
Cutting and Slicing Machine Setters, Operators, and Tenders	262	266	4	2%	$17.15	8
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,759	1,597	(162)	(9%)	$16.43	22
Data Entry Keyers	1,774	1,911	137	8%	$13.81	38
Demonstrators and Product Promoters	1,548	1,778	230	15%	$13.58	73
Dental Assistants	5,044	5,653	609	12%	$15.56	199
Dental Hygienists	1,483	1,748	265	18%	$43.50	56
Dental Laboratory Technicians	400	198	(202)	(51%)	$16.79	7
Dentists, All Other Specialists	31	35	4	13%	$62.86	1
Dentists, General	1,225	1,399	174	14%	$55.86	46
Derrick Operators, Oil and Gas	17	17	0	0%	$23.29	Insf. Data
Detectives and Criminal Investigators	1,116	1,177	61	5%	$45.64	34
Diagnostic Medical Sonographers	464	653	189	41%	$34.06	30
Dispatchers, Except Police, Fire, and Ambulance	2,809	3,312	503	18%	$19.06	128
Drafters, All Other	82	91	9	11%	$24.89	2
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	218	200	(18)	(8%)	$13.87	4

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Driver/Sales Workers	2,371	3,382	1,011	43%	$16.16	153
Drywall and Ceiling Tile Installers	2,861	3,655	794	28%	$24.69	131
Earth Drillers, Except Oil and Gas	248	277	29	12%	$36.88	9
Education, Training, and Library Workers, All Other	1,899	2,070	171	9%	$18.74	36
Electric Motor, Power Tool, and Related Repairers	85	110	25	29%	$23.82	5
Electrical and Electronic Equipment Assemblers	1,335	1,452	117	9%	$15.83	30
Electrical and Electronics Drafters	253	270	17	7%	$28.95	5
Electrical and Electronics Installers and Repairers, Transportation Equipment	63	75	12	19%	$25.59	2
Electrical and Electronics Repairers, Commercial and Industrial Equipment	578	644	66	11%	$28.21	17
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	76	84	8	11%	$39.30	2
Electrical Power-Line Installers and Repairers	1,243	1,490	247	20%	$43.38	79
Electricians	5,140	6,292	1,152	22%	$28.91	208
Electromechanical Equipment Assemblers	221	240	19	9%	$14.60	5
Electro-Mechanical Technicians	49	53	4	8%	$27.71	2
Electronic Equipment Installers and Repairers, Motor Vehicles	177	122	(55)	(31%)	$16.08	3
Electronic Home Entertainment Equipment Installers and Repairers	386	440	54	14%	$21.69	12
Electronics Engineers, Except Computer	1,068	1,122	54	5%	$46.89	30
Elevator Installers and Repairers	70	90	20	29%	$44.61	3
Eligibility Interviewers, Government Programs	3,042	3,215	173	6%	$19.94	52
Embalmers	41	39	(2)	(5%)	$22.61	1
Engine and Other Machine Assemblers	221	245	24	11%	$20.25	7
Entertainment Attendants and Related Workers, All Other	54	82	28	52%	$12.97	6
Etchers and Engravers	70	76	6	9%	$12.34	3
Excavating and Loading Machine and Dragline Operators	244	297	53	22%	$26.57	8
Explosives Workers, Ordnance Handling Experts, and Blasters	18	22	4	22%	$28.26	Insf. Data
Extraction Workers, All Other	43	49	6	14%	$17.53	1
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	307	297	(10)	(3%)	$13.95	10
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	193	208	15	8%	$14.71	4
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	521	464	(57)	(11%)	$12.84	19

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Fabric and Apparel Patternmakers	34	37	3	9%	$19.90	Insf. Data
Farm and Home Management Advisors	11	16	5	45%	$29.60	Insf. Data
Farm Equipment Mechanics and Service Technicians	118	113	(5)	(4%)	$20.60	3
Farmers, Ranchers, and Other Agricultural Managers	718	521	(197)	(27%)	$36.37	10
Farmworkers, Farm, Ranch, and Aquacultural Animals	685	560	(125)	(18%)	$13.24	16
Fence Erectors	556	616	60	11%	$18.02	20
Fiberglass Laminators and Fabricators	299	287	(12)	(4%)	$15.10	8
First-Line Supervisors of Construction Trades and Extraction Workers	4,792	5,653	861	18%	$34.10	136
First-Line Supervisors of Correctional Officers	570	623	53	9%	$43.87	23
First-Line Supervisors of Farming, Fishing, and Forestry Workers	413	334	(79)	(19%)	$19.78	9
First-Line Supervisors of Food Preparation and Serving Workers	9,336	11,842	2,506	27%	$15.07	575
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	3,612	4,574	962	27%	$24.45	233
First-Line Supervisors of Housekeeping and Janitorial Workers	1,450	1,653	203	14%	$18.11	45
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,371	1,577	206	15%	$20.08	46
First-Line Supervisors of Mechanics, Installers, and Repairers	3,867	4,496	629	16%	$34.30	148
First-Line Supervisors of Non-Retail Sales Workers	1,926	2,289	363	19%	$29.84	61
First-Line Supervisors of Personal Service Workers	1,493	1,928	435	29%	$19.77	77
First-Line Supervisors of Police and Detectives	326	402	76	23%	$59.61	21
First-Line Supervisors of Production and Operating Workers	5,179	5,423	244	5%	$25.90	120
First-Line Supervisors of Protective Service Workers, All Other	719	884	165	23%	$24.05	38
First-Line Supervisors of Retail Sales Workers	13,399	15,723	2,324	17%	$20.79	562
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	2,486	3,106	620	25%	$27.23	155
Flight Attendants	41	33	(8)	(20%)	$19.79	2
Floor Layers, Except Carpet, Wood, and Hard Tiles	240	307	67	28%	$15.85	11
Floor Sanders and Finishers	90	111	21	23%	$19.81	4
Floral Designers	322	333	11	3%	$17.11	12
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	82	99	17	21%	$16.90	4
Food Batchmakers	1,151	1,271	120	10%	$13.49	39
Food Cooking Machine Operators and Tenders	233	268	35	15%	$14.23	9

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Food Processing Workers, All Other	272	325	53	19%	$14.16	12
Food Service Managers	3,120	3,666	546	18%	$24.23	125
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	330	298	(32)	(10%)	$16.80	8
Foundry Mold and Coremakers	115	91	(24)	(21%)	$13.22	2
Funeral Attendants	218	223	5	2%	$13.54	7
Funeral Service Managers	51	53	2	4%	$28.72	2
Furniture Finishers	154	156	2	1%	$12.40	5
Gaming Cage Workers	512	565	53	10%	$12.65	16
Gaming Change Persons and Booth Cashiers	859	898	39	5%	$12.21	42
Gaming Dealers	3,054	3,225	171	6%	$12.24	101
Gaming Service Workers, All Other	632	684	52	8%	$13.96	24
Gaming Supervisors	310	355	45	15%	$23.87	16
Gaming Surveillance Officers and Gaming Investigators	310	303	(7)	(2%)	$16.47	4
Gas Plant Operators	146	151	5	3%	$34.97	7
Glaziers	204	190	(14)	(7%)	$29.42	11
Grinding and Polishing Workers, Hand	411	379	(32)	(8%)	$13.82	10
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	687	584	(103)	(15%)	$14.36	26
Grounds Maintenance Workers, All Other	80	103	23	29%	$18.90	4
Hairdressers, Hairstylists, and Cosmetologists	2,137	2,549	412	19%	$12.21	103
Hazardous Materials Removal Workers	139	180	41	29%	$18.23	8
Health Educators	461	551	90	20%	$24.94	19
Healthcare Support Workers, All Other	1,138	1,327	189	17%	$17.02	45
Hearing Aid Specialists	73	95	22	30%	$21.49	3
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	89	85	(4)	(4%)	$16.78	2
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,949	3,680	731	25%	$24.11	125
Heavy and Tractor-Trailer Truck Drivers	26,327	32,672	6,345	24%	$22.84	1,148
Helpers, Construction Trades, All Other	294	339	45	15%	$17.06	10
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	391	415	24	6%	$17.87	17
Helpers--Carpenters	255	321	66	26%	$13.46	12

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Helpers--Electricians	457	599	142	31%	$13.80	21
Helpers--Extraction Workers	66	83	17	26%	$16.72	3
Helpers--Installation, Maintenance, and Repair Workers	1,324	1,548	224	17%	$14.79	69
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	129	156	27	21%	$13.41	6
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	722	858	136	19%	$15.05	24
Helpers--Roofers	120	178	58	48%	$12.74	8
Highway Maintenance Workers	444	531	87	20%	$23.29	22
Home Appliance Repairers	806	966	160	20%	$21.84	40
Industrial Machinery Mechanics	2,200	2,742	542	25%	$26.08	119
Industrial Truck and Tractor Operators	10,475	13,585	3,110	30%	$15.89	624
Inspectors, Testers, Sorters, Samplers, and Weighers	4,112	4,522	410	10%	$17.44	150
Installation, Maintenance, and Repair Workers, All Other	1,660	1,890	230	14%	$18.14	51
Instructional Coordinators	1,694	1,894	200	12%	$36.28	38
Insulation Workers, Floor, Ceiling, and Wall	297	442	145	49%	$28.20	31
Insulation Workers, Mechanical	98	168	70	71%	$27.03	12
Insurance Appraisers, Auto Damage	100	109	9	9%	$25.60	4
Insurance Sales Agents	2,491	2,885	394	16%	$25.79	111
Interior Designers	364	419	55	15%	$25.20	15
Interviewers, Except Eligibility and Loan	1,344	1,616	272	20%	$19.02	62
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,037	21,660	2,623	14%	$13.55	673
Jewelers and Precious Stone and Metal Workers	232	296	64	28%	$16.95	11
Judges, Magistrate Judges, and Magistrates	163	179	16	10%	$99.89	4
Judicial Law Clerks	39	42	3	8%	$42.19	1
Laborers and Freight, Stock, and Material Movers, Hand	49,151	60,018	10,867	22%	$13.45	2,751
Landscape Architects	158	182	24	15%	$35.64	5
Landscaping and Groundskeeping Workers	13,864	15,779	1,915	14%	$12.33	462
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	453	421	(32)	(7%)	$17.23	11
Laundry and Dry-Cleaning Workers	1,319	1,462	143	11%	$12.13	34
Layout Workers, Metal and Plastic	50	43	(7)	(14%)	$21.31	Insf. Data
Librarians	515	601	86	17%	$28.58	19

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Library Assistants, Clerical	977	1,089	112	11%	$13.43	44
Light Truck or Delivery Services Drivers	9,919	12,143	2,224	22%	$19.14	415
Locksmiths and Safe Repairers	165	147	(18)	(11%)	$24.59	8
Locomotive Engineers	20	19	(1)	(5%)	$28.24	Insf. Data
Lodging Managers	321	362	41	13%	$25.67	11
Logging Equipment Operators	13	15	2	15%	$19.28	Insf. Data
Machine Feeders and Offbearers	1,969	2,655	686	35%	$14.98	122
Machinists	3,668	4,254	586	16%	$17.34	173
Magnetic Resonance Imaging Technologists	162	217	55	34%	$37.03	9
Mail Clerks and Mail Machine Operators, Except Postal Service	283	283	0	0%	$13.90	6
Maintenance and Repair Workers, General	12,076	14,107	2,031	17%	$18.77	553
Maintenance Workers, Machinery	1,038	1,176	138	13%	$21.54	32
Manufactured Building and Mobile Home Installers	28	24	(4)	(14%)	$12.03	Insf. Data
Material Moving Workers, All Other	808	895	87	11%	$19.15	36
Mechanical Door Repairers	168	210	42	25%	$21.42	12
Mechanical Drafters	453	448	(5)	(1%)	$25.77	7
Medical and Health Services Managers	2,408	3,029	621	26%	$58.00	133
Medical Appliance Technicians	124	93	(31)	(25%)	$23.42	3
Medical Equipment Repairers	291	379	88	30%	$26.40	15
Medical Records and Health Information Technicians	1,582	1,984	402	25%	$21.70	81
Medical Secretaries	5,878	7,310	1,432	24%	$15.64	215
Medical Transcriptionists	207	247	40	19%	$23.09	9
Meeting, Convention, and Event Planners	648	749	101	16%	$20.34	19
Merchandise Displayers and Window Trimmers	506	651	145	29%	$16.53	29
Metal Workers and Plastic Workers, All Other	295	253	(42)	(14%)	$13.27	5
Metal-Refining Furnace Operators and Tenders	55	67	12	22%	$17.57	3
Meter Readers, Utilities	473	421	(52)	(11%)	$22.30	8
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	425	376	(49)	(12%)	$16.47	7
Millwrights	143	185	42	29%	$21.80	8
Mine Cutting and Channeling Machine Operators	30	37	7	23%	$22.68	1

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Mining and Geological Engineers, Including Mining Safety Engineers	46	50	4	9%	$49.68	2
Mixing and Blending Machine Setters, Operators, and Tenders	1,186	1,226	40	3%	$15.14	33
Mobile Heavy Equipment Mechanics, Except Engines	1,179	1,316	137	12%	$26.09	43
Model Makers, Metal and Plastic	21	20	(1)	(5%)	$19.65	Insf. Data
Model Makers, Wood	13	13	0	0%	$16.83	Insf. Data
Models	50	58	8	16%	$15.28	3
Molders, Shapers, and Casters, Except Metal and Plastic	714	656	(58)	(8%)	$15.62	27
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,385	1,199	(186)	(13%)	$14.56	21
Morticians, Undertakers, and Funeral Directors	76	85	9	12%	$35.81	3
Motor Vehicle Operators, All Other	1,351	1,575	224	17%	$15.24	68
Motorboat Mechanics and Service Technicians	132	169	37	28%	$17.43	7
Motorboat Operators	13	13	0	0%	$23.59	Insf. Data
Motorcycle Mechanics	142	167	25	18%	$22.82	6
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	374	427	53	14%	$15.65	12
Nuclear Medicine Technologists	178	208	30	17%	$46.42	7
Nuclear Power Reactor Operators	20	21	1	5%	$43.62	Insf. Data
Nuclear Technicians	13	14	1	8%	$41.12	Insf. Data
Occupational Health and Safety Specialists	401	457	56	14%	$35.09	14
Occupational Health and Safety Technicians	69	84	15	22%	$28.19	3
Occupational Therapy Aides	27	40	13	48%	$17.40	2
Office Machine Operators, Except Computer	619	586	(33)	(5%)	$16.91	14
Operating Engineers and Other Construction Equipment Operators	3,024	3,501	477	16%	$31.03	105
Ophthalmic Laboratory Technicians	105	144	39	37%	$14.34	7
Ophthalmic Medical Technicians	232	331	99	43%	$18.20	13
Opticians, Dispensing	816	1,070	254	31%	$16.66	51
Optometrists	269	357	88	33%	$50.33	20
Oral and Maxillofacial Surgeons	40	46	6	15%	$107.06	2
Orderlies	355	451	96	27%	$17.33	19
Orthodontists	22	29	7	32%	$94.99	1

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Orthotists and Prosthetists	31	38	7	23%	$39.41	1
Outdoor Power Equipment and Other Small Engine Mechanics	169	198	29	17%	$16.01	7
Packaging and Filling Machine Operators and Tenders	4,531	5,022	491	11%	$13.60	221
Packers and Packagers, Hand	12,606	14,896	2,290	18%	$12.09	602
Painters, Construction and Maintenance	3,173	3,610	437	14%	$21.10	112
Painters, Transportation Equipment	537	519	(18)	(3%)	$19.40	14
Painting, Coating, and Decorating Workers	454	424	(30)	(7%)	$13.45	10
Paper Goods Machine Setters, Operators, and Tenders	758	767	9	1%	$17.87	15
Paperhangers	55	58	3	5%	$17.18	2
Parking Enforcement Workers	115	103	(12)	(10%)	$19.86	3
Parts Salespersons	2,753	3,219	466	17%	$17.86	114
Patternmakers, Metal and Plastic	82	67	(15)	(18%)	$15.15	1
Paving, Surfacing, and Tamping Equipment Operators	683	738	55	8%	$30.48	25
Pest Control Workers	1,221	1,281	60	5%	$13.97	40
Pesticide Handlers, Sprayers, and Applicators, Vegetation	56	78	22	39%	$14.51	4
Petroleum Pump System Operators, Refinery Operators, and Gaugers	146	154	8	5%	$34.20	8
Pile-Driver Operators	57	62	5	9%	$27.30	2
Pipelayers	306	361	55	18%	$26.56	10
Plant and System Operators, All Other	64	71	7	11%	$25.38	3
Plasterers and Stucco Masons	962	1,095	133	14%	$17.70	30
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	267	216	(51)	(19%)	$15.14	6
Plumbers, Pipefitters, and Steamfitters	3,455	4,238	783	23%	$23.29	131
Podiatrists	53	56	3	6%	$67.98	2
Police and Sheriff's Patrol Officers	5,933	6,669	736	12%	$42.09	284
Postal Service Clerks	655	573	(82)	(13%)	$25.47	11
Postal Service Mail Carriers	2,913	2,543	(370)	(13%)	$25.72	67
Postal Service Mail Sorters, Processors, and Processing Machine Operators	791	652	(139)	(18%)	$23.09	12
Postmasters and Mail Superintendents	74	69	(5)	(7%)	$37.79	2
Postsecondary Teachers	10,869	13,614	2,745	25%	$41.67	496
Pourers and Casters, Metal	133	106	(27)	(20%)	$14.46	4

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Power Distributors and Dispatchers	85	85	0	0%	$42.07	3
Power Plant Operators	476	473	(3)	(1%)	$31.90	18
Precision Instrument and Equipment Repairers, All Other	106	124	18	17%	$25.62	4
Prepress Technicians and Workers	238	183	(55)	(23%)	$17.58	3
Print Binding and Finishing Workers	226	198	(28)	(12%)	$16.66	3
Printing Press Operators	886	823	(63)	(7%)	$17.12	14
Private Detectives and Investigators	96	144	48	50%	$26.20	8
Probation Officers and Correctional Treatment Specialists	981	1,070	89	9%	$38.62	29
Production Workers, All Other	1,747	1,954	207	12%	$13.92	62
Property, Real Estate, and Community Association Managers	1,671	2,008	337	20%	$29.71	67
Protective Service Workers, All Other	2,517	2,793	276	11%	$15.37	66
Public Address System and Other Announcers	122	125	3	2%	$15.71	4
Pump Operators, Except Wellhead Pumpers	18	27	9	50%	$17.94	2
Radiation Therapists	202	250	48	24%	$49.06	10
Radio, Cellular, and Tower Equipment Installers and Repairs	156	187	31	20%	$22.95	5
Rail Car Repairers	51	61	10	20%	$18.84	3
Railroad Conductors and Yardmasters	24	25	1	4%	$26.82	1
Rail-Track Laying and Maintenance Equipment Operators	21	29	8	38%	$28.23	1
Real Estate Brokers	583	581	(2)	(0%)	$31.22	8
Real Estate Sales Agents	978	1,117	139	14%	$25.99	22
Recreation Workers	4,069	4,835	766	19%	$12.24	161
Recreational Vehicle Service Technicians	176	185	9	5%	$19.21	8
Refractory Materials Repairers, Except Brickmasons	15	15	0	0%	$20.46	Insf. Data
Refuse and Recyclable Material Collectors	1,430	1,684	254	18%	$19.02	67
Reinforcing Iron and Rebar Workers	696	750	54	8%	$27.89	24
Reservation and Transportation Ticket Agents and Travel Clerks	493	423	(70)	(14%)	$16.42	7
Residential Advisors	231	368	137	59%	$16.85	24
Retail Salespersons	49,542	59,889	10,347	21%	$12.46	2,945
Riggers	68	77	9	13%	$26.56	3
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	383	369	(14)	(4%)	$16.22	10

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Roofers	1,045	1,531	486	47%	$20.74	70
Rotary Drill Operators, Oil and Gas	24	25	1	4%	$32.63	1
Roustabouts, Oil and Gas	124	139	15	12%	$21.20	4
Sailors and Marine Oilers	16	20	4	25%	$16.72	Insf. Data
Sawing Machine Setters, Operators, and Tenders, Wood	595	550	(45)	(8%)	$14.16	23
Security and Fire Alarm Systems Installers	459	532	73	16%	$23.58	20
Security Guards	15,105	18,774	3,669	24%	$12.10	612
Semiconductor Processors	171	154	(17)	(10%)	$18.12	3
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	301	366	65	22%	$15.15	17
Septic Tank Servicers and Sewer Pipe Cleaners	210	254	44	21%	$23.87	10
Service Unit Operators, Oil, Gas, and Mining	17	19	2	12%	$22.96	Insf. Data
Sheet Metal Workers	1,144	1,361	217	19%	$22.91	52
Shipping, Receiving, and Traffic Clerks	10,009	11,704	1,695	17%	$15.24	411
Shoe and Leather Workers and Repairers	55	56	1	2%	$13.24	1
Shoe Machine Operators and Tenders	20	16	(4)	(20%)	$12.95	Insf. Data
Signal and Track Switch Repairers	17	19	2	12%	$32.16	Insf. Data
Skincare Specialists	422	498	76	18%	$14.63	11
Slot Supervisors	199	128	(71)	(36%)	$22.07	5
Solar Photovoltaic Installers	224	268	44	20%	$23.09	8
Speech-Language Pathologists	736	930	194	26%	$38.66	41
Stationary Engineers and Boiler Operators	309	333	24	8%	$29.50	11
Stock Clerks and Order Fillers	26,773	32,049	5,276	20%	$12.83	1,480
Stonemasons	286	301	15	5%	$18.67	9
Structural Iron and Steel Workers	533	504	(29)	(5%)	$32.71	18
Structural Metal Fabricators and Fitters	699	740	41	6%	$16.28	20
Switchboard Operators, Including Answering Service	1,158	958	(200)	(17%)	$13.56	12
Tailors, Dressmakers, and Custom Sewers	269	311	42	16%	$14.37	14
Tank Car, Truck, and Ship Loaders	28	60	32	114%	$22.25	5
Tapers	718	899	181	25%	$21.98	31

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Taxi Drivers and Chauffeurs	871	1,146	275	32%	$12.41	47
Team Assemblers	10,245	10,693	448	4%	$12.87	293
Telecommunications Equipment Installers and Repairers, Except Line Installers	2,113	2,316	203	10%	$28.59	41
Telecommunications Line Installers and Repairers	1,544	1,790	246	16%	$25.21	55
Telemarketers	711	823	112	16%	$12.14	26
Telephone Operators	102	70	(32)	(31%)	$20.50	2
Terrazzo Workers and Finishers	122	142	20	16%	$21.71	4
Textile Bleaching and Dyeing Machine Operators and Tenders	47	53	6	13%	$14.86	1
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	24	88	64	267%	$12.81	7
Textile, Apparel, and Furnishings Workers, All Other	44	63	19	43%	$12.62	2
Tile and Marble Setters	1,193	1,369	176	15%	$20.94	40
Tire Builders	26	24	(2)	(8%)	$15.93	1
Tire Repairers and Changers	1,972	2,157	185	9%	$12.99	90
Title Examiners, Abstractors, and Searchers	557	605	48	9%	$27.56	18
Tool and Die Makers	420	425	5	1%	$23.53	4
Tool Grinders, Filers, and Sharpeners	79	78	(1)	(1%)	$17.03	2
Tour Guides and Escorts	214	239	25	12%	$13.13	12
Transit and Railroad Police	11	13	2	18%	$22.57	Insf. Data
Transportation Attendants, Except Flight Attendants	54	72	18	33%	$16.47	3
Transportation Inspectors	242	275	33	14%	$23.85	10
Transportation Security Screeners	266	259	(7)	(3%)	$20.14	5
Transportation Workers, All Other	516	601	85	16%	$15.13	38
Travel Agents	275	218	(57)	(21%)	$16.71	4
Travel Guides	56	49	(7)	(13%)	$16.55	2
Tree Trimmers and Pruners	526	613	87	17%	$14.26	19
Umpires, Referees, and Other Sports Officials	139	158	19	14%	$14.00	7
Upholsterers	433	467	34	8%	$15.61	18
Urban and Regional Planners	415	461	46	11%	$38.04	13
Watch Repairers	25	29	4	16%	$22.00	Insf. Data
Water and Wastewater Treatment Plant and System Operators	1,021	1,121	100	10%	$30.57	37

Regional Job Openings by Occupation (2015 – 2025) – Unrelated to Existing Programs Offered by CHC *(cont.)*

Description	2015 Jobs	2025 Jobs	2015 - 2025 Change	2015 - 2025 % Change	Avg. Hourly Earnings	Annual Openings
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1,411	1,603	192	14%	$13.45	65
Welders, Cutters, Solderers, and Brazers	3,187	3,372	185	6%	$17.50	124
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	243	229	(14)	(6%)	$15.46	8
Wholesale and Retail Buyers, Except Farm Products	926	1,173	247	27%	$29.48	59
Wind Turbine Service Technicians	116	227	111	96%	$24.76	14
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	763	691	(72)	(9%)	$12.95	21
Word Processors and Typists	1,264	1,161	(103)	(8%)	$18.71	4





San Bernardino Community College District

HMC Architects

ADMA strategies