



# Landscaping Occupations Labor Market Information Report Monterey Peninsula College

Prepared by the San Francisco Bay Center of Excellence  
for Labor Market Research  
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## Recommendation

Based on all available data, there appears to be an undersupply of Landscaping workers compared to the demand for this cluster of occupations in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, and Santa Cruz Counties). There is a projected annual gap of about 14,830 students in the Bay region and 8,039 students in the SC-Monterey Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0109.00-Horticulture programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Monterey Peninsula College and in the region.

This report profiles Landscaping Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new set of certificates at Monterey Peninsula College: Landscape Irrigation, Landscape Pest Management, and Tree Care Specialist. This LMI report can be used for all three certificates when submitting to BACCC's Program Recommendation process, because the TOP code and the SOC codes are the exact same for all three certificates.

Labor market information (LMI) is not available at the eight-digit SOC Code level for Nursery Workers (45-2092.01), therefore, the data shown in Tables 1 and 2 is for Farmworkers and Laborers, Crop, Nursery, and Greenhouse (at the six digit SOC level) and likely overstates demand for Nursery Workers. Tables 3, 4, 6, 9, 10 and 11 use job postings data from Burning Glass at the eight-digit SOC Code level for Nursery Workers (45-2092.01).

- **Landscaping and Groundskeeping Workers (37-3011):** Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes "Farmworkers and Laborers, Crop, Nursery, and Greenhouse" (45-2092).
  - Entry-Level Educational Requirement: No formal educational credential
  - Training Requirement: Short-term on-the-job training
  - Percentage of Community College Award Holders or Some Postsecondary Coursework: 19%
- **Farmworkers and Laborers, Crop, Nursery, and Greenhouse (45-2092):** Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may

include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes "Graders and Sorters, Agricultural Products" (45-2041) and "Forest, Conservation, and Logging Workers" (45-4011 through 45-4029).

Entry-Level Educational Requirement: No formal educational credential

Training Requirement: Short-term on-the-job training

Percentage of Community College Award Holders or Some Postsecondary Coursework: 14%

## Occupational Demand

**Table 1. Employment Outlook for Landscaping Occupations in Bay Region**

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Landscaping and Groundskeeping Workers	35,929	38,048	2,119	6%	26,045	5,209	\$14.39	\$17.97
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	53,637	56,725	3,088	6%	48,406	9,681	\$12.63	\$14.25
<b>TOTAL</b>	<b>89,566</b>	<b>94,773</b>	<b>5,207</b>	<b>6%</b>	<b>74,451</b>	<b>14,890</b>	<b>\$13.51</b>	<b>\$16.11</b>

Source: EMSI 2020.3

**Bay Region includes** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Landscaping Occupations in SC-Monterey Sub-Region**

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Landscaping and Groundskeeping Workers	4,081	4,430	349	9%	3,118	624	\$12.73	\$16.21
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	40,733	43,560	2,827	7%	37,175	7,435	\$12.54	\$13.96
<b>TOTAL</b>	<b>44,814</b>	<b>47,990</b>	<b>3,176</b>	<b>7%</b>	<b>40,293</b>	<b>8,059</b>	<b>\$12.64</b>	<b>\$15.09</b>

Source: EMSI 2020.3

**SC-Monterey Sub-Region includes** Monterey, San Benito, and Santa Cruz Counties

## Job Postings in Bay Region and SC-Monterey Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (October 2019 - September 2020)**

Occupation	Bay Region	SC-Monterey Sub-Region
Landscaping and Groundskeeping Workers	2,100	151
Nursery Workers	11	1
<b>TOTAL</b>	<b>2,111</b>	<b>152</b>

Source: Burning Glass

**Table 4a. Top Job Titles for Landscaping Occupations for latest 12 months (October 2019 - September 2020) Bay Region**

Common Title	Bay	Common Title	Bay
Groundskeeper	271	Landscape Irrigation Technician	17
Landscaper	151	Arborist Crew Leader	17
Irrigation Technician	101	Landscape Technician	16
Landscape Laborer	70	Maintenance Groundskeeper	15
Gardener	63	Landscape Foreman	15
Porter/Groundskeeper	54	Landscape Crew Member	15
Landscaping Crew Leader	51	Landscape Construction Laborer	15
Janitor/Groundskeeper	36	Irrigation Specialist	15
Enhancement Landscape Laborer	32	Landscaping Crew Member Driver	14
Groundskeeper/Porter	29	Landscape Crew Leader	14
Groundsman	27	Landscape Construction Foreman	13
Greenskeeper	27	Cemetery Caretaker	13
Yard Crew Member	24	Landscape Supervisor	12

**Table 4b. Top Job Titles for Landscaping Occupations for latest 12 months (October 2019 - September 2020) SC-Monterey Sub-Region**

Common Title	SC-Monterey	Common Title	SC-Monterey
Groundskeeper	21	Transplant Foreman	2
Gardener	16	Senior Groundskeeper	2
Yard Crew Member	9	Parks Building & Grounds Worker II	2
Groundskeeper/Janitor	9	Now Commercial Landscape Gardener/Jardineros	2
Landscaping Crew Leader	5	Maintenance Groundskeeper	2
Cemetery Grounds	5	Lead Grounds Maintenance	2
Porter/Groundskeeper	4	Landscaping Laborer	2
Landscape Laborer	4	Landscaper	2
Irrigation Technician	3	Landscape/Irrigation Laborer	2
Groundsman I	3	Landscape Manager	2
Groundskeeper And Maintenance	3	Janitor/Groundskeeper	2
Golf Course Maintenance Worker	3	Groundskeeper Correctional Facility	2
Gardener II	3	Grounds Maintenance Worker	2
Gardener Groundskeeper	3	Grounds Maintenance II	2

Source: Burning Glass

## Industry Concentration

**Table 5. Industries hiring Landscaping Workers in Bay Region**

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Landscaping Services	28,472	30,461	7%	31%
Farm Labor Contractors and Crew Leaders	20,573	22,175	8%	22%
Crop Production	12,448	12,207	-2%	13%
Postharvest Crop Activities (except Cotton Ginning)	9,611	10,361	8%	10%
Local Government, Excluding Education and Hospitals	2,308	2,417	5%	2%
Farm Management Services	2,293	2,267	-1%	2%
Crop Harvesting, Primarily by Machine	1,803	1,769	-2%	2%
Soil Preparation, Planting, and Cultivating	1,336	1,435	7%	1%

**Table 6. Top Employers Posting Landscaping Occupations in Bay Region and SC-Monterey Sub-Region (October 2019 - September 2020)**

Employer	Bay	Employer	Bay	Employer	SC-Monterey
Brightview	178	Bell Partners	13	University Of California Santa Cruz	8
Cagwin Dorward	41	Apartment Management Consultants, Llc	13	Pebble Beach Resorts	6
ServiceMaster	32	Terra Ferma Landscapes	12	A Tool Shed Incorporated	6
Landcare	32	Pleasanton Unified School District	12	University California	5
Greystar	31	Pinnacle Property Management Services	12	Kd Landscaping	4
City Wide Property Services Inc	30	Davey Tree	11	Brightview	4
ABM Industries	30	Bwd Gardens	11	North Bay Industries	3
Davey Tree Expert Company	28	Aramark	11	Mission Memorial Park	3
Monarch Landscape Companies	23	A Tool Shed Incorporated	11	City Wide Property Services Inc	3
Fpi Management	23	Wine Group	10	Carmel Unified School District	3
Stanford University	20	University Of California Berkeley	10	Wild Bloom	2
Brightview Landscapes, Llc	18	University California	10	Wallace Commercial Landscape Inc	2
The Brickman Group, Ltd	16	Korotkin Associates	10	Topes Tree Service	2
Fpi Management Incorporated	16	Eaton	10	Salinas Union High School District	2
Northstar Incorporated	15	Clean Air Lawn Care San Jose	10	Quail Lodge & Golf Club	2
Terracare Associates	14	Philco Building Maintenance	9	Quail Lodge	2
Monster Tree Service	14	Jensen Corporate Holdings, Llc	9	Pacific Landscaping And Tree Service	2

Source: Burning Glass

## Educational Supply

There are eight (8) community colleges in the Bay Region issuing 60 awards on average annually (last 3 years ending 2018-19) on TOP 0109.00-Horticulture. There are two (2) colleges in the SC-Monterey Sub-Region issuing 20 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0109.00-Horticulture in Bay Region**

College	Sub-Region	Associates	Certificate Low Unit	Total
Cabrillo	SC - Monterey	7	9	16
Diablo Valley	East Bay		8	8
Foothill	Silicon Valley	8	6	14
Las Positas	East Bay		1	1

Merritt	East Bay		9	9
Monterey	SC - Monterey	1	3	4
San Francisco	Mid-Peninsula	1		1
Solano	North Bay	2	5	7
<b>Total Bay Region</b>		<b>19</b>	<b>41</b>	<b>60</b>
<b>Total SC-Monterey Sub-Region</b>		<b>8</b>	<b>12</b>	<b>20</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 14,890 annual openings for the Landscaping occupational cluster and 60 annual (3-year average) awards for an annual undersupply of 14,830 students. In the SC-Monterey Sub-Region, there is also a gap with 8,059 annual openings and 20 annual (3-year average) awards for an annual undersupply of 8,039 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0109.00-Horticulture**

2017-18	Bay All CTE Programs	Monterey Peninsula College All CTE Programs	State 0109.00	Bay 0109.00	SC-Monterey 0109.00	Monterey Peninsula College 0109.00
% Employed Four Quarters After Exit	67%	70%	58%	57%	56%	54%
Median Quarterly Earnings Two Quarters After Exit	\$11,466	\$8,510	\$8,142	\$9,609	\$7,953	\$8,159
Median % Change in Earnings	31%	58%	26%	24%	21%	n/a
% of Students Earning a Living Wage	53%	54%	49%	47%	48%	n/a

Source: Launchboard Pipeline (version available on (10/26/20))

## Skills, Certifications and Education

**Table 9. Top Skills for Landscaping Occupations in Bay Region (October 2019 - September 2020)**

Skill	Postings	Skill	Postings	Skill	Postings
Repair	717	Irrigation (Agriculture)	113	Equipment Operation	59
Cleaning	356	Occupational Health and Safety	112	Production Management	59
Oral Irrigation	353	Budgeting	101	Staff Management	59
Irrigation Systems	340	Herbicides	95	Lawn Care	58
Customer Service	329	Carpentry	93	Heavy Lifting	56
Lifting Ability	261	Supervisory Skills	93	Color Editing	53
Fertilizers	243	Customer Contact	92	Accounting	50
Debris and Litter Control	230	Predictive / Preventative Maintenance	91	Laundry	48
Hand Tools	226	Masonry	83	Employee Training	47
Machinery	214	Plumbing	81	Digging Trenches	46
Power Tools	207	Weed Eaters	81	Irrigation System Design	46
Scheduling	173	Snow Removal	66	Manual Dexterity	45

Painting	151	Lawnmowers	64	Cardiopulmonary Resuscitation (CPR)	44
Landscaping	127	Backhoes	61	Customer Billing	44
Power Saws	123	Sales	61	Forklift Operation	41

Source: Burning Glass

**Table 10. Certifications for Landscaping Occupations in Bay Region (October 2019 - September 2020)**

Note: 55% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

Certification	Postings	Certification	Postings
Driver's License	1,036	Juniper Networks Certified Internet Associate	3
Certified Pest Control	33	Cisco Certified Network Professional	3
CDL Class C	31	Cisco Certified Network Associate	3
First Aid CPR AED	18	Cisco Certified Design Professional	3
Certified Arborist	15	Certified Landscape Technician	3
Contractors License	13	Security Clearance	2
CDL Class A	13	Certified Pool/Spa Operator	2
Backflow Prevention Certification	8	Certified Landscape Irrigation Auditor	2
CDL Class B	7	Certified Applicator	2
Certified Health Education Specialist	4	Casino Gaming License	2
Leadership In Energy And Environmental Design (LEED) Certified	3	Business License	2
Juniper Networks Certified Internet Specialist	3	Basic Life Saving (BLS)	2

Source: Burning Glass

**Table 11. Education Requirements for Landscaping Occupations in Bay Region**

Note: 65% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	732	86%
Associate Degree	22	2%
Bachelor's Degree or Higher	98	12%

Source: Burning Glass

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

## Sources

O\*Net Online  
 Labor Insight/Jobs (Burning Glass)  
 Economic Modeling Specialists International (EMSI)  
 CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)  
 Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor's Office MIS system

## **Contacts**

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