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CENTERS OF EXCELLENCE
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MT SAN JACINTO COLLEGE

ENVIRONMENTAL SCAN

MAY 2008



**CENTER OF EXCELLENCE,
INLAND EMPIRE**

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Table of Contents

Introduction and Scope	3
Demographic Summary.....	5
Current Industry Breakdown.....	9
Projected Job Growth by Industry	12
Occupational Projections.....	15
Major Employers	19
Conclusion and Recommendations.....	20
Data Sources and Calculations	21

Introduction and Scope

This profile report provides brief information and analysis of demographic characteristics, business concentration, industry make up and lists of high-growth occupations within Mt. San Jacinto College Service area. The reports is aimed at assisting MSJC administration in decision-making regarding future educational and training programs that would be appropriate and timely for the current demographic and economic situation in the area.

The analysis in this report includes data for the following ZIP codes falling into the service area of Mt. San Jacinto College (see GIS Map on the next page):

92220 (Banning),	92548 (Homeland),
92223 (Beaumont),	92549 (Idyllwild),
92230 (Cabazon),	92581 (San Jacinto),
92543 (Hemet),	92582 (San Jacinto),
92544 (Hemet),	92583 (San Jacinto),
92545 (Hemet),	92596 (Winchester).
92546 (Hemet)*,	

This report contains information that was compiled from the InfoUSA employer listings and analyzed with the help of Environmental System Research Institute's (ESRI) GIS software application. Occupational and industry projections data was provided by Economic Modeling Specialists Inc. (EMSI).

About the Centers of Excellence

The Centers of Excellence (COE) are part of the Business and Workforce Performance Improvement (BWPI) initiative within the California Community College's Economic and Workforce Development Network. The regional COEs are focused on building the capacity of the community colleges in the area of economic and workforce development to enhance their ability to deliver education and training services to businesses and workers in high growth industries, new technologies, and other clusters of opportunities. Centers provide market intelligence regarding workforce trends, increasing awareness and visibility about the colleges economic and workforce development programs and services, and strategically develop partnerships with business and industry.

Important Disclaimer

All representations included in this report have been produced from a secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings. However, neither the Business and Workforce Performance Improvement, Centers of Excellence, COE host District or California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon this study including components or recommendations.

GIS Map of Mt. San Jacinto Service Area (by Zip Codes)



Source: ESRI, Inc., 2008

Demographic Summary

Population in the Mt. San Jacinto service area grew by 5.45% annually within the last seven years. Total population in 2007 is estimated to be about 236,800. It is expected to keep increasing at an annual rate of 4.4%. Likewise, number of households (a current estimate of almost 90,000) is projected to grow rapidly at 4.35% annual rate and result in over 20,000 new households in five years (see Table 1).

Population incomes are also observing an upward trend. Average household income increased from \$41,450 to \$52,429 in the past seven years, and is projected to keep growing at approximately the same pace through 2012.

Table 1 – Demographic and Income Summary

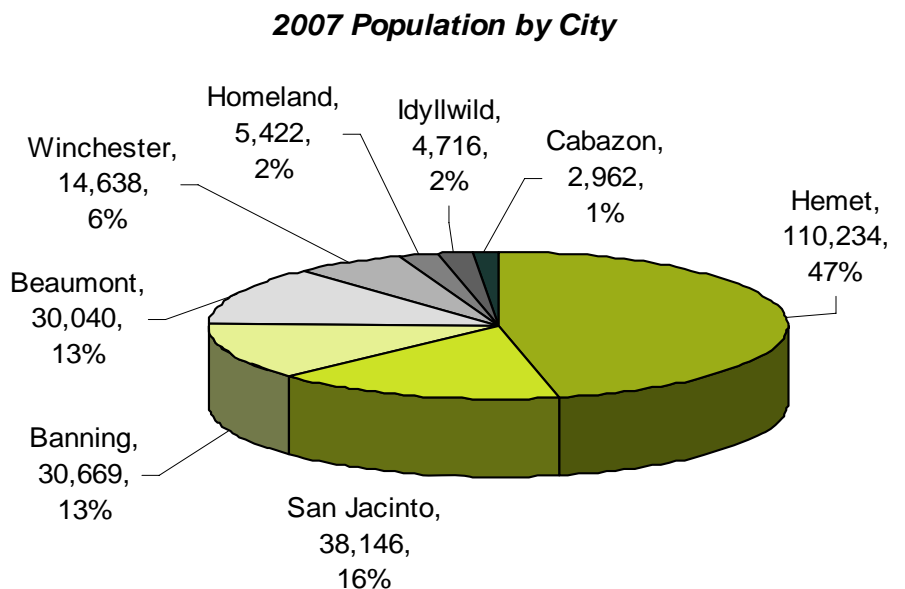
Summary	2000	2007	2012*	2000-2007 Annual Growth	2007-2012 Annual Growth*
Total Population	177,739	236,827	293,739	5.45	4.40
Total Households	68,624	89,802	110,841	5.38	4.35
Average Household Size	2.63	2.65	2.60		
Total Housing Units	79,623	101,759	123,811		
Per Capita Income	\$16,405	\$20,252	\$23,609		
Average Household Income	\$41,450	\$52,429	\$61,668		

Source: U.S. Census Bureau, 2007 through ESRI, Inc.

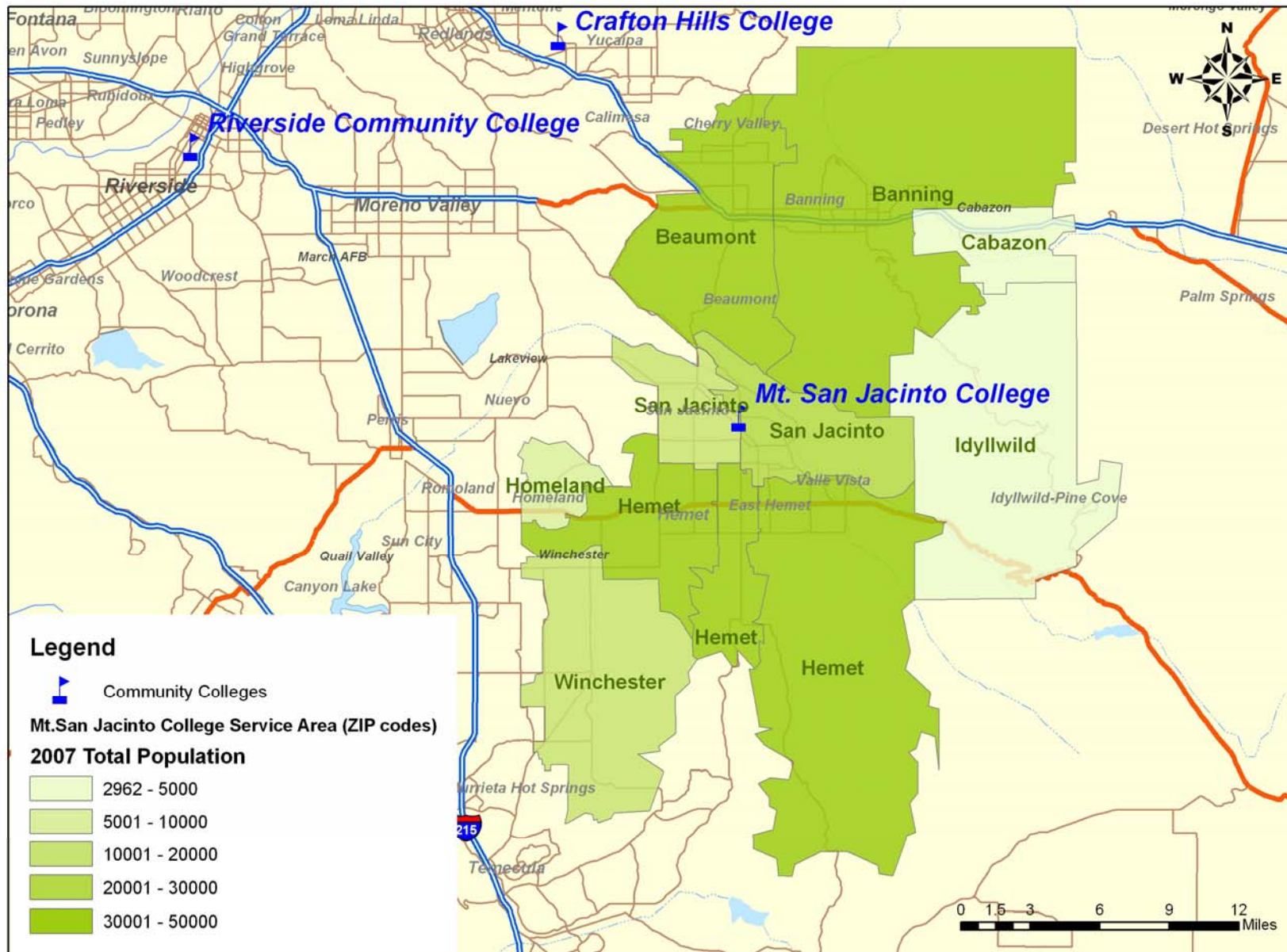
* 2012 data is projected

According to 2007 census data, the most populated city within the Mt. San Jacinto College service area is Hemet, which accounts for 110,234 people and 47% of total population in the studied area. It is followed by San Jacinto, Banning, and Beaumont, each of which has population of over 30,000 people.

GIS Map on the next page shows 2007 population distribution by ZIP codes.



GIS Map of Population Distribution by ZIP codes



Source: ESRI, Inc., 2008

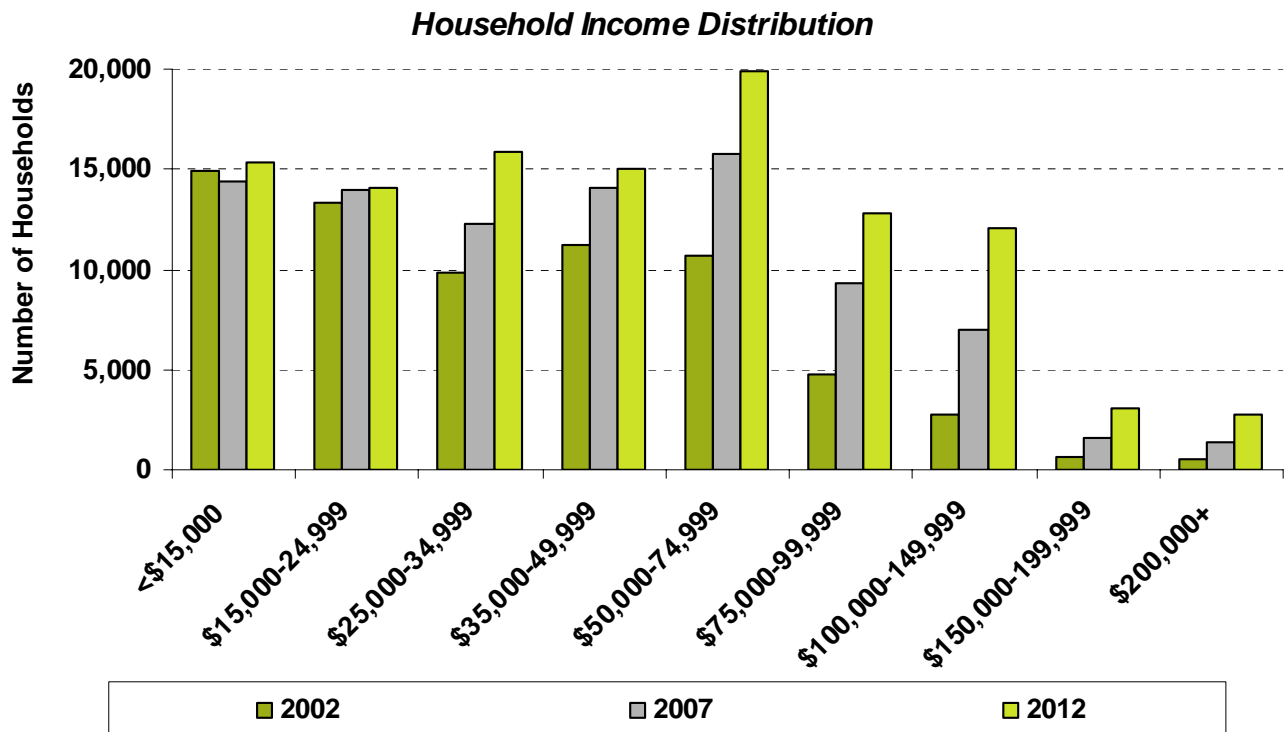
Income

The predominant income group in the area is the group of households with less than \$15,000 in annual earnings. However, the share of this group decreased by 5% during the last seven years and is expected to fall even further in the next five years. The number of households making between \$50,000 and \$75,000 is steadily growing. There is also a noticeable increase in the number of households with annual incomes from \$75,000 to \$150,000 – their number doubled in the past seven years.

Table 2 – Household Income Summary for Mt. San Jacinto College Service Area

Households by Income	2002		2007		2012	
	Number	Share, %	Number	Share, %	Number	Share, %
<\$15,000	14,920	21.7%	14,424	16.1%	15,311	13.8%
\$15,000-24,999	13,313	19.4%	14,021	15.6%	14,084	12.7%
\$25,000-34,999	9,853	14.4%	12,297	13.7%	15,900	14.3%
\$35,000-49,999	11,239	16.4%	14,098	15.7%	15,073	13.6%
\$50,000-74,999	10,683	15.6%	15,758	17.5%	19,850	17.9%
\$75,000-99,999	4,710	6.9%	9,272	10.3%	12,821	11.6%
\$100,000-149,999	2,712	4.0%	6,975	7.8%	12,074	10.9%
\$150,000-199,999	644	0.9%	1,575	1.8%	3,027	2.7%
\$200,000+	540	0.8%	1,382	1.5%	2,701	2.4%
TOTAL	68,614		89,802		110,841	

Source: U.S. Census Bureau, 2007 through ESRI, Inc.



Age and Projected Number of Student-Age Population

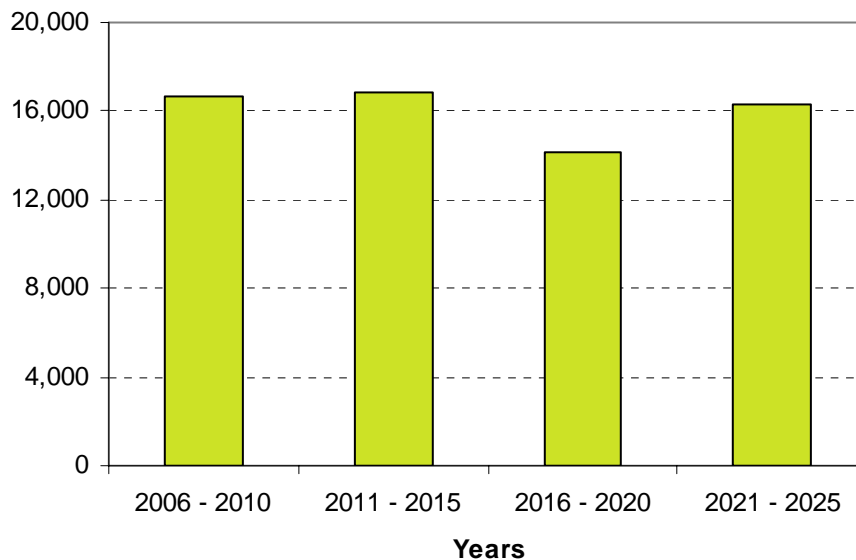
The student age population (as projected based on the current youth population data) is expected to be rather consistent through 2025 – at the level of about 16,000 – 17,000 people within each five year period. A moderate, however noticeable, drop in high-school graduate age population is projected to take place between 2016 and 2020, resulting in 2,000 less potential college students (see Table 3).

Table 3 – Youth Population Residing in Mt. San Jacinto College Service Area & other Age Groups, 2007

Age Groups	Projected high-school graduation year	2007 Population
0-4	2021 - 2025	16,273
5-9	2016 - 2020	14,100
10-14	2011 - 2015	16,808
15-19	2006 - 2010	16,666
20-34	-	37,636
35-49	-	42,302
50-64	-	38,082
65-79	-	33,732
80+	-	21,228

Source: U.S. Census Bureau, 2007 through ESRI, Inc.

Number of High-school Graduates
(projected based on 2007 kid/youth population)
Mt.San Jacinto College Service Area



Current Industry Breakdown

The analysis of the current make-up of local industry by employment within Mt. San Jacinto College's service area shows that the Educational Services sector had the largest share of employment (9.8%, 5,554 jobs) in 2007, followed by Food Services and Drinking Places industries with 9% of employment share (5,082 jobs) and Ambulatory Health Care services industries with 5.1% share and 2,872 jobs (see Table 4 and the chart on the next page).

As the data shows, all top 15 industries in the area are non-manufacturing. Most businesses are clustered within population serving industries, including education, healthcare, real estate, and hospitality services. Retail industries are rather strong as well. In particular, Motor Vehicle and Parts Dealers industry is the fourth largest industry by employment in the area and the first largest industry by sales volume.

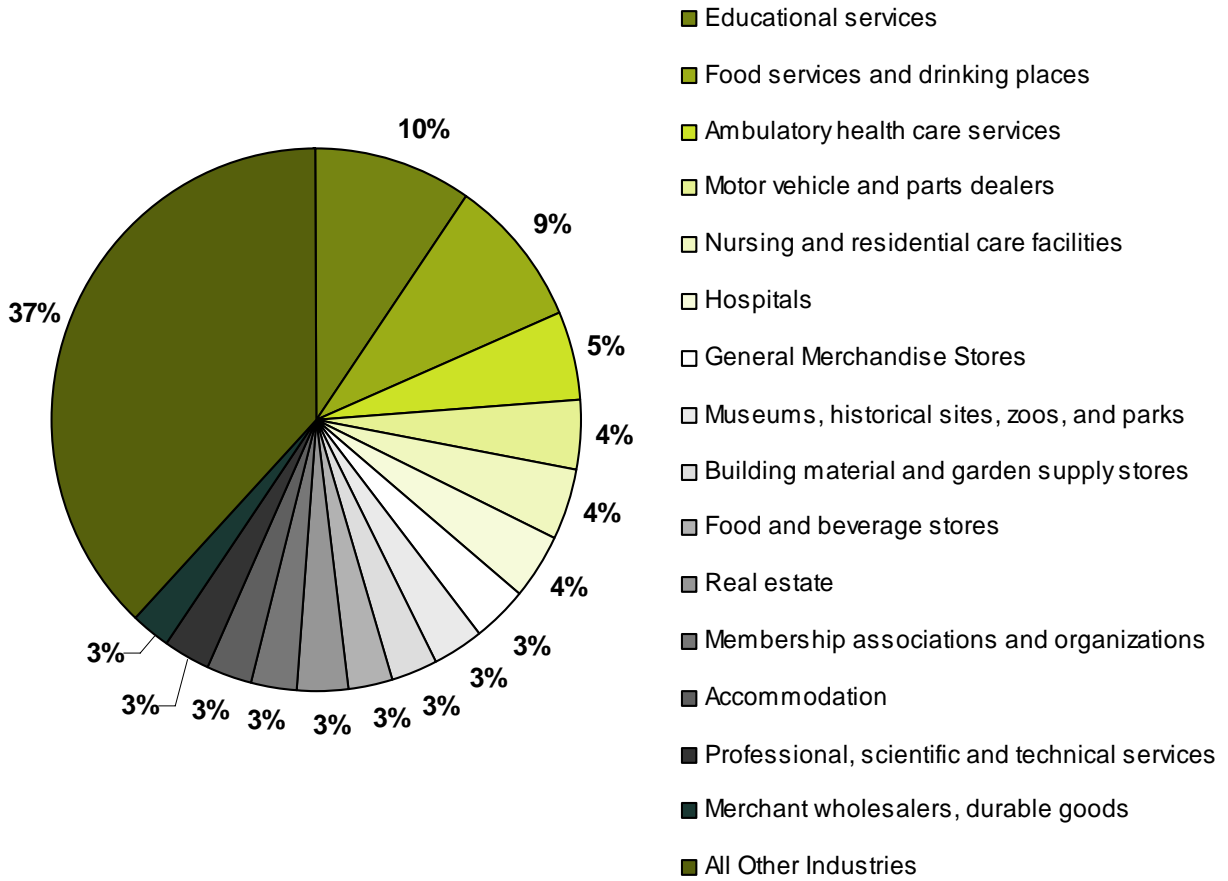
GIS Map on page 11 shows geographical concentration and distribution of businesses among the studied ZIP codes.

Table 4 – Top 15 Industries within MSJC Service Area

Rank	3-digit NAICS	NAICS Description	# of Businesses	2007 Employment	% of Total Empl	2006 Sales in \$1,000s
1	611	Educational services	139	5,554	9.8%	8,037
2	722	Food services and drinking places	340	5,082	9.0%	209,802
3	621	Ambulatory health care services	356	2,872	5.1%	486,394
4	441	Motor vehicle and parts dealers	128	2,456	4.3%	1,782,592
5	623	Nursing and residential care facilities	63	2,338	4.1%	147,683
6	622	Hospitals	7	2,252	4.0%	229,659
7	452	General Merchandise Stores	37	1,784	3.1%	293,770
8	712	Museums, historical sites, zoos, and parks	19	1,709	3.0%	18,237
9	444	Building material and garden supply stores	108	1,664	2.9%	469,425
10	445	Food and beverage stores	125	1,634	2.9%	392,960
11	531	Real estate	359	1,633	2.9%	256,288
12	813	Membership associations and organizations	262	1,623	2.9%	24,656
13	721	Accommodation	83	1,587	2.8%	152,654
14	541	Professional, scientific and technical services	389	1,497	2.6%	227,065
15	423	Merchant wholesalers, durable goods	138	1,456	2.6%	924,700
-	-	All Other Industries	3,243	21,601	38.1%	3,634,194
TOTAL			5,796	56,742		9,258,116

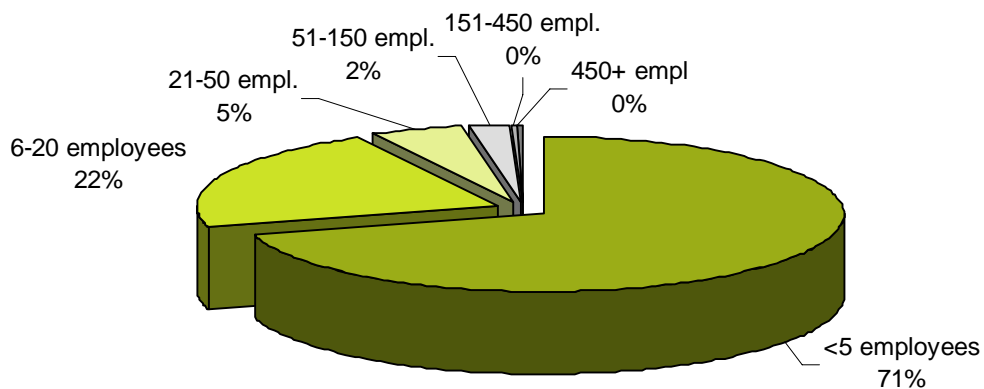
Source: InfoUSA Inc., 2007 through ESRI, Inc.

**Top 15 Industries by Employment, 2007
MSJC Service Area**

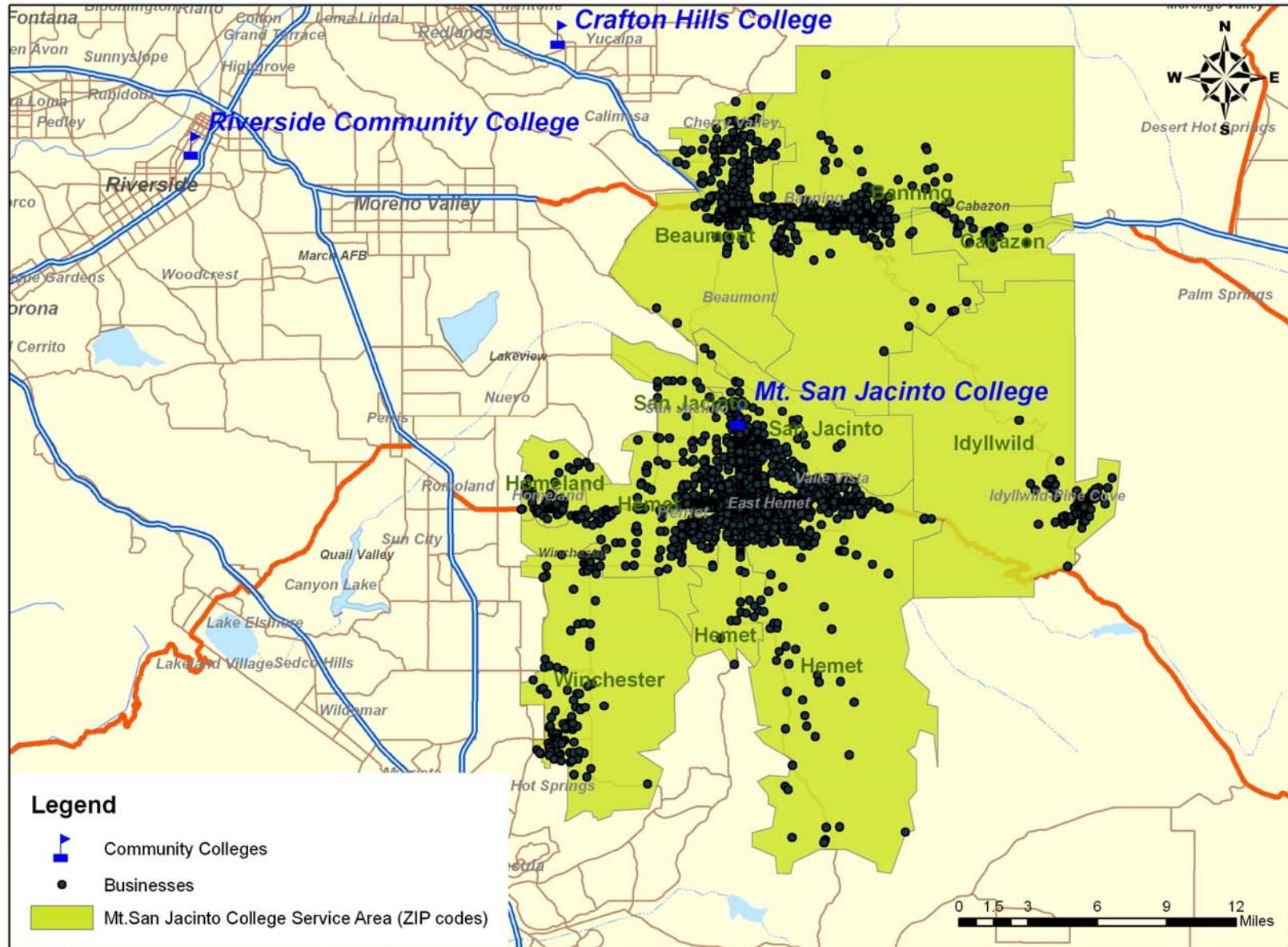


As the prevailing sector is population serving, the majority of businesses in MSJC service area are small (71% of all businesses have five or less employees). The second largest group with a share of 22% of all businesses includes establishments with 6-20 employees.

Businesses by Employment size, 2007



GIS Map of Businesses within Mt. San Jacinto College's Service Area



Source: ESRI, Inc., 2008

Projected Job Growth by Industry

Five-year projections of the jobs growth by industry, provided by Economic Modeling Specialists Inc (EMSI), show that in the next five years the most job openings will be available in the following industries:

- Local Government (NAICS 930) – almost 1,670 new jobs (17% growth in five years);
- Food Services and Drinking Places (NAICS 722) – about 850 jobs (18% growth);
- Real Estate (NAICS 531) – about 740 new jobs (27% growth);
- Computer and Electronic Product manufacturing (NAICS 334) – about 620 new jobs (63% growth);
- Specialty Trade Contractors (NAICS 238) – over 500 new jobs (22% growth);
- Ambulatory Healthcare Services (NAICS 621) – about 480 new jobs (17% growth);
- Building Material and Garden Supply Stores (NAICS 444) – about 330 new jobs (35% growth);
- General Merchandise Stores (NAICS 542) – over 370 new jobs (20% growth);
- Professional and Technical Services (NAICS 540) – about 310 new jobs (14% growth).

It is worth noting that Local Government industries within data provided by EMSI include not only local government administration, but also public educational establishments and potentially some health care services/providers. Considering that educational institutions collectively account for the most employment in the area (see page 9), a significant part of the projected jobs within local government is expected to be created within these educational and health related establishments.

More detailed information on job growth by industry within Mt. San Jacinto College's service area can be found in Table 5.

Table 5 – Job Projections by Industry for 2007 – 2012

**Industry Projections by NAICS Code, 2007-2012
M SJC Service Area (by ZIP Codes)**

Highlighted are fastest growing industries (by absolute number of new jobs - "Change" column)

NAICS Code	NAICS Description / Industry	2007 Jobs	2012 Jobs	Change	% Change	EPW
11	Agriculture, forestry, fishing and hunting	828	888	60	7%	\$31,554
11A	Crop and animal production	365	347	(18)	(5%)	\$30,847
113	Forestry and logging	274	378	104	38%	\$34,794
114	Fishing, hunting and trapping	<10	<10	--	--	--
115	Agriculture and forestry support activities	188	162	(26)	(14%)	\$28,317
21	Mining	18	14	(4)	(22%)	\$95,737
211	Oil and gas extraction	<10	<10	--	--	--
212	Mining, except oil and gas	16	13	(3)	(19%)	\$94,815
213	Support activities for mining	0	0	0	0%	\$0
22	Utilities	54	30	(24)	(44%)	\$109,057
23	Construction	3,394	4,150	756	22%	\$54,069
236	Construction of buildings	673	884	211	31%	\$73,423
237	Heavy and civil engineering construction	245	255	10	4%	\$78,427
238	Specialty trade contractors	2,477	3,011	534	22%	\$46,404
31-33	Manufacturing	3,910	4,848	938	24%	\$49,842
311	Food manufacturing	165	141	(24)	(15%)	\$42,796
312	Beverage and tobacco product manufacturing	107	46	(61)	(57%)	\$72,817
313	Textile mills	0	0	--	--	--
314	Textile product mills	38	68	30	79%	\$60,198
315	Apparel manufacturing	14	<10	--	--	--
316	Leather and allied product manufacturing	<10	<10	--	--	--
321	Wood product manufacturing	447	445	(2)	(0%)	\$52,873
322	Paper manufacturing	<10	<10	--	--	--
323	Printing and related support activities	34	36	2	6%	\$46,893
324	Petroleum and coal products manufacturing	17	15	(2)	(12%)	\$71,380
325	Chemical manufacturing	44	58	14	32%	\$73,643
326	Plastics and rubber products manufacturing	288	266	(22)	(8%)	\$56,519
327	Nonmetallic mineral product manufacturing	183	207	24	13%	\$56,838
331	Primary metal manufacturing	188	218	30	16%	\$49,490
332	Fabricated metal product manufacturing	173	178	5	3%	\$50,889
333	Machinery manufacturing	290	326	36	12%	\$59,994
334	Computer and electronic product manufacturing	982	1,603	621	63%	\$42,980
335	Electrical equipment and appliance mfg.	40	33	(7)	(18%)	\$45,470
336	Transportation equipment manufacturing	847	1,139	292	34%	\$45,905
337	Furniture and related product manufacturing	17	18	1	6%	\$42,023
339	Miscellaneous manufacturing	34	40	6	18%	\$46,315
42	Wholesale trade	858	1,004	146	17%	\$53,952
423	Merchant wholesalers, durable goods	341	389	48	14%	\$53,818
424	Merchant wholesalers, nondurable goods	373	436	63	17%	\$48,174
425	Electronic markets and agents and brokers	143	179	36	25%	\$69,319
44-45	Retail trade	10,571	12,126	1,555	15%	\$32,580
441	Motor vehicle and parts dealers	1,401	1,670	269	19%	\$54,792
442	Furniture and home furnishings stores	388	469	81	21%	\$36,647
443	Electronics and appliance stores	91	87	(4)	(4%)	\$38,531
444	Building material and garden supply stores	955	1,289	334	35%	\$35,112
445	Food and beverage stores	1,682	1,866	184	11%	\$37,503
446	Health and personal care stores	840	931	91	11%	\$40,621
447	Gasoline stations	276	297	21	8%	\$35,588
448	Clothing and clothing accessories stores	1,627	1,783	156	10%	\$23,608
451	Sporting goods, hobby, book and music stores	321	337	16	5%	\$23,380
452	General merchandise stores	1,896	2,267	371	20%	\$24,316
453	Miscellaneous store retailers	436	439	3	1%	\$24,437
454	Nonstore retailers	661	690	29	4%	\$10,258

NAICS Code	NAICS Description / Industry	2007 Jobs	2012 Jobs	Change	% Change	EPW
48-49	Transportation and warehousing	1,117	1,260	143	13%	\$60,714
481	Air transportation	11	<10	--	--	--
482	Rail transportation	168	168	0	0%	\$96,804
483	Water transportation	0	0	0	0%	\$0
484	Truck transportation	142	159	17	12%	\$49,230
485	Transit and ground passenger transportation	248	302	54	22%	\$23,800
486	Pipeline transportation	0	0	0	0%	\$0
487	Scenic and sightseeing transportation	<10	<10	--	--	--
488	Support activities for transportation	96	111	15	16%	\$57,928
491	Postal service	314	326	12	4%	\$85,255
492	Couriers and messengers	<10	<10	--	--	--
493	Warehousing and storage	132	178	46	35%	\$41,039
51	Information	425	479	54	13%	\$45,201
511	Publishing industries, except Internet	74	86	12	16%	\$40,992
512	Motion picture and sound recording industries	56	59	3	5%	\$18,138
515	Broadcasting, except Internet	71	92	21	30%	\$53,664
516	Internet publishing and broadcasting	<10	<10	--	--	--
517	Telecommunications	156	183	27	17%	\$62,095
518	ISPs, search portals, and data processing	46	37	(9)	(20%)	\$23,708
519	Other information services	12	14	2	17%	\$22,148
52	Finance and insurance	1,574	1,845	271	17%	\$56,782
521	Monetary authorities - central bank	0	0	0	0%	\$0
522	Credit intermediation and related activities	851	976	125	15%	\$64,610
523	Securities, commodity contracts, investments	276	364	88	32%	\$46,929
524	Insurance carriers and related activities	392	441	49	13%	\$49,124
525	Funds, trusts, and other financial vehicles	55	64	9	16%	\$39,528
53	Real estate and rental and leasing	3,012	3,793	781	26%	\$36,416
531	Real estate	2,733	3,477	744	27%	\$35,875
532	Rental and leasing services	280	316	36	13%	\$41,706
533	Lessors of nonfinancial intangible assets	0	0	0	0%	\$0
54	Professional and technical services	2,255	2,568	313	14%	\$47,684
55	Management of companies and enterprises	102	132	30	29%	\$47,446
56	Administrative and waste services	2,143	2,439	296	14%	\$33,407
561	Administrative and support services	2,118	2,409	291	14%	\$33,198
562	Waste management and remediation services	25	30	5	20%	\$50,944
61	Educational services	745	863	118	16%	\$26,347
62	Health care and social assistance	7,556	8,476	920	12%	\$40,821
621	Ambulatory health care services	2,857	3,338	481	17%	\$52,226
622	Hospitals	1,194	1,261	67	6%	\$64,483
623	Nursing and residential care facilities	2,046	2,308	262	13%	\$29,348
624	Social assistance	1,459	1,569	110	8%	\$15,222
71	Arts, entertainment, and recreation	774	863	89	11%	\$22,746
711	Performing arts and spectator sports	162	169	7	4%	\$13,930
712	Museums, historical sites, zoos, and parks	<10	<10	--	--	--
713	Amusements, gambling, and recreation	604	684	80	13%	\$24,848
72	Accommodation and food services	5,336	6,196	860	16%	\$19,162
721	Accommodation	439	441	2	0%	\$30,866
722	Food services and drinking places	4,897	5,755	858	18%	\$18,114
81	Other services, except public administration	3,523	3,717	194	6%	\$25,751
811	Repair and maintenance	1,044	1,127	83	8%	\$41,731
812	Personal and laundry services	618	558	(60)	(10%)	\$23,614
813	Membership associations and organizations	681	787	106	16%	\$23,565
814	Private households	1,180	1,245	65	6%	\$13,997
90	Government	11,546	13,328	1,782	15%	\$65,435
911	Federal government, civilian, except postal service	320	320	0	0%	\$109,862
912	Federal government, military	343	324	(19)	(6%)	\$47,047
920	State government	1,268	1,398	130	10%	\$62,042
930	Local government	9,616	11,285	1,669	17%	\$65,060
All Industries TOTAL		59,742	69,020	9,278	16%	\$42,969

Source: EMSI Complete Employment - March 2008

Occupational Projections

Groups of Occupations

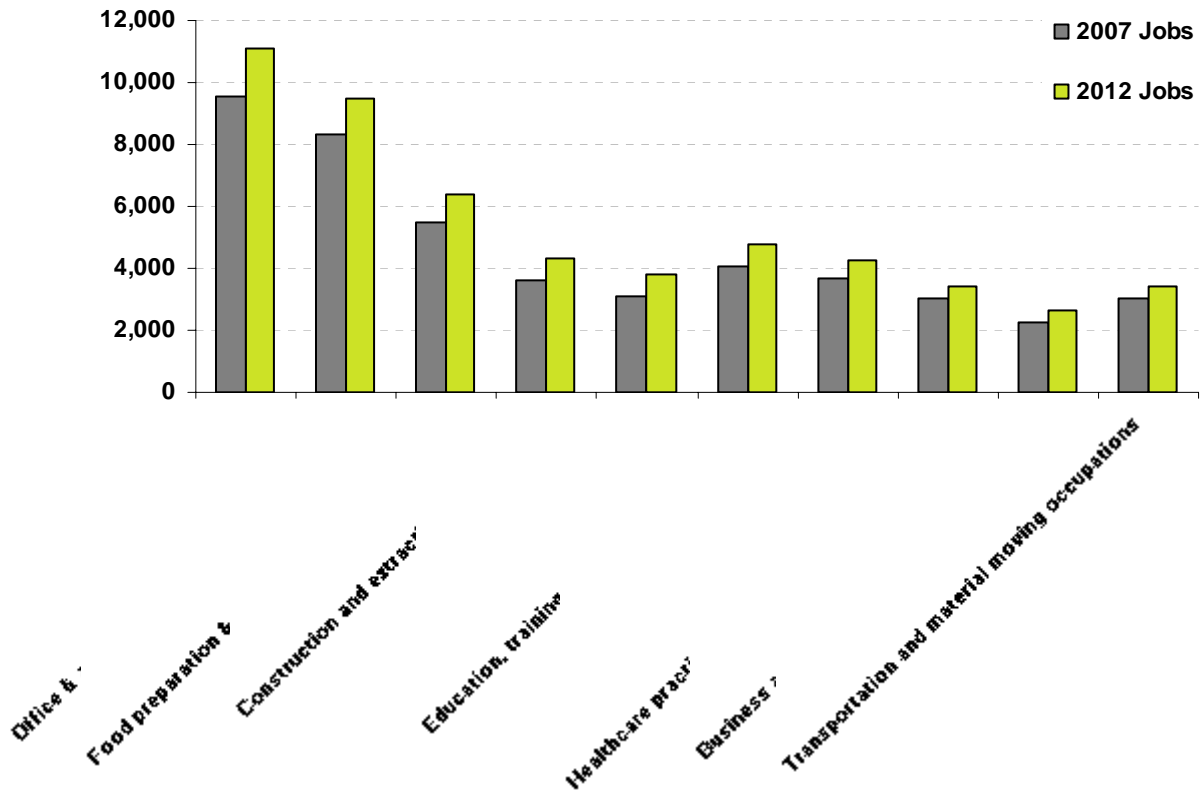
In analyzing larger occupational groups, most new jobs in MSJC's service area through 2012 are expected to be created for Sales and Related occupations (1,574 new jobs) and Office and Administrative Support Occupations (1,173 new jobs). The following list of the fastest growing occupational groups could be cross-referenced against existing and planned academic and vocational programs offered by the College, including CTE and transfer programs.

Table 6 – Top 10 Fastest Growing Occupational Groups (sorted by “Change/New Jobs” Column)

SOC Code	Description	2007 Jobs	2012 Jobs	Change	% Change	New & Rep. Jobs	% New & Rep.	Avg Hourly Earnings
41-0000	Sales and related occupations	9,523	11,097	1,574	17%	2,950	31%	\$17.07
43-0000	Office & administrative support occupations	8,318	9,491	1,173	14%	2,156	26%	\$15.82
35-0000	Food preparation & serving related occupations	5,491	6,414	923	17%	1,864	34%	\$9.84
47-0000	Construction and extraction occupations	3,599	4,352	753	21%	1,044	29%	\$25.27
51-0000	Production occupations	3,104	3,791	687	22%	1,091	35%	\$16.31
25-0000	Education, training, and library occupations	4,076	4,748	672	16%	1,073	26%	\$27.89
11-0000	Management occupations	3,671	4,247	576	16%	968	26%	\$38.93
29-0000	Healthcare practitioners and technical occupations	3,009	3,441	432	14%	717	24%	\$36.42
13-0000	Business and financial operations occupations	2,260	2,677	417	18%	606	27%	\$25.36
53-0000	Transportation and material moving occupations	3,022	3,410	388	13%	760	25%	\$14.69

Source: EMSI Complete Employment - March 2008

**Top 10 Growing Occupational Groups
MSJC Service Area**



Occupations

Regarding particular occupations (6-digit SOC code), the most job openings are projected for Retail Salespersons (522 new jobs; 19% growth in the next five years), Combined food preparation and serving workers (248 new jobs; 21% growth), and Carpenters (234 new jobs; 26% growth). Most of the top 10 occupations require short-term on-the-job training, and one – Registered nurses – requires Associate degree. For information on other occupations, refer to Table 8 on the next two pages

Table 7 – Top 10 Largest Occupations (sorted by “2012 Jobs” Column)

SOC Code	Description	2007 Jobs	2012 Jobs	Change		New & Rep.		Avg EPW*	Education Level
				(New Jobs)	% Change	Jobs	% Rep.		
41-2031	Retail salespersons	2,758	3,280	522	19%	947	34%	\$14.01	Short-term on-the-job training
41-2011	Cashiers, except gaming	1,896	2,102	206	11%	689	36%	\$10.59	Short-term on-the-job training
43-9061	Office clerks, general	1,282	1,499	217	17%	335	26%	\$13.00	Short-term on-the-job training
35-3021	Combined food prep. & serving workers, incl. fast food	1,158	1,406	248	21%	358	31%	\$8.50	Short-term on-the-job training
41-1011	First-line supervisors/ managers of retail sales workers	1,223	1,347	124	10%	252	21%	\$27.78	Work experience in a related field
43-5081	Stock clerks and order fillers	1,034	1,146	112	11%	274	27%	\$12.00	Short-term on-the-job training
47-2031	Carpenters	906	1,140	234	26%	295	33%	\$26.84	Long-term on-the-job training
29-1111	Registered nurses	965	1,114	149	15%	229	24%	\$33.53	Associate's degree
25-9041	Teacher assistants	836	977	141	17%	209	25%	\$15.86	Short-term on-the-job training
35-3031	Waiters and waitresses	842	964	122	14%	351	42%	\$9.38	Short-term on-the-job training

Source: EMSI Complete Employment - March 2008

* EPW = Earnings per worker

**Occupations with Largest Job Potential, 2007 - 2012
MSJC Service Area**

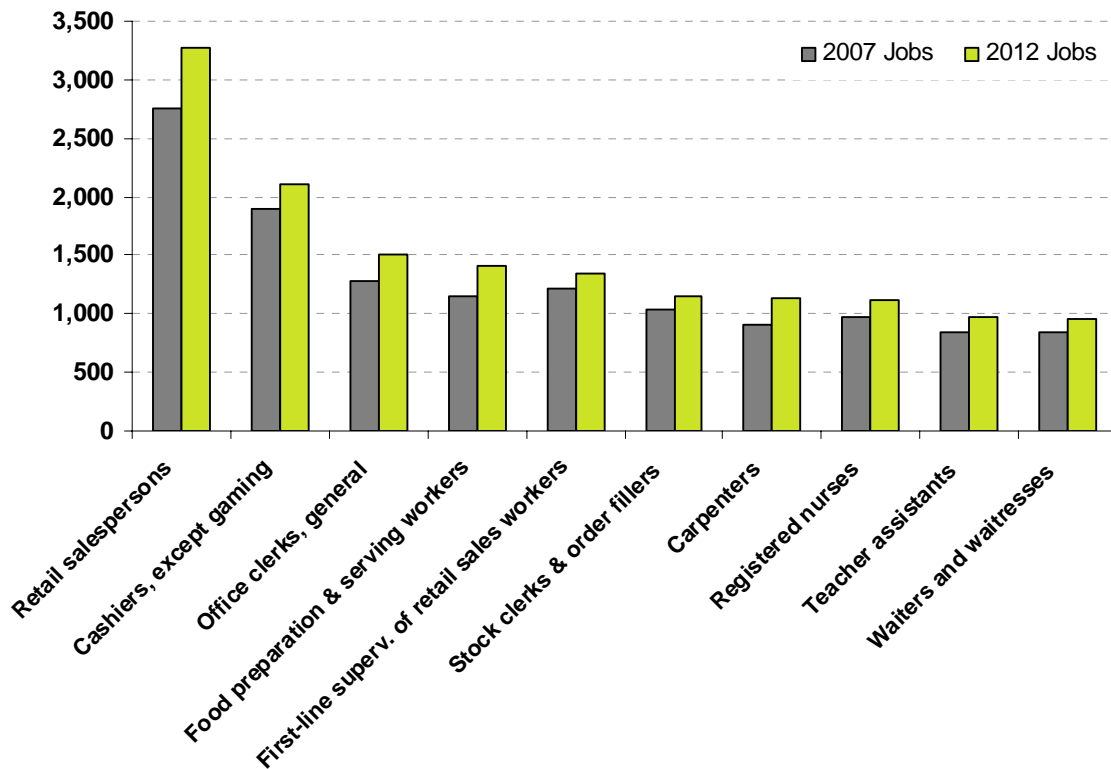


Table 8 – Top 50 Occupations with the Highest Jobs Potential in 2012

Occupational Projections, 2007-2012

MSJC Service Area (by ZIP code)

(Sorted by 2012 jobs; only top 50 occupations are included. Highlighted are fastest growing occupations by % change)

SOC Code	Description	Change				New & Rep. Jobs	% New & Rep.	Avg EPW*	Education Level
		2007 Jobs	2012 Jobs	(New Jobs)	% Change				
41-2031	Retail salespersons	2,758	3,280	522	19%	947	34%	\$14.01	Short-term on-the-job training
41-2011	Cashiers, except gaming	1,896	2,102	206	11%	689	36%	\$10.59	Short-term on-the-job training
43-9061	Office clerks, general	1,282	1,499	217	17%	335	26%	\$13.00	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	1,158	1,406	248	21%	358	31%	\$8.50	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	1,223	1,347	124	10%	252	21%	\$27.78	Work experience in a related field
43-5081	Stock clerks and order fillers	1,034	1,146	112	11%	274	27%	\$12.00	Short-term on-the-job training
47-2031	Carpenters	906	1,140	234	26%	295	33%	\$26.84	Long-term on-the-job training
29-1111	Registered nurses	965	1,114	149	15%	229	24%	\$33.53	Associate's degree
25-9041	Teacher assistants	836	977	141	17%	209	25%	\$15.86	Short-term on-the-job training
35-3031	Waiters and waitresses	842	964	122	14%	351	42%	\$9.38	Short-term on-the-job training
41-9022	Real estate sales agents	712	928	216	30%	273	38%	\$15.04	Postsecondary vocational award
41-9021	Real estate brokers	678	889	211	31%	265	39%	\$14.91	Work experience in a related field
53-7062	Laborers and freight, stock, and material movers, hand	736	829	93	13%	211	29%	\$11.40	Short-term on-the-job training
47-2061	Construction laborers	679	818	139	20%	165	24%	\$20.10	Moderate-term on-the-job training
39-9011	Child care workers	844	817	(27)	(3%)	94	11%	\$8.74	Short-term on-the-job training
35-2011	Cooks, fast food	681	794	113	17%	205	30%	\$8.49	Short-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	679	787	108	16%	161	24%	\$17.87	Moderate-term on-the-job training
37-2012	Maids and housekeeping cleaners	638	686	48	8%	108	17%	\$9.51	Short-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	580	657	77	13%	137	24%	\$22.57	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	566	637	71	13%	125	22%	\$11.98	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	548	605	57	10%	82	15%	\$11.98	Postsecondary vocational award
51-2092	Team assemblers	460	601	141	31%	189	41%	\$12.20	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	516	599	83	16%	117	23%	\$10.69	Short-term on-the-job training
43-4051	Customer service representatives	477	596	119	25%	185	39%	\$16.68	Moderate-term on-the-job training
43-6011	Executive secretaries and administrative assistants	498	591	93	19%	133	27%	\$19.82	Moderate-term on-the-job training

* EPW = Earnings per worker

SOC Code	Description	2007 Jobs	2012 Jobs	Change		New & Rep. Jobs	% New & Rep.	Avg EPW	Education Level
				(New Jobs)	% Change				
49-9042	Maintenance and repair workers, general	509	589	80	16%	86	17%	\$16.89	Moderate-term on-the-job training
49-3023	Automotive service technicians and mechanics	481	549	68	14%	116	24%	\$22.18	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	499	516	17	3%	51	10%	\$8.12	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	425	498	73	17%	89	21%	\$14.40	Work experience in a related field
35-2021	Food preparation workers	408	483	75	18%	146	36%	\$9.57	Short-term on-the-job training
43-4171	Receptionists and information clerks	394	463	69	18%	117	30%	\$11.70	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	382	443	61	16%	194	51%	\$8.76	Short-term on-the-job training
43-6014	Secretaries, except legal, medical, and executive	377	421	44	12%	74	20%	\$16.84	Moderate-term on-the-job training
35-2014	Cooks, restaurant	365	419	54	15%	103	28%	\$11.35	Long-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	340	405	65	19%	89	26%	\$36.46	Work experience in a related field
31-1011	Home health aides	341	404	63	18%	78	23%	\$11.00	Short-term on-the-job training
11-9051	Food service managers	338	402	64	19%	104	31%	\$27.03	Work experience in a related field
53-3032	Truck drivers, heavy and tractor-trailer	346	401	55	16%	86	25%	\$21.58	Moderate-term on-the-job training
53-7064	Packers and packagers, hand	366	381	15	4%	60	16%	\$8.95	Short-term on-the-job training
31-9092	Medical assistants	307	375	68	22%	87	28%	\$13.38	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	316	356	40	13%	83	26%	\$21.34	Postsecondary vocational award
39-9021	Personal and home care aides	291	324	33	11%	58	20%	\$13.62	Short-term on-the-job training
55-9999	Military Occupations	343	324	(19)	(6%)	21	6%	\$13.59	N/A
11-9199	Managers, all other	297	318	21	7%	51	17%	\$54.19	Work experience in a related field
43-5071	Shipping, receiving, and traffic clerks	249	303	54	22%	84	34%	\$13.41	Short-term on-the-job training
33-3012	Correctional officers and jailers	250	297	47	19%	76	30%	\$30.59	Moderate-term on-the-job training
33-9032	Security guards	251	287	36	14%	62	24%	\$11.08	Short-term on-the-job training
35-9021	Dishwashers	250	283	33	13%	84	34%	\$8.48	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	245	281	36	15%	87	36%	\$8.53	Short-term on-the-job training
53-3033	Truck drivers, light or delivery services	240	279	39	16%	60	25%	\$17.26	Short-term on-the-job training

Source: EMSI Complete Employment - March 2008

* EPW = Earnings per worker

Major Employers

Based on InfoUSA data, the largest employers in the Mt. San Jacinto College service area include hospitals and healthcare facilities, several motor vehicle dealers, two casinos, accommodation businesses and others. Most of these large establishments are located in Hemet. The top 15 largest employers are listed below in Table 9.

Table 9 – Largest Employers in the Region

#	Company Name	City	# of Employees	Phone #	NAICS Industry
1	Hemet Valley Medical System	Hemet	1925	9516522811	622 Hospitals
2	Morongo Casino Resort & Spa	Cabazon	1600	9518493080	712 Museums, historical sites, zoos, and parks
3	Stagecoach Motor Inn	Banning	951	9518494182	721 Accommodation
4	Gosch Ford-Lincoln-Mercury	Hemet	800	9516583181	441 Motor vehicle and parts dealers
5	Wal-Mart Supercenter	Hemet	700	9517661164	452 General merchandise stores
6	Golden Era Productions	Gilman Hot Spgs	600	9516545347	512 Motion picture and sound recording industries
7	Deutsch Co	Banning	600	9518497844	423 Merchant wholesalers, durable goods
8	Gosch Toyota	Hemet	600	9516583188	441 Motor vehicle and parts dealers
9	Hilton Reservations Worldwide	Hemet	450	9517917920	561 Administrative and support services
10	Soboba Casino	San Jacinto	346	9516542883	713 Amusements, gambling, and recreation
11	Window Logic Corp	Banning	300	9518495959	444 Building material and garden supply stores
12	Hemet City Hall	Hemet	280	9517652300	921 State government
13	Manorcare Health SVC	Hemet	275	9519259171	623 Nursing and residential care facilities
14	San Gorgonio Memorial Hospital	Banning	250	9518451121	622 Hospitals
15	Skyline Homes Inc	San Jacinto	250	9516549321	321 Wood product manufacturing

Source: InfoUSA Inc., 2007 through ESRI, Inc.

The more detailed listing of all businesses in the region can be provided by the Inland Empire Center of Excellence by request and delivered under a separate cover.

Conclusion and Recommendations

- In terms of industry base, population service sectors are large (especially, health care and education!). Retail and real estate industries are also large and are expected to grow. Out of all retail industries, building material and garden supply stores seem to have the most potential for growth. All manufacturing industries are extremely insignificant in the region, except for computer and electronic product manufacturing, which is expected to grow 63% in the next 5 years.
- Similarly, the most job opportunities are expected to be created for service occupations, such as retail salespersons, customer service workers, nurses, medical assistants, teacher assistants, food processing and service workers, etc. The college may wish to explore food, hospitality, and retail management certification programs.
- MSJC needs to make sure to have programs in place to meet the growing demand for the above fastest-growing occupations. Since most of the fastest growing occupations require less than associate degree, most of these programs are advised to be either certificate-level or even vocation training programs. The Associate Degree occupation that is projected to be in demand is Registered nurses (which MSJC currently offers). In addition, when looking at whole spectrum of occupations with different educational attainment levels, some occupations requiring Bachelor's degree are expected to create significant employment opportunities. (For example, business and financial operations occupations, production operations occupations, healthcare practitioners, etc.). Therefore, MSJC is advised to have appropriate programs in place to train students for transfer within these areas.
- It is virtually impossible to read a newspaper these days without mention of renewable energies, green technologies, energy efficiency, and "green" collared jobs. Unfortunately, labor market information and business analyses do not capture "green" companies or "green" occupations. Although not cited herein, the Center of Excellence recommends all colleges in the Inland Empire to investigate starting programs in solar instillation, Environmental Eng. Technicians, Environmental Sci. Technicians, energy Compliance Officers, and/or fee-based training in LEED certification, and Energy Audit Specialist training.

Data Sources and Calculations

EMSI Data

State Data Sources

EMSI uses state data from the following agencies: California Labor Market Information Department.

Industry Projections Data

In order to capture a complete picture of industry employment, EMSI basically combines covered employment data from Quarterly Census of Employment and Wages (QCEW) produced by the Department of Labor with total employment data in Regional Economic Information System (REIS) published by the Bureau of Economic Analysis (BEA), augmented with County Business Patterns (CBP) and Nonemployer Statistics (NES) published by the U.S. Census Bureau. Projections are based on the latest available EMSI industry data combined with past trends in each industry and the industry growth rates in national projections (Bureau of Labor Statistics) and states' own projections, where available.

Occupational Projections Data

Organizing regional employment information by occupation provides a workforce-oriented view of the regional economy. EMSI's occupation data are based on EMSI's industry data and regional staffing patterns taken from the Occupational Employment Statistics program (U.S. Bureau of Labor Statistics). Wage information is partially derived from the American Community Survey. The occupation-to-program (SOC-to-CIP) crosswalk is based on one from the U.S. Department of Education, with customizations by EMSI.

Educational Attainment Data

EMSI's educational attainment numbers are based on Census 1990, Census 2000, the Current Population Survey, and EMSI's demographic data. By combining these sources, EMSI interpolates for missing years and projects data at the county level. Educational attainment data cover only the population aged 25 years or more and indicate the highest level achieved.

InfoUSA Data

Number of Employees

The infoUSA database carries Location employment number, which was used in this report to calculate employment by NAICS codes for the top ten industries lists. Location employment is available on 98% of the businesses and is largely obtained through the telephone verification process. It represents the number of employees at that location of the business. Volunteers are only included when there are no paid employees. Approximately 27% of the above mentioned 98% carry a modeled employment number rather than a verified number.

When an employment number cannot be verified through the telephone interview process, a model is applied to estimate the employment size. The model considers whether or not the business is part of a larger family such as McDonalds, Wal-Mart, etc. If so, a modeled employment figure, which was designed for that specific chain, is applied. The location of the business (metro area with 50,000 or more in population versus a rural area) is also considered in this process.

If the business is not part of a chain, the employment model will estimate their employment using the business' primary SIC Code. The employment model includes information regarding each 4-digit SIC Code, actual employment sizes and a metro versus rural designation. If the employment model is applied to a professional individual, the modeled employment number represents the estimated support staff.