WORKFORCE AND ECONOMIC SUMMARY

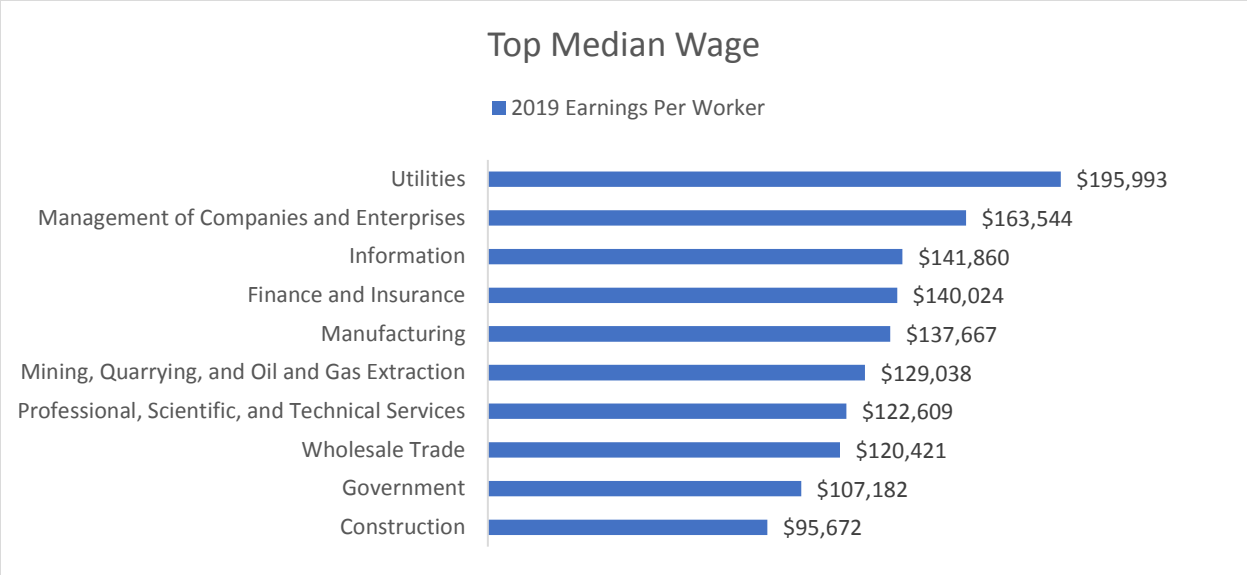
The vision of the Workforce & Economic Development Department is that all LMC students are the preferred candidates for high-demand, high-wage careers because they have the knowledge, skills, and abilities to meet the current and future needs of the economy. To that end, we recommend program development based on labor market data, anecdotal industry interviews, and faculty input that aligns with Guided Pathways.

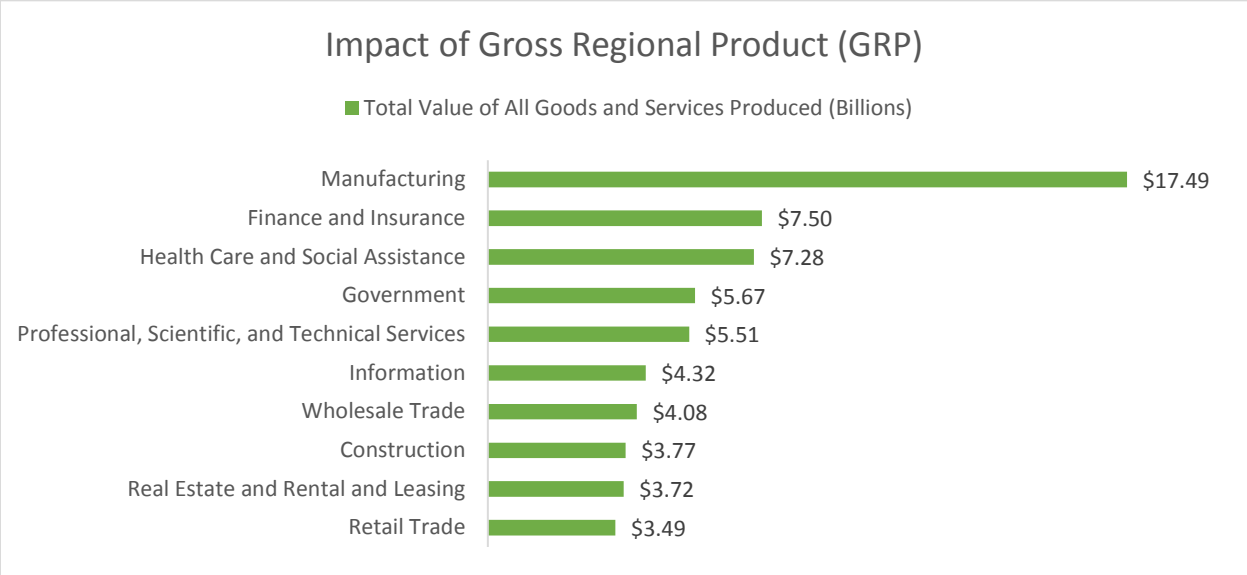
FACTORS IN DATA ANALYSIS

We draw labor market data primarily from Emsi, a labor market analytics tool that covers 99% of the workforce, "compiled from a wide variety of government sources, job postings, and online profiles and résumés."[1] We identify industries by standard North American Industry Classification System (NAICS) codes. Additionally, we use data provided by Contra Costa County, local cities, and economic development workgroups to monitor local development and needs as they arise.

The 4 main industry metrics we consider, in order of importance, are Fastest Growth, Median Wage, GRP Impact, and Total Jobs. The following charts are based on the Q1 2020 data set and indicate the top industries in Contra Costa County:

[1] https://www.economicmodeling.com/company/


Top Median Wage
2019 Earnings Per Worker
Utilities
$195,993
Management of Companies and Enterprises
$163,544
Information
$141,860
Finance and Insurance
$140,024
Manufacturing
$137,667
Mining, Quarrying, and Oil and Gas Extraction
$129,038
Professional, Scientific, and Technical Services
$122,609
Wholesale Trade
$120,421
Government
$107,182
Construction
$95,672


Impact of Gross Regional Product (GRP)
Total Value of All Goods and Services Produced (Billions)
Manufacturing
$17.49
Finance and Insurance
$7.50
Health Care and Social Assistance
$7.28
Government
$5.67
Professional, Scientific, and Technical Services
$5.51
Information
$4.32
Wholesale Trade
$4.08
Construction
$3.77
Real Estate and Rental and Leasing
$3.72
Retail Trade
$3.49

PRIORITY INDUSTRIES AND ASSOCIATED TOP JOBS

Based on the data and prioritization above, we have identified the following 5 priority industries:

- Healthcare
- Construction
- Manufacturing
- Finance and Insurance
- Professional, Scientific, and Technical Services

We then identify corresponding occupations based on the Standard Occupational Classification (SOC) system to align with O*NET, "the nation's primary source of occupational information… developed under the sponsorship of the U.S. Department of Labor."[2] These priorities are supported by the conclusions of a range of municipal and regional economic development reports.

Below, we identify the 5 fastest growing jobs in each priority sector that are considered middle-skill, meaning that they require more education than a high-school diploma but less than a bachelor's degree. Where fewer than 5 occupations resulted, education level was expanded. At the occupation level, Annual Openings becomes an available subset of Total Jobs that we use to assess prioritization. Where a slower-growing occupation is above-average in both Annual Openings and Median Wage, it is also added to the list.

[2] https://www.onetcenter.org/overview.html

HEALTHCARE							
SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
31-9092	Medical Assistants	2,849	3,285	436	423	$20.98	Postsecondary nondegree award
31-1014	Nursing Assistants	2,394	2,615	221	324	$18.68	Postsecondary nondegree award
29-2061	Licensed Practical and Licensed Vocational Nurses	1,500	1,657	157	151	$29.73	Postsecondary nondegree award
29-2099	Health Technologists and Technicians, All Other	707	858	151	83	$22.67	Postsecondary nondegree award
31-9091	Dental Assistants	1,623	1,770	147	219	$22.32	Postsecondary nondegree award

CONSTRUCTION							
SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
47-2031	Carpenters	3,383	3,511	128	381	$29.35	High school diploma or equivalent
47-2141	Painters, Construction and Maintenance	1,371	1,485	114	167	$26.07	No formal educational credential
47-2061	Construction Laborers	3,257	3,357	100	387	$24.99	No formal educational credential
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,510	1,585	75	176	$40.15	High school diploma or equivalent
47-2181	Roofers	518	589	71	71	$21.14	No formal educational credential
47-2111	Electricians	1,786	1,728	(58)	204	$39.71	High school diploma or equivalent

Construction jobs do not typically require formal degrees, but many positions require membership in a trade union and completion of a formal apprenticeship.

MANUFACTURING							
SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,442	5,713	271	832	$15.52	No formal educational credential
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	955	994	39	97	$38.20	High school diploma or equivalent
51-4121	Welders, Cutters, Solderers, and Brazers	318	342	24	41	$23.27	High school diploma or equivalent
47-2221	Structural Iron and Steel Workers	199	219	20	29	$33.38	High school diploma or equivalent
49-9041	Industrial Machinery Mechanics	357	376	19	37	$36.05	High school diploma or equivalent
51-1011	First-Line Supervisors of Production and Operating Workers	759	771	12	81	$32.96	High school diploma or equivalent

While the manufacturing sector as a whole is slightly shrinking, "Attracting a new generation of skilled, technology savvy workers to the manufacturing sector has become increasingly important with the adoption of advanced manufacturing processes."[3] Many jobs in this sector, like Construction, rely on union apprenticeships rather than academic credentials.

FINANCE AND INSURANCE							
SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
13-1161	Market Research Analysts and Marketing Specialists	2,427	2,564	137	282	$35.14	Bachelor's degree
13-2011	Accountants and Auditors	3,423	3,549	126	350	$36.43	Bachelor's degree
13-2052	Personal Financial Advisors	754	804	50	69	$58.50	Bachelor's degree
13-1071	Human Resources Specialists	1,589	1,635	46	171	$34.41	Bachelor's degree
13-1199	Business Operations Specialists, All Other	4,386	4,432	46	434	$37.20	Bachelor's degree

[3] Craft Consulting Group. (2019). *Northern Waterfront Economic Development Initiative (NWEDI) Strategic Action Plan.* Contra Costa County Department of Conservation and Development.

PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES							
SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
23-2011	Paralegals and Legal Assistants	585	615	30	69	$28.10	Associate's degree
19-4099	Life, Physical, and Social Science Technicians, All Other	81	86	5	11	$27.51	Associate's degree
19-4031	Chemical Technicians	141	144	3	15	$22.01	Associate's degree
17-3019	Drafters, All Other	47	49	2	5	$26.73	Associate's degree
17-3026	Industrial Engineering Technicians	51	53	2	5	$25.66	Associate's degree
17-3029	Engineering Technicians, Except Drafters, All Other	180	181	1	18	$32.49	Associate's degree

COMMUNITY IMPACT

As the college considers creating, adapting, and discontinuing programs, we recommend that it carefully consider not only the broad economic reports above, but also focus on the areas in which the college can have the greatest potential impact. Unemployment in the county is at historic lows, fueled by low-skill, low-wage jobs that are growing up to 5 times faster than middle- and high-wage jobs.[4] Those low wages disproportionately affect people of color who are concentrated in the cities of Pittsburg and Antioch and who represent a plurality of the students at Los Medanos College.[5] In order to have greatest impact on our students and the larger community, high growth, living wage jobs, those with median earnings above $20.00 per hour, should be our priority.

[4] Contra Costa Community College District. (2018). *Analysis of the Economic Impact and Return on Investment of Education*.

[5] Gambhir, Samir and Moore, Eli. (2019) *Lift Up Contra Costa Demographic Analysis*. Haas Institute for a Fair and Inclusive Society. Based on U.S. Census Bureau, American Community Survey, 5 year estimate, 2013-2017