



2023 OVERVIEW:

CENTRAL VALLEY/ MOTHER LODE REGION

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CENTRAL VALLEY/MOTHER LODGE

COLLEGE AREA

Exhibit 1. Map of community colleges in the Central Valley/Mother Lode region



EXECUTIVE SUMMARY

Having completed an extensive analysis of postsecondary supply and workforce demand, the Central Valley/Mother Lode Center of Excellence (COE) has released its 2023 annual report on the 10 sectors/occupational groupings critical to the Central Valley/Mother Lode (CVML) region's economic vitality.¹ This report examines where future job growth is expected to occur in the region's labor market and estimates workforce gaps, i.e., potential shortages of workers to fill middle-skill jobs in each sector. The report includes current occupational demand, wages, and educational supply for the 10 sectors and summarizes a variety of metrics related to population demographics and community college career education (CE) programs and enrollment in the region.

Within the region, the 10 sectors detailed in this study are projected to offer over 102,500 annual openings each year in middle-skill occupations, those requiring more education and training than a high school diploma, but less than a bachelor's degree. By comparison, postsecondary institutions in the region are conferring 22,252 awards on average each year, a slight decrease from the previous year's analysis which shows a total of 22,264 average annual awards. A comparison between workforce demand and the number of awards being earned in the region shows an undersupply of 80,297 workers in the region.

The three sectors with the greatest number of annual openings also have the largest gaps in workforce supply in the region:

- **Health**, a shortage of 15,664 workers
- **Business and entrepreneurship**, a shortage of 15,161 workers
- **Energy, construction, and utilities**, a shortage of 11,034 workers

Sectors with the smallest gaps in workforce supply include public safety (a shortage of only 1,853 workers) and advanced manufacturing (a shortage of 4,157 workers). On average each year, the greatest number of awards are being conferred by programs in the health sector (7,949 awards), business and entrepreneurship sector (2,911 awards), and education sector (2,340 awards). The fewest awards are being conferred in ICT/digital media (955 awards) and advanced manufacturing (1,080 awards).

Other findings:

- Regionally, the health sector leads all other sectors in terms of the number of anticipated job openings, accounting for nearly 23% of projected workforce demand in the region.
- Several sectors with programs that have a low number of awards also have proportionally large undersupplies: advanced manufacturing (1,080 average awards and an undersupply of 4,157 workers, translating to 4 times as much demand as supply); advanced transportation and logistics (1,222 awards and an undersupply of 9,410, about 8 times as much demand as supply); and ICT/digital media (955 awards and an undersupply of 5,660, 6 times as much demand as supply). While these potential workforce shortages are smaller in terms of overall number than the business and entrepreneurship sector, and the health sector, these sectors still play a critical role in powering the regional economy and intersect with other fields of work of regional importance, such as business and agriculture.
- This analysis identifies 15 occupations with the most annual openings across all 10 sectors in the region. Some sectors contain more than one of these occupations due to strong projected growth projections or large employment size. (See the Conclusion section for the list of 15 occupations.)

¹ Referred to henceforth as sectors in this report, the 10 sectors analyzed by the COE adhere to the sector title designations from the California Community Colleges Chancellor's Office: <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/Strong-Workforce-Program/SWP-Archive/Events/K12-SWP-Industry-Sector-Crosswalk>.

Summary

- » **Gender and race/ethnicity:** Comprising 22% of the workforce, men are underrepresented in this sector. Analysis shows overrepresentation of white workers and underrepresentation of Hispanic or Latino workers. The largest age group is 45–54 years of age (Exhibits 72, 73 and 74).
- » **Employment and projected demand:** The largest middle-skill occupation is office clerks, general, which has 3,282 annual openings (Exhibit 75).
- » **Wages:** The highest paid occupation is network and computer systems administrators, with an entry-level wage of \$32.23/hour (Exhibits 76a and 76b).
- » **Specialized skills:** The top skill is administrative support, and the top certification is security clearance (Exhibit 77).

Top Job Titles

- Administrative Assistant
- Office Assistant
- Executive Assistant

Exhibit 72. Gender composition of the top occupations in the ICT/digital media workforce

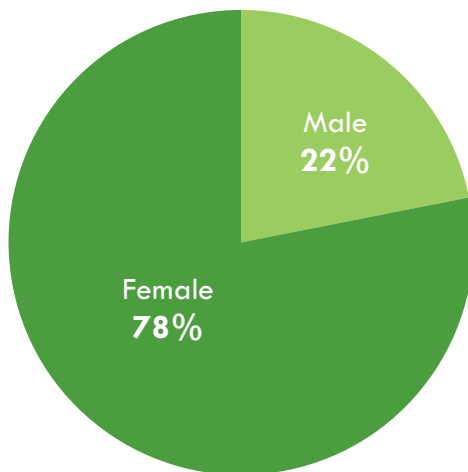


Exhibit 73. Race/ethnicity composition of the top occupations in the ICT/digital media workforce

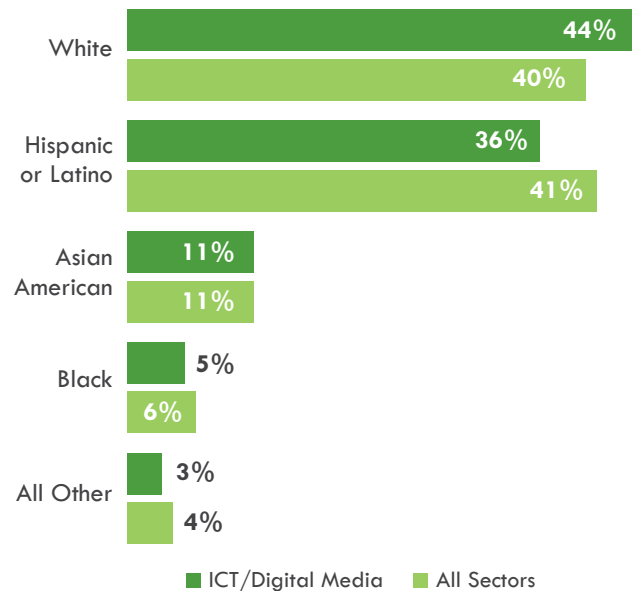


Exhibit 74. ICT/digital media age groups

Occupation	2021 Age Groups			
	14–24	25–44	45–64	65+
Audio and Video Technicians	43	192	116	15
Audiovisual Equipment Installers and Repairers	36	172	77	12
Broadcast Technicians	12	133	110	18
Computer Network Architects	12	319	183	11
Computer Network Support Specialists	72	538	340	29
Computer Occupations, All Other	269	1,643	1,117	120
Computer User Support Specialists	233	1,576	932	93
Executive Secretaries and Executive Administrative Assistants	164	1,062	1,530	343
Graphic Designers	72	539	307	52
Network and Computer Systems Administrators	63	844	508	40
Office Clerks, General	3,424	10,275	10,466	3,464
Procurement Clerks	15	253	314	37
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	922	5,526	7,730	2,056
Surveying and Mapping Technicians	29	138	106	19
Switchboard Operators, Including Answering Service	72	309	368	156

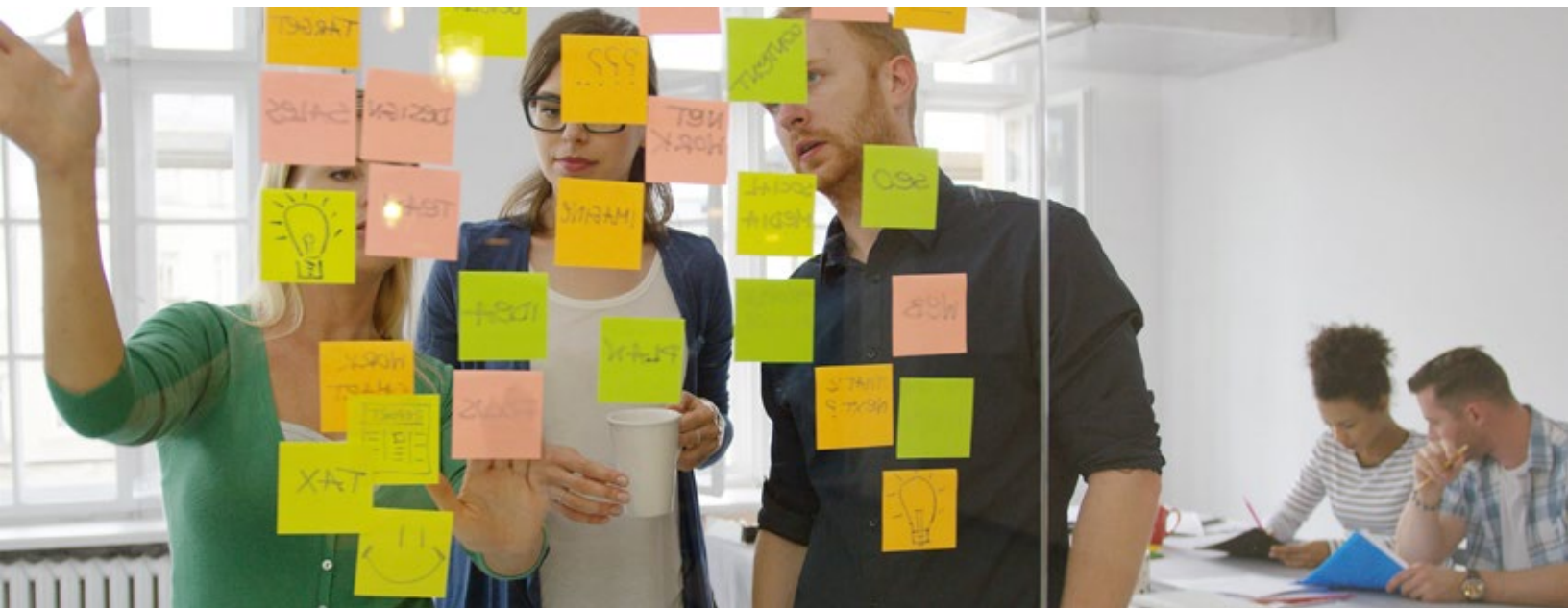


Exhibit 75. ICT/digital media employment and occupational projections

Occupation	2021 Jobs	2026 Jobs	5-Year Change	5-Year % Change	Annual Openings
Office Clerks, General	27,629	28,093	464	2%	3,282
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	16,235	16,166	(69)	(0%)	1,760
Executive Secretaries and Executive Administrative Assistants	3,100	2,888	(212)	(7%)	324
Computer Occupations, All Other	3,148	3,296	148	5%	262
Computer User Support Specialists	2,834	2,980	146	5%	239
Network and Computer Systems Administrators	1,458	1,512	54	4%	107
Switchboard Operators, Including Answering Service	913	800	(113)	(12%)	95
Graphic Designers	973	979	6	1%	94
Computer Network Support Specialists	983	1,015	32	3%	79
Procurement Clerks	624	612	(12)	(2%)	57
Audio and Video Technicians	374	402	28	8%	44
Surveying and Mapping Technicians	294	313	19	6%	41
Computer Network Architects	535	549	14	3%	35
Audiovisual Equipment Installers and Repairers	298	289	(9)	(3%)	32
Broadcast Technicians	280	287	7	3%	30



Exhibit 76a. ICT/digital media hourly wages in the region

Occupation	Hourly Wages		
	25th Percentile	Median	75th Percentile
Network and Computer Systems Administrators	\$32.23	\$40.67	\$47.88
Computer Network Architects	\$32.16	\$40.04	\$54.53
Computer Occupations, All Other	\$27.21	\$37.72	\$51.64
Computer Network Support Specialists	\$24.60	\$30.10	\$37.63
Executive Secretaries and Executive Administrative Assistants	\$23.66	\$29.59	\$36.36
Surveying and Mapping Technicians	\$22.32	\$30.44	\$42.05
Computer User Support Specialists	\$21.52	\$27.45	\$34.08
Audio and Video Technicians	\$20.40	\$22.66	\$29.79
Audiovisual Equipment Installers and Repairers	\$19.73	\$24.38	\$27.78
Graphic Designers	\$18.13	\$24.00	\$30.87
Procurement Clerks	\$17.92	\$21.61	\$25.57
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$17.32	\$21.54	\$23.31
Switchboard Operators, Including Answering Service	\$14.76	\$17.47	\$21.51
Office Clerks, General	\$14.46	\$17.77	\$22.19
Broadcast Technicians	\$14.06	\$17.73	\$30.88

Exhibit 76b. ICT/digital media average hourly wages in the region

