

to **Chabot-Las Positas Community College District**

from **MIG**

re **Employment Market Study**

date **2/20/2015**

INTRODUCTION

The purpose of this report is to provide guidance to the Chabot-Las Positas Community College District as it develops programs that assist students in acquiring job skills that fulfill employment requirements for industries and occupations with significant growth potential within the East Bay area.

In preparing this report, MIG recognizes that a community college district has several educational goals. They include:

- Preparation of students for entry into four-year academic institutions
- Granting of Associate Degrees
- Career-Technical education for students recently graduated from High School
- Career-Technical education for retraining of students currently in the labor force and returning to it after an absence

The State of California has recently authorized a limited number of community college districts to issue Bachelor Degrees. If this trial is successful, authorization for such degrees will likely be granted to additional, if not all, community college districts in the state. We touch on the implications of that policy change to District programming in this report.

MIG reviewed numerous potential data sets to rely on for this report, and selected the projections through 2022, made by the California Employment Development Department (EDD). This data set was released in January 2015. These data identify the fastest growing industries and fastest growing occupations in Alameda and Contra Costa Counties. The EDD projections are not only the most recent, but also those most cited in other sources for the bases of their studies and analysis.

This report is divided into two sections. The first addresses the fastest-growing employment by industry. The purpose of the section is to provide the Chabot-Las Positas Community College District with a context of the sectors of the local economy that are projected to grow the fastest, but will not necessarily be adding the most positions.

The second section is more focused on the types of courses, academic and Career-Technical educational programs the District may wish to develop and emphasize. This section highlights the fastest-growing specific occupations within the local region by the level of education needed. It also includes the anticipated hourly and annual salaries of each of these occupations.

The data outlined herein correlates with the data that was presented in the Draft Environmental Scan prepared by MIG December 2014.

FASTEST GROWING EMPLOYMENT BY INDUSTRY 2012-2022

In reviewing the fastest growing industries, MIG identified those projected to have employment growth by at least 15% between 2012 and 2022. These industries include:

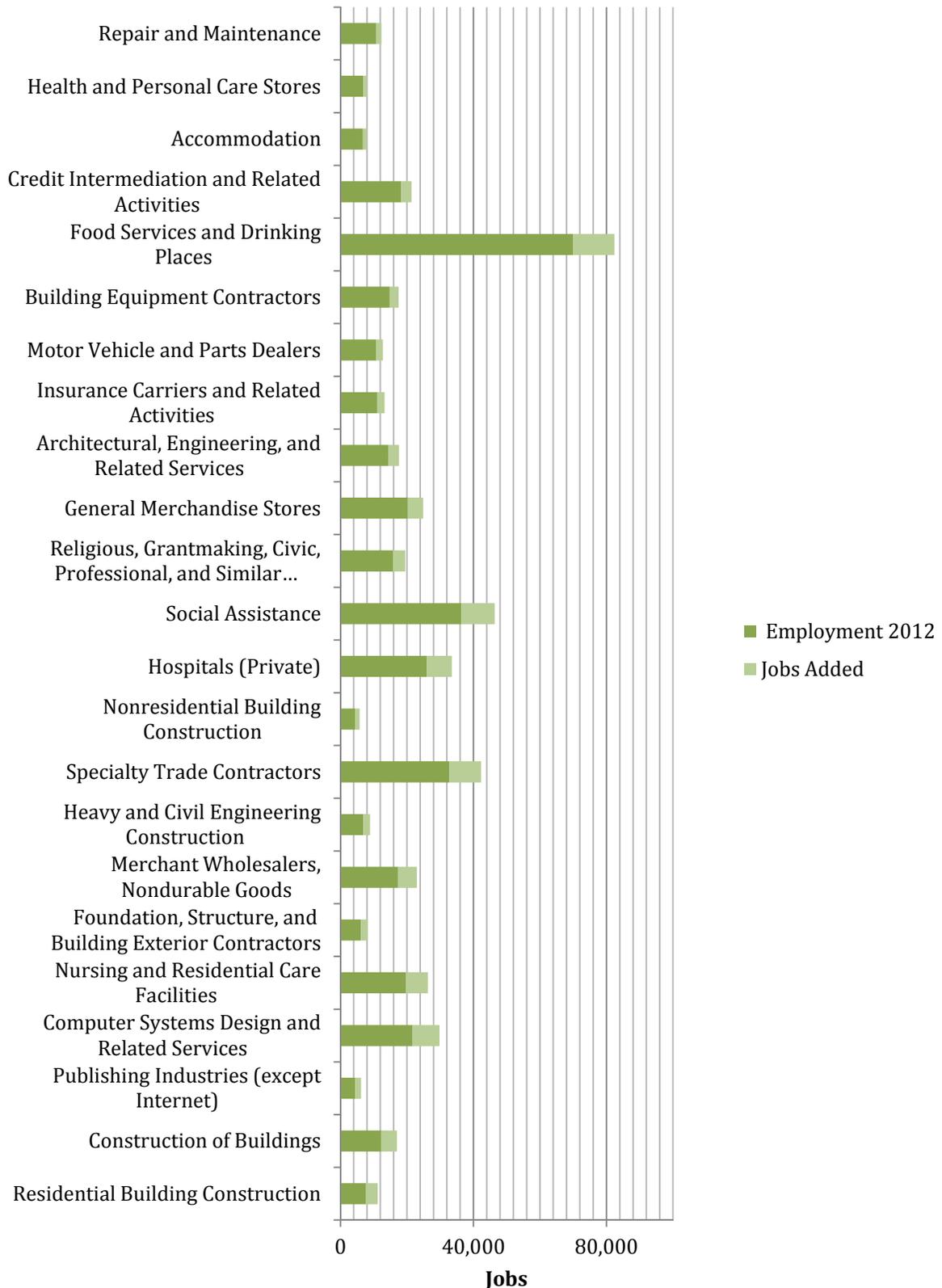
Residential Building Construction	Construction of Buildings
Publishing Industries (except Internet)	Nursing and Residential Care Facilities
Computer Systems Design and Related Services	Foundation, Structure, and Building Exterior Contractors
Merchant Wholesalers, Nondurable Goods	Professional, Scientific, and Technical Services
Heavy and Civil Engineering Construction	Specialty Trade Contractors
Nonresidential Building Construction	Hospitals (Private)
Architectural, Engineering, and Related Services	Religious, Grantmaking, Civic, Professional, and Similar Organizations
General Merchandise Stores	Wholesale Trade
Social Assistance	Finance and Insurance
Professional and Business Services	Insurance Carriers and Related Activities
Motor Vehicle and Parts Dealers	Building Equipment Contractors
Credit Intermediation and Related Activities	Health and Personal Care Stores
Leisure and Hospitality	Financial Activities
Repair and Maintenance	

The following tables identify the projected growth in each of these industries between 2012 and 2022. They also provide projections of annual growth rate.

Table 1 ranks and summarizes the growth rates of the above industries.

TABLE 1		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) All Industries 15% Growth or More		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Residential Building Construction	45.5%	4.5%
Construction of Buildings	38.2%	3.8%
Publishing Industries (except Internet)	37.8%	3.8%
Computer Systems Design and Related Services	37.3%	3.7%
Nursing and Residential Care Facilities	33.5%	3.4%
Foundation, Structure, and Building Exterior Contractors	32.3%	3.2%
Merchant Wholesalers, Nondurable Goods	32.2%	3.2%
Professional, Scientific, and Technical Services	29.0%	2.9%
Heavy and Civil Engineering Construction	29.0%	2.9%
Specialty Trade Contractors	29.0%	2.9%
Nonresidential Building Construction	28.9%	2.9%
Hospitals (Private)	28.8%	2.9%
Social Assistance	27.5%	2.7%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	23.4%	2.3%
General Merchandise Stores	22.7%	2.3%
Wholesale Trade	21.8%	2.2%
Architectural, Engineering, and Related Services	21.4%	2.1%
Finance and Insurance	20.1%	2.0%
Professional and Business Services	20.0%	2.0%
Insurance Carriers and Related Activities	19.8%	2.0%
Motor Vehicle and Parts Dealers	18.5%	1.9%
Building Equipment Contractors	18.2%	1.8%
Other Services (excludes 814-Private Household Workers)	17.6%	1.8%
Credit Intermediation and Related Activities	16.9%	1.7%
Health and Personal Care Stores	15.9%	1.6%
Leisure and Hospitality	15.8%	1.6%
Financial Activities	15.4%	1.5%
Repair and Maintenance	15.0%	1.5%

Industry Employment Projections



Tables 2 through 11 delineate the above industries by type, in order to further focus on individual subgroups within these industries.

TABLE 2		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties)		
Construction		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Residential Building Construction	45.5%	4.5%
Construction of Buildings	38.2%	3.8%
Foundation, Structure, and Building Exterior Contractors	32.3%	3.2%
Heavy and Civil Engineering Construction	29.0%	2.9%
Specialty Trade Contractors	29.0%	2.9%
Nonresidential Building Construction	28.9%	2.9%
Building Equipment Contractors	18.2%	1.8%

TABLE 3		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties)		
Wholesalers		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Merchant Wholesalers, Nondurable Goods	32.2%	3.2%
Wholesale Trade	21.8%	2.2%

TABLE 4		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties)		
Retail		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
General Merchandise Stores	22.7%	2.3%
Motor Vehicle and Parts Dealers	18.5%	1.9%
Health and Personal Care Stores	15.9%	1.6%

TABLE 5		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties)		
Information		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Publishing Industries (except Internet)	37.8%	3.8%

TABLE 6		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties)		
Financial Services		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Finance and Insurance	20.1%	2.0%
Insurance Carriers and Related Activities	19.8%	2.0%
Credit Intermediation and Related Activities	16.9%	1.7%
Financial Activities	15.4%	1.5%

TABLE 7		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Professional and Business Services		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Computer Systems Design and Related Services	37.3%	3.7%
Professional, Scientific, and Technical Services	29.0%	2.9%
Architectural, Engineering, and Related Services	21.4%	2.1%
Professional and Business Services	20.0%	2.0%

TABLE 8		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Health Care and Social Assistance		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Nursing and Residential Care Facilities	33.5%	3.4%
Hospitals (Private)	28.8%	2.9%
Social Assistance	27.5%	2.7%

TABLE 9		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Art, Entertainment and Recreation		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Leisure and Hospitality	15.8%	1.6%

TABLE 10		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Accommodation and Food Service		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Food Services and Drinking Places	17.7%	1.8%
Accommodation and Food Services	17.4%	1.7%
Accommodation	16.2%	1.6%

TABLE 11		
2012-2022 Industry Employment Projections Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Other Services		
Industry Title	Percent Change 2012-2022	Annual Average Percent Change
Religious, Grantmaking, Civic, Professional, and Similar Organizations	23.4%	2.3%
Other Services (excludes 814-Private Household Workers)	17.6%	1.8%
Repair and Maintenance	15.0%	1.5%

FASTEST GROWING OCCUPATIONS 2012-2022

This section of the report is more pertinent to the planning of the courses, training and degree programs needed by students within the Chabot-Las Positas Community College District. It outlines those occupations that EDD projects will grow fastest within the local region. The fastest growing have been defined as those which are projected to grow by 25% or more between 2012 and 2022.

This analysis recognizes the District's multi-faceted programs, and responsibilities the District has to its constituent base, from Career-Technical education and retraining to preparation for four-year degrees. This section identifies the educational attainment required by employers in the District area, from less than a high school diploma, or the equivalent, through occupations typically requiring a Bachelor's degree. This latter not only helps to identify courses the District may wish to offer to prepare students for entry into a four year institution, but also provides direction should the District offer four-year degrees in the future.

OCCUPATIONS REQUIRING CAREER-TECHNICAL EDUCATION

Tables 12 and 13 focus primarily on occupations requiring vocational education. These are occupations for which an education of less than a high school diploma, or a high school diploma or equivalent, is typically required.

TABLE 12				
2012-2022 Fastest Growing Occupations				
Oakland-Hayward-Berkeley Metropolitan Division				
(Alameda and Contra Costa Counties)				
Less Than High School				
Occupational Title	Percent Change 2012-2022	Annual Average Percent Change	Median Hourly	Median Annual
Pipelayers	74.0%	7.4%	\$29.54	\$61,435
Personal Care Aides	46.2%	4.6%	\$9.95	\$20,687
Painters, Construction and Maintenance	38.2%	3.8%	\$21.48	\$44,687
Tapers	35.0%	3.5%	\$31.53	\$65,584
Drywall and Ceiling Tile Installers	33.8%	3.4%	\$37.03	\$77,008
Cement Masons and Concrete Finishers	32.9%	3.3%	\$25.16	\$52,317
Grinding and Polishing Workers, Hand	32.5%	3.3%	\$15.57	\$32,394
Home Health Aides	30.4%	3.0%	\$15.16	\$31,529
Refuse and Recyclable Material Collectors	26.6%	2.7%	\$24.34	\$50,619
Cooks, Restaurant	26.0%	2.6%	\$10.53	\$21,896
Taxi Drivers and Chauffeurs	25.7%	2.6%	\$11.48	\$23,882
Construction Laborers	25.6%	2.6%	\$22.12	\$46,013

Fastest Growing Occupations
Less Than High School

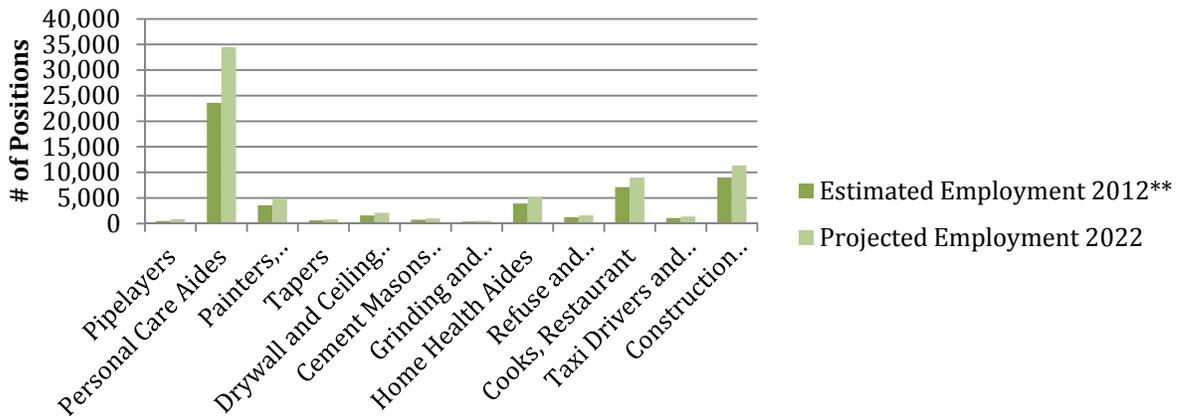
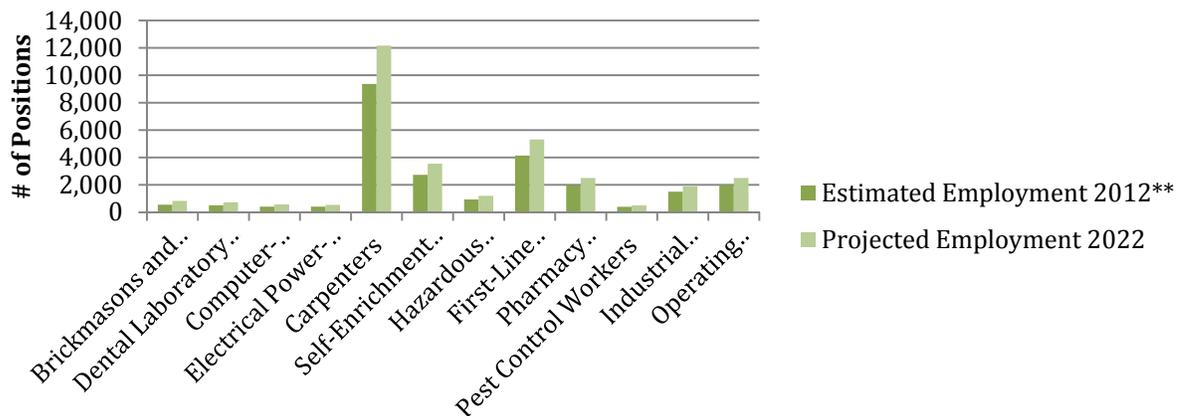


TABLE 13

**2012-2022 Fastest Growing Occupations
Oakland-Hayward-Berkeley Metropolitan Division
(Alameda and Contra Costa Counties)
High School Diploma or Equivalent**

Occupational Title	Percent Change 2012-2022	Annual Average Percent Change	Median Hourly	Median Annual
Brickmasons and Blockmasons	48.2%	4.8%	\$28.45	\$59,178
Dental Laboratory Technicians	43.1%	4.3%	\$20.12	\$41,837
Computer-Controlled Machine Tool Operators, Metal and Plastic	38.1%	3.8%	\$19.51	\$40,577
Electrical Power-Line Installers and Repairers	31.7%	3.2%	\$51.28	\$106,655
Carpenters	29.9%	3.0%	\$31.13	\$64,754
Self-Enrichment Education Teachers	29.6%	3.0%	\$21.75	\$45,244
Hazardous Materials Removal Workers	28.7%	2.9%	\$19.06	\$39,648
First-Line Supervisors of Construction Trades and Extraction Workers	28.3%	2.8%	\$39.03	\$81,177
Pharmacy Technicians	27.6%	2.8%	\$23.00	\$47,834
Pest Control Workers	27.5%	2.8%	\$13.73	\$28,557
Industrial Machinery Mechanics	25.8%	2.6%	\$32.68	\$67,968
Operating Engineers and Other Construction Equipment Operators	25.6%	2.6%	\$35.01	\$72,829

**Fastest Growing Occupations
High School or Equivalent**



OCCUPATIONS REQUIRING COMMUNITY COLLEGE EDUCATION

Tables 14 and 15 reflect those occupations for which some community college education or a full associate degree is typically required.

TABLE 14				
2012-2022 Fastest Growing Occupations				
Oakland-Hayward-Berkeley Metropolitan Division				
(Alameda and Contra Costa Counties)				
Post High School Non-Degree Required				
Occupational Title	Percent Change 2012-2022	Annual Average Percent Change	Median Hourly	Median Annual
Skincare Specialists	40.7%	4.1%	\$17.35	\$36,094
Nursing Assistants	29.1%	2.9%	\$16.56	\$34,442

Fastest Growing Occupations
Post High School Non-Degree

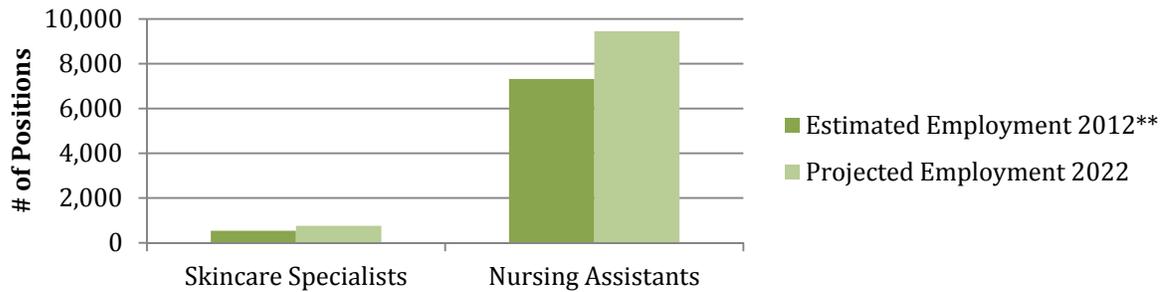
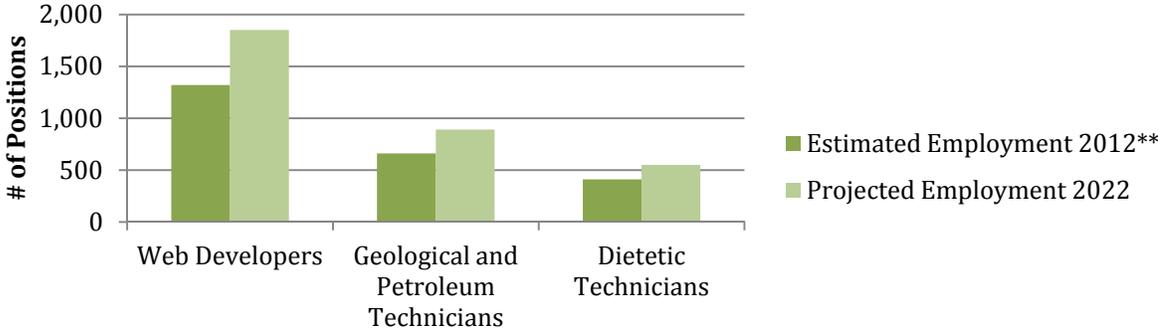


TABLE 15				
2012-2022 Fastest Growing Occupations Oakland-Hayward-Berkeley Metropolitan Division (Alameda and Contra Costa Counties) Associate Degree Required				
Occupational Title	Percent Change 2012-2022	Annual Average Percent Change	Median Hourly	Median Annual
Web Developers	40.2%	4.0%	\$37.00	\$76,951
Geological and Petroleum Technicians	34.8%	3.5%	\$24.40	\$50,768
Dietetic Technicians	34.1%	3.4%	\$16.17	\$33,619

Fastest Growing Occupations Associates Degree



OCCUPATIONS REQUIRING A FOUR YEAR DEGREE

Table 16 includes those occupations for which a four-year degree is typically required. This reflects disciplines in which the District may wish to provide preparatory classes for students intending to attend a four-year institution. These are also occupations which the District may wish to focus on when identifying, preparing and delivering four-year degree programs, if the State authorizes it to offer such degrees.

TABLE 16				
2012-2022 Fastest Growing Occupations				
Oakland-Hayward-Berkeley Metropolitan Division				
(Alameda and Contra Costa Counties)				
Bachelor Degree Required				
Occupational Title	Percent Change 2012-2022	Annual Average Percent Change	Median Hourly	Median Annual
Market Research Analysts and Marketing Specialists	42.7%	4.3%	\$37.50	\$77,994
Meeting, Convention, and Event Planners	42.6%	4.3%	\$23.05	\$47,949
Biomedical Engineers	42.4%	4.2%	\$50.01	\$104,014
Personal Financial Advisors	41.9%	4.2%	\$36.69	\$76,332
Information Security Analysts	41.3%	4.1%	\$51.80	\$107,738
Multimedia Artists and Animators	36.1%	3.6%	\$39.08	\$81,301
Logisticians	34.8%	3.5%	\$35.74	\$74,327
Cost Estimators	31.9%	3.2%	\$33.44	\$69,551
Software Developers, Applications	31.7%	3.2%	\$51.65	\$107,424
Environmental Scientists and Specialists, Including Health	31.6%	3.2%	\$43.85	\$91,206
Occupational Health and Safety Specialists	31.2%	3.1%	\$45.43	\$94,494
Geoscientists, Except Hydrologists and Geographers	30.5%	3.1%	\$57.27	\$119,140
Interpreters and Translators	30.2%	3.0%	\$23.37	\$48,613
Operations Research Analysts	29.1%	2.9%	\$41.23	\$85,763
Computer Systems Analysts	28.1%	2.8%	\$43.24	\$89,942
Editors	26.3%	2.6%	\$26.32	\$54,754
Management Analysts	26.0%	2.6%	\$44.71	\$93,006
Technical Writers	26.0%	2.6%	\$40.98	\$85,247
Training and Development Specialists	25.8%	2.6%	\$41.44	\$86,185

Fastest Growing Occupations

Bachelors Degree

