

# Equity Gaps in Priority Jobs and Programs: *Considerations for Community College Diversity, Equity, Inclusion, and Belonging Strategies*

[Link to Full Report](#)

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This collaborative report, made in partnership with San Diego County's local Workforce Development Board, identifies priority jobs and programs and evaluates any equity gaps that exist within them.

**Understanding these gaps can inform recruitment and retention efforts.**

The report includes: Community College Recommendations | Reflective Questions | Wage data for SOC Codes | 52 Pages of Appendices (reference materials and deep data dives)

## Highlights:

- There are 91 priority jobs and 98 priority programs in San Diego
- Underrepresentation in Priority Jobs:
  - Women are significantly underrepresented in 56 priority jobs
  - Males were underrepresented in 33 priority jobs
  - BIPOC are significantly underrepresented in 72 priority jobs
  - 47 priority jobs have overrepresentation by ages 55+ (retiring workforce)
- Underrepresentation in Priority Programs
  - Youth are underrepresented in 32 priority programs
  - Males are underrepresented in 18 priority programs
  - Women are underrepresented in 40 priority programs
  - BIPOC underrepresentation across 44 priority programs
    - Hispanic/Latino have significant underrepresentation in 2 to 29 priority programs
    - Asian have significant underrepresentation in 10 to 19 priority programs
    - Black/African American have significant underrepresentation in 2 to 11 priority programs
    - American Indian/Alaska Native have significant underrepresentation in 1 priority program
    - There are no priority programs with significant underrepresentation for Native Hawaiian/Pacific Islanders

## Recommendations

- Community colleges should work with employers to diversify employment in priority jobs and increase underrepresented groups' interest in these positions.
- Community colleges could use this study to identify priority programs with significantly underrepresented groups and develop targeted recruitment and retention strategies accordingly.

## Reflective Questions

- How can employers partner with the community colleges to develop and diversify their talent pipeline, particularly in priority jobs with underrepresented groups?
- Has your college worked with industry and local employers to promote hiring of underrepresented groups?
- What successes has your college experienced with targeted marketing campaigns for specific demographic groups (e.g., women, BIPOC, youth)?
- How could you apply those strategies to promote priority programs to underrepresented groups?

## What is a Priority Job?

- Requires at least high school diploma but less than a bachelor's degree
- Has 50 annual job openings or more in San Diego County
- Pays at or above the living wage of \$18.43 per hour for a single adult
- Typically requires fewer than 5 years of work experience

## What is a Priority Program?

- A Community College program that trains for a priority job

## Important Summary Tables

- Table 15: Colleges Offering Priority Programs with Statistically Significant Underrepresentation
- Table 14: Statistically Significant Underrepresentation by Demographic Group - Priority Programs (see page 4 of this summary)

## Colleges Offering Priority Programs with Statistically Significant Underrepresentation

Table 15 (page 36 of the full report)

TOP Code	Priority Program	Cuyamaca	Grossmont	MiraCosta	Palomar	SD Cont. Ed.	City	Mesa	Miramar	South-western
0104.00	Viticulture, Enology, and Wine Business	•		•						
0109.00	Horticulture	•		•						•
0109.10	Landscape Design and Maintenance	•		•						•
0109.30	Nursery Technology	•		•						•
0201.00	Architecture and Architectural Technology			•	•			•		•
0303.00	Environmental Technology	•					•			•
0430.00	Biotechnology and Biomedical Technology			•			•		•	•
0502.00	Accounting	•		•	•	•	•	•	•	•
0502.10	Tax Studies								•	•
0506.30	Management Development and Supervision		•	•				•		•
0509.00	Marketing and Distribution		•	•				•		•
0511.00	Real Estate	•			•		•	•		•
0514.00	Office Technology/Office Computer Applications	•	•	•	•	•		•	•	•
0514.20	Medical Office Technology				•	•		•		
0614.00	Digital Media				•	•				
0614.30	Website Design and Development	•		•	•	•		•		•
0701.00	Information Technology, General		•	•	•					
0702.00	Computer Information Systems			•	•			•		•
0702.10	Software Applications		•	•		•	•			•
0706.00	Computer Science (Transfer)	•		•	•			•	•	•
0707.00	Computer Software Development		•	•	•	•				
0707.10	Computer Programming		•		•		•			•
0707.30	Computer Systems Analysis					•				
0708.00	Computer Infrastructure and Support		•	•	•	•	•			
0708.10	Computer Networking	•	•	•	•	•				•
0708.20	Computer Support			•		•				•
0709.00	World Wide Web Administration					•				
0934.00	Electronics and Electric Technology					•	•			
0934.40	Electrical Systems and Power Transmission						•			
0946.00	Environmental Control Technology				•	•	•			
0947.00	Diesel Technology				•	•			•	

Table 15 Continued

0950.00	Aeronautical and Aviation Technology								•	
0952.10	Carpentry				•					
0952.20	Electrical				•					
0953.00	Drafting Technology			•	•			•		•
0955.00	Laboratory Science Technology									•
0956.00	Manufacturing and Industrial Technology				•	•		•		
0956.50	Welding Technology				•	•				
0957.00	Civil and Construction Management Technology								•	•
0957.30	Surveying	•								
0958.00	Water and Wastewater Technology	•			•					
1005.00	Commercial Music			•				•	•	•
1007.00	Dramatic Arts		•	•	•			•	•	•
1030.00	Graphic Art and Design	•			•	•		•		•
1208.00	Medical Assisting								•	•
1208.20	Administrative Medical Assisting			•		•				•
1210.00	Respiratory Care/Therapy		•							
1217.00	Surgical Technician			•						•
1223.00	Health Information Technology								•	
1225.00	Radiologic Technology								•	
1230.20	Licensed Vocational Nursing			•						•
1240.20	Dental Hygienist									•
1299.00	Other Health Occupations				•				•	
1303.20	Fashion Merchandising				•	•			•	
1307.00	Hospitality		•	•					•	•
1401.00	Law, General			•	•			•		•
1402.00	Paralegal	•								•
2105.00	Administration of Justice		•	•	•				•	•
2105.10	Corrections		•						•	•
2105.30	Industrial and Transportation Security		•		•					
2105.40	Forensics, Evidence, and Investigation		•		•				•	
2105.50	Police Academy				•					•
2133.00	Fire Technology				•				•	•
2133.50	Fire Academy				•					•
2206.00	Geography		•		•			•	•	•
2206.10	Geographic Information Systems				•				•	•

## Statistically Significant Underrepresentation by Demographic Group (Priority Programs)

Table 14 (page 33 of the full report)

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0502.00	Accounting	•		•	•		•
1208.20	Administrative Medical Assisting		•				
2105.00	Administration of Justice	•		•			
0950.00	Aeronautical and Aviation Technology	•		•	•		•
0201.00	Architecture and Architectural Technology	•		•	•		
0430.00	Biotechnology and Biomedical Technology		•				•
0952.10	Carpentry	•		•			•
0957.00	Civil and Construction Management Technology	•					•
1005.00	Commercial Music	•		•			
0702.00	Computer Information Systems			•			•
0708.00	Computer Infrastructure and Support	•		•	•		•
0708.10	Computer Networking	•		•			•
0707.10	Computer Programming	•		•			
0706.00	Computer Science (Transfer)	•		•	•		
0707.00	Computer Software Development	•		•			•
0708.20	Computer Support	•		•			
0952.00	Construction Crafts Technology	•		•			•
2105.10	Corrections	•		•	•		
1240.20	Dental Hygienist			•			
0947.00	Diesel Technology						•
0614.00	Digital Media	•		•			
0953.00	Drafting Technology	•		•	•		•
1007.00	Dramatic Arts			•			
0952.20	Electrical	•		•	•		•
0934.40	Electrical Systems and Power Transmission				•		
0934.00	Electronics and Electric Technology	•		•	•		•
0946.00	Environmental Control Technology						•
0303.00	Environmental Technology	•					
1303.20	Fashion Merchandising		•				
2133.50	Fire Academy			•			•
2133.00	Fire Technology	•		•	•		•
2105.40	Forensics, Evidence, and Investigation	•					
2206.10	Geographic Information Systems	•					
2206.00	Geography	•		•			
1030.00	Graphic Art and Design	•		•			
1223.00	Health Information Technology		•				
0109.00	Horticulture	•		•	•		•
1307.00	Hospitality		•	•			
2105.30	Industrial and Transportation Security	•					
0701.00	Information Technology, General	•		•	•		•
0955.00	Laboratory Science Technology		•				
0109.10	Landscape Design and Maintenance	•		•	•		•
1401.00	Law, General		•	•		•	
1230.20	Licensed Vocational Nursing		•	•		•	•
0506.30	Management Development and Supervision	•		•			•
0956.00	Manufacturing and Industrial Technology	•					
0509.00	Marketing and Distribution			•			•
1208.00	Medical Assisting		•	•			
0514.20	Medical Office Technology		•	•			•

Table 14 Continued

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0109.30	Nursery Technology	•			•		
1230.00	Nursing		•				
0514.00	Office Technology/Office Computer Applications		•	•			•
1299.00	Other Health Occupations			•			
1402.00	Paralegal		•	•			•
2105.50	Police Academy	•		•	•		
2105.20	Probation and Parole	•					
1225.00	Radiologic Technology		•	•			
0511.00	Real Estate	•		•	•		•
1210.00	Respiratory Care/Therapy		•				
0702.10	Software Applications		•				•
1217.00	Surgical Technician		•				
0957.30	Surveying	•			•		
0502.10	Tax Studies		•	•			•
0104.00	Viticulture, Enology, and Wine Business	•			•		
0958.00	Water and Wastewater Technology						•
0614.30	Website Design and Development	•		•	•		•
0956.50	Welding Technology	•		•	•		•
0709.00	World Wide Web Administration	•			•		