







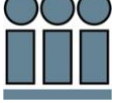


Interaction Design Occupations

Labor Market Analysis: San Diego County

July 2021

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED EDUCATION FOR MAJORITY OF OCCUPATIONS ANALYZED
 Proceed with Caution	 	 	<input checked="" type="checkbox"/> Bachelor's Degree+ <input type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<p>HIGH</p> 	<p>HIGH</p> 	

This brief provides labor market information about *Interaction Design Occupations* to assist the San Diego and Imperial Counties Community Colleges with program development and strategic planning. *Interaction Design Occupations* include “Graphic Designers,” “Special Effects Artists and Animators,” and “Web Developers and Digital Interface Designers.” According to available labor market information, *Interaction Design Occupations* in San Diego County has a labor market demand of 483 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and twenty institutions supply 412 awards for these occupations, suggesting that there is a supply gap in the labor market. Entry-level wages are above the living wage for most occupations except “Special Effects Artists and Animators,” and median wages for all occupations are above the living wage. This brief recommends proceeding with caution when developing a new program but supports a program modification because 1) a supply gap exists in the region and 2) entry-level earnings for most occupations are above the living wage. Colleges should also note that **employers typically require a bachelor’s degree as the minimum educational requirement for these occupations.**

Introduction

This report provides labor market information in San Diego County for the following occupational codes in the Standard Occupational Classification (SOC)¹ system:

- **Graphic Designers** (SOC 27-1024): Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.
- **Special Effects Artists and Animators** (SOC 27-1014): Create special effects or animations using film, video, computers, or other electronic tools and media for use in products, such as computer games, movies, music videos, and commercials.
- **Web Developers and Digital Interface Designers** (SOC 15-1257): Develop and implement websites, web applications, application databases, and interactive web interfaces. Evaluate code to ensure that it is properly structured, meets industry standards, and is compatible with browsers and devices. Optimize website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications. Design digital user interfaces or websites. Develop and test layouts, interfaces, functionality, and navigation menus to ensure compatibility and usability across browsers or devices. May use web framework applications as well as client-side code and processes. May evaluate web design following web and accessibility standards, and may analyze web use metrics and optimize websites for marketability and search engine ranking. May design and test interfaces that facilitate the human-computer interaction and maximize the usability of digital devices, websites, and software with a focus on aesthetics and design. May create graphics used in websites and manage website content and links.

For the purpose of this report, these occupations are referred to as *Interaction Design Occupations*.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

Projected Occupational Demand

Between 2020 and 2025, *Interaction Design Occupations* are projected to increase by 91 net jobs or two percent (Exhibit 1a). Employers in San Diego County will need to hire 483 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

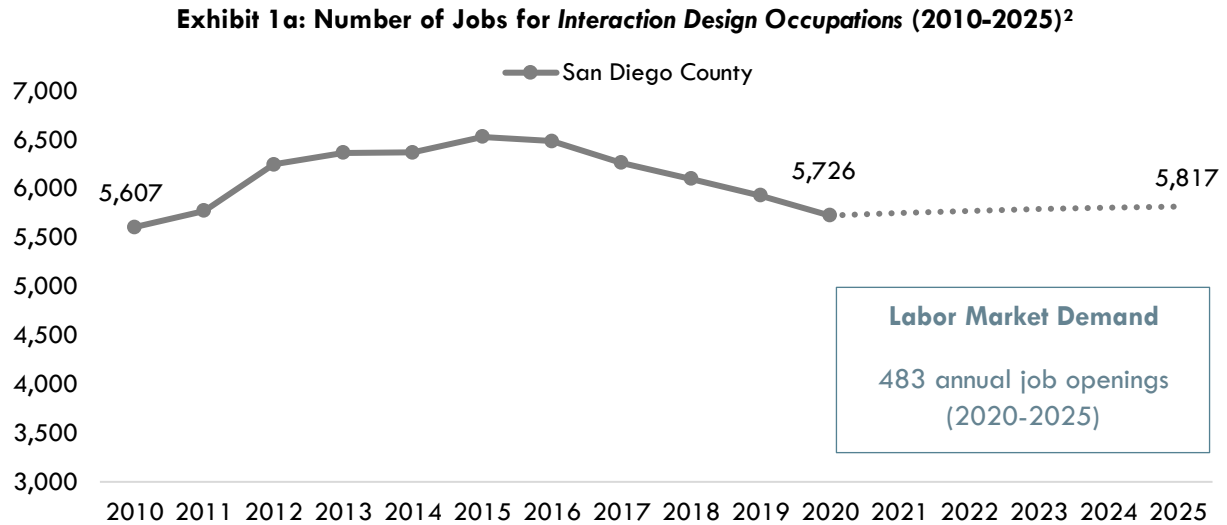


Exhibit 1b disaggregates the projected number of jobs change by occupation. “Graphic Designers” are projected to have the most labor market demand between 2020 and 2025, with 247 annual job openings.

Exhibit 1b: Number of Jobs for Interaction Design Occupations in San Diego County (2020-2025)³

Occupational Title	2020 Jobs	2025 Jobs	2020 - 2025 Net Jobs Change	2020- 2025 % Net Jobs Change	Annual Job Openings (Demand)
Graphic Designers	2,894	2,851	-43	-2%	247
Web Developers and Digital Interface Designers	2,261	2,398	137	6%	181
Special Effects Artists and Animators	571	568	-3	-1%	55
Total	5,726	5,817	91	2%	483

² EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

³ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

Earnings

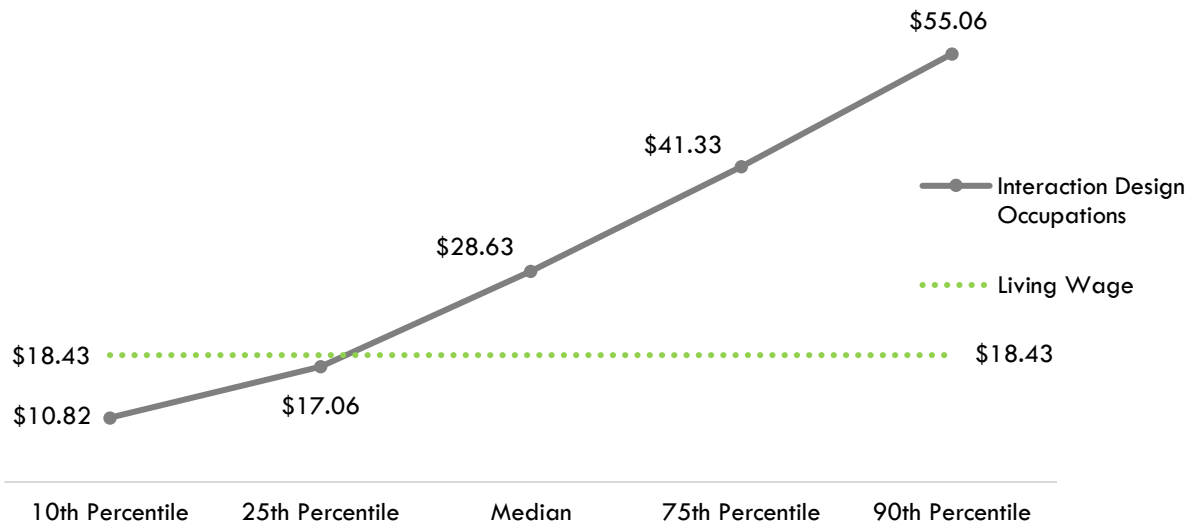
Exhibit 2a disaggregates hourly earnings by occupation. The entry-level hourly earnings for *Interaction Design Occupations* range from \$10.43 to \$22.39.

Exhibit 2a: Hourly Earnings for *Interaction Design Occupations* in San Diego County⁴

Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Web Developers and Digital Interface Designers	\$22.39	\$33.79	\$45.99
Graphic Designers	\$18.35	\$26.58	\$35.21
Special Effects Artists and Animators	\$10.43	\$25.52	\$42.81

On average, the entry-level hourly earnings for *Interaction Design Occupations* are \$17.06; this is less than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2b).⁵

Exhibit 2b: Average Hourly Earnings⁶ for *Interaction Design Occupations* in San Diego County⁷



⁴ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

⁵ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightccd.org/family-needs-calculator/.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁸ There are 10 TOP codes and nine CIP codes related to *Interaction Design Occupations* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for *Interaction Design Occupations*⁹

TOP or CIP Code	TOP or CIP Program Title
TOP 0509.10	Advertising
TOP 0612.20	Film Production
TOP 0614.00	Digital Media
TOP 0614.10	Multimedia
TOP 0614.20	Electronic Game Design
TOP 0614.30	Website Design and Development
TOP 0614.40	Animation
TOP 0614.60	Computer Graphics and Digital Imagery
TOP 1009.00	Applied Design
TOP 1030.00	Graphic Art and Design
CIP 09.0702	Digital Communication and Media/Multimedia
CIP 10.0303	Prepress/Desktop Publishing and Digital Imaging Design
CIP 10.0304	Animation, Interactive Technology, Video Graphics and Special Effects
CIP 11.0801	Web Page, Digital/Multimedia and Information Resources Design
CIP 11.0803	Computer Graphics
CIP 11.0899	Computer Software and Media Applications, Other
CIP 50.0102	Digital Arts
CIP 50.0401	Design and Visual Communications, General
CIP 50.0411	Game and Interactive Media Design

⁸ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

⁹ There is no one-to-one match between TOP/CIP code and SOC code for *Interaction Designer Occupations*. As a result, this brief uses a conservative estimate of program supply and only calculates awards from the TOP codes in the Exhibit.

According to TOP data, eight community colleges supply the region with awards for these occupations: Cuyamaca College, Palomar College, MiraCosta College, San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego College of Continuing Education, and Southwestern College. According to CIP data, 12 non-community-college institutions supply the region with awards: Advanced Training Associates, Ashford University, California College-San Diego, California Institute of Arts & Technology, Escondido Adult School, National University, Newschool of Architecture and Design, Platt College-San Diego, Point Loma Nazarene University, Poway Adult School, Vista Adult School, and University of California-San Diego (Exhibit 4).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2016-17 through PY2019-20 Average)**

TOP or CIP Code	TOP or CIP Program Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
0509.10	Advertising	12	0	12
	• Palomar	12	0	
0612.20	Film Production	24	0	24
	• San Diego City	18	0	
	• Southwestern	6	0	
0614.00	Digital Media	26	0	26
	• MiraCosta	10	0	
	• Palomar	12	0	
	• San Diego Cont Ed	4	0	
0614.10	Multimedia	31	0	31
	• MiraCosta	11	0	
	• Palomar	4	0	
	• San Diego City	0	0	
	• San Diego Mesa	16	0	
0614.20	Electronic Game Design	6	0	6
	• San Diego Mesa	0	0	
	• Southwestern	6	0	

TOP or CIP Code	TOP or CIP Program Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
0614.30	Website Design and Development	120	0	120
	• Cuyamaca	5	0	
	• MiraCosta	9	0	
	• Palomar	1	0	
	• San Diego Cont Ed	76	0	
	• San Diego Mesa	15	0	
	• Southwestern	14	0	
0614.40	Animation	12	0	12
	• Palomar	9	0	
	• San Diego Mesa	1	0	
	• Southwestern	2	0	
0614.60	Computer Graphics and Digital Imagery	24	0	24
	• MiraCosta	21	0	
	• Palomar	2	0	
	• San Diego Mesa	0	0	
	• San Diego Miramar	1	0	
1009.00	Applied Design	2	0	2
	• MiraCosta	2	0	
1030.00	Graphic Art and Design	63	0	63
	• Cuyamaca	13	0	
	• Palomar	8	0	
	• San Diego City	33	0	
	• Southwestern	9	0	

TOP or CIP Code	TOP or CIP Program Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
09.0702	Digital Communication and Media/Multimedia	0	5	5
	• National University	0	4	
	• Platt College-San Diego	0	1	
10.0303	Prepress/Desktop Publishing and Digital Imaging Design	0	0	0
	• Platt College-San Diego	0	0	
10.0304	Animation, Interactive Technology, Video Graphics and Special Effects	0	3	3
	• Newschool of Architecture and Design	0	2	
	• Platt College-San Diego	0	1	
11.0801	Web Page, Digital/Multimedia and Information Resources Design	0	2	2
	• Ashford University	0	0	
	• California College San Diego	0	0	
	• California Institute of Arts & Technology	0	2	
	• Platt College-San Diego	0	0	
11.0899	Computer Software and Media Applications, Other	0	70	70
	• Advanced Training Associates	0	3	
	• Escondido Adult School	0	29	
	• Platt College-San Diego	0	0	
	• Poway Adult School	0	26	
	• Vista Adult School	0	12	
50.0102	Digital Arts	0	1	1
	• Point Loma Nazarene University	0	1	

TOP or CIP Code	TOP or CIP Program Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
50.0401	Design and Visual Communications, General	0	11	11
	<ul style="list-style-type: none"> University of California-San Diego 	0	11	
50.0411	Game and Interactive Media Design	0	0	0
	<ul style="list-style-type: none"> National University 	0	0	
			Total	412

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁰ suggests that there is a **supply gap** for these occupations in San Diego County, with **483** annual openings and **412** awards. Comparatively, there are **7,524** annual openings in California and **5,245** awards, suggesting that there is a supply gap across the state¹¹ (Exhibit 5).

Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	483	412	71
California	7,524	5,245	2,279

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

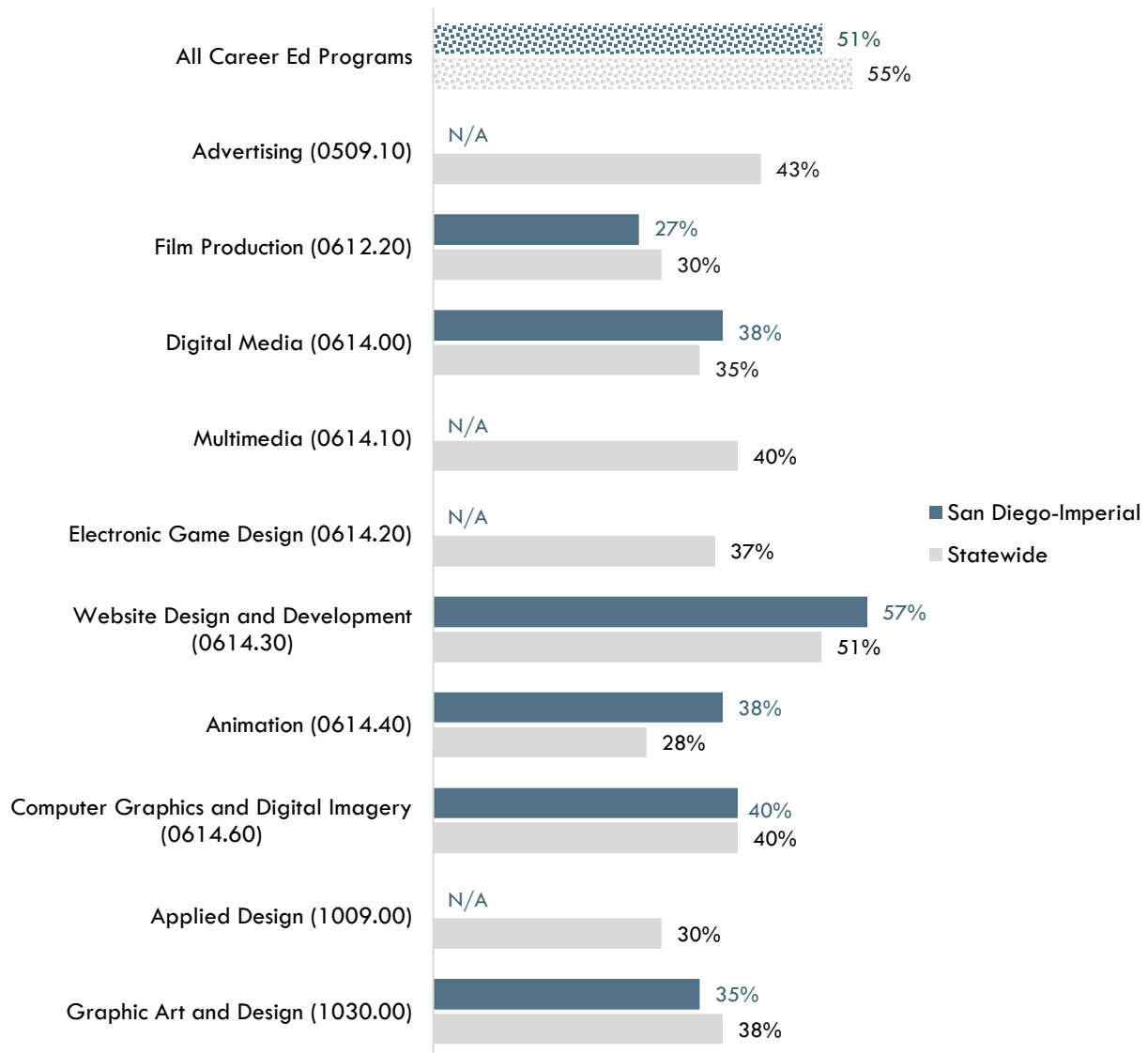
¹⁰ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹¹ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 27 to 57 percent of students in the San Diego-Imperial region earned a living wage after completing a program related to *Interaction Design Occupations*, compared to 28 to 51 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).¹²

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program, PY2017-18¹³



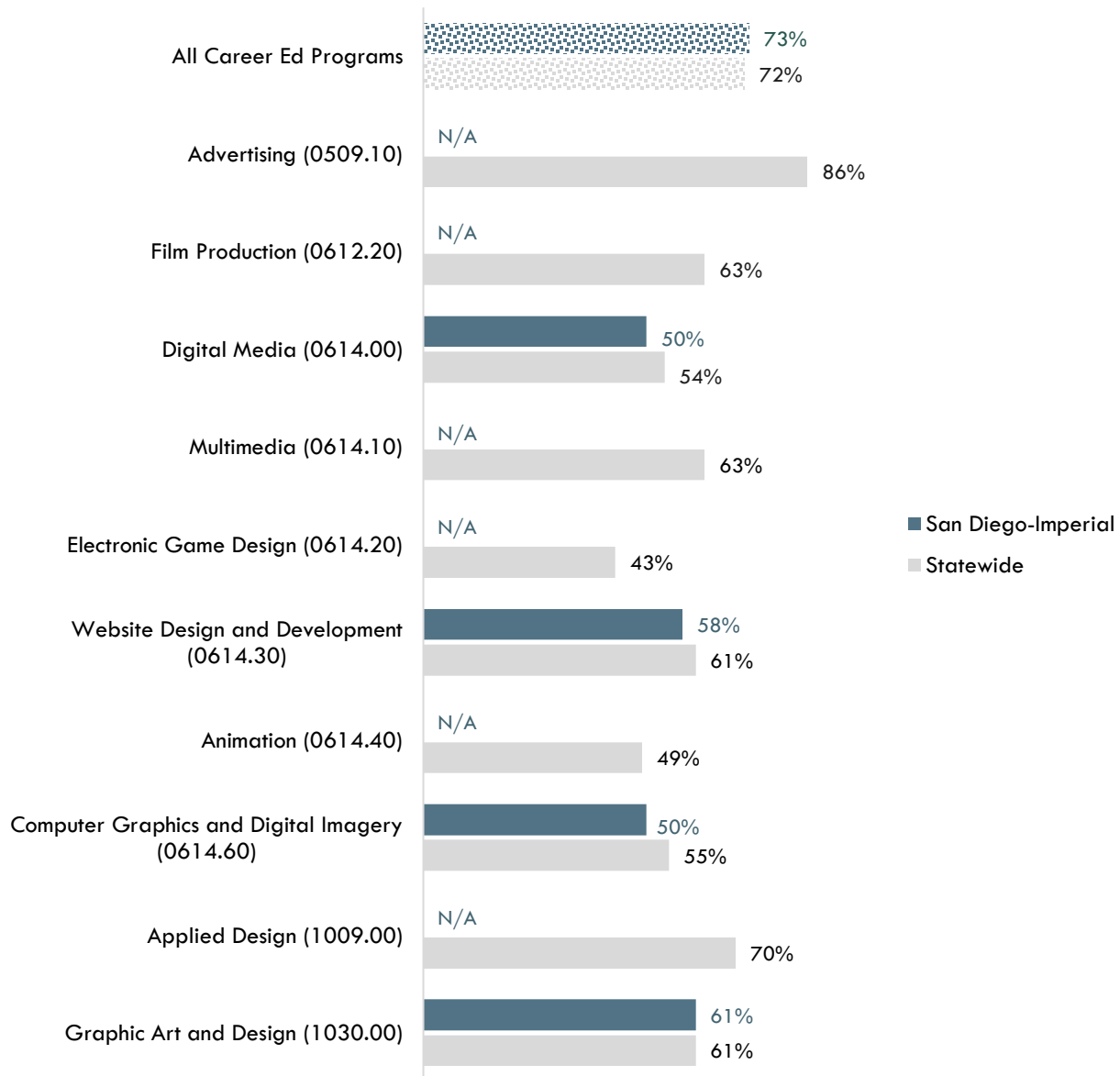
"N/A" indicates insufficient data

¹² "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹³ Among completers and skills builders who exited, the proportion of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 50 to 61 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a program related to *Interaction Design Occupations*, compared to 43 to 86 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹⁴

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2016-17¹⁵



"N/A" indicates insufficient data

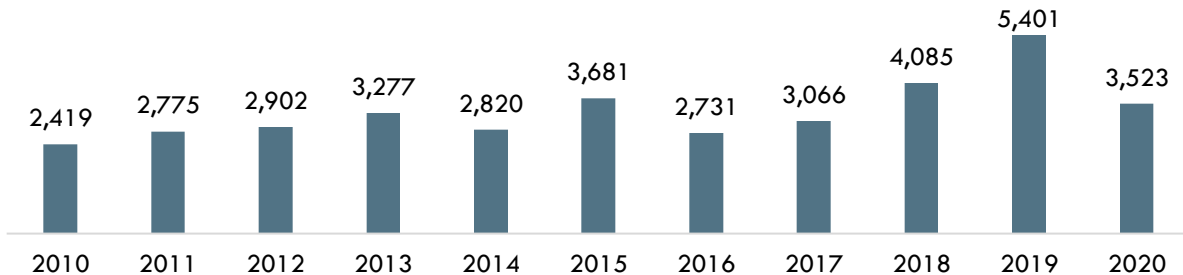
¹⁴ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁵ Most recent year with available data is Program Year 2016-17. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2020, there was an average of 3,335 online job postings per year for *Interaction Design Occupations* in San Diego County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1 b). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for *Interaction Design Occupations* in San Diego County (2010-2020)¹⁶



Top Employers

Between January 1, 2018 and December 31, 2020, the top five employers in San Diego County for *Interaction Design Occupations* were [Qualcomm](#), [ServiceNow](#), [VIA Technical](#), [Thermo Fisher Scientific](#), and [University of California San Diego](#) based on online job postings (Exhibit 8).

Exhibit 8: Top Employers for *Interaction Design Occupations* in San Diego County¹⁷

Top Employers	
<ul style="list-style-type: none"> • Qualcomm • ServiceNow • VIA Technical • Thermo Fisher Scientific, Inc. • University of California San Diego 	<ul style="list-style-type: none"> • Sony Electronics • Intuit • Synergy Direct LLC • Hewlett-Packard • Sayva Solutions

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2020.

¹⁷ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Education, Skills, and Certifications

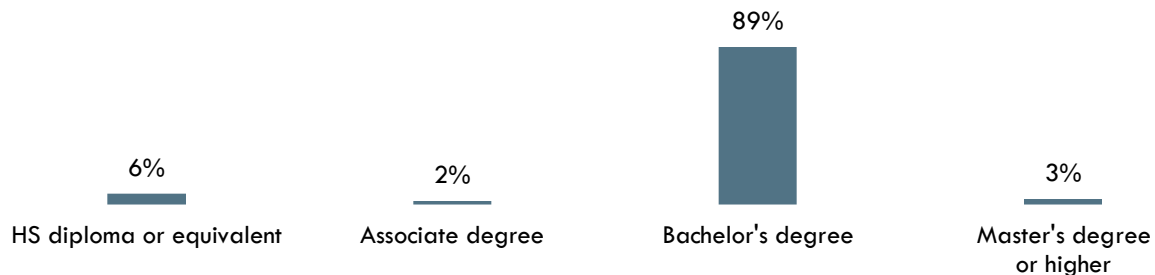
Interaction Design Occupations have a national educational attainment ranging from an [associate degree](#) to a [bachelor's degree](#) (Exhibit 9a).

Exhibit 9a: National Educational Attainment for *Interaction Design Occupations*¹⁸

Occupational Title	Typical Entry-Level Education
Graphic Designers	Bachelor's degree
Special Effects Artists and Animators	Bachelor's degree
Web Developers and Digital Interface Designers	Associate degree

Based on online job postings between January 1, 2018 and December 31, 2020 in San Diego County, employers posted a [bachelor's degree](#) as the educational requirement for *Interaction Design Occupations* (Exhibit 9b).¹⁹

Exhibit 9b: Educational Requirements for *Interaction Design Occupations* in San Diego County²⁰



¹⁸ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

¹⁹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

²⁰ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified April 9, 2021. bls.gov/emp/tables/educational-attainment.htm.

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 10: Top Skills for *Interaction Design Occupations* in San Diego County²¹

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Web Development • Graphic Design • Web Site Design • Web Application Development • Front-end Development • Software Development • User Interface Design • UX Wireframes • Hypertext Preprocessor • Software Engineering • Visual Design • React Javascript • Bootstrapping • Agile Development • Prototyping 	<ul style="list-style-type: none"> • Creativity • Communication Skills • Teamwork / Collaboration • Problem Solving • Detail-Oriented • Research • Writing • Organizational Skills • Meeting Deadlines • Planning • Troubleshooting • Written Communication • Time Management • Multi-Tasking • Editing 	<ul style="list-style-type: none"> • JavaScript • Adobe Photoshop • Adobe InDesign • Adobe Illustrator • Adobe Acrobat • Adobe Creative Suite • HTML5 • Git • jQuery • AngularJS • SQL • Java • CSS • MySQL • Node.js

²¹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 11 lists the top certification that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 11: Top Certification for *Interaction Design Occupations* in San Diego County²²

Top Certification in Online Job Postings

1. Security Clearance
 2. Project Management Certification
 3. CompTIA Security+
 4. Adobe InDesign (Certified)
 5. Business Analysis Certificate
 6. Certified Business Analysis Professional (CBAP)
 7. Six Sigma Certification
 8. IT Infrastructure Library (ITIL) Certification
 9. Certification of Capability in Business Analysis (CCBA)
 10. Certified Novell Administrator
 11. HAZWOPER Certification
 12. Agile Certification
 13. Certified Scrum Trainer (CST)
 14. Certified Scrum Master (CSM)
 15. Graphic Design Certification
-

²² Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

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San Diego-Imperial Center of Excellence for Labor Market Research



Important Disclaimers

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

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

**SAN DIEGO COMMUNITY COLLEGE DISTRICT
Multimedia Advisory Committee**

1. DATE OF MEETING: 01/17/23- 01/20/23

2. MEMBERS PRESENT

Paige Carter - 3D Artist, Supergiant Games, San Diego
Margaret Krohn - Lead Game Designer, Intrepid Studios, San Diego, CA
Jonathan Gonzalez - Senior Full Stack Engineer at Universal Music Group, Fullerton, CA
Adam Anthony - Environment Artist, Sony Entertainment, Carlsbad, CA
Travis Vasquez - Visual Art Service Group, Sony Interactive Entertainment, Santee, CA
Shawn Amey 3D Character Artist, San Diego, CA
Sam Shpigelman – 3D and Visual Media Instructor, SDSU, San Diego CA
Joseph Shoopack – Sony Entertainment, MULT Adjunct, San Diego, CA
Rodney Figueroa – Art Institute, MULT Adjunct, San Diego, CA
Manny Gonzales – Art Institute, MULT Adjunct, San Diego, CA

Adrienne Milner CISC Instructor Mesa College (Non-voting faculty member)
Alfonso Saballett CBTE/MULT Instructor Mesa College (Non-voting faculty member)
Juan Carlos Toth MULT Instructor Mesa College (Non-voting faculty member, Chair)

3. CALL TO ORDER

The meeting was called to order by the Chairperson, Juan Carlos Toth, via email on 01/17/2023. A short agenda was provided to members and a series of exchanges and responses followed.

4. APPROVAL OF MINUTES

First meeting of group this year as currently configured. No previous minutes.

5. AGENDA ITEMS

Item #1: A new 15-unit "Certificate of Achievement" in Visual Communication. (Stackable with the Associate of Science in Visual Communication degree.)

The new certificate is a 15-unit certificate program and will be comprised of the five "core" classes currently required in the Visual Communication A.S. degree:

MULT 100: Introduction to Visual Communication
MULT 121: Intermediate Visual Communication
MULT 122: Advanced Visual Communication
MULT 123: Digital Video I
MULT 124: Digital Video II

This "stackable" certificate will give students the option of obtaining the certificate solely, or of continuing their studies and using the classes to complete the core requirements of the Visual Communication A.S. degree.

This certificate will also be made available to our partner high schools (e.g. Kearny), where HS students can take multimedia classes on location and gain credit towards completion of a Certificate of Achievement or Associate degree at Mesa College. (Completion of this certificate would also place a HS student halfway towards completion of an Associate of Science degree in Visual Communication.)

6. MINUTES

Meeting was called to order upon delivery of agenda to committee members on 01/17/2023. Responses were received through 01/20/2023. Final votes tallied on 01/20/2023.

First voting response received on 01/17/2023 from Adam Anthony, who voted YES on adding the new Certificate of Achievement to the Multimedia program. Non-voting faculty members Alfonso Saballett and Adrienne Milner expressed support for the proposed revision. Shawn Amey, Rodney Figueroa, and Margaret Krohn responded on 01/18/2023 with a vote of YES for the proposal. Manny Gonzales voted YES on 01/20/2023.

Sam Shpigelman, Paige Carter, Joe Shoopack, Jonathan Gonzalez, and Travis Vasquez did not respond to the virtual vote.

FINAL TALLY: Item #1: YES = 5, NO = 0

7. ADJOURNMENT

Chairperson Juan Carlos Toth adjourned this virtual meeting on 01/20/2023.