



POWERED BY



California
Community
Colleges

BACCC 2024-2027 Regional Plan

Bay Area Community College Consortium.....	1
Collaborating Entities - California Adult Education Programs.....	2
Collaborating Entities - Workforce Development Boards.....	3
Collaborating Entities - K-16 Collaboratives.....	3
Collaborating Entities - California Jobs First.....	3
Governance.....	4
Regional Goals.....	5
K-14/16 Pathways.....	5
Adult Pathways.....	6
Key Indicators.....	9
K-14 Pathways Objectives and Metrics.....	11
Regional Labor Market Analysis.....	21
Priority Jobs in the Bay Region.....	21
Top 10 Middle Skill Occupations* with Largest Gap between Demand and Supply.....	24
*with median earnings that meet the regional living wage of \$26 per hour.....	24
Top In-Demand Skills based on Employer Job Postings.....	25
Industry Sector Analysis.....	26
Average Annual Job Openings and Wages by Industry Sector.....	26
Advanced Manufacturing.....	29
Advanced Transportation.....	30
Health.....	31
Information Communication Technologies/Digital Media.....	32
Public Safety.....	33
Education.....	34
State and Regional Plans.....	35
Spending Plan.....	37

The most current version of this plan is available at regionalplan.baccc.net in a form that allows for posting of comments.

Bay Area Community College Consortium

The Bay Area Community College Consortium is composed of the 28 colleges surrounding the San Francisco and Monterey Bays. It is organized into five subregions. Cabrillo CCD serves as the consortium's fiscal agent.

North Bay

Sonoma County CCD	Santa Rosa Junior College
Marin CCD	College of Marin
Napa Valley CCD	Napa Valley College
Solano CCD	Solano Community College

East Bay

Contra Costa CCD	Los Medanos College
	Diablo Valley College
	Contra Costa College
Peralta CCD	Berkeley City College
	Laney College
	Merritt College
	College of Alameda
Chabot-Las Positas CCD	Chabot College
	Las Positas College
Ohlone CCD	Ohlone College

Mid-Peninsula

San Francisco CCD	City College of San Francisco
San Mateo County CCD	Skyline College
	College of San Mateo
	Cañada College

Silicon Valley

Foothill-DeAnza CCD	Foothill College
	DeAnza College
West Valley-Mission CCD	Mission College
	West Valley College
San Jose/Evergreen CCD	San Jose City College
	Evergreen Valley College
Gavilan Joint CCD	Gavilan College

Monterey Bay

Cabrillo CCD	Cabrillo College
Hartnell CCD	Hartnell College
Monterey Peninsula CCD	Monterey Peninsula College

Collaborating Entities - California Adult Education Programs

North Bay

Marin Adult Education Program Consortium
Napa Valley Adult Education Consortium
Sonoma County Adult Education Consortium
Solano Adult Education Consortium

East Bay

Contra Costa Adult Education Consortium (Contra Costa Community College District)
Northern Alameda Adult Education Collective (Peralta CCD)
Mid-Alameda County Consortium (Chabot-Las Positas CCD)
Southern Alameda County Consortium (Ohlone CCD)

Peninsula

San Francisco Adult Education Consortium
Accel San Mateo County

Silicon Valley

South Bay Consortium for Adult Education
Foothill De Anza / NSCCC
Gavilan Regional Adult Career and Education Services

Monterey Bay

Greater Opportunity Through Adult Learning
Salinas Valley Adult Education Consortium
Monterey Peninsula CCD

Collaborating Entities - Workforce Development Boards

Regional Planning Unit - North Bay

Workforce Alliance of the North Bay
Workforce Development Board of Solano County
Sonoma County Workforce Investment Board

Regional Planning Unit - East Bay

Workforce Development Board of Contra Costa County
Richmond Workforce Development Board
Alameda County Workforce Development Board
Oakland Workforce Development Board

Regional Planning Unit - Bay Peninsula

San Francisco County Workforce Development Board
North Valley Job Training Consortium (NOVA)
San Jose-Silicon Valley (work2future)
San Benito County Workforce Development Board

Regional Planning Unit - North Central Coast

Santa Cruz County Workforce Development Board
Monterey County Workforce Development Board

Collaborating Entities - K-16 Collaboratives

Bay Area K-16 Collaborative
Central Coast K-16 Regional Collaborative

Collaborating Entities - California Jobs First

Bay Area Jobs First Collaborative
Uplift Central Coast

Governance

Decisions Regarding Fiscal Resources

Decisions regarding the overall allocation of Regional Strong Workforce Program funds and the use of Economic and Workforce Development Regional Coordination and Collaboration funds are made by vote of the 28 member colleges. Votes are cast by each college's CEO or designated representative.

The region's colleges voted to allocate 82.5% of the Regional Strong Workforce Program funds directly to colleges in the same proportions as each round of Local Strong Workforce Program funds are allocated. The colleges also voted to allocate 12.5% of the Regional Strong Workforce Funds for Regional Joint Ventures (RJVs). This fund supports multi-college projects that build the region's capacity to work collaboratively towards meeting the region's goals. The region's colleges voted to delegate the authority for determining the allocation of the RJV Fund to the Regional Priorities Committee.

A six-month regional planning process in 2021 culminated in a restructuring of the use of Economic and Workforce Development funds, creating Regional Directors focused on serving critical industry sectors, Subregional Directors to support our subregions' efforts to respond to the distinctive needs of their industries, and Regional Directors focused on Apprenticeships, Partnerships with Workforce Development Boards, and management of regional projects. This new configuration of BACCC staffing was unanimously approved by vote of the 28 colleges.

Regional Priorities Committee

BACCC is governed by the Regional Priorities Committee (RPC), composed of representatives and alternates from each of our five subregions, with our two largest subregions, East Bay and Silicon Valley, each having two representatives. Representatives to the RPC are elected by each subregion's colleges. The Committee has been authorized by vote of our 28 colleges to make final decisions regarding the investments of the Regional Joint Venture Fund, the 12.5% of Regional Strongwork Force Funds that are held at the regional level. The RPC meets monthly.

;Regional Goals

The Bay Area has 3 long-standing goals:

Goal A: Provide pathways that enable all Bay Area students to find employment and advance to family-supporting wages

Goal B: Meet the needs of employers in the Bay Region for well-qualified candidates for positions that pay livable wages

Goal C: Ensure equity in participation, completion, and employment

We seek to meet these goals with the following high-level strategies and commitments of resources:

K-14/16 Pathways

We seek better alignment between K12, our community colleges, and our regional labor market with the goal of increasing the number and percentage of students that move from high school to a community college and into employment at a livable wage. Our fundamental strategy here is to develop the social infrastructure necessary to build and sustain productive partnerships between the multiple institutions that a student traverses from K12 to community colleges to the workforce. Our understanding of what is required is evolving. Currently, we are focused on the following elements: networks of institutions that have a common interest in building K14/16 pathways; the provision of data that motivates and informs the development and continuous improvement of these networks; technical assistance that supports the implementation of new practices and policies; and a leadership team composed of representatives of the different roles on our team that together are responsible for providing overall direction and coordination.

Networks

The networks are the most critical element of this infrastructure. We have learned that when we bring together institutions that have interests that are common and important to all the participants, we have good outcomes.

These networks are based on:

- Shared geography - e.g., community college district level and subregions
- Shared occupational path, sector - e.g., automotive technology, health careers, AI
- Shared subject matter - e.g., artificial intelligence

Investments

The formation and operation of these networks are supported by our regional staff including:

- Two K14 Technical Assistance Providers - one of which is funded with Regional SWP
- 17 Pathway Coordinators
- 5 Subregional Directors - funded by EWD. These positions engage with our colleges, K12s in partnership with the Pathway Coordinators, and employers to support alignment across all three
- Dual Enrollment Regional Director funded by Regional SWP who provides technical assistance to colleges and K12s developing and implementing early college credit programs

- Regional Directors for the following sectors: Allied Health, Information and Communication Technologies, Manufacturing, Public Safety, Transportation funded by EWD
- Regional Director, Apprenticeships funded by EWD
- Regional Director, Special Projects funded by Regional SWP
- Guided Pathways Regional Coordinators funded by the Chancellor's Office

Data

- We are developing the capacity to find, organize, analyze, and present data that helps motivate and inform the development of K14/16 Pathways. In a later section of this plan we present data that seeks to measure the effectiveness of this pathway at a regional and at college-by-college level. We believe this type of data will be most effective when it is tailored to each of the networks, presenting how well that network is achieving its goals.
- BACCC has taken on hosting the research capacity for the Central Coast K-16 Collaborative through a subgrant from the collaborative's fiscal agent UC Santa Cruz.
- BACCC is now also the host for the Bay Area's Center of Excellence for Labor Market Research. The COE is providing much-needed capacity for acquiring, analyzing, and presenting K14/16 related data.

K12 Strong Workforce Grants

- Our region receives \$28-30M per year in K12 Strong Workforce Program funds. We typically have almost twice that amount requested in applications.

Adult Pathways

There are two components to our Adult Pathways strategy: supporting collaboration across colleges and supporting collaboration and alignment across colleges and other workforce development systems. As with our K14/16 strategy, the intention here is to seek alignment between our systems and the labor market such that students can move seamlessly across systems to employment that pays family-supporting wages and that closes labor market gaps for jobs that pay family-supporting wages and serve important social needs.

Collaboration across colleges

There are many benefits to cross-college collaboration. Below we list some of these and provide examples of our efforts to attain these benefits.

Economies of Scale

Investments in professional development, course and program development can be more cost-effective when the benefits are spread across multiple colleges. One of our means of supporting these efforts is our Regional Joint Venture Fund. This is a portion of our Regional SWP funds that is directed to multi-college capacity-building projects. These funds are currently supporting the development of the Regional Virtual Production Academy, a program offered across six colleges that was developed in response to industry demand and the development of an entrepreneurship pathway focused on serving Black and Brown students.

Netlab is another example of how we realize economies of scale. This project offers the ~20 participating colleges access to a centralized and shared set of computers, software, and course material and technical staff. Netlab allows students 24x7 access to resources that they would

otherwise either have to purchase at great cost or access through a college's lab during its operating hours. This is supported by contributions from the participating colleges and the RJV Fund.

Partnerships with Employers

Employers whose footprint spans multiple colleges frequently express a desire to partner with networks of colleges rather than partnering with each college separately. When presented with the opportunity to do so, they are much more willing to devote staff time and other resources to developing a better source of candidates for their open positions. From a college perspective, there is great advantage to joining with other colleges because of the greater commitment on the employers' side. Our Sector-focused Regional Directors seek out opportunities for such partnerships. An example includes a partnership between electric vehicle manufacturers and auto dealers and colleges to provide training to automotive technology faculty on the skills and knowledge they need to incorporate into their programs. More examples are provided in the [Labor Market section](#) of the plan.

Collaboration Across Systems

Vision 2030 has identified the large number of adults whose economic mobility would be advanced by acquiring the skills and knowledge that can be obtained by enrolling in our classes and programs. As with the K14/16 pathway, we see great advantages to developing pathways that enable adults to move across multiple systems as they progress to higher skills and higher wages.

Our efforts in this area are focused on partnerships with Workforce Development Boards, California Adult Education Program Consortia, and the Bay Area Jobs First Collaborative.

Partnerships with Workforce Development Boards

There are many reasons for colleges and Workforce Development Boards to partner. Colleges can provide the high-quality training that Workforce Development Boards seek for their clients at little or no cost. This allows them to shift their resources into supportive services rather than paying as much for instruction. Colleges benefit from having students who are more likely to complete because of the extra support provided by the Workforce Development Board. These partnerships can be challenging. Part of our role is to identify and seek to resolve policy and practice barriers. Our Regional Director for Workforce Partnerships has identified the policies regarding placement on the Employment Training Provider List as a significant barrier to these partnerships. In response, she has organized a statewide coalition that has developed proposals for how these barriers could be addressed and is actively working with California Workforce Association and the California Workforce Development Board to seek their adoption.

California Adult Education Program Consortia

We have been conducting monthly Zoom meetings with Adult Ed and Workforce Development Board representatives. It became apparent that we have little visibility into each others plans, investments, and priorities. One focus of those meetings has been looking at ways that we could identify where our respective workforce development plans intersect so that we could assess whether there would be value in collaboration. Our strategy for carrying this out is described in this document's [State and Regional Plans](#) section..

Bay Area Jobs First

The efforts of the Bay Area Jobs First Collaborative to engage populations that are the focus of workforce development efforts in setting priorities and directing funding offered the opportunity for BACCC to engage colleges in this effort and make visible the ways in which we could serve this goal. One of our co-chairs serves on the steering committee and has been successful in engaging our staff and representatives from our colleges in the planning and proposal development process.

Investments

Our work in Adult Pathways is supported by many of the same roles that are engaged in our K14/16 Pathway Work.

- Regional Directors for the following sectors: Allied Health, Information and Communication Technologies, Manufacturing, Public Safety, Transportation funded by EWD. We also fund a position from our RJV Fund that is focused on the Childcare/Education sector. These positions work with employers to identify critical labor market gaps and with colleges to provide the courses and programs to fill those gaps. See the [Regional Directors' Recommendations for Top Labor Market Opportunities and Promising Career Pathways for BACCC's Six Priority Industry Sectors](#) section.
- 5 Subregional Directors - funded by EWD. These positions engage with our colleges, and the Workforce Development Boards and CAEP Consortia within the subregion. In the Monterey Bay subregion, the Subregional Director is bringing college CTE deans and the Workforce Development Board directors together on a regular basis to identify ways in which they can work together. These positions are critical to ensuring that colleges are at the table when employers wish to partner.
- Regional Director, Apprenticeships funded by EWD. This position is providing critical support to colleges in applying for and managing apprenticeship programs. The rapid expansion of apprenticeship programs in the region has motivated us to embarking on a regional apprenticeship planning process that will bring colleges together to identify ways these programs can benefit from collaboration.
- Regional Director Workforce Partnerships funded by Regional SWP. The work of this position is described above and in the Regional and State Plans section.
- Regional Director, Special Projects funded by Regional SWP
- Guided Pathways Regional Coordinators funded by the Chancellor's Office

Key Indicators

In the following section we present objectives, key metrics and our performance on those metrics. We include these in the regional plan as part of our effort to use data to motivate and inform efforts at improving outcomes. We first provide an overarching objective and then a series of objectives and metrics seeking to measure the success of our region's K-14 pathway.

Objective: Maintain and increase the percentage of FTES that is generated by CTE courses

One of the primary motivations for creating the Strong Workforce Program was the observation that the percentage of FTES generated by CTE had been declining, particularly during downturns in the economy as colleges reduced CTE offerings due to their higher costs.

Metric: CTE as a percentage of overall FTES

Observations - Between 2019-20 and 2023-24

- 18 of the 28 colleges increased CTE’s share of their overall FTE
- 5 colleges increased the share by 5% - 8%, 6 colleges increased total FTES generated by CTE
- Colleges seeking to increase FTES may wish to look to Marin, Berkeley, Mission, and MPC

		FTES 2023-2024			% CTE FTES of Total 2023-24 FTES	Change in CTE percentage of total FTES 2019-20 to 2023-24	2023-24 FTES - 2019-20 FTES
		CTE FTES	Non CTE FTES				
North Bay	Marin	967	2,562		27%	1%	125
	Santa Rosa	6,067	9,366		39%	1%	-981
	Napa	897	2,279		28%	-2%	-548
	Solano	2,282	4,556		33%	-1%	-310
East Bay	Contra Costa	1,228	3,489		26%	-5%	-356
	Los Medanos	2,273	5,071		31%	4%	-296
	Diablo Valley	4,610	9,624		32%	5%	-22
	Berkeley City	1,079	2,900		27%	8%	371
	Laney	2,097	4,318		33%	-1%	-486
	Merritt	1,805	2,317		44%	1%	-46
	Alameda	791	2,195		26%	1%	-163
	Chabot Hayward	3,321	5,488		38%	7%	-3
	Las Positas	1,340	4,616		22%	-3%	-664
	Ohlone	1,884	5,398		26%	0%	-227
Peninsula	San Francisco	4,898	11,460		30%	-1%	-901
	Skyline	2,599	6,059		30%	0%	-548
	San Mateo	2,668	5,692		32%	4%	-61
	Canada	1,222	3,153		28%	4%	9
Silicon Valley	Foothill	4,036	5,970		40%	4%	-533
	Deanza	3,990	11,004		27%	1%	-273
	Mission	1,751	3,446		34%	8%	93
	West Valley	1,586	4,841		25%	4%	13
	San Jose City	1,715	3,698		32%	3%	-186
	Evergreen Valley	1,214	4,770		20%	4%	-53
Monterey Bay	Gavilan	1,588	3,564		31%	-1%	-475
	Cabrillo	1,710	4,665		27%	0%	-756
	Hartnell	1,986	5,484		27%	-1%	-446
	Monterey	1,972	3,735		35%	6%	182

Special Admit Source:DataMart

K-14 Pathways Objectives and Metrics

Postsecondary education is essential to earning a livable wage, particularly in the Bay Area with our very high cost of living. Students who move directly from K12 into postsecondary are advantaged over those who start later and may not have the financial support of parents providing food and housing and work and family obligations. No postsecondary institution is better positioned than the Bay Area’s community colleges to support this transition. How are we doing?

Objective: Increase the number of K12 completers that enroll in a California Community College within one year of leaving secondary school

Metric: College Going Rate

Students who enroll in postsecondary in the year following completion of high school

Observations

- Our colleges are the primary pathway to postsecondary education for the Bay Area’s future workforce.
46% of 2021-22 Bay Area high school completers (~27,000) enrolled in a California Community College in the year following completion.
- A large number of students are not making it to postsecondary education
30% of Bay Area students (~26,000) are not showing up in postsecondary education in the year following completion. Given our scale, our cost, and our breadth of programs, community colleges are the obvious focal point for efforts to increase the college-going rate. This population is also a potential source of enrollment for colleges seeking to grow.

[2021-22 College-Going Rate for California High School Students by Postsecondary Institution Type](#)

Name	High School Completers	High School Completers Enrolled in College	College-Going Rate	California Community College	Community College Going Rate	All Others UC, CSU, Private	All Others Rate	Not Enrolled in College	Not Enrolled in College Rate
Marin	2,673	2,087	78%	706	26%	1,381	52%	586	22%
Sonoma	4,981	3,019	61%	1,873	38%	1,146	23%	1,962	39%
Napa	1,625	1,107	68%	697	43%	410	25%	518	32%
Solano	4,453	2,496	56%	1,531	34%	965	22%	1,957	44%
North Bay	13,732	8,709	63%	4,807	35%	3,902	28%	5,023	37%
Contra Costa	13,624	9,503	70%	4,332	32%	5,171	38%	4,121	30%
Alameda	16,431	11,471	70%	4,381	27%	7,090	43%	4,960	30%
East Bay	30,055	20,974	70%	8,713	29%	12,261	41%	9,081	30%
San Francisco	4,567	3,204	70%	941	21%	2,262	50%	1,363	30%
San Mateo	6,927	5,320	77%	2,353	34%	2,967	43%	1,607	23%
Peninsula	11,494	8,524	74%	3,294	29%	5,229	45%	2,970	26%
Santa Clara	19,934	14,948	75%	6,318	32%	8,630	43%	4,986	25%
Santa Cruz	3,222	2,136	66%	1,339	42%	797	25%	1,086	34%
San Benito	802	311	39%	128	16%	183	23%	491	61%
Monterey	5,345	3,369	63%	2,329	44%	1,040	19%	1,976	37%
Monterey Bay	9,369	5,816	62%	3,796	41%	2,020	22%	3,553	38%
Totals	84,584	58,971	70%	26,928	32%	32,042	38%	25,613	30%

Table available at [Bay Area College Going Rate 2021-22](#)

Objective: Achieve equity by race/ethnicity in the enrollments of high school completers in postsecondary education

Metric: Percentage and number of additional high school completers enrolling in postsecondary needed to achieve equity by ethnicity

These numbers are generated using the [Chancellor's Office Percentage Point Gap Minus One \(PPg-1\)](#) methodology. Disproportionate impact is determined by comparing the value for each particular population against the average for all other populations.

Observations

- **Community colleges are providing an equitable pathway to postsecondary for high school completers.**
 - Only two race/ethnicities are underrepresented among high school completers enrolling in community colleges: Asian and White. However, these populations are correspondingly over-represented among those attending all postsecondary institutions other than community colleges, so they are achieving equitable participation in postsecondary education.
- Other postsecondary institutions are **not** providing an equitable pathway to postsecondary for Hispanic/Latino, African American, Pacific Islander and American Indian students, with Hispanic/Latino students constituting the largest gap. Our colleges can play a disproportionately important role in closing this gap.

Number of additional students entering any postsecondary needed to achieve equity

		Asian	African American	Filipino	Hispanic or Latino	American Indian	Pacific Islander	Two or More	White
North Bay	Marin		10 19%		118 14%				
	Sonoma				352 15%				
	Napa				57 07%				
	Solano				255 14%				
East Bay	Contra Costa		175 15%		932 19%				
	Alameda		202 14%		1,247 23%		30 20%		
Penin-sula	San Francisco		108 30%		333 24%		17 36%		
	San Mateo			26 04%	441 18%		24 18%		
Silicon Valley	Santa Clara		23 06%		1,942 27%		18 20%		
Monterey Bay	San Benito				96 16%				
	Santa Cruz				218 12%				
	Monterey				464 11%				
Bay			579 14%		7,027 21%	31 11%	91 16%		

Objective: Increase the number of K-12 students receiving early college credit

Early college credit in the form of dual enrollment, articulation agreements, and Career Development, College Preparation courses enable K12 students to find and get started on a pathway to postsecondary education.

Metric: Special Admit Enrollments

Observations: Special Admit enrollments are growing

- In 2023-24, 10% of the students enrolled in Bay Area colleges were Special Admits, an increase of 13,299 students over 2019-20.
- Over this time period Special Admit enrollments grew in 26 of the 28 colleges
- Special Admits accounted for 20% or more of Berkeley, Laney, and Skyline enrollments
- Napa had the highest rate of growth at 13%

Current Special Admit Student Count				Change since 2019-20					
		Special Admit Student Count		% of College Total Student Count		Change in Student Count		% Increase in Student Count	
		2023-24		2023-24		2019-20 to 2023-24		2019-20 to 2023-24	
North Bay	Marin	1,637		11%		429		2%	
	Santa Rosa	4,525		8%		276		1%	
	Napa	1,697		16%		1,344		13%	
	Solano	2,443		11%		102		1%	
East Bay	Contra Costa	2,567		15%		144		2%	
	Los Medanos	2,000		10%		470		3%	
	Diablo Valley	3,009		7%		165		1%	
	Berkeley City	3,564		23%		1,410		9%	
	Laney	4,560		20%		585		4%	
	Merritt	2,824		17%		37		1%	
	Alameda	2,463		18%		352		3%	
	Chabot Hayward	2,068		7%		952		3%	
	Las Positas	1,258		7%		177		2%	
	Ohlone	2,114		9%		-2,385		-5%	
Peninsula	San Francisco	3,220		5%		397		0%	
	Skyline	5,378		21%		1,690		6%	
	San Mateo	3,086		13%		950		3%	
	Canada	1,934		12%		883		5%	
Silicon Valley	Foothill	5,801		12%		1,360		4%	
	Deanza	3,846		7%		1,503		3%	
	Mission	2,023		10%		239		2%	
	West Valley	2,465		10%		609		3%	
	San Jose City	1,949		9%		27		1%	
	Evergreen Valley	2,124		9%		-326		-1%	
Monterey Bay	Gavilan	1,797		10%		641		3%	
	Cabrillo	2,194		9%		406		2%	
	Hartnell	2,513		10%		544		3%	
	Monterey	2,553		14%		688		5%	
Bay Area		77,612		10%		13,299		3%	

Note: Enrollments are NOT unduplicated across terms

Source: Datamart. Table available at [Special Admit](#)

Objective: Increase the number of high school completers that enroll in our colleges

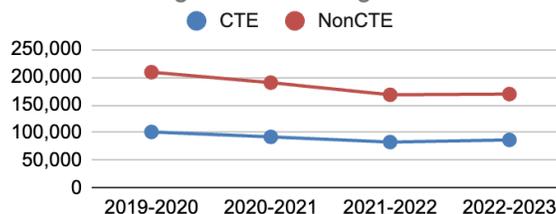
Metric: Enrollments in Bay Area programs by recent high school leavers

Students age 24 and younger, broken out by those enrolled in CTE and not enrolled in CTE (122SW)

Observations

- Enrollments of students age 24 and younger dropped by 19% during the height of the pandemic compared to a 21% drop by all other age groups
- Enrollments of students age 24 and younger increased by 2% from 2021-22 to 2022-23, but remained flat for all other age groups combined
- Enrollments in CTE by students age 24 and younger increased from 2021-22 to 2022-23 in 24 of the 28 colleges for an overall 5% increase. Enrollments by non-CTE students increased in 18 of the 28 colleges for an overall increase of 1%
- Overall, the 24 & younger student cohort accounts for 55% of Bay Area enrollments

Enrollments Age 24 and Younger



		Enrollments 2022-23 Students Age 24 and Younger				Change in Enrollments Age 24 and Younger 2021-22 to 2022-23					
		2022-23 Enrollments 24 and Younger		2022-23 Enrollments 24 and Younger as a % of Total Enrollments		Change in Enrollments Age 24 and Younger 2021-22 to 2022-23		Change in Enrollments Age 24 and Younger			
		CTE	NonCTE	CTE	NonCTE	CTE	NonCTE	CTE	NonCTE		
North Bay	Marin	1,272	3,013	15%	36%	139	198		12%	7%	
	Santa Rosa	6,449	9,875	19%	28%	349	-24		6%	0%	
	Napa	1,431	3,003	21%	44%	-61	-324		-4%	-10%	
	Solano	3,713	5,491	24%	36%	223	107		6%	2%	
	Contra Costa	1,760	4,178	16%	39%	90	342		5%	9%	
	Los Medanos	3,532	6,461	25%	46%	151	237		4%	4%	
East Bay	Diablo Valley	8,019	12,853	26%	42%	79	-579		1%	-4%	
	Berkeley City	987	3,817	11%	42%	104	114		12%	3%	
	Laney	1,638	4,484	11%	31%	141	211		9%	5%	
	Merritt	1,323	2,821	13%	27%	91	-198		7%	-7%	
	Alameda	845	3,585	10%	40%	139	381		20%	12%	
	Chabot	4,643	7,583	22%	36%	167	-311		4%	-4%	
	Las Positas	2,778	5,819	22%	46%	-113	-189		-4%	-3%	
	Ohlone	2,642	5,334	16%	32%	-44	-201		-2%	-4%	
	Peninsula	San Francisco	4,894	10,350	11%	22%	-175	-28		-3%	0%
		Skyline	2,424	6,431	17%	46%	225	232		10%	4%
San Mateo		2,979	6,096	21%	44%	239	336		9%	6%	
Canada		1,713	4,105	17%	40%	323	86		23%	2%	
Silicon Valley	Foothill	5,370	9,176	21%	35%	148	108		3%	1%	
	DeAnza	8,789	14,708	26%	43%	326	208		4%	1%	
	Mission	2,059	4,190	17%	35%	258	-20		14%	0%	
	West Valley	2,800	5,426	20%	39%	26	26		1%	0%	
	San Jose City	2,210	5,192	16%	37%	205	220		10%	4%	
Monterey Bay	Evergreen Valley	2,507	6,768	17%	46%	131	165		6%	2%	
	Gavilan	1,733	2,979	18%	30%	169	130		11%	5%	
	Cabrillo	3,175	6,300	18%	35%	212	182		7%	3%	
	Hartnell	3,074	5,747	22%	40%	131	-180		4%	-3%	
	Monterey	2,074	3,740	18%	32%	165	9		9%	0%	
Bay Area		86,833	169,525	19%	36%	3,838	1,238		5%	1%	

Source: DataVista Metric 122SW. Table available at [122SW College CTE Age](#)

Metric: Enrollments of Students Age 24 and Younger by sector and 6-digit TOP Code

Observations

- Information and Communication Technologies/Digital Media has the largest number of students, both 24 and younger and across all age groups. This sector is experiencing the earliest disruptions from generative artificial intelligence. Given the number of students in these programs and the pace of change, adapting instruction to this technology should be a high priority.
- Child Development/Early Care and Education has the second largest enrollment for all age groups and the fourth highest for this age group. Given the enrollments in this program, the importance of childcare to the overall health of the region's economy, and the relatively low wages, the region may wish to prioritize providing regional staff support to this program and sector.

Sector	Enrollments by Sector - 2022-23		Percentage 24 and Younger of Total 2022-23 Enrollments	
	Grand Total	Enrollments 2022-23 24 and Younger	<= 19	20-24
Information and Communication Technologies - Digital Media	48,310	28,207		58%
Business and Entrepreneurship	41,398	24,852		60%
Health	27,091	14,259		53%
Public Safety	22,846	7,833		34%
Education and Human Development	19,684	8,670		44%
Energy, Construction and Utilities	10,997	3,720		34%
Unassigned	9,729	4,132		42%
Retail, Hospitality and Tourism	6,308	2,375		38%
Advanced Manufacturing	5,521	2,329		42%
Agriculture, Water and Environmental Technologies	4,662	1,930		41%
Advanced Transportation and Logistics	3,472	2,304		66%
Life Sciences - Biotechnology	815	366		45%
Global Trade	345	227		66%
Grand Total	201,178	101,204		50%

Programs with enrollments of 1,000 or more students of age 24 and younger

Sector	TOP	Program Name	Enrollments 2022-23 24 and Younger	Percentage 24 and Younger of Total 2022-23 Enrollments
Business	050200	Accounting	11,664	63%
Business	050100	Business and Commerce, General	9,329	66%
Business	050500	Business Administration	5,855	75%
Business	050600	Business Management	2,104	51%
Business	050900	Marketing and Distribution	1,728	62%
Business	051100	Real Estate	1,501	39%
Ed, Human Dev	130500	Child Development/Early Care and Education	7,217	47%
Energy, Const, Util	020100	Architecture and Architectural Technology	1,139	63%
Health	130600	Nutrition, Foods, and Culinary Arts	6,294	67%
Health	125000	Emergency Medical Services	1,697	60%
Health	120800	Medical Assisting	1,651	57%
Health	120100	Health Occupations, General	1,182	47%
Health	123010	Registered Nursing	1,057	32%
Info Comm Tech	070710	Computer Programming	8,800	69%
Info Comm Tech	070100	Information Technology, General	4,177	57%
Info Comm Tech	051400	Office Technology/Office Computer Applications	2,211	39%
Info Comm Tech	061400	Digital Media	1,889	70%
Info Comm Tech	103000	Graphic Art and Design	1,811	58%
Info Comm Tech	070200	Computer Information Systems	1,799	51%
Info Comm Tech	070700	Computer Software Development	1,622	58%
Info Comm Tech	101200	Applied Photography	1,301	52%
Info Comm Tech	061410	Multimedia	1,200	68%
Info Comm Tech	100500	Commercial Music	1,101	67%
Public Safety	210500	Administration of Justice	5,409	39%
Public Safety	213300	Fire Technology	1,701	37%
Transportation	094800	Automotive Technology	2,021	70%

Source: DataVista Metric 122SW. Data for all programs available at [122SW Enrollments- TOP 6](#)

Objective: Increase persistence in the 24 and younger cohort

Metric: 408SW - Average Course Success Rate

Observations

- Course success rates are generally slightly better for CTE than NonCTE courses
- There is a significant difference between the colleges with the lowest and highest success rates: 50% to 81%. The differences may be correlated with socioeconomic status. This may be an area for inquiry for the region’s Subregional Directors and the Center of Excellence to determine if there are opportunities to support improving course success rates.

Average Course Success Rate			
2021-22 and 2022-23			
Students 24 and Younger			
	CTE	NonCTE	
North Bay	College of Marin	72%	71%
	Santa Rosa Junior College	72%	71%
	Napa Valley College	73%	69%
	Solano Community College	73%	71%
East Bay	Contra Costa College	71%	68%
	Los Medanos College	74%	72%
	Diablo Valley College	78%	77%
	Berkeley City College	50%	57%
	Laney College	55%	59%
	Merritt College	53%	57%
	College of Alameda	58%	62%
	Chabot College	72%	71%
	Las Positas College	75%	73%
	Ohlone College	79%	78%
Peninsula	City College of San Francisco	70%	67%
	Skyline College	77%	76%
	College of San Mateo	77%	75%
	Canada College	72%	73%
Silicon Valley	Foothill College	80%	76%
	De Anza College	81%	79%
	Mission College	73%	73%
	West Valley College	77%	75%
	San Jose City College	72%	69%
	Evergreen Valley College	75%	72%
Monterey Bay	Gavilan College	72%	69%
	Cabrillo College	71%	69%
	Hartnell College	74%	72%
	Monterey Peninsula College	71%	69%
Bay	74%	72%	
Cohort w/ Higher Rate		Better than Regional Average	
Source: DataVista October 2024			

Table available at: [408SW Course Success](#)

Persistence of recent high school graduates - completion of 9 units

402 SW CTE Students Completing 9+ CTE Units Within the Year		Average Number for 2021-22, 2022-23		% Completing 9+ Units of All CTE Students	
		Age 24 or Less	Age 25 or More	Age 24 or Less	Age 25 or More
North Bay	College of Marin	143	302	17%	20%
	Santa Rosa Junior College	863	1,310	17%	13%
	Napa Valley College	291	402	28%	35%
	Solano Community College	443	658	18%	17%
East Bay	Contra Costa College	261	448	21%	21%
	Los Medanos College	452	666	20%	23%
	Diablo Valley College	1,329	1,760	25%	26%
	Berkeley City College	118	200	17%	16%
	Laney College	332	645	24%	22%
	Merritt College	324	668	24%	24%
	College of Alameda	180	285	29%	26%
	Chabot College	900	1,476	25%	28%
	Las Positas College	393	520	21%	22%
	Ohlone College	398	581	16%	7%
Peninsula	City College of San Francisco	1,089	2,010	20%	18%
	Skyline College	377	646	23%	25%
	College of San Mateo	448	690	23%	23%
	Canada College	280	529	26%	27%
Silicon Valley	Foothill College	1,007	1,607	22%	24%
	De Anza College	1,341	1,766	23%	23%
	Mission College	337	603	23%	22%
	West Valley College	345	586	19%	17%
	San Jose City College	384	696	23%	23%
	Evergreen Valley College	309	508	19%	23%
Monterey Bay	Gavilan College	272	349	20%	14%
	Cabrillo College	296	559	13%	12%
	Hartnell College	378	554	17%	9%
	Monterey Peninsula College	395	566	23%	18%
Bay	13,678		21%	19%	

Source: DataVista Oct 2024 Cohort w/ Higher Rate Better than Regional Average

Table available at: [402SW 9 CE units](#)

Objective: Increase completion of certificates, degrees, and transfers

Metric: Average number of students age 24 or younger and 25 or older completing a certificate, degree or transferring for the years 2020-21 and 2021-22. The percentage of these completers to the number of students enrolled within each age cohort.

Observations

- The age 24 and younger cohort has higher rates of completion than the older cohort.

		Average Number		Average % of Age Group	
		Age 24 or Less	Age 25 or More	Age 24 or Less	Age 25 or More
North Bay	College of Marin	134	313	12%	9%
	Santa Rosa Junior College	875	2,115	13%	10%
	Napa Valley College	220	444	14%	14%
	Solano Community College	516	1,002	14%	14%
East Bay	Contra Costa College	207	497	13%	12%
	Los Medanos College	487	785	14%	14%
	Diablo Valley College	1,308	1,869	16%	12%
	Berkeley City College	90	221	9%	9%
	Laney College	190	628	12%	11%
	Merritt College	148	592	11%	9%
	College of Alameda	98	239	13%	10%
	Chabot College	591	1,227	13%	10%
	Las Positas College	479	580	16%	10%
	Ohlone College	578	830	21%	4%
Peninsula	City College of San Francisco	676	3,195	13%	11%
	Skyline College	380	576	17%	10%
	College of San Mateo	509	726	18%	11%
	Canada College	236	477	16%	11%
Silicon Valley	Foothill College	783	2,140	13%	13%
	De Anza College	1,567	2,470	18%	16%
	Mission College	298	755	15%	13%
	West Valley College	572	719	19%	10%
	San Jose City College	320	1,010	15%	16%
	Evergreen Valley College	423	705	16%	15%
Monterey Bay	Gavilan College	300	626	17%	10%
	Cabrillo College	438	924	14%	9%
	Hartnell College	466	659	15%	7%
	Monterey Peninsula College	347	806	17%	10%
Bay		13,231	27,123	15%	11%
Bay - All Ages		23,657	183,680	13%	

Source: DataVista Oct 2024

Better than Regional Average
Group w/ Higher Rate

Table available at: [641SW Award or Transfer](#)

Objectives

- Increase the number of students aged 20-24 who attain a livable wage
- Increase the median wage of students aged 20-24 to at least the livable wage

Metrics

- Number of students age 20 to 24 reaching vs number not reaching a livable wage
- Comparison of median wage for all students 20-24 with livable wage

Observations

- Overall, 43% of students age 20 to 24 attain a livable wage
- The percentage of students who reach a livable wage varies dramatically by college: 13% to 66%. This may reflect different local labor market opportunities or differences that may be more in the control of the colleges.
- Only one college has a median wage that exceeds the livable wage standard. It must be noted that the Livable Wage standard used here is different than the one used in DataVista as Insight Center's Livable Wage County level data was not available.

800SW - Median Earnings		Number Exitters Earning Below Livable Wage*	Median Wage**	Livable Wage***	Median Wage**	Number Students Earning Livable Wage*	% of Exitters Earning Livable Wage
802SW - Livable Wages							
Age Group 20-24 Exited 2021-22							
North Bay	College of Marin	103	41,910	66,955		15	13%
	Santa Rosa Junior College	342	41,744	56,472		449	57%
	Napa Valley College	89	44,160	61,464		114	56%
	Solano Community College	166	39,446	56,368		224	57%
East Bay	Contra Costa College	115	38,456	60,611		78	40%
	Los Medanos College	258	37,920	60,611		141	35%
	Diablo Valley College	415	37,660	60,611		240	37%
	Berkeley City College	62	32,808	59,384		33	35%
	Laney College	102	36,768	59,384		68	40%
	Merritt College	96	42,650	59,384		90	48%
	College of Alameda	40	42,264	59,384		37	48%
	Chabot College	301	43,502	59,384		299	50%
	Las Positas College	144	40,498	59,384		116	45%
	Ohlone College	93	45,224	59,384		104	53%
Peninsula	City College of San Francisco	493	42,838	59,779		187	28%
	Skyline College	198	45,500	71,531		56	22%
	College of San Mateo	149	45,428	71,531		53	26%
	Canada College	91	46,376	71,531		24	21%
Silicon Valley	Foothill College	310		68,619	72,728	613	66%
	De Anza College	488	44,316	68,619		263	35%
	Mission College	153	50,930	68,619		103	40%
	West Valley College	190	42,092	68,619		72	27%
	San Jose City College	202	41,468	68,619		76	27%
	Evergreen Valley College	160	43,552	68,619		69	30%
Monterey Bay	Gavilan College	87	42,432	61,589		138	61%
	Cabrillo College	246	36,296	76,211		72	23%
	Hartnell College	157	37,736	68,515		159	50%
	Monterey Peninsula College	121	38,358	68,515		127	51%
Bay Area		5,371				4,020	43%

* Exiting students earning livable wage or better. Livable wage determined by Insight Center for Community Economic Development by County

**Median wage for those students aged 20-24 who exited in 2021-22 and did not transfer

*** Amy K. Glasmeier, "Living Wage Calculator," Massachusetts Institute of Technology, 2025. Accessed on 1/4/25 <https://livingwage.mit.edu/06/locations>

Data source: DataVista metrics 800SW, 802SW, MIT Living Wage Calculator

Table available at [800SW Median Annual Earnings, 802SW Livable Wages by Age](#)

Regional Labor Market Analysis

Priority Jobs in the Bay Region

The Centers of Excellence for Labor Market Research defines priority jobs as the following: Middle-skill occupations that require an educational requirement of some college, postsecondary certificate, or an associate degree; or occupations that require a Bachelor's, but also have fewer than one-third of their existing labor force with a Bachelor's degree.

Middle Skill	Some college, no award
	Postsecondary certificate (non-degree award)
	Associate degree
	Bachelor's degree (Selected occupations where ~ 33% or greater of positions are held by workers with less than a Bachelor's degree.)

- Occupations that have at least 350 annual job openings in the Bay Region¹
- Occupations that pay at or above the median living wage of \$25.97 per hour for a single adult²
- Occupations that typically require fewer than five years of work experience at entry

The purpose is to focus on occupations that offer a living wage at the entry-level and have a high demand for employees, permitting college students to graduate with a certificate, associate degree, or bachelor's degree and support themselves and their families financially. Training for middle-skill jobs is critical to meet the growing demand for workers in the Bay Area, and identifying jobs that are high-demand and high-wage positions allow community colleges to focus efforts on these critical programs. First, this report analyzes 867 occupations in the Standard Occupational Classification³ (SOC) system, and from those occupations the Bay Region Center of Excellence (COE) selected the top 50 jobs from that list, sorted by the most annual job openings.

The Table below lists the 50 occupations in the Bay region that met the definition of a priority job and provides information about projected annual job openings (labor market demand), entry-level and median wages, and the typical entry-level education for these occupations.

¹ Annual openings represent new job additions to the workforce, and include new jobs and replacement jobs that result from retirements and separations.

² The living wage is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2,080 hours per year. The living wage was calculated using the median of the 25th percentile wage for the 12 counties in the Bay Region. The Self-Sufficiency (SS) Standard for California (2024) Center for Women's Welfare, University of Washington. <http://www.selfsufficiencystandard.org/california>.

³ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. The report will use these titles to match those defined by this system. [bls.gov/soc](https://www.bls.gov/soc)

Priority Jobs in the Bay Region

SOC	Description	2023-2028 Avg. Projected Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Typical Entry Level Education
29-1141	Registered Nurses	6,000	\$65	\$84	Bachelor's
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,660	\$28	\$42	HS or equivalent
11-9199	Managers, All Other	4,220	\$30	\$66	Bachelor's
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,450	\$29	\$35	HS or equivalent
15-1299	Computer Occupations, All Other	3,070	\$38	\$57	Bachelor's
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,790	\$28	\$38	HS or equivalent
13-1071	Human Resources Specialists	2,750	\$34	\$43	Bachelor's
47-2111	Electricians	2,400	\$28	\$41	HS or equivalent
43-6011	Executive Secretaries and Executive Administrative Assistants	2,090	\$34	\$42	HS or equivalent
15-1232	Computer User Support Specialists	1,780	\$27	\$35	Some college
29-2061	Licensed Practical and Licensed Vocational Nurses	1,580	\$35	\$38	Postsecondary
33-3051	Police and Sheriff's Patrol Officers	1,480	\$49	\$62	HS or equivalent
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,370	\$43	\$60	Bachelor's
51-1011	First-Line Supervisors of Production and Operating Workers	1,240	\$29	\$38	HS or equivalent
11-9021	Construction Managers	1,200	\$33	\$51	Bachelor's
13-1151	Training and Development Specialists	1,190	\$27	\$37	Bachelor's
13-1028	Buyers and Purchasing Agents	1,160	\$30	\$39	Bachelor's
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,140	\$35	\$46	HS or equivalent
15-1255	Web and Digital Interface Designers	1,130	\$40	\$65	Bachelor's
47-2152	Plumbers, Pipefitters, and Steamfitters	1,100	\$26	\$35	HS or equivalent
23-2011	Paralegals and Legal Assistants	1,040	\$29	\$36	Associate
13-1081	Logisticians	910	\$34	\$46	Bachelor's
15-1212	Information Security Analysts	810	\$54	\$69	Bachelor's
11-3012	Administrative Services Managers	800	\$44	\$55	Bachelor's
15-1244	Network and Computer Systems Administrators	740	\$42	\$55	Bachelor's
47-2073	Operating Engineers and Other Construction Equipment Operators	720	\$31	\$45	HS or equivalent
49-9041	Industrial Machinery Mechanics	670	\$29	\$38	HS or equivalent

SOC	Description	2023-2028 Avg. Projected Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Typical Entry Level Education
29-2018	Clinical Laboratory Technologists and Technicians	670	\$27	\$36	Bachelor's
53-2031	Flight Attendants	630	\$30	\$41	HS or equivalent
33-2011	Firefighters	620	\$40	\$48	Postsecondary
13-1051	Cost Estimators	600	\$34	\$45	Bachelor's
17-3023	Electrical and Electronic Engineering Technologists and Technicians	590	\$32	\$39	Associate
33-3012	Correctional Officers and Jailers	570	\$41	\$46	HS or equivalent
19-4099	Life, Physical, and Social Science Technicians, All Other	570	\$28	\$36	Associate
29-2099	Health Technologists and Technicians, All Other	500	\$26	\$31	Postsecondary
29-1292	Dental Hygienists	490	\$61	\$61	Associate
43-4061	Eligibility Interviewers, Government Programs	480	\$30	\$35	HS or equivalent
43-3051	Payroll and Timekeeping Clerks	480	\$26	\$32	HS or equivalent
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	470	\$28	\$37	HS or equivalent
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	470	\$31	\$36	Postsecondary
43-6012	Legal Secretaries and Administrative Assistants	460	\$27	\$31	HS or equivalent
15-1254	Web Developers	440	\$32	\$53	Bachelor's
11-3013	Facilities Managers	440	\$43	\$59	Bachelor's
13-2072	Loan Officers	420	\$27	\$36	Bachelor's
15-1231	Computer Network Support Specialists	410	\$31	\$38	Associate
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	380	\$31	\$36	HS or equivalent
19-5011	Occupational Health and Safety Specialists	380	\$41	\$53	Bachelor's
41-9021	Real Estate Brokers	370	\$27	\$44	HS or equivalent
17-3011	Architectural and Civil Drafters	370	\$29	\$36	Associate
29-2034	Radiologic Technologists and Technicians	350	\$49	\$61	Associate

In terms of labor market demand, these 50 priority jobs are projected to have 62,650 annual job openings between 2023 and 2028, which is about 10 percent of all annual job openings in the 12-county Bay Area.

Projected Annual Job Openings in the Bay Region, 2023-2028

594,610

Projected Annual Job Openings
for **All Jobs** in the Bay Region
2023-2028

62,650

Projected Annual Job Openings
for **Priority Jobs** in the Bay Region
2023-2028

Top 10 Middle Skill Occupations* with Largest Gap between Demand and Supply

***with median earnings that meet the regional living wage of \$26 per hour**

Sector SOC Code Occupational Title	Median Hourly Earnings	Avg. Annual Openings	2023-28 % Change	Community College Program TOP Code & Title	Awards All Sources	Gap
Advanced Transportation & Logistics						
53-3032 Heavy and Tractor-Trailer Truck Drivers	\$28	4,090	7%	0947.50 Truck and Bus Driving	47	3,774
Business & Entrepreneurship						
11-1021 General and Operations Managers	\$63	7,390	9%	0506.00 Business Management	254	11,356
11-9199 Managers, All Other	\$66	4,220	4%			
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$26	4,970	-1%	0514.00 Office Technology/Office Computer Applications	271	4,699
41-3091 Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$42	4,660	6%	0509.40 Sales and Salesmanship	16	4,644
43-3031 Bookkeeping, Accounting, and Auditing Clerks	\$28	4,630	1%	0502.00 Accounting	899	3,731
43-1011 First-Line Supervisors of Office and Administrative Support Workers	\$35	3,450	2%	0514.40 Office Management	6	3,444

Energy, Construction & Utilities						
49-9071 Maintenance and Repair Workers, General	\$27	3,520	8%	094500 Industrial Systems Technology and Maintenance	30	3,490
Health						
29-1141 Registered Nurses	\$84	6,000	10%	123010 Registered Nursing	1,013	4,987
31-9092 Medical Assistants	\$28	4,180	12%	120800 Medical Assisting	1,971	2,209

Top In-Demand Skills based on Employer Job Postings

(November 2023 - October 2024)

Skill	Postings	% of Total Postings	Projected Skill Growth Rate
Business & Entrepreneurship			
Project Management	87,409	8%	20%
Marketing	81,389	8%	23%
Finance	52,102	5%	27%
Auditing	52,086	5%	22%
Merchandising	52,004	5%	15%
Accounting	47,464	4%	24%
Workflow Management	45,285	4%	18%
Information and Communication Technologies			
Computer Science	62,937	6%	27%
Python	49,635	5%	25%
Data Analysis	45,586	4%	26%

Source: Lightcast

Industry Sector Analysis

Average Annual Job Openings and Wages by Industry Sector

(Data Note: Highlighted data in yellow within each column indicates the industry sector that ranks highest for the metric).

Sector	Avg. Annual Job Openings (distinct occupations)	Avg. % Growth (new jobs) 2023-28	Avg. Median Hourly Wage	% of Occs. at Regional Living Wage	Avg. Annual Middle Skill Job Openings	Middle Skill Job Openings as % of all Annual Job Openings	Avg. % Growth - Middle Skill Jobs (new jobs) 2023-28	Avg. Median Hourly Wage - Middle Skill Jobs	% Middle Skill occupations at Regional Living Wage
Business	136,170 (114 occs.)	4%	\$35	75%	79,200 (69 occs.)	58%	3%	\$30	74%
Retail & Hospitality	128,870 (56 occs.)	7%	\$20	23%	16,960 (18 occs.)	13%	8%	\$27	61%
Health	82,370 (96 occs.)	14%	\$48	90%	26,190	33%	11%	\$35	83%
Advanced Transportation	49,200 (68 occs.)	5%	\$28	66%	12,060 (36 occs.)	25%	6%	\$34	94%
Education	48,120 (50 occs.)	6%	\$35	84%	14,100 (11 occs.)	29%	5%	\$29	73%
ICT/Digital Media	40,610 (52 occs.)	4%	\$35	87%	11,450 (20 occs.)	29%	6%	\$35	95%
Energy, Construction, & Utilities	30,920 (107 occs.)	5%	\$32	93%	19,610 (49 occs.)	63%	5%	\$35	96%
Advanced Manufacturing	28,290 (121 occs.)	9%	\$24	65%	11,610 (62 occs.)	41%	8%	\$27	69%
Ag, Water, Env. Technology	22,970 (44 occs.)	8%	\$25	61%	5,800 (19 occs.)	25%	8%	\$24	58%
Public Safety	14,420 (29 occs.)	9%	\$37	72%	4,650 (21 occs.)	32%	8%	\$40	81%

Date Notes:

1. Data is based on occupational demand and wage data for the 2023-28 period.
2. Average regional living wage for 12 counties is \$26 for a single adult, no children.

Analysis of Average Annual Job Openings and Wages by Industry Sector

Across all 10 industry sectors, the Business sector has both the highest number of average annual job openings (136,170) for the 114 occupations that are included in the sector, as well as the highest number of average annual job openings (79,200) for the 69 middle-skill occupations in the sector.

Across all sectors, the Health sector has the highest average median hourly wage (\$48) for the 96 occupations included in the sector, and the highest average percentage growth (14%) for new jobs (2023-28) of any sector. Also the highest average percentage growth (11%) for middle-skill occupations across all sectors.

Across all sectors, the Energy, Construction & Utilities sector has the highest percentage (93%) of occupations that meet the regional living wage threshold of \$26 per hour and the highest percentage (96%) of middle-skill occupations that meet the regional living wage threshold. Also this sector has the highest percentage of middle-skill job openings as a share of all annual job openings in the sector.

Across all sectors, the Public Safety sector has the highest average median hourly wage for middle-skill occupations.

Regional Directors’ Recommendations for Top Labor Market Opportunities and Promising Career Pathways for BACCC’s Six Priority Industry Sectors *Data notes:*

1. *Recommended top labor market opportunities are based on an analysis of the gap between annual occupational demand and annual college program supply in the region.*
2. *Recommended career pathways in each industry sector were selected by BACCC Regional Directors based on their knowledge of the sector and data that indicates the pathway will lead to students being prepared for "in-demand" and "living wage" jobs in the region.*

Sector	Top Labor Market Opportunity	Average Annual Undersupply (Demand – Supply)	Priority Career Pathway	Top regional priority to close the identified labor market gap and help build the identified career pathway.
Advanced Manufacturing	1. Industrial Machinery Mechanics	640 (670 – 30)	Industrial Maintenance Pathway	Developing an Apprenticeship program at Foothill College for Manufacturing Technician/Industrial Maintenance
	2. Machinists	377 (502 – 125)	Machinists Pathway	
Advanced Transportation	1. Electric and Diesel Bus Maintenance and Repair Technicians	428 (443 – 15)	Transportation Equipment and Repair	Increase the number of Electric and Diesel Bus Maintenance and Repair Technicians for regional Transit Agencies.
	2. Aviation Maintenance Technicians	834 (1,000 – 166)	Aviation Maintenance	Expand the capacity of College of Alameda to enroll and train more Aviation Maintenance Technicians and explore other colleges expanding their programs (i.e. Gavilan, CCSF, Solano)
Health	1. Registered Nurses	2,915 (6,000 – 3,085)	Direct Patient Care/Hospital Pathway	Work with regional hospitals to increase the number of clinical placements available and work with regional colleges to increase efforts to hire qualified Nursing and Allied Health faculty to enable programs to increase capacity.
	2. Medical Assistants	2,037 (4,026 – 1,989)		

Sector	Top Labor Market Opportunity	Average Annual Undersupply (Demand – Supply)	Priority Career Pathway	Top regional priority to close the identified labor market gap and help build the identified career pathway.
ICT-Digital Media	5 middle skill IT jobs with most annual openings (listed below)*	3,782* (5,250 – 1,468)	1. Cloud computing Pathway (support roles) 2. Virtual Production Pathway 3. Pathways that incorporate AI	Raise awareness with regional non-tech employers that community colleges develop the talent they seek. Develop and execute a strategy to engage senior HR management at the region's top employers with our ICT programs and establish relationships to support mutual talent pipeline and DEI goals through marketing, events, and joint programs.
Public Safety	1. Paramedics 2. EMTs	52 (115- 63) 290 (520 - 230)	EMT to Firefighter to Paramedic Firefighter Pathway**	Programs that lead to Paramedic are the priority.
Education	Front-line, Coordinator and Director Out-of-School (OST) occupations	Unknown 3,921 job postings for OST occupations annually. Exact supply is hard to quantify. All information indicates not enough supply to meet demand.	1. TK to 12 Teacher Pathway 2. Child care worker to TK or P-3 Teacher (based on rollout of TK in the state, shortage of child care workers and new P-3 credential).	More CTE teachers are needed in K12 and community college CTE programs, especially in STEM pathways. Without these CTE teachers, community colleges will not be able to address the labor market opportunities in all six sectors.

*5,250 annual job openings (for Top 5 middle skill ICT jobs. Computer User Support Specialists, Web and Digital Interface Designers, Information Security Analysts, Graphic Designers, Network and Computer Systems Administrators) - 1,468 awards from related TOP codes – 0708.00, 0708.10, and 0708.20 (Computer Infrastructure and Support, Computer Networking, Computer Support) and CIP codes – 11.1001, 11.1003, 11.1006 and 11.0901 (Network and System Administration/Administrator, Computer and Information Systems Security/Auditing/Information Assurance, Computer Support Specialist, Computer Systems Networking and Telecommunications).

** See “EMT to Firefighter to Paramedic Firefighter Pathway” Map in the Public Safety section below.

Advanced Manufacturing

Top Labor Market Opportunity

1. Industrial Maintenance occupations (i.e. Automation Technicians, Robotics Technicians, Mechatronics Technicians, Mechanical Engineering Technicians, Industrial Maintenance Technicians, ARMM Technicians (*Automation / Robotics / Mechatronics / Maintenance*))
2. Machinists

Priority Career Pathways:

1. Industrial Maintenance Pathway
2. Machinists Pathway

Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

1. Machine Technology Programs (*APPR denotes the college has a registered Apprenticeship program)

- [Chabot](#) (Hayward) *APPR
- [De Anza](#) (Cupertino) *APPR
- [Diablo Valley](#) (Pleasant Hill)
- [Laney](#) (Oakland) *APPR
- [Marin](#) (Novato)
- [Napa Valley](#)
- [San Jose](#)
- [Santa Rosa](#) *APPR

2. Manufacturing Technician/Industrial Maintenance Technician (*Automation / Robotics / Mechatronics / Maintenance - ARMM*)

- [Diablo Valley](#) (Pleasant Hill)
- [Evergreen Valley](#) (San Jose)
- [Hartnell](#) (Salinas)
- [Laney](#) (Oakland)
- [Mission College](#) (San Jose)
- [Ohlone](#) (Fremont)
- [Santa Rosa](#)
- [Solano](#) (Fairfield)

Top regional priority to close the identified labor market gap and help build the identified career pathway.

Developing an Apprenticeship program at Foothill College on Manufacturing Technician / Industrial Maintenance

Advanced Transportation

Top Labor Market Opportunity

1. Electric and Diesel Bus Maintenance and Repair Technicians
2. Aviation Maintenance Technician

Priority Career Pathways:

1. Transportation Equipment and Repair
2. Aviation Maintenance

Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

- College of Alameda (COA), Gavilan, CCSF, Solano for Aviation Maintenance Technicians
- COA numbers:
 - Number of students enrolled currently = 89
 - Number of students on the waiting list = 150
 - Number of students College of Alameda graduates annually = 70
 - Demand for Aviation Maintenance Technicians in the region = 1,000+
- Major airlines (United, American, Southwest)
- College of Alameda, SRJC, Las Positas College for Electric and Diesel Bus Maintenance and Repair Technicians
- Regional Transit Agencies (AC Transit, Golden Gate Transit, SamTrans, Santa Clara Valley Transportation Authority, Sonoma County Transit, Monterey Salinas Transit (MST), Santa Cruz Metropolitan Transit District).

Top regional priority to close the identified labor market gap and help build the identified career pathway.

Expand the capacity of College of Alameda to enroll and train more Aviation Maintenance Technicians and explore other colleges expanding their programs (i.e. Gavilan, CCSF, Solano). Also, increase the number of Electric and Diesel Bus Maintenance and Repair Technicians for regional Transit Agencies. (survey underway to quantify demand from transit agencies).

Health

Top Labor Market Opportunity

1. Registered Nurses
2. Medical Assistants

Priority Career Pathway

Direct Patient Care/Hospital Pathway.

There are a total of 15,949 annual job openings for six middle-skill direct patient care occupations (Registered Nurses, Medical Assistants, Nursing Assistants, Licensed Vocational Nurses, Pharmacy Technicians, and Respiratory Therapists). All pay an hourly wage above the regional living wage of \$26 per hour, except Nursing Assistants, which is slightly below the regional living wage at \$24.

Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

- Colleges with Direct Patient Care programs. (18 colleges have Registered Nursing programs, 11 colleges have Medical Assisting programs, 7 colleges have Licensed Vocational Nursing programs, 5 colleges have Respiratory Care/Therapy programs, and 3 colleges have Pharmacy Technology programs).
- Regional hospitals (i.e. Kaiser Permanente, Sutter Health, UnitedHealth Group, Dignity Health, John Muir Health, UCSF Medical Center, Alameda Health System)

Top regional priority to close the identified labor market gap and help build the identified career pathway.

Expand the capacity of colleges with Direct Patient Care programs to meet the labor market demand for six middle-skill direct patient care occupations (Registered Nurses, Medical Assistants, Nursing Assistants, Licensed Vocational Nurses, Pharmacy Technicians, and Respiratory Therapists). Work with regional hospitals to increase the number of clinical placements available. Work within college collective bargaining units to establish competitive salary schedules for CTE faculty, such that employment as college faculty is a viable option as a career pathway for healthcare professionals.

Information Communication Technologies/Digital Media

Top Labor Market Opportunity

Increase the number of middle-skill IT support occupations (Computer User Support Specialist, Computer Network Support Specialists, Network and Computer Systems Administrators, Information Security Analysts, Computer Network Architects) to meet demand from non-tech employers. (In September 2023, the COE identified 9,721 job postings annually from the region's top 25 non-tech employers, for 10 middle-skill IT jobs).

Priority Career Pathways

1. Cloud computing support roles, which includes computer user support, data management, database and network architecture, programming, and information security.
2. Virtual Production Pathway (Digital Media).
3. Pathways that incorporate Artificial Intelligence (AI) into the curriculum.

Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

- All 28 colleges in the region with ICT programs
- Major non-tech employers (i.e. Capital One, Amazon, UnitedHealth Group, University of California, Tesla, eBay, Walmart, Deloitte, Salesforce, PG&E)

Top regional priority to close the identified labor market gap and help build the identified career pathway.

Raise awareness with regional non-tech employers that community colleges develop the talent they seek. Develop and execute a strategy to engage senior HR management at the region's top employers with our ICT programs and establish relationships to support mutual talent pipeline and DEI goals through marketing, events, and joint programs.

Public Safety

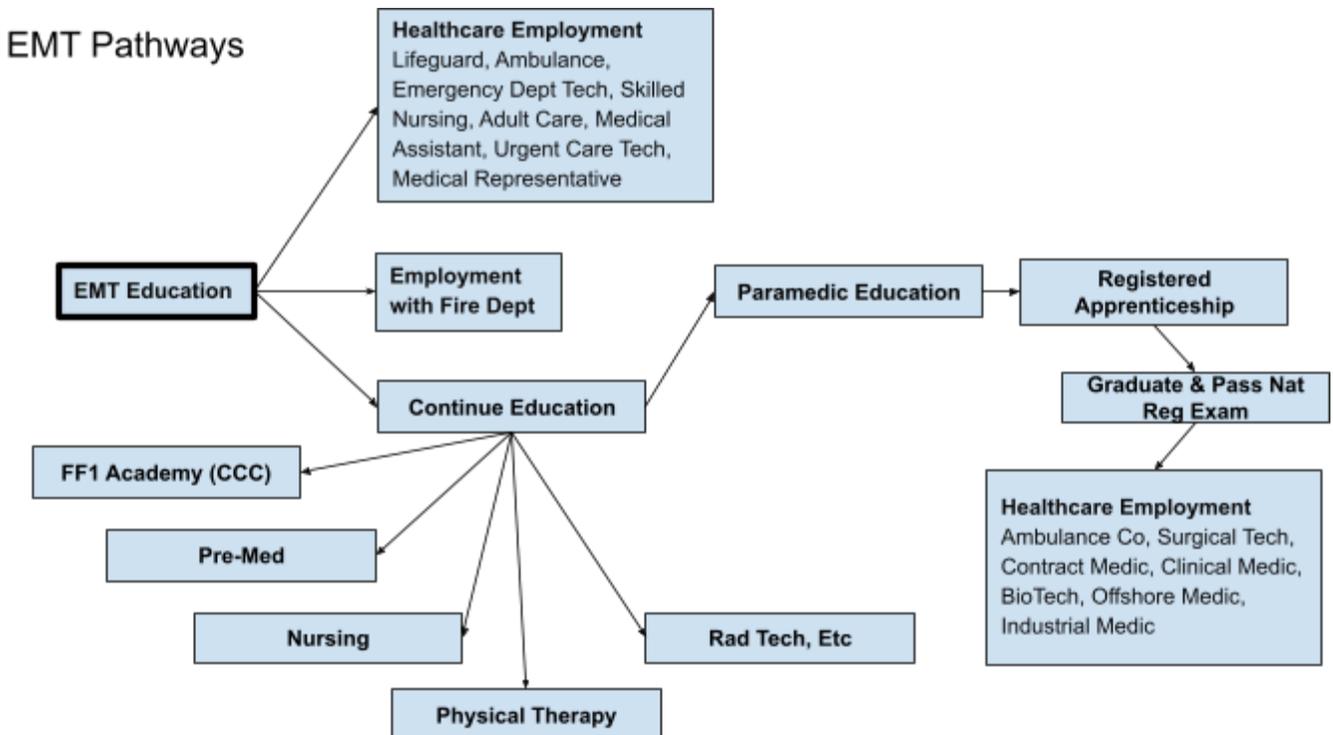
Top Labor Market Opportunity

Paramedics

Priority Career Pathway

EMT to Firefighter to Paramedic Firefighter

Note: Both the Public Safety and Health RDs believe that EMT is an entry-level employment opportunity to numerous career pathways.



Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

- Community colleges (Merritt, Chabot, SRJC, Gavilan, MPC)
- [EMS Corps](#) hosted by Alameda County EMSA (working to support under-served and non-traditional students, with Merritt and Chabot College looking to stand-up a paramedic program).
- SRJC and Windsor HS (to deliver the prerequisites for the EMT program that will feed into their Fire or Paramedic programs).
- CAEP grant in San Benito County (Gavilan College to offer an EMT program which would feed into MPCs Fire or Paramedic program).

Top regional priority to close the identified labor market gap and help build the identified career pathway.

Programs that lead to Paramedic are the priority.

Education

Top Labor Market Opportunity

Out-of-School (OST) and Extended Learning (EXL) occupations based on funding levels in the state. There were 3,921 job postings for a cluster of Front-line, Coordinator and Director Out-of-School (OST) occupations in the Bay Region (May 2021–April 2022), with not enough supply to meet demand.

Priority Career pathways:

- TK to 12 Teacher Pathway
- Child care worker to TK or P-3 Teacher (based on rollout of TK in the state, shortage of child care workers and new P-3 credential).

Sector "actors" who are best positioned to help close the identified labor market gap and/or help build the identified career pathway.

The CCCCO is embarking on a Bay region “Demonstration Project” for the Education sector, which will include, pre-apprenticeships that are linked to apprenticeships and to teacher residencies and four-year apprenticeships.

There are a host of other actors who are important to addressing the labor market gap and/or helping build the career pathways, including the following:

- California Department of Education (CDE)
- California Department of Apprenticeship Standards (DAS)
- U.S. Department of Labor and employer apprenticeship partners.
- K-12 districts with “Grow Your Own” pathways.
- Community colleges with Early Childhood Education (ECE) and teacher preparation education programs.
- Four-year colleges and universities (i.e. accredited to offer professional education and/or subject matter programs).
- Labor unions (i.e. CTE/AFT teachers unions; SEIU and other represented child care providers).
- Commission on Teacher Credentialing
- Child care organizations(i.e. First 5 California)
- County Offices of Education
- Workforce Development Boards (WDBs)
- Community non-profit partners

Top regional priority to close the identified labor market gap and help build the identified career pathway.

More CTE teachers are needed in K12 and community college CTE programs, especially in STEM pathways. Without these CTE teachers, community colleges will not be able to address the labor market opportunities in all six sectors.

State and Regional Plans

The relationship between Vision 2030, the California State Plan for CTE, the Governor's Career Education Master Plan and our Region Plan is mapped out at a high level in the graphic below.



An equitable K14/16 educational pathway system can ensure California students access and success in the learning needed to secure family-sustaining careers that reach their dreams and nourish California's economy, particularly for minoritized students, communities, and regions.

To support work building inclusive and equitable K14/16 pathways, we came together to make sense of several current and in-draft state and regional plans setting priorities for educational pathways for California students into higher education and workforce. Your feedback welcomed & needed!

●	●	●	●
<p><u>California Community Colleges Vision 2030</u> is an action plan to guide community college practice and foster policy centering equity to improve outcomes in success, access, and support for higher ed and workforce attainment.</p>	<p><u>CA State Plan for CTE: A Vision for Equity and Excellence in CTE</u> in-development seeks to align disjointed CA resources towards CTE pathways in which K12 and community college district resources fund equitable student success and our state's economy economy, including data, educators, and funding (Perkins, SWP, K12 SWP, CTEIG etc.)</p>	<p><u>Governor's Career Education Master Plan</u> DRAFT plan to align all state and regional initiatives and funding to improve collaboration and coordination across systems to meet <u>Exec. Order N-11-23</u> to address barriers Californians face in learning, and getting credit for, the skills they need for access to living-wage work.</p>	<p><u>Bay Area Community College Consortium Regional Plan</u> aligns state funded K12 SWP & community college CTE education and workforce development resources for the Bay Region to build pathways enabling all Californians into family-sustaining employment and meets the needs of employers for well-qualified candidates in in-demand jobs.</p>

EMERGING SHARED STRATEGIC PRIORITIES

Equity in Student Access & Success	●	●	●	●
Educational Pathways (K-14/16/18)	●	●	●	●
Data-informed Planning and Decision-making	●	●	●	●
Systems & Funding Alignment	●	●	●	●
Early Credit (Dual Enrollment & Credit for Prior Learning)	●	●	●	●
Increased Student Supports (e.g. Financial Aid & Services)	●	●	●	●
Expanding Work-Based Learning	●	●	●	●
Address CTE Teacher Shortages	●	●	●	
Future Focused Planning (e.g. Climate change, AI)	●		●	

There are many more plans at the regional level. In addition to our 28 colleges, workforce development in the Bay region is served by 16 California Adult Education Program (CAEP) consortia, and 13 [Workforce Development Boards](#) organized in 4 Regional Planning Units. We also have two [K-16 Collaboratives](#) in our region, two [California Jobs First](#) collaboratives, and 15 of our colleges are participating in Regional Equity and Recovery grants in partnership with their Workforce Development Boards. Each of these entities has its own planning processes and documents.

Goal: Engage with regional and subregional workforce development partners to seek opportunities to achieve better outcomes through alignment, coordination and integration of efforts. Provide partnerships with data, convening, and project management support.

Through a regular monthly call focused on adult career pathways to which Workforce Development Boards, Adult Ed Consortia, and college representatives were invited, it became apparent to all that there would be mutual benefit to identifying the intersections between our respective plans and determining if there would be value in aligning, coordinating or integrating our efforts on specific priorities.

Our initial efforts in this direction involved creating a platform (bay.wfd.bacc.net) on which agencies could upload brief descriptions of their priorities, the populations served, and their stakeholders. The platform was designed to enable individuals and organizations to look for promising intersections that might warrant reaching out to the identified contact.

In practice, this proved to be not very effective. Describing the many priorities of an agency and its plans is prohibitively time-consuming, and as the platform becomes more dense with entries, it becomes harder to search. The new generative AI tools offer the possibility of automating this process.

Objectives

- Develop and utilize generative AI tools to identify the intersections between a variety of regional and state planning documents.
- Enable users to query the corpus of planning documents so that the identification of potential partners can be done as and when needed.
- Using these tools, identify a set of priorities common across multiple entities and bring these forward for consideration in or more of the following venues: monthly adult pathway calls, subregional meetings of colleges, Workforce Development Boards, and CAEP consortia.
- Provide support for collaborative projects that have committed partners.

The goals of the K16 and California Jobs First Collaboratives are well aligned with the mission and goals of our community colleges.

Objectives

- Engage at a leadership level with a K16 and a California Jobs First collaborative to identify and take advantage of opportunities to leverage each other's efforts.

Spending Plan

The table below displays the Regional SWP projects for Round 9 (2023-24) Regional Strong Workforce Program funds. The Bay Region allocates 82.5% of the Regional SWP funds to colleges in the same proportion as SWP Local funds are allocated. 12.5% is allocated to Regional Joint Ventures, projects in which 4 or more colleges have partnered together to achieve outcomes that would be more difficult or expensive to achieve working independently. RJVs that are ongoing are displayed in bold. More detail on the current and past RJVs is available at rjv.baccoc.net

Bay Area	\$108,300	Vision 2030 Transportation: Preparing for ZEVs
	\$158,000	#RJV9 AIDA Transition to Sustainable Structure
	\$210,000	#RJV 9 Early College Credit Regional Support
	\$212,500	#RJV9 Unveiling Future Careers - Bay Area CTE Showcase
	\$265,000	#RJV9 Bay Area Summer CyberCamps (College Credit/Non-Credit)
	\$410,000	Netlab - Regional Private Cloud #RJV8
Berkeley City College	\$15,357	R9 RJV Regional Virtual Production Academy Continued from R8 RJV
Cabrillo College	\$10,000	Cabrillo Cybersecurity - R9
	\$151,754	Cabrillo K14 Pathways - Somos Familia - R9
	\$357,614	Cabrillo Strengthening Career Pathways - R9
Canada College	\$294,550	Y9R Economic Development & Career Education Innovation Strategies (24/25)
Chabot College	\$20,639	Transitioning to Electric Vehicle Services R9
	\$92,860	Dental Hygiene Work Based Learning - R9
	\$95,689	Early Childhood Education Career Services R9
	\$125,685	K-14 Pathways to CTE R9
	\$229,819	#RJV9 Public Safety Ongoing Investment - Continued
City College of San Francisco	\$2,480	(28416) Career Services - Healthcare (FY25-26)
	\$100,803	(28414) Career Services - Education, Public & Social Services (FY25-26)
	\$103,302	(28421) MakerSPHERE (FY25-26)
	\$103,304	(28420) Center for Entrepreneurship & Innovation (FY25-26)
	\$152,782	Career Services Outreach - All (FY25-26)
	\$154,826	(28413) Career Services - Business & Finance (FY25-26)
	\$166,352	(28418) Career Services - Transportation Bldg, & Construction Trades (FY25-26)
	\$420,335	(28417) Career Services - STEM & Digital Media (FY25-26)
College of Marin	\$258,029	SWR9- COM: Partnering for Innovative Career Education - Continued
Contra Costa CCD	\$181,122	Round 9 - East Bay Pathways and Partnerships for Career Education - CONTINUED

Contra Costa College	\$104,517	R9 - Scaling Work Based Learning & Employer Engagement
	\$323,592	R9 - Early College Credit - Dual Enrollment Pathways - 684101
De Anza College	\$621,693	SWP 9: Regional CTE Outreach, Leadership, Industry Engagement and Innovation
Diablo Valley College	\$21,000	684106 Administration of Justice companion project to Public Safety RJV
	\$35,000	684136 East Bay Regional Pathways and Partnerships R9 - Continued
	\$36,397	050640 DVTI and Entrepreneurship R9 - Continued
	\$50,000	684136 East Bay Regional Pathways and Partnerships
	\$137,000	682011 Regional CTE Program Marketing and Improvements R9 - Continued
	\$176,212	684131 684122 WBL and Employer Engagement R9 - Continued
	\$349,000	R9 RJV Regional Virtual Production Academy Continued from R8 RJV
Gavilan College	\$10,000	Aviation Mechanics - 2.0 - R9 Continued
		HVAC R9 Continued
	\$14,000	Law School Pathway R9 Continued
	\$348,819	Regional All Plans Support R9 Continued
Laney College	\$10,000	R9 * Virtual Production Studio *R5 - Continued
	\$29,455	R9 * Mach - Advanced CNC Multi Axis Machining *R7 - Continued *R8 - Continued
	\$118,015	R9 * K - 14 Pathways - CTE Outreach
	\$144,849	R9 * Laney FabLab *R7 - Continued - *R8 - Continued
	\$242,000	#RJV9 AIDA Transition to Sustainable Structure
Las Positas College	\$28,880	Regional Drone Technology - Continued
	\$330,914	#RJV9 Public Safety Ongoing Investment - Continued
Los Medanos College	\$161,908	CTE Partnership & Development (R9)
	\$351,202	#RJV9 Public Safety Ongoing Investment - Continued
Merritt College	\$289,969	SWF 9 Regional:Merritt Strong workforce administrative support
Mission College	\$414,180	R9: Community Partnerships, Outreach and Regional Program Support
Monterey Peninsula College	\$13,298	MPC Nutrition and Dietetics (9 - 1559)
	\$117,210	Monterey County Work Based Learning, Workforce Development and Job Placement (9-1559)
	\$271,204	MPC Strong Workforce Coordination - CTE Hub (9 - 1559)
Peralta CCD	\$200,800	PCCD SWP Management and Coordination Round 9
San Jose City College	\$123,843	[R9]: DEI Outreach, Marketing, Retention - Healthcare, Technology, and Trades - Continued
	\$196,405	[R9]: Workforce Preparation and Work Experience

		Enhancement - Continued
		[R9]: Advancing Workforce Strategies: Supportive Measures
	\$288,960	for SWP and CE - Continued
Santa Rosa Junior College	\$74,539	CCAP Agriculture & Natural Resources (1717-0101)
	\$75,217	Employment Success - Continued to R9 (1717-6340)
	\$194,403	SWP Project Administration - Continued to R9 (1717-4964)
	\$210,000	Horticulture Propagation House (1717-0109)
Skyline College	\$394,957	Career Readiness and Job Placement - Round 9