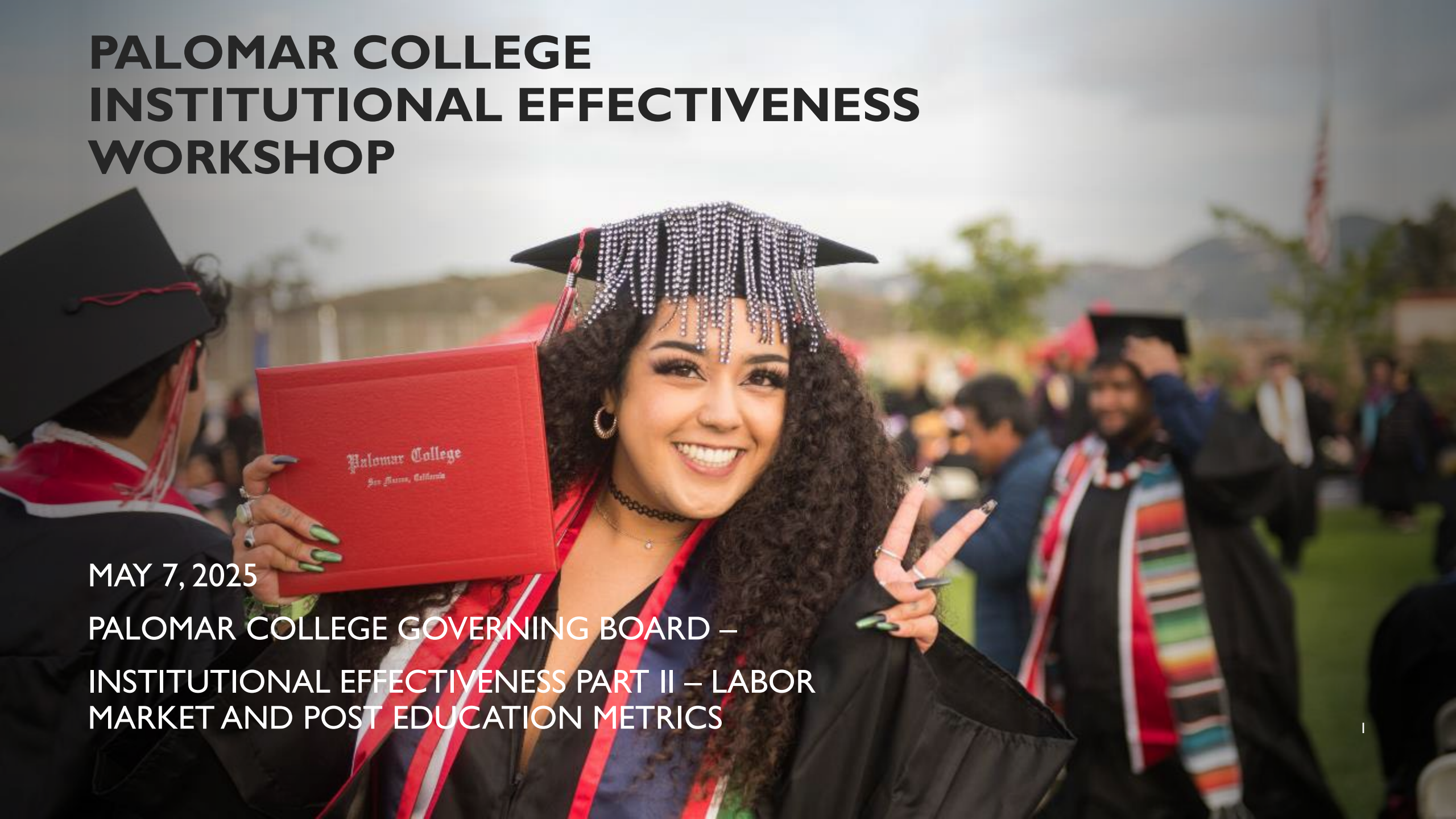


PALOMAR COLLEGE INSTITUTIONAL EFFECTIVENESS WORKSHOP

MAY 7, 2025

PALOMAR COLLEGE GOVERNING BOARD –
INSTITUTIONAL EFFECTIVENESS PART II – LABOR
MARKET AND POST EDUCATION METRICS



LABOR MARKET AND POST EDUCATION





LABOR MARKET



Recent Job Growth in San Diego County (2021-2024) ^{*,+}						
NAICS	Industry Description	2021 Jobs	2024 Jobs	# Change (2021-2024)	% Change (2021-2024)	Avg. Earnings Per Jobs
62	Health Care and Social Assistance	198,160	230,462	32,302	16%	\$79,545
72	Accommodation and Food Services	143,377	175,434	32,057	22%	\$39,342
81	Other Services (except Public Administration)	87,096	99,670	12,573	14%	\$42,852
90	Government	333,409	343,556	10,147	3%	\$108,369
71	Arts, Entertainment, and Recreation	29,064	38,227	9,163	32%	\$61,239
23	Construction	102,324	109,242	6,917	7%	\$91,465
48	Transportation and Warehousing	39,088	43,449	4,361	11%	\$71,778
56	Administrative and Support and Waste Management and Remediation Services	102,970	107,157	4,187	4%	\$66,956
54	Professional, Scientific, and Technical Services	170,793	173,600	2,807	2%	\$158,839
61	Educational Services	35,361	37,079	1,718	5%	\$60,008
53	Real Estate and Rental and Leasing	37,449	38,376	926	2%	\$90,450
22	Utilities	5,052	5,934	882	17%	\$217,667
44	Retail Trade	145,267	146,022	755	1%	\$52,832
42	Wholesale Trade	43,235	43,958	723	2%	\$116,302
11	Agriculture, Forestry, Fishing and Hunting	10,322	10,786	464	4%	\$63,964

Source: Employment and Salary information - Lightcast - 2025.1 Release; Living Wage: Center for Women's Welfare, University of Washington (2024). The Self Sufficiency Standard for California 2024.

*. Excludes Gig Economy Workers & industries with negative growth and insufficient data.

+. Occupations where earning reach the living wage of \$54,100.80 are bolded with green font.

10-Year Forecasted Job Growth in San Diego County (2024-2034)*+						
NAICS	Industry Description	2024 Jobs	2034 Jobs	# Change	% Change	Avg. Earnings Per Jobs
62	Health Care and Social Assistance	230,462	282,482	52,020	23%	\$79,545
72	Accommodation and Food Services	175,434	194,028	18,595	11%	\$39,342
90	Government	343,556	357,417	13,861	4%	\$108,369
54	Professional, Scientific, and Technical Services	173,600	184,572	10,971	6%	\$158,839
81	Other Services (except Public Administration)	99,670	108,210	8,541	9%	\$42,852
56	Admin & Support & Waste Management & Remediate Services	107,157	114,547	7,390	7%	\$66,956
48	Transportation and Warehousing	43,449	50,647	7,198	17%	\$71,778
23	Construction	109,242	115,085	5,843	5%	\$91,465
71	Arts, Entertainment, and Recreation	38,227	42,699	4,472	12%	\$61,239
61	Educational Services	37,079	38,696	1,617	4%	\$60,008
31	Manufacturing	116,515	117,398	884	1%	\$129,562
53	Real Estate and Rental and Leasing	38,376	38,971	595	2%	\$90,450
11	Agriculture, Forestry, Fishing and Hunting	10,786	11,243	457	4%	\$63,964
22	Utilities	5,934	6,371	437	7%	\$217,667
55	Management of Companies and Enterprises	22,036	22,042	6	0%	\$154,017

Source: Employment and Salary information - Lightcast - 2025.1 Release; Living Wage: Center for Women's Welfare, University of Washington (2024). The Self Sufficiency Standard for California 2024.

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TOP 10 OCCUPATIONS REQUIRING ON-THE-JOB-TRAINING (2024-2034)*+

Occupational Description *	Annual Openings	Median Hourly Earnings	Annual Income (Est)
Home Health and Personal Care Aides	9,895	\$16.40	\$34,114.01
Fast Food and Counter Workers	8,996	\$16.74	\$34,815.48
Cashiers	6,389	\$16.79	\$34,914.71
Waiters and Waitresses	4,939	\$16.32	\$33,949.73
Retail Salespersons	4,596	\$17.03	\$35,422.18
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,979	\$17.60	\$36,602.92
Stockers and Order Fillers	3,809	\$18.30	\$38,072.88
Office Clerks, General	3,481	\$22.03	\$45,814.32
Laborers and Freight, Stock, and Material Movers, Hand	3,263	\$18.26	\$37,973.88
Maids and Housekeeping Cleaners	3,198	\$18.17	\$37,789.97

Median Hourly Earnings		
Low	High	Percentile
\$41.59	\$224.80	Top 25%
\$29.38	\$41.58	Upper Middle 25%
\$21.55	\$29.37	Lower Middle 25%
\$9.24	\$21.55	Bottom 25%

Source: Employment and Salary information - Lightcast - 2025.1 Release; Living Wage: Center for Women's Welfare, University of Washington (2024). The Self Sufficiency Standard for California 2024.

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TOP 10 OCCUPATIONS REQUIRING CERTIFICATE (2024-2034)*+

Occupational Description *	Annual Openings	Median Hourly Earnings	Annual Income (Est)
Nursing Assistants	1,685	\$21.25	\$44,201.95
Medical Assistants	1,470	\$22.49	\$46,777.47
Heavy and Tractor-Trailer Truck Drivers	1,333	\$26.66	\$55,456.74
Hairdressers, Hairstylists, and Cosmetologists	922	\$17.22	\$35,807.42
Manicurists and Pedicurists	653	\$16.91	\$35,169.98
Dental Assistants	608	\$23.41	\$48,698.06
Licensed Practical and Licensed Vocational Nurses	561	\$35.67	\$74,196.97
Automotive Service Technicians and Mechanics	538	\$26.17	\$54,424.46
Aircraft Mechanics and Service Technicians	376	\$38.38	\$79,831.61
Massage Therapists	374	\$18.17	\$37,798.93

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TOP 10 OCCUPATIONS REQUIRING ASSOCIATES (2024-2034)*+

Occupational Description *	Annual Openings	Median Hourly Earnings	Annual Income (Est)
Preschool Teachers, Except Special Education	609	\$21.20	\$44,091.51
Paralegals and Legal Assistants	521	\$29.76	\$61,898.23
Electrical and Electronic Engineering Technologists and Technicians	264	\$36.85	\$76,657.80
Life, Physical, and Social Science Technicians, All Other	242	\$32.28	\$67,144.29
Dental Hygienists	184	\$52.14	\$108,452.37
Human Resources Assistants, Except Payroll and Timekeeping	182	\$24.47	\$50,901.49
Engineering Technologists and Technicians, Except Drafters, All Other	173	\$39.22	\$81,568.41
Architectural and Civil Drafters	125	\$36.61	\$76,141.10
Physical Therapist Assistants	112	\$40.15	\$83,516.19
Avionics Technicians	106	\$40.32	\$83,867.68

Median Hourly Earnings		
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Source: Employment and Salary information - Lightcast - 2025.1 Release; Living Wage: Center for Women's Welfare, University of Washington (2024). The Self Sufficiency Standard for California 2024.

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TOP 10 OCCUPATIONS REQUIRING BACHELORS (2024-2034)*+

Occupational Description *	Annual Openings	Median Hourly Earnings	Annual Income (Est)
General and Operations Managers	2,106	\$76.69	\$159,505.12
Business Operations Specialists, All Other	1,602	\$38.06	\$79,155.05
Registered Nurses	1,525	\$63.60	\$132,282.91
Managers, All Other	1,209	\$65.82	\$136,898.66
Accountants and Auditors	1,181	\$42.87	\$89,159.45
Software Developers	1,152	\$73.10	\$152,058.09
Management Analysts	1,086	\$45.47	\$94,574.09
Elementary School Teachers, Except Special Education	978	\$45.23	\$94,072.74
Human Resources Specialists	916	\$37.85	\$78,730.46
Market Research Analysts and Marketing Specialists	900	\$36.77	\$76,485.55




















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Top Career Program Areas at Palomar and Related Jobs and Earnings in San Diego County

Career Program Area	% Total Completions (2022-23)^	2024 Jobs	# Change (2021-24)	% Change (2021-24)	Typical Entry-Level Earnings: Related Jobs	Median Annual Earnings: Related Jobs
Total Number of Completions	1,618					
Business Administration and Management, General	26.1%	91,462	5,931	 7%	\$51,284	\$104,843
Fire Science/Fire-fighting	9.9%	3,897	139	 4%	\$43,994	\$70,272
Emergency Medical Technology/Technician (EMT Paramedic)	5.2%	1,436	29	 2%	\$38,491	\$62,316
Registered Nursing/Registered Nurse	3.8%	44,685	(1,777)	 -4%	\$73,645	\$124,608
Child Care Provider/Assistant	3.8%	53,190	8,107	 18%	\$33,023	\$46,517
Electrician	3.6%	24,034	1,626	 7%	\$47,661	\$79,647
Early Childhood Education and Teaching	3.5%	29,656	1,888	 7%	\$29,635	\$39,443
Fire Prevention and Safety Technology/Technician	2.9%	3,897	139	 4%	\$43,994	\$70,272
Business/Commerce, General	2.7%	96,426	7,149	 8%	\$49,052	\$100,500
Criminal Justice/Law Enforcement Administration	2.0%	14,435	(412)	 -3%	\$65,436	\$109,057
Carpentry/Carpenter	1.9%	21,473	1,584	 8%	\$39,480	\$69,306
Accounting	1.8%	31,874	639	 2%	\$40,390	\$67,317
Water Quality & Wastewater Treatment Management & Recycling Tech/Technician	1.5%	1,614	(24)	 -1%	\$45,380	\$63,576
Apparel and Textile Marketing Management	1.4%	30,015	1,800	 6%	\$43,104	\$80,331
Cabinetmaking and Millwork	1.4%	1,140	(154)	 -12%	\$34,258	\$45,047
Radio and Television	1.4%	4,210	508	 14%	\$34,338	\$67,669
Welding Technology/Welder	1.4%	6,322	(621)	 -9%	\$40,679	\$63,354
Interior Design	1.4%	3,962	(99)	 -2%	\$32,587	\$48,342
Child Development	1.2%	33,092	4,076	 14%	\$37,342	\$62,305

Source: Employment and Salary information - Lightcast - 2025.1 Release; Living Wage: Center for Women's Welfare, University of Washington (2024). The Self Sufficiency Standard for California 2024. Completion Data - Palomar College; Degrees and Certificates 16+ Units CTE programs only; Six-digit Classification of Instructional Programs (CIP) Codes mapped in faculty alignment project to Standard Occupational Classification (SOC) Codes to derive the career program area and related earnings.

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RETURN ON EDUCATION – AN INITIAL LOOK





RESEARCH SOURCES

- ACCJC White Paper
- College Scorecard
- Postsecondary Value Commission
- Georgetown Center on Education and the Workforce
- Third Way and College Future Foundation

RETURN ON TWO-YEAR EDUCATION – SAN DIEGO COUNTY

1. Identify self-sufficiency (living) wage
2. Determine San Diego median earnings by educational attainment (high school; some college/two-year degree)
3. Calculate Annual Earnings Premium
4. Compare to Palomar College Cost of Attendance
5. Calculate a Price to Earnings Premium – (Similar to ACCJC)
6. Review Other Metrics

CONTEXT, CONSIDERATIONS, AND NEXT STEPS

- Students find their passion based on many different factors!
- Current Approach
 - Based on some college or associates degree.
 - Does not consider pathways to bachelor's degrees which we and other community colleges prepare students for as well.
- Can we create a perfect measure? Probably not, but we can look at it in different ways.
- Work with other CCs; refine our measures/metrics.



THANK YOU!