

10/23/2024

Victor C Torres
Associate Dean of Workforce Development
Imperial Valley College
380 East Aten Rd
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Imperial, CA 92251

Dear Victor C Torres,

Subject: **Summary of Labor Market Assessment for Proposed Bachelor's Degree in Industrial Automation**

The San Diego & Imperial Center of Excellence (COE) completed a comprehensive labor market assessment in support of Imperial Valley College's application to offer a bachelor's degree program in Industrial Automation. This assessment aimed to evaluate the workforce need for graduates in the proposed major area and whether a bachelor's degree is required or preferred for entry into the target occupations. The full labor market report is attached for detailed reference.

Summary of Key Findings

- Educational Requirements and Certifications:** According to the Bureau of Labor Statistics (BLS), the targeted occupations typically require a bachelor's degree. The most requested certification was LEED Accredited Professional (AP), but only four percent of online job postings had this requirement. This aligns with the educational goals of the proposed program.
- Work Experience and Degree Alignment:** The typical work experience expected for these occupations, as detailed by BLS and job posting information, suggests that candidates with a bachelor's degree are preferred, with 41 percent of online job postings having no experience listed and 22 percent of postings with 2-3 years of experience listed.
- Preference for Bachelor's Degree Holders:** Evidence indicates that employers in California show a preference for entry-level workers who hold a bachelor's degree. In job posting data, 40 percent of postings list a bachelor's degree as a minimum requirement.
- Salary Differentials:** Our assessment demonstrates that entry-level workers with a bachelor's degree in this field tend to receive higher salaries than those with an associate degree or no degree. Specifically, the data revealed that hourly wages ranged from \$25.48 to \$34.34 for job postings without a bachelor's degree requirement. For positions requiring a bachelor's degree, the advertised wages were between \$30.89 and \$37.29 per hour.
- Job Outlook and Demand:** The 10-year and annual average job openings for the target occupations in California and the region indicate steady demand. Our regional analysis of historical employment trends and projected demand further supports the need for this program.

- Occupational Wages and Living Wage Comparison:** When compared against the living wage requirements for a single adult and a single parent with one child in the region, the data show that entry-level wages are above the living wage for a single adult but not for a parent with one child.

Conclusion: Mixed

Our analysis indicates a sufficient workforce need for professionals in Industrial Automation within the San Diego & Imperial Region; however, there was lack of labor market data to conduct an analysis for just Imperial County. For San Diego & Imperial, the data show a strong demand for workers, with positive employment projections across the state and a growing number of job openings in the region.

However, despite this workforce demand, our review of educational requirements reveals that a bachelor's degree is not typically required for entry into these occupations. Most entry-level positions in this field are accessible with an associate degree; however, online job postings data did suggest employers prefer bachelor's degrees as they pay higher wages for candidates with bachelor's degrees than those without.

Please refer to the attached full labor market assessment report for an in-depth review of the data and findings. Should you require any further information or clarification, please feel free to contact us.

Sincerely,

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