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Dr. Christian,

Subject: Summary of Key Findings for Proposed Bachelor's Degree Master Automotive Technician

The Inland Empire/Desert Center of Excellence for Labor Market Research has completed a labor market analysis in support of the Chaffey Community College's application to offer a bachelor's degree in master automotive technician studies. This letter summarizes the key findings from our report and is organized to address the primary questions of workforce need, wage potential, and employer preferences for candidates with a baccalaureate degree.

☒ **Evidence of Regional Workforce Demand for Baccalaureate Degree Holders**

Based on our analysis for the 2024-2025 academic year, there is a notable supply-demand gap for workers with baccalaureate degrees in master automotive technician studies within the region. Projections for job openings over the next ten years suggest that the demand for qualified professionals in this field (1,561 annual job openings) will be higher than the anticipated supply of graduates (915 annual awards) from existing and proposed programs. Specifically, the data projects a supply gap of 646 baccalaureate-level workers in the Inland Empire/Desert region. These findings indicate that introducing a new program may help decrease the undersupply of baccalaureate-prepared professionals relative to regional employer demand.

☐ **Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders a Regional Living Wage**

Our wage analysis indicates that workers with a baccalaureate degree in master automotive technician studies are unlikely to earn wages that meet or exceed the regional living wage. Specifically, entry-level positions in this field offer salaries at the 25th percentile ranging from \$18.86 - \$31.42, with both occupations estimated to have entry level wages lower than the regional living wage benchmark of \$34.35 per hour for a single adult with one child. This analysis confirms that graduates of the proposed program should not anticipate earning wages that are at or above the local living standard.

☒ **Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders More Than Those with an Associate Degree or No Postsecondary Degree**

The analysis reveals a clear wage difference for individuals holding a baccalaureate degree compared to those with an associate degree or high school diploma. On average, job postings and salary data show that employers offer 21.7% higher entry level wages to candidates with a bachelor's degree than those with an associate degree and 52.7% higher than those with a high school diploma. Specifically, the 25th percentile salary for baccalaureate degree holders is \$40.12 compared to \$32.98 for associate degree holders or \$26.28 for those with a high school diploma. This provides evidence that employers will consistently pay higher wages to bachelor's degree holders across their career progression, which is significantly higher at the higher wage percentiles.

☐ **Evidence that Employers Prefer Candidates with the Proposed Baccalaureate Degree**

The annual job openings and job posting data demonstrates that employers in this occupational group typically do not require new workers to hold a bachelor's degree level of education. Both of the occupations typically require less than a bachelor's degree for entry-level employment, and less than 25% of the current workforce have attained a bachelor's degree (8.9%). In the past year, a minority of job postings across the state either required (18.4%) or preferred (26.6%) workers with a bachelor's degree. When taken together, the statewide annual job openings related to occupations which typically require a bachelor's degree (0) and number of statewide job postings requiring or preferring a bachelor's degree (18-26%) demonstrate that employers in this occupational group rarely require new workers to hold a bachelor's degree level of education.

In summary, our analysis indicates that a new program may assist in reducing the current supply gap with workers holding baccalaureate degrees in master automotive technician studies, and there is evidence of a wage premium for baccalaureate degree holders compared to those with an associate degree or high school diploma. However, it appears that employers are unlikely to offer competitive wages that meet the regional living wage and employers in the occupations targeted by the proposed program do not appear to typically prefer a baccalaureate degree for new workers in the field.

Please find the full labor market report attached for a detailed review of the data and analysis. Should you have any questions or need further clarification, feel free to contact us.

Sincerely,

Shannon Moran

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