DVC
DIABLO VALLEY COLLEGE

Diablo Valley College
Educational Strategic Plan

ESP Taskforce Workshop #3
January 22, 2026

Gensler

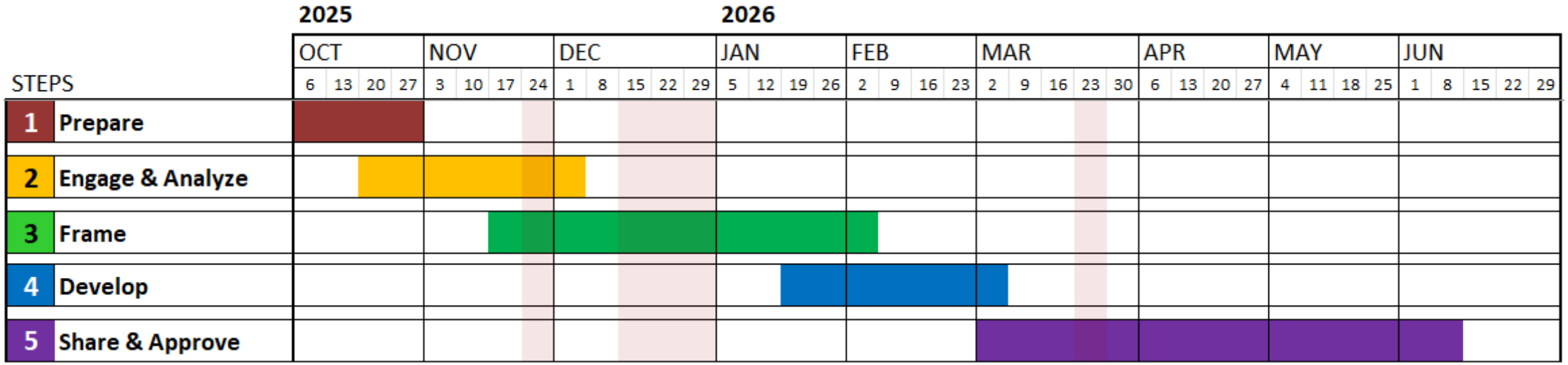
AGENDA

- Project Update
- Vision, Values, Mission
- External Data Scan
- Next Steps

Project Update

Diablo Valley College Educational Strategic Plan: Timeline

PLANNING TIMELINE

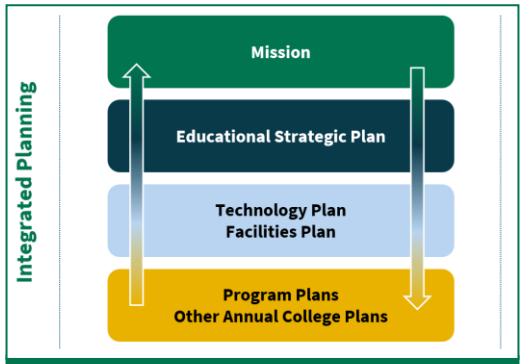


KEY DATES

| | | |

Diablo Valley College Educational Strategic Plan: Engagement Sessions

PLANNING ROADMAP (TIMELINE)



College Council
(Project Overview)

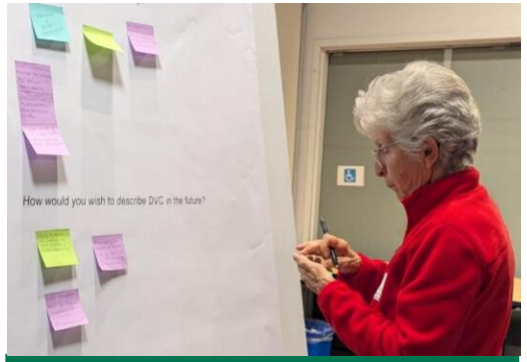
All College Workshop
(Mission, Vision, Values Review)

Taskforce Meeting #1
(Begin Drafting M/V/V)

Faculty + Staff Focus Groups
(Employee Input)

Student Focus Groups
(Student Input)

Tabling Conversations
(Additional Campus Input)



Community Forums
(Community Input)

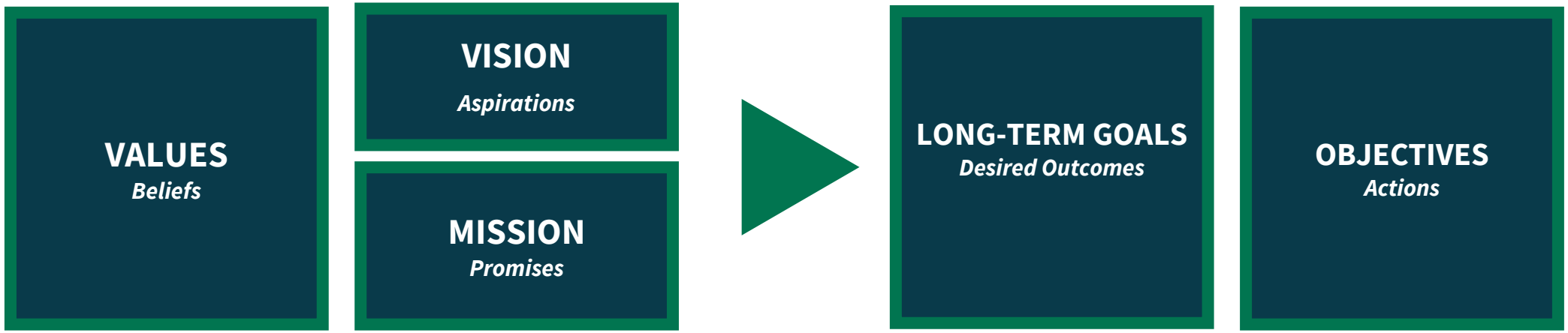
Taskforce Meeting #2
(Data Analysis + M/V/V)

Vision, Values, and Mission

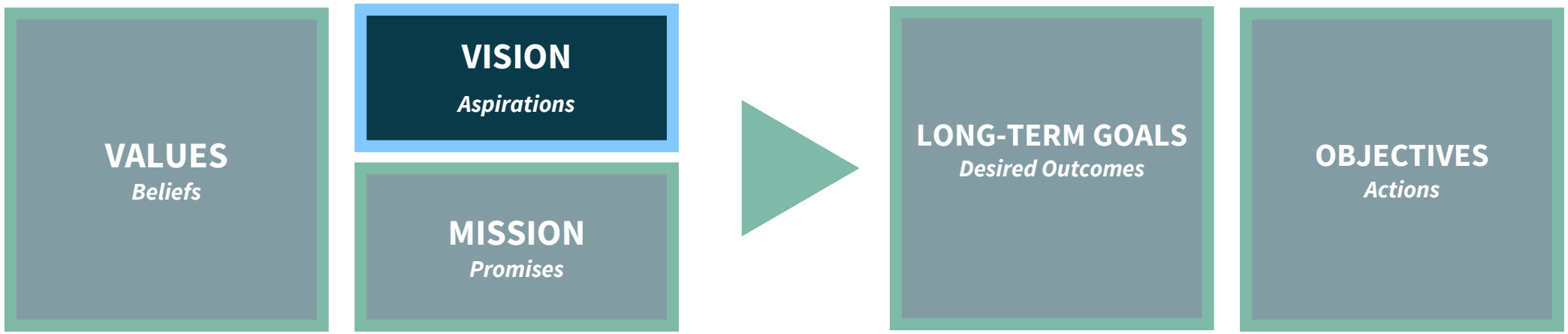
Integrated Planning Term Definitions

The foundational planning pieces in an integrated planning model are both informed by and inform other elements.

- An institution's **VALUES** or belief system describe the behaviors expected of those within the institution. These core beliefs are embedded in the institutional vision, mission, long-term goals, and strategies.
- The **VISION** captures the institution's aspiration to be the best it can be, and the **MISSION** identifies what the institution promises to deliver to its communities. These promises are used to organize data that measure if the institution is delivering on its promises.
- Research on institutional performance identifies gaps and challenges, which are the specific issues on which the institution has room to increase its fulfillment of the mission promises. These gaps and challenges are the foundation for **LONG-TERM GOALS.**
- **OBJECTIVES** are specific steps that will be used to achieve the long-term goals and are developed to align with the institutional values, vision, mission, and long-term goals.



VISION


VALUES
Beliefs
VISION
Aspirations
MISSION
Promises
LONG-TERM GOALS
Desired Outcomes
OBJECTIVES
Actions

DVC VISION (current)

At Diablo Valley College, we empower and transform ourselves and our community through educational excellence, equity, and inclusion.

UPDATED VISION STATEMENT (DRAFT #1)

Based on input from TF mtg #1 (Nov 14)

- *Do either of these options resonate?*
- *Suggestions for improvement?*

Option 1

- Diablo Valley College inspires and empowers students to learn, grow, and lead with creativity and purpose, fostering positive change in our communities.

Option 2

- Diablo Valley College is a place where every student is seen, supported, and inspired to learn, thrive, and dream, contributing to a stronger, more vibrant community through lifelong learning and meaningful engagement.

DVC VISION Feedback

Table Discussions at TF mtg #2 (Dec 5) regarding Draft #1

UPDATED VISION (DRAFTS)

DVC
DIABLO VALLEY COLLEGE

Option 1

- Diablo Valley College inspires and empowers students to learn, grow, and lead with creativity and purpose, fostering positive change in our communities.

Option 2

- Diablo Valley College is a place where every student is seen, supported, and inspired to learn, thrive, and dream; ~~contributing to a stronger, more vibrant~~ community through lifelong learning and meaningful engagement.

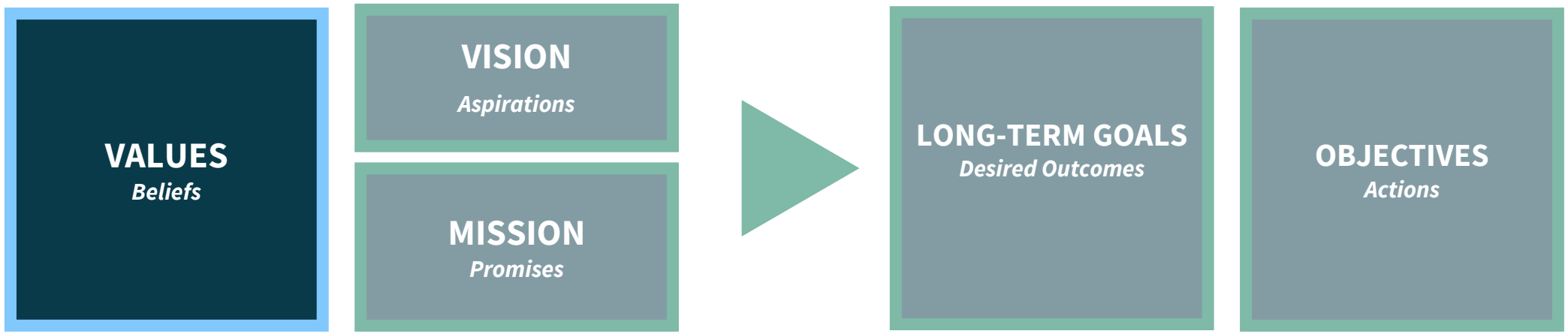
DECEMBER 5, 2025

UPDATED VISION STATEMENT (DRAFT #2)

Taskforce Final Draft Vision Recommendation (TF mtg #2 - Dec 5, 2025)

Through lifelong learning and meaningful engagement, Diablo Valley College supports and inspires students to learn, thrive, and dream, fostering positive change and contributing to a stronger, more vibrant community.

VALUES


VALUES
Beliefs
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OBJECTIVES
Actions

DVC VALUES (current)

EXCELLENCE

Diablo Valley College is dedicated to the highest standards of excellence.

STUDENT LEARNING

Diablo Valley College is dedicated to ensure students meet their goals by learning the knowledge and skills required to complete their program, advance to the next level of their education and career and to make positive contributions to our community.

EQUITY

Diablo Valley College is dedicated to institutional and inclusive excellence.

UDATED VALUES (DRAFT #1)

Discussed at Taskforce Meeting #1 (Markups)

~~EXCELLENCE / INTEGRITY~~

OUTDATED

Upholding high standards through honesty, accountability, and professionalism

This is about us offering the best we can and students striving for their best as well

STUDENT-CENTERED LEARNING

Putting students first, honoring their experiences and supporting their success

This is about RESPONSIVENESS, ADVOCACY, AND STUDENT VOICE

EQUITY / INCLUSION

EQUITY IS OVERARCHING

This is about SOCIAL JUSTICE as a fundamental role

Removing barriers and create access so every person can learn, grow, and belong

COMMUNITY / BELONGING

WE 100% BELIEVE IN THIS BUT IT SOUNDS GENERIC

Building connection, collaboration, and a shared sense of purpose

This is about being truly WELCOMING, proving a SUPPORT system

RESPECT / COMPASSION

Treating everyone with dignity, empathy, and care

This included in equity and belonging

ADAPTABILITY / GROWTH

Embracing change, learn continuously, and innovate for the future

This is about READINESS, PROBLEM-SOLVING, INNOVATION

UPDATED VALUES (DRAFT #2)

Discussed at Taskforce Meeting #2 (Markups)

UPDATED VALUES (DRAFT)

DVC
DIABLO VALLEY COLLEGE

FOCUSED

STUDENT- STUDENT FOCUSED · PRIORITIZING STUDENTS · STUDENTS FIRST · WE BELIEVE IN OUR STUDENTS

PROVIDING HIGH QUALITY LEARNING EXPERIENCES, CONNECTING WITH STUDENTS (~~AND HELPING~~ TO HELP) THEM ACHIEVE THEIR GOALS

DVC COMMUNITY

EQUITY AND INCLUSION

Welcoming all, removing barriers, and leading with compassion

COMMUNITY & (CONNECTION) · INCLUSION · PARTNERSHIPS · (SHARED) COMMUNITY · BUILDING COMMUNITY

…ng support, cultivating …oration, and building a share… future

~~**READINESS FOR GROWTH**~~ · MINDSET · FOR A CHANGING WORLD

Valuing innovation, embracing adaptability, and (preparing students ~~for change~~)

DECEMBER 5, 2025

UPDATED VALUES (DRAFT #3)

Based on Discussion during TF mtg #2 (Dec 5)

STUDENT-FOCUSED MINDSET

Providing high quality learning experiences and connecting with students to help them achieve their goals.

EQUITY AND INCLUSION

Welcoming all, removing barriers, and leading with compassion

COMMUNITY AND CONNECTION

Building community, cultivating collaboration, and creating a shared future

GROWTH AND ADAPTABILITY

Valuing innovation, cultivating curiosity, and preparing for a changing world

UPDATED VALUES OPTIONS (DRAFT #3)

Based on Discussion during TF mtg #2 (Dec 5)

STUDENT-FOCUSED MINDSET

STUDENTS-FIRST APPROACH?

Providing high quality learning experiences and connecting with students to help them achieve their goals.

EQUITY AND INCLUSION

Welcoming all, removing barriers, and leading with compassion

COMMUNITY AND CONNECTION

Building community, cultivating collaboration, and creating a shared future

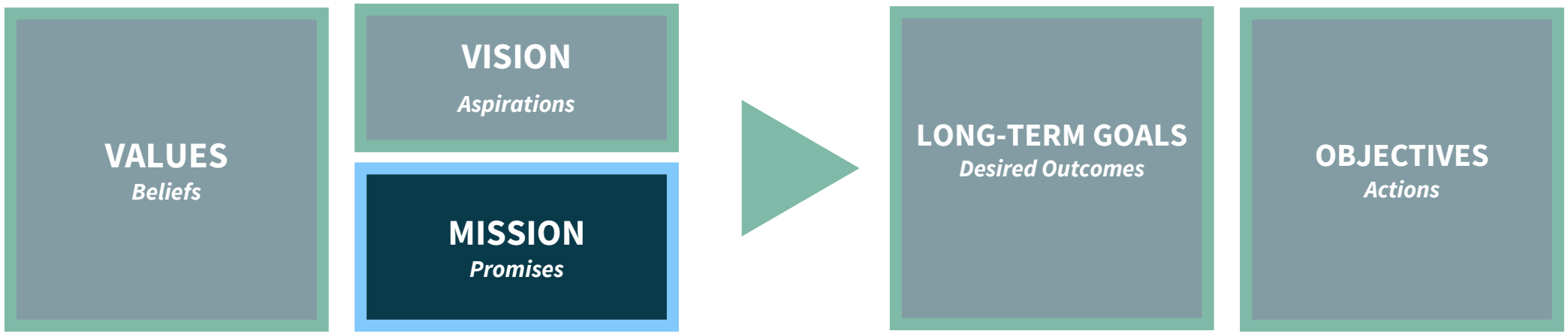
partnerships?

GROWTH AND ADAPTABILITY

ADAPTABILITY AND CREATIVITY?

Valuing innovation, cultivating curiosity, and preparing for a changing world

MISSION


VALUES
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DVC MISSION (Current)

DVC's mission is:

We inspire, educate, and empower students to transform their lives and their communities.

We guide students to achieve their goals by awarding degrees and certificates, preparing them for transfer to four-year colleges and universities, facilitating entrance to and advancement in careers, and fostering personal growth.

UPDATED MISSION STATEMENTS (DRAFT #1)

Based on input from all-college workshop (Nov 11)

- *Which of these statements resonate with you?*
- *Suggestions for improvement?*

A

Diablo Valley College provides equitable access to high-quality education in a welcoming and inclusive environment — empowering students to learn, grow, and achieve their goals through discovery, connection, and care, while strengthening our community and inspiring lifelong learning.

B

Diablo Valley College empowers every student to learn, grow, and achieve through caring support, inclusive education, and meaningful connections that foster success and belonging.

C

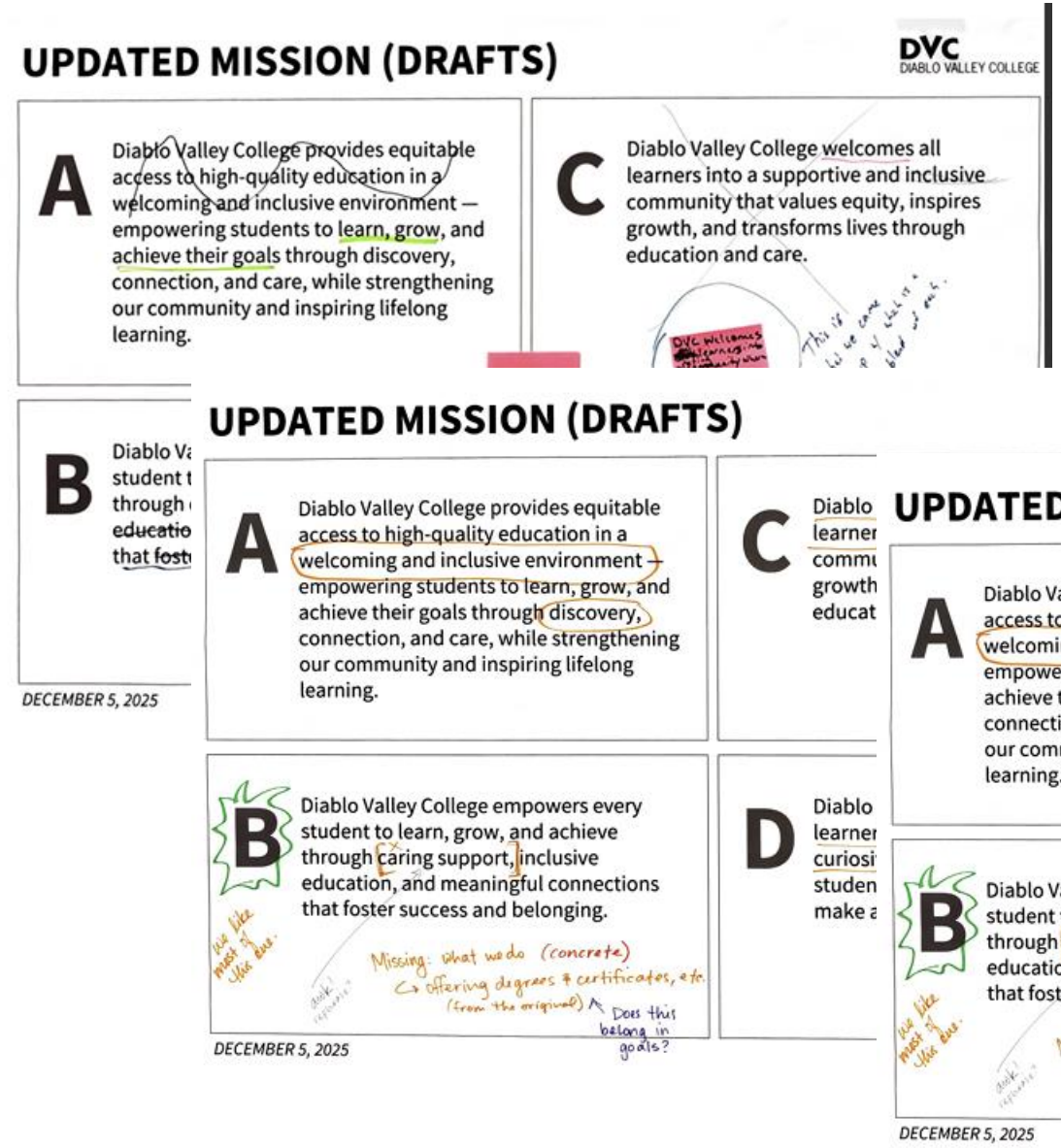
Diablo Valley College welcomes all learners into a supportive and inclusive community that values equity, inspires growth, and transforms lives through education and care.

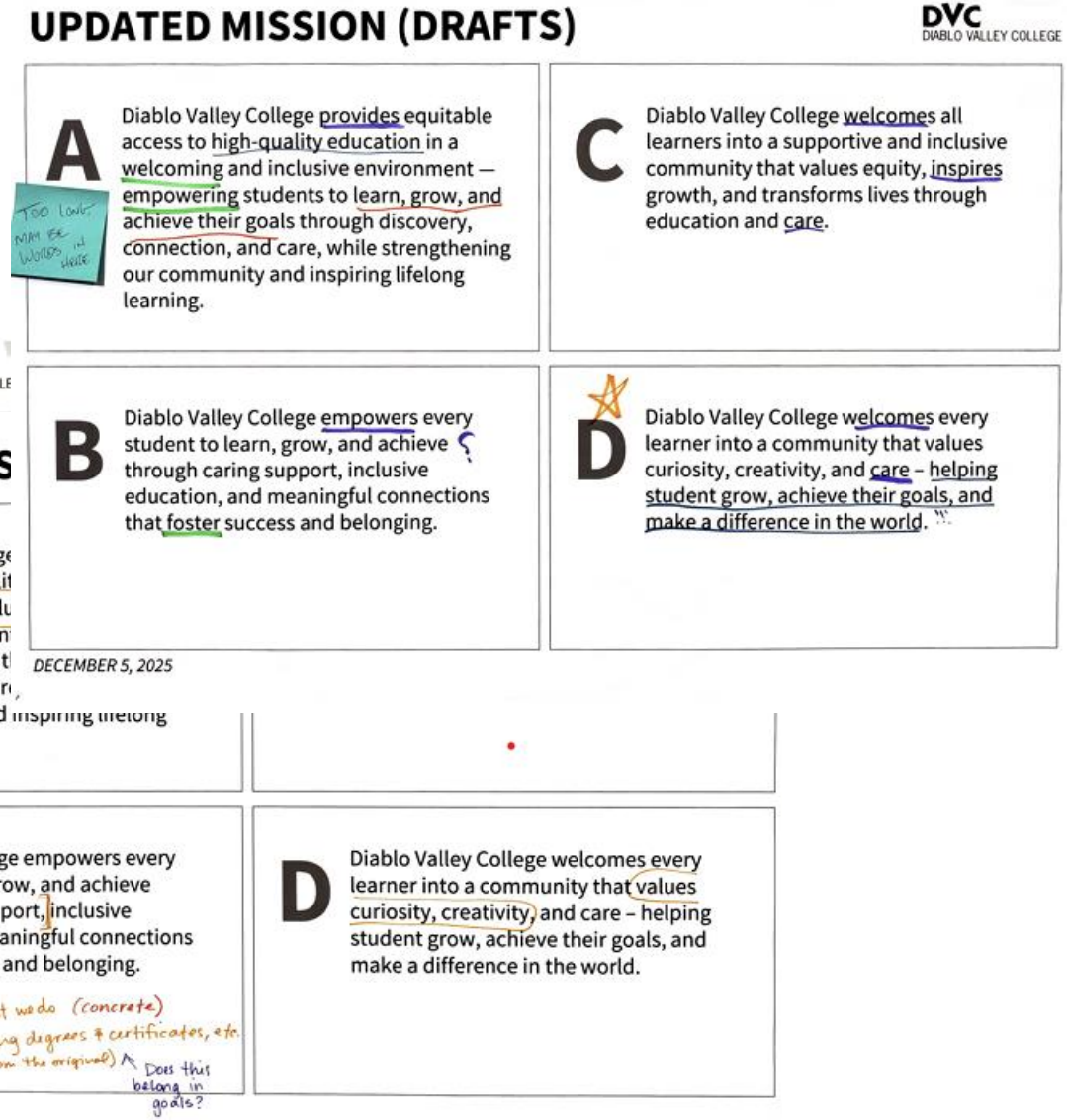
D

Diablo Valley College welcomes every learner into a community that values curiosity, creativity, and care – helping student grow, achieve their goals, and make a difference in the world.

UPDATED MISSION STATEMENTS (DRAFT #1)

Discussed at December Taskforce Meeting #2 (Markups)





UPDATED DRAFT MISSION STATEMENTS (Draft #2)

TABLE DISCUSSIONS

Option 1

Diablo Valley College welcomes all learners and provides inclusive, high-quality education that empowers students to learn, grow, achieve their academic and career goals, and strengthen our diverse local community.

Option 2

Diablo Valley College provides high quality education in a welcoming environment that empowers all students to learn, grow, and achieve their academic and career goals.

UPDATED DRAFT MISSION STATEMENTS (Draft 2 Options)

TABLE DISCUSSIONS (DRAFT #2)

Option 1

Diablo Valley College welcomes all learners and provides inclusive, high-quality education that empowers students to learn, grow, achieve their academic and career goals, and strengthen our diverse local community.

OR "BE ENGAGED COMMUNITY MEMBERS"

OR "MAKE A DIFFERENCE IN THE WORLD"

Option 2

Diablo Valley College provides high quality education in a welcoming environment that empowers all students to learn, grow, and achieve their academic and career goals.

INSPIRES?

OR "STUDENT GROWTH AND TRANSFORMS LIVES THROUGH EDUCATION AND CARE"

External Data Scan

- Local Community
- Industry
- Occupation

Local Community Data – Areas of Interest

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good News

Gaps

Items of Interest

Local Community

Local Community - Population

LOCAL POPULATION PROJECTION

Contra Costa County Total Population Growth

10-YEAR PROJECTED POPULATION GROWTH FOR CONTRA COSTA COUNTY

	2026	2035	10-Yr Growth Estimate
Contra Costa County	**1,154,141**	**1,221,607**	**+5.8%**
California	**39,391,125**	**40,187,824**	**+2.0%**

Source: CA Department of Finance

OBSERVATIONS

+5.8%

Total projected population growth over the next 10 years in Contra Costa County.

This is higher than the state population growth rate, which is expected to increase approximately 0.2% to 2% between 2025-2035.

Local Community - Age

LOCAL POPULATION PROJECTION

Diablo Valley College Service Area Population Growth by Age

10-YEAR CONTRA COSTA COUNTY POPULATION GROWTH PROJECTION BY AGE

Age Group	2026 Projected	2035 Projected	Projected Growth 2026 to 2035
19 or less	272,725	245,097	-10.1%
20-24	73,927	75,875	2.6%
25-29	62,971	81,982	**30.2%**
30-34	65,163	74,128	**13.8%**
35-39	69,382	68,070	-1.9%
40-49	152,415	141,821	-7.0%
50+	457,558	524,634	**14.7%**

Source: CA Department of Finance

OBSERVATIONS

14-30%

The percentages that age groups 25-29, 30-34 and 50+ are projected to grow over the next decade.

Residents aged 35-49 are projected to decrease by 2-7%, and the number of residents aged 19 or less is projected to decrease by 10%.

These trends are similar to other counties throughout the state.

Local Community – High School

STUDENT GRADUATION TRENDS

High School Graduation Projections

10-YEAR CONTRA COSTA COUNTY HIGH SCHOOL GRADUATION PROJECTIONS

	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	Percent Change 2025-26 to 2034-35
Contra Costa County	12,805	12,555	12,678	12,773	12,831	12,738	**13,126**	12,724	13,072	12,521	**-2.2%**
California	438,521	424,159	430,404	431,766	428,520	426,377	426,546	421,262	424,305	412,308	**-6.0%**

Source: CA Department of Finance

OBSERVATIONS

-2.2%

Percent decline in local CCC high school graduation rate over the next decade.

The Contra Costa County high school graduation rate is projected to remain relatively flat over the next decade, peaking in 2031-32, then declining through 3034-35; indicating a loss of about 300 graduates over the next decade.

This is much lower than the projected decline of 6% for California state.

Local Community – Unemployment

COUNTY LABOR FORCE

Unemployment Rate (Preliminary through August 2025)

Contra Costa County (Preliminary annual rate through August 2025)		
	Total Count	Percent of Labor Force
Labor Force	587,400	n/a
Employment	556,900	94.8%
Unemployment	30,500	5.2%

OBSERVATIONS

5.2%

Unemployment rate for Contra Costa County through August 2025.

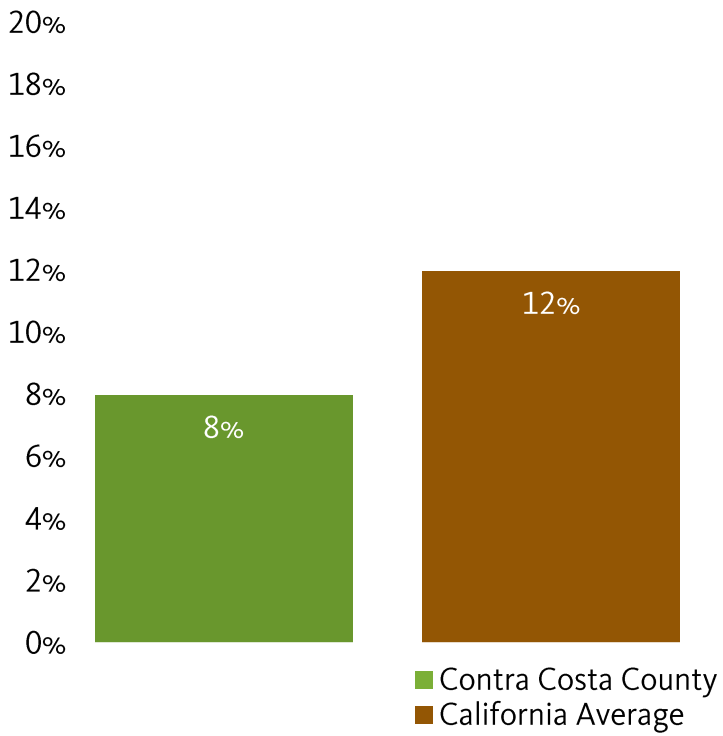
This is similar to California's 2024 annual unemployment rate of 5.3%.

Source: CA Employment Development Department; U.S. Department of Labor - Bureau of Labor Statistics

Local Community – Poverty Level

INCOME LEVEL

Percent of Contra Costa County Population Living in Poverty



Source: US Census Bureau – ACS – 2023 5-Year

OBSERVATIONS

8%

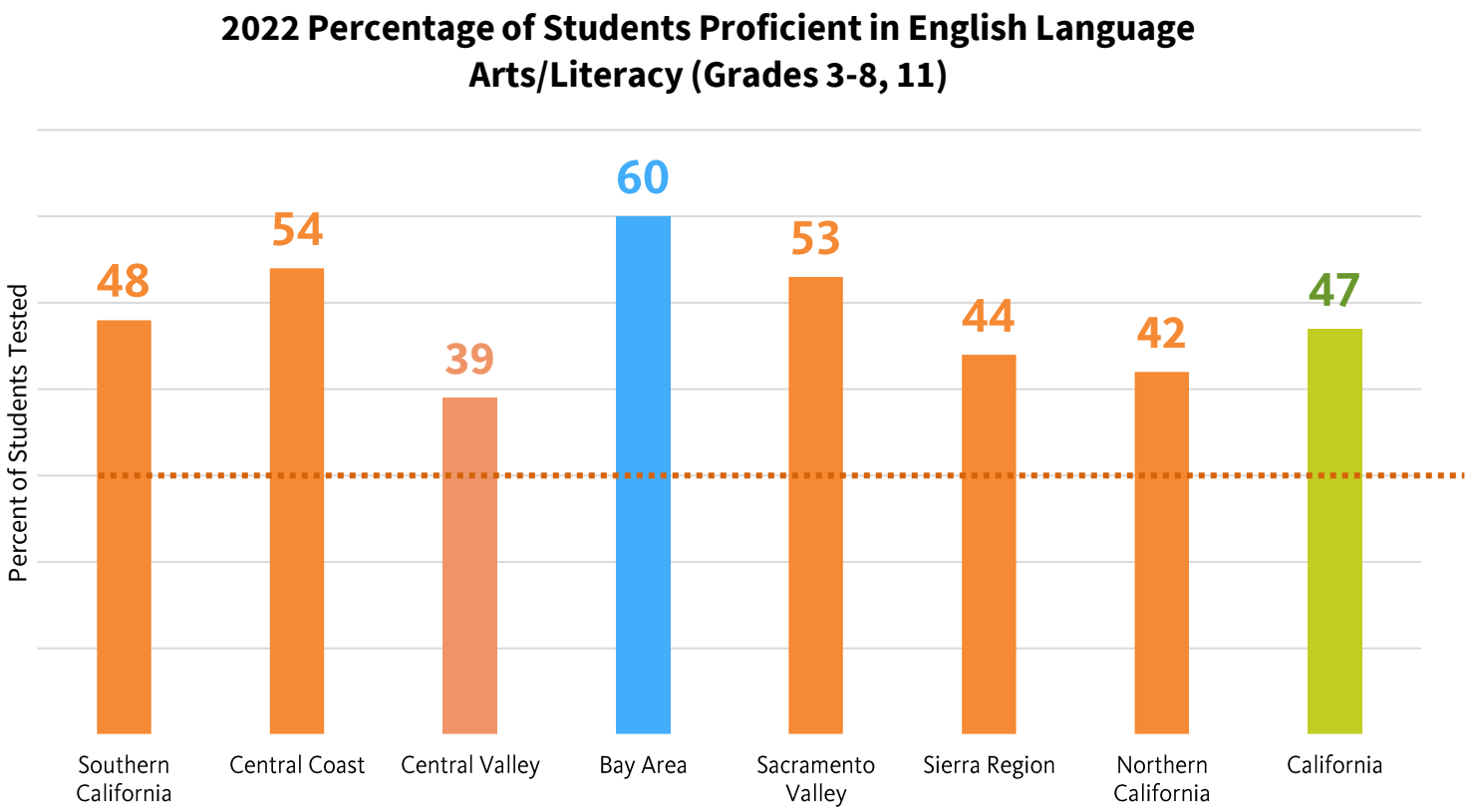
Percent of the population in Contra Costa County living in poverty.

One third less than the California average.

Local Community – K-12 Language/Arts Literacy

ENGLISH PROFICIENCY

English Proficiency by Region



OBSERVATIONS

60%

Percent of Bay Area students in grades 3-8 and 11 who are proficient in English, which is the highest level in the state.

*English proficiency is related to economic mobility, access to high-wage jobs, lower levels of unemployment and underemployment, and greater productivity.**

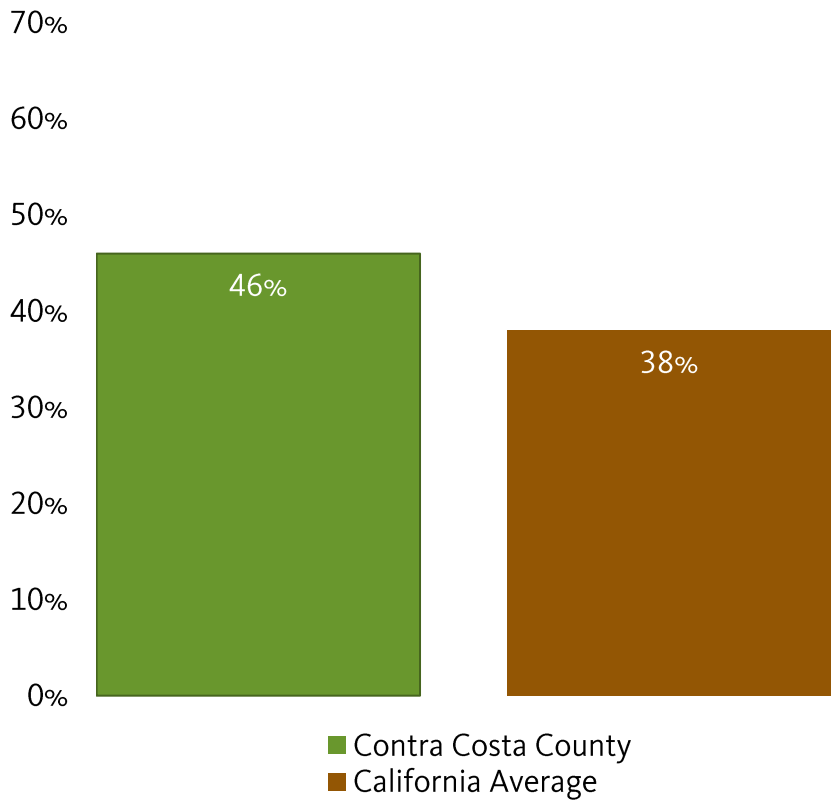
Source of chart: California Economic Forecast 2022: dot.ca.gov/media

**Source of quote: Nov 2022: ppic.org/publication/english-as-a-second-language-at-california-community-colleges/*

Local Community – Bachelor's Degree

EDUCATION LEVEL

Percent of Contra Costa County Population with a Bachelor's Degree



Source: US Census Bureau – ACS – 2023 5-Year

OBSERVATIONS

46 %

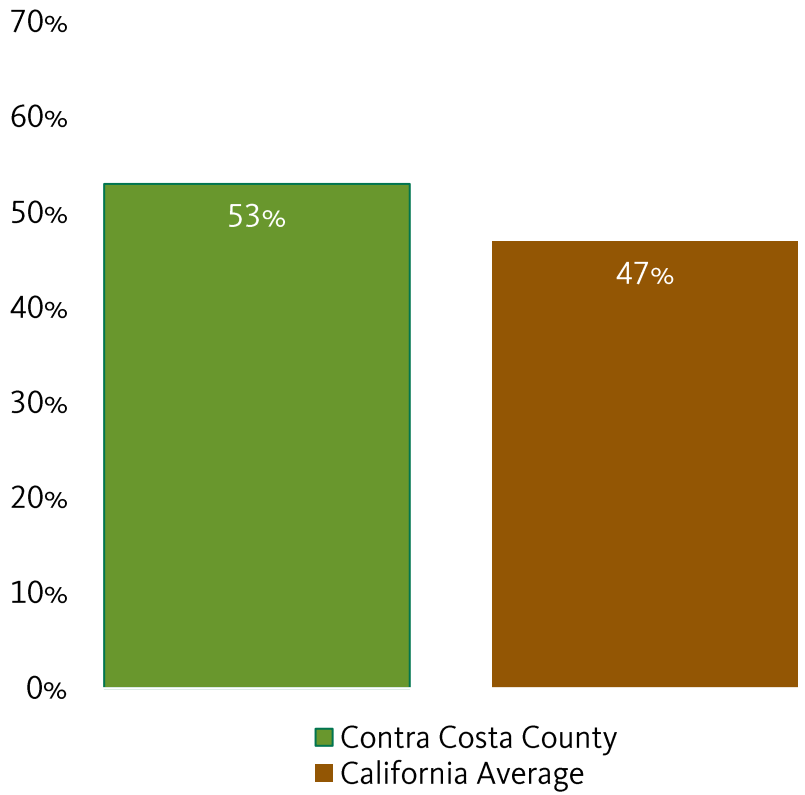
Percent of the population (ages 25+) in Contra Costa County that has attained a Bachelor's degree.

This is higher than the California average.

Local Community – Associate's Degree or Higher

EDUCATION LEVEL

Percent of Contra Costa County Population with an Associate's Degree or Higher



OBSERVATIONS

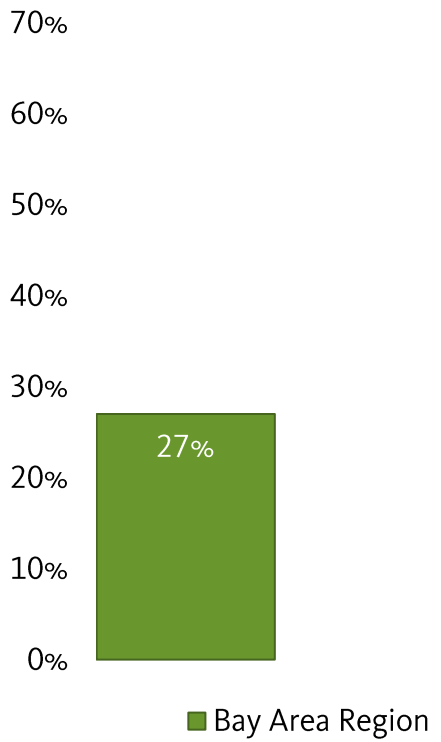
Source: US Census Bureau – ACS – 2023 5-Year;
US Census Bureau Educational Attainment in the United States: 2022

Local Community – Middle-Skill

EDUCATION LEVEL

Bay Area Region Middle-Skill Education

Percent of Bay Region Population Not Middle-Skill Prepared



OBSERVATIONS

27%

Percent of the population (ages 25+) in the Bay Area Region that <u>does not</u> have the educational attainment required to fill "middle-skill" occupations.*

"California Community Colleges in the Bay Region play a vital role in preparing workers for middle skill occupations." (COE Priority Jobs Report)

**Middle-skill is defined as occupations that typically require more than a high school diploma, but less than a bachelor's degree.*

Source: Center for Excellence (COE) – Bay Area: Priority Jobs in the Bay Area, January 2025

Local Community Data Analysis

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good News

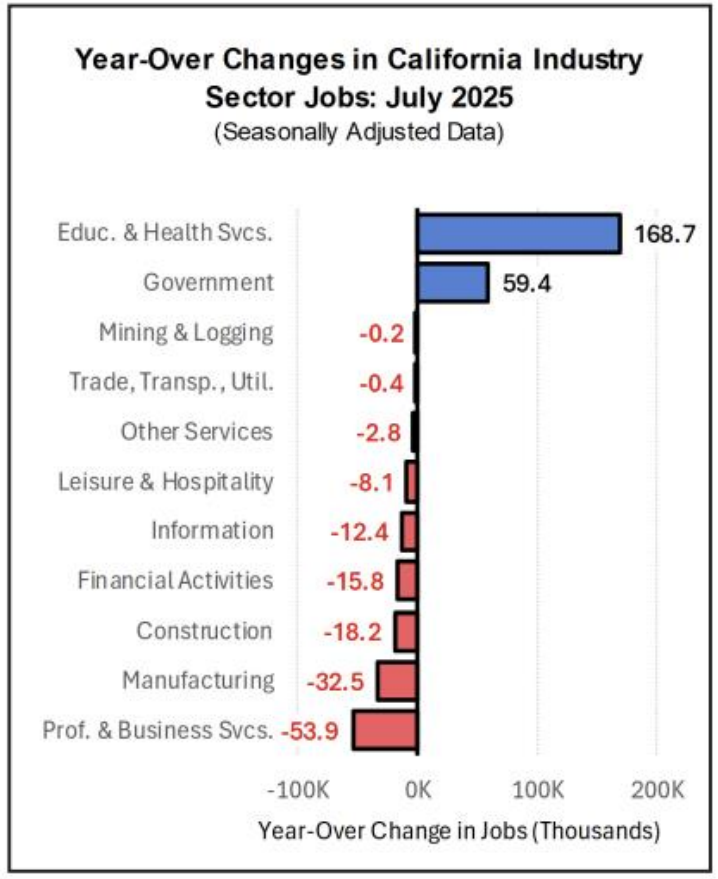
Gaps

Items of Interest

Industry Projections

California Industry Sector Growth during 2025

Driven by Educational and Health Services and Government



Top Two Industries With Fastest Job Growth in 2025

Private Education and Health Services

Government

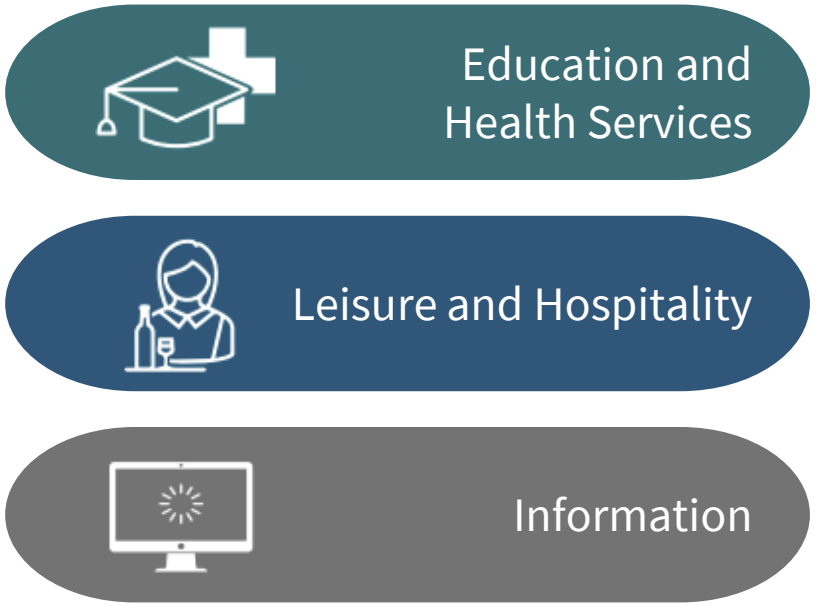
Employment Development Department's (EDD) "labor market experts project high demand for careers including **General and Operational Managers, Software Developers, and Registered Nurses** – where a high level of skill is required – to **Truck Drivers, Teaching Assistants, and Bookkeeping, Accounting, and Auditing Clerks** in the middle-skill requirement category. Top entry-level jobs are led by **Home Health and Personal Care Aides**."

Source: State of California Labor and Workforce Development Agency - 2025 California Jobs Market Report

California Industry Employment Sectors Projections 2023-2033

California Top Industry Sectors

Projected
Top Growing Industries



Source: State of California Labor and Workforce Development Agency - 2025 California Jobs Market Report

OBSERVATIONS

+9%

Projected **statewide total employment increase** between 2023 and 2033, reaching more than 21 million jobs.

The top three industry sectors projected to grow the fastest are:

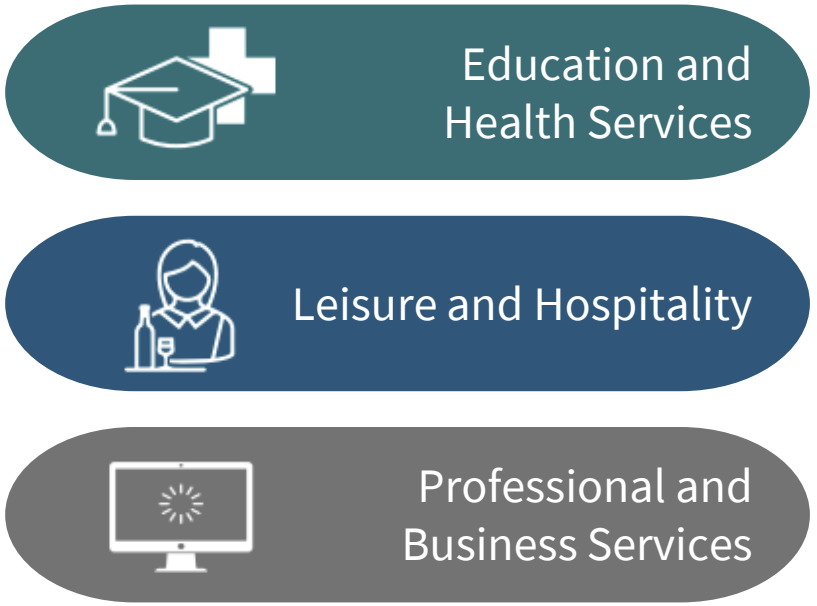
- **Education and Health Services**
- **Leisure and Hospitality**
- **Information**

These industry sectors are projected to grow between 13.5 and 18.4 percent.

California Industry Employment Projections 2023-2033

California Top Job Growth - Projections

Projected
Top Job Growth Industries



Source: State of California Labor and Workforce Development Agency - 2025 California Jobs Market Report

OBSERVATIONS

+70%

Percent of total projected job growth that will be in these industry sectors:

- **Education and Health Services** *(more than half the jobs in Individual and Family Services)*
- **Leisure and Hospitality** *(three-quarters of jobs in Food Services and Drinking Places)*
- **Professional and Business Services** *(one-fifth of jobs in Computer Systems Design and Related Services)*

These three industry sectors are projected to grow between 11.9 and 18.4 percent.

Workforce Largest Industries - CCC

COUNTY LABOR MARKET PROJECTIONS

Largest Industries 10-Year Projection – Contra Costa County

Largest Industries in Contra Costa County					
Industry	**Total Jobs Available 2026**	**Total Jobs Available 2035**	**Change in Total Jobs Available**	**Change %**	**2024 Earnings Per Worker***
Healthcare & Social Assistance	86,735	98,842	**12,107**	**14%**	$93,696
Government	53,486	55,848	2,362	4%	**$122,358**
Retail Trade	42,608	41,796	-812	-2%	$60,841
Accommodation & Food Services	35,993	37,530	1,537	4%	$37,435
Construction	34,645	35,353	708	2%	$106,430

OBSERVATIONS

14%

Percent increase in the number of Healthcare & Social Assistance jobs available over the next decade – over 12,100 new jobs. *(Aligns with state industry sector projection.)*

In 2024, **Government** positions averaged the highest earnings per worker at $122,358 annually.

Source: Lightcast

**Note: 2024 Earnings Per Worker is the average earnings across all worker in the industry*

Workforce Largest Industries – Bay Area

9-COUNTY BAY AREA LABOR MARKET PROJECTIONS

Largest Industries 10-Year Projection – Greater Bay Area

Largest Industries in Greater Bay Area					
Industry	**Total Jobs Available 2026**	**Total Jobs Available 2035**	**Change in Total Jobs Available**	**Percent Change**	**2024 Earnings Per Worker***
Healthcare & Social Assistance	644,698	724,110	**79,412**	**12%**	$95,730
Professional, Scientific, & Technical Services	564,580	599,830	35,250	6%	**$253,405**
Government	522,157	540,221	18,064	4%	$143,226
Accommodation & Food Services	356,257	372,691	16,434	5%	$44,884
Manufacturing	318,357	320,498	2,141	1%	$232,807

Source: Lightcast

**Note: 2024 Earnings Per Worker is the average earnings across all worker in the industry*

OBSERVATIONS

12%

Percent increase in the number of Healthcare & Social Assistance jobs available over the next decade – over 79,400 new jobs. *(Aligns with state industry sector projection.)*

In 2024, **Professional, Scientific, & Technical Services** positions averaged the highest earnings per worker at $253,405 annually.

Workforce Growing Industry - CCC

COUNTY TOP INDUSTRIES PROJECTIONS

Top Growing Industries Projection – Contra Costa County

Top Growing Industries in Greater Bay Area				
Industry	**2026 Jobs**	**2035 Jobs**	**Change in Total Jobs Available**	**Percent Change**
Services for the Elderly & Persons with Disabilities	20,837	26,275	**5,438**	**26%**
Government	9,094	10,519	1,425	16%
Full-Service Restaurants	5,071	6,030	959	19%
Elementary & Secondary Schools	4,543	5,383	840	18%
Custom Computer Programming Services	3,056	3,867	811	27%
Corporate & Regional Managing Offices	2,808	3,582	774	28%

Source: Lightcast

OBSERVATIONS

16-28%

Percent increase projected in the number of jobs available in the top six growing industries in Contra Costa County over the next decade.

While total jobs available is larger in the Bay Area compared to Contra Costa County, the percent increase in the top six industries in growing at a much higher rate in Contra Costa County than the Bay Area.

Workforce Growing Industry – Bay Area

NINE-COUNTY BAY AREA LABOR MARKET

Top Growing Industries Projection – Greater Bay Area

Top Growing Industries in Greater Bay Area				
Industry	**2026 Jobs**	**2035 Jobs**	**Change in Total Jobs Available**	**Percent Change**
Services for the Elderly & Persons with Disabilities	178,060	218,166	**40,106**	**23%**
Government	156,229	164,182	7,953	5%
Full-Service Restaurants	135,539	139,970	4,431	3%
Elementary & Secondary Schools	132,726	137,298	4,572	3%
Custom Computer Programming Services	129,906	151,127	21,221	16%
Corporate & Regional Managing Offices	109,435	123,640	14,205	13%

Source: Lightcast

OBSERVATIONS

23%

Percent increase in the total number of Services for the Elderly & Persons with Disabilities jobs available over the next decade – over 40,100 new jobs.

13-16%

Percent increase in the number of **Custom Computer Programming Services** and **Corporate & Regional Managing Offices** jobs over the next decade.

Workforce Employers - CCC

COUNTY LABOR MARKET

Top 10 Employers – Contra Costa County

Top 10 Employers in Contra Costa County (by Job Postings Sept 2023-Oct 2025)			
Company	**Total Number of Job Postings**	**Number of Unique Job Postings**	**Percent of Total Job Postings**
Kaiser Permanente	**9,714**	2,946	**23%**
John Muir Health	**8,156**	1,975	**20%**
Saint Mary's College	4,307	2,268	10%
Robert Half	4,045	2,686	10%
Swing Education	3,245	2,240	8%
Geisinger Health System	2,967	1,126	**7%**
Starbucks	2,801	1,134	7%
Soliant Health	2,692	1,680	**6%**
Accenture (IT/Tech)	2,105	1,329	5%
West Contra Costa Unified School District	1,467	1,102	4%
Total	41,499	18,486	100%

Source: Lightcast; 2025 California Jobs Market Report

OBSERVATIONS

56%

Percent of total job postings in Contra Costa County from healthcare employers.

82%

Percent of total job postings in CCC are for companies in the California Top Industry Sectors:

- Education & Healthcare
- Leisure & Hospitality
- Information (IT/Tech)

Workforce Employers – Bay Area

NINE-COUNTY BAY AREA LABOR MARKET

Top 10 Employers – Greater Bay Area

Top Employers in Greater Bay Area (by Job Postings Sept 2023-Oct 2025)		
Company	**Number of Unique Job Postings**	**Percent of Top Employer Job Postings**
Apple	24,031	16%
Kaiser Permanente	23,144	15%
Robert Half	19,011	12%
Google	16,674	11%
Amazon	13,976	9%
Sutter Health	13,392	9%
Meta	12,902	8%
Swing Education	10,624	7%
Soliant Health	10,149	7%
Stanford University	10,063	7%
Total	153,966	100%

Source: Lightcast; 2025 California Jobs Market Report

OBSERVATIONS

54%

Percent of total job postings in the Greater Bay Area are from four employers:

- Apple
- Kaiser Permanente
- Robert Half (Recruiting & Placement Firm)
- Google

77%

Percent of total job postings for companies in the following California Top Industry Sectors:

- Information (IT/Tech) (35%)
- Healthcare (28%)
- Education (14%)

Industry Projections Data Analysis

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good News

Gaps

Items of Interest

Occupation Projections

California Occupational Employment Projections 2023-2033

CALIFORNIA TOP GROWING OCCUPATIONAL GROUPS

Source: State of California Labor and Workforce Development Agency - 2025 California Jobs Market Report

OBSERVATIONS

43%

The top three occupational groups (listed below) account for 43% of all projected job growth.

The top three occupational groups projected to grow the fastest for California are:

- Healthcare Support
- Food Preparation and Serving Related
- Management

Workforce Top Occupations - CCC

OCCUPATION BY EDUCATIONAL REQUIREMENT

Top Occupations by Educational Requirements – Contra Costa County

Top Occupations in Contra Costa County
(by Educational Requirement)

	Some College, No Degree	Postsecondary Non-Degree	Associate's Degree	Bachelor's Degree	2024 Median Hourly Earnings
Office & Administrative Support					$26.97
Educational Instruction & Library					$29.88
Healthcare Support					$16.70
Computer & Mathematical					$69.15
Installation, Maintenance & Repair					$32.90
Arts, Desing, Entertainment, Sports, & Media					$31.00
Food Preparation & Serving Related					$18.08
Business & Financial Operations					$47.42
Transportation & Material Moving					$22.99
Management					$68.44
Sales & Related					$21.29

OBSERVATIONS

Occupations in Contra Costa County that are projected to have the greatest increase in total jobs are:

Healthcare Support (+7,000)
Food Prep & Serving (+1,600)
Transportation & Material Moving (+1,500)
Education & Library (+1,350)

While Office and Admin Support total jobs are projected to decline slightly in CCC over the next decade, it is still the 2nd largest occupation (with about 40,000 jobs); Healthcare Support is the largest (45,000 jobs).

The Top Occupations by Educational Requirement are similar in both Contra Costa County and the Greater Bay Area. A degree, certificate, or skills course taught at DVC will prepare students for top occupations in any of the nine core counties surrounding the San Francisco Bay: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma.

Source: Lightcast

**Note: Some college, no degree – means a person took college courses but did not finish a program. Postsecondary, non-degree – completed a specific, structured program, such as a certificate or credential.*

Workforce Top Occupations – Bay Area

OCCUPATION BY EDUCATIONAL REQUIREMENT

Top Occupations by Educational Requirements – Greater Bay Area

Top Occupations in the Greater Bay Area (by Educational Requirement)					
	Some College, No Degree	Postsecondary Non-Degree	Associate's Degree	Bachelor's Degree	2024 Median Hourly Earnings
Office & Administrative Support					$26.97
Educational Instruction & Library					$29.88
Healthcare Support					$16.70
Computer & Mathematical					$69.15
Installation, Maintenance & Repair					$32.90
Arts, Desing, Entertainment, Sports, & Media					$31.00
Food Preparation & Serving Related					$18.08
Business & Financial Operations					$47.42
Transportation & Material Moving					$22.99
Management					$68.44
Sales & Related					$21.29

OBSERVATIONS

Occupations in the Greater Bay Area that are projected to have the greatest increase in total jobs are:

Healthcare Support (+53,000)
Computer & Mathematical (+31,000)
Management (+22,000)

Most of the occupational categories include a variety of jobs opportunities requiring different levels of education. This could be an opportunity to ladder courses or build pathways from entry-level to more advanced curriculum or skills that serve the needs of DVC's local and surrounding communities.

Source: Lightcast

**Note: Some college, no degree – means a person took college courses but did not finish a program. Postsecondary, non-degree – completed a specific, structured program, such as a certificate or credential.*

Priority Programs in the Bay Region

THERE ARE 48 PRIORITY PROGRAMS OFFERED ACROSS THE BAY REGION'S 28 COMMUNITY COLLEGES.

Bay Region Priority Programs

TOP Code	and Program Title	TOP Code	and Program Title
0430.00	Biotechnology and Biomedical Technology	0934.40	Electrical Systems and Power Transmission
0501.00	Business and Commerce, General	0945.00	Industrial Systems Technology and Maintenance
0502.00	Accounting	0947.00	Diesel Technology
0504.00	Banking and Finance	0947.20	Heavy Equipment Maintenance
0505.00	Business Administration	0947.30	Heavy Equipment Operation
0506.00	Business Management	0952.20	Electrical
0506.30	Management Development and Supervision	0952.30	Plumbing, Pipefitting and Steamfitting
0509.20	Purchasing	0953.00	Drafting Technology
0509.40	Sales and Salesmanship	0955.00	Laboratory Science Technology
0510.00	Logistics and Materials Transportation	0956.70	Industrial and Occupational Safety and Health
0511.00	Real Estate	0957.00	Civil and Construction Management Technology
0514.00	Office Technology/Office Computer Applications	1212.00	Electro-Neurodiagnostic Technology
0514.10	Legal Office Technology	1225.00	Radiologic Technology
0514.40	Office Management	1230.10	Registered Nursing
0614.30	Website Design and Development	1230.20	Licensed Vocational Nursing
0701.00	Information Technology, General	1240.20	Dental Hygienist
0702.00	Computer Information Systems	1402.00	Paralegal
0708.00	Computer Infrastructure and Support	2101.00	Community Services, General
0708.10	Computer Networking	2105.00	Administration of Justice
0708.20	Computer Support	2105.10	Corrections
0860.00	Educational Technology	2105.50	Police Academy
0924.00	Engineering Technology, General	2133.00	Fire Technology
0934.00	Electronics and Electric Technology	2133.50	Fire Academy
0934.30	Telecommunications Technology	3020.40	Flight Attendant

Which programs does DVC offer?

Do you see any local top industry sector opportunities?

From the Center of Excellence:

Community colleges focus on critical "priority programs" that train for "priority jobs". Priority jobs are high-demand and high-wage middle-skill occupations.

Students are required to complete these programs to qualify for priority jobs.

Source: Center for Excellence – Bay Area: Priority Jobs in the Bay Area, January 2025

Labor Market Information for Priority Jobs in the Bay Region (2023-2028) *1 of 3*

OCCUPATIONS THAT MEET THE CRITERIA FOR A PRIORITY JOB (MIDDLE SKILL OCCUPATIONS)

SOC	Description	Avg. Annual Job Openings (2023-2028)	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required
11-3012	Administrative Services Managers	810	$44	$55	Bachelor's	Less than 5 yrs
11-3013	Facilities Managers	450	$43	$59	Bachelor's	Less than 5 yrs
11-9021	Construction Managers	1,210	$33	$51	Bachelor's	None
11-9199	Managers, All Other	4,220	$30	$66	Bachelor's	Less than 5 yrs
13-1028	Buyers and Purchasing Agents	1,130	$30	$39	Bachelor's	None
13-1051	Cost Estimators	620	$34	$45	Bachelor's	None
13-1071	Human Resources Specialists	2,770	$34	$43	Bachelor's	None
13-1081	Logisticians	910	$34	$46	Bachelor's	None
13-1151	Training and Development Specialists	1,200	$27	$37	Bachelor's	Less than 5 yrs
13-2072	Loan Officers	420	$27	$36	Bachelor's	Less than 5 yrs
15-1212	Information Security Analysts	810	$54	$69	Bachelor's	Less than 5 yrs
15-1231	Computer Network Support Specialists	390	$31	$38	Associate	None
15-1232	Computer User Support Specialists	1,800	$27	$35	Some college	None
15-1244	Network and Computer Systems Administrators	740	$42	$55	Bachelor's	None
15-1254	Web Developers	450	$32	$53	Bachelor's	None
15-1255	Web and Digital Interface Designers	1,120	$40	$65	Bachelor's	None
15-1299	Computer Occupations, All Other	3,080	$38	$57	Bachelor's	None
17-3011	Architectural and Civil Drafters	360	$29	$36	Associate	None

Which of these occupations fit within current DVC curriculum?

Do you see any gaps or opportunities?

From the Center for Excellence: The Table lists the 50 SOC codes and occupational titles for occupations that met the criteria for a priority job. In other words, these priority jobs are defined as middle-skill occupations; have at least 350 average annual job openings in the Bay Region between 2023 to 2028; entry-level pay is at or above the median living wage of $26 per hour for a single adult; and typically require fewer than five years of work experience at entry.

Source: Center for Excellence – Bay Area January 2025

Labor Market Information for Priority Jobs in the Bay Region (2023-2028) *2 of 3*

SOC	Description	Avg. Annual Job Openings (2023-2028)	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required
17-3023	Electrical and Electronic Engineering Technologists and Technicians	590	$32	$39	Associate	None
19-4099	Life, Physical, and Social Science Technicians, All Other	570	$28	$36	Associate	None
19-5011	Occupational Health and Safety Specialists	380	$41	$53	Bachelor's	None
23-2011	Paralegals and Legal Assistants	1,050	$29	$36	Associate	None
29-1141	Registered Nurses	6,010	$65	$84	Bachelor's	None
29-1292	Dental Hygienists	490	$61	$61	Associate	None
29-2018	Clinical Laboratory Technologists and Technicians	680	$27	$36	Bachelor's	None
29-2034	Radiologic Technologists and Technicians	360	$49	$61	Associate	None
29-2061	Licensed Practical and Licensed Vocational Nurses	1,590	$35	$38	Postsecondary	None
29-2099	Health Technologists and Technicians, All Other	510	$26	$31	Postsecondary	None
33-2011	Firefighters	620	$40	$48	Postsecondary	None
33-3012	Correctional Officers and Jailers	580	$41	$46	HS diploma or equivalent	None
33-3051	Police and Sheriff's Patrol Officers	1,470	$49	$62	HS diploma or equivalent	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,660	$28	$42	HS diploma or equivalent	None
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,380	$43	$60	Bachelor's	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,800	$28	$38	HS diploma or equivalent	None
41-9021	Real Estate Brokers	370	$27	$44	HS diploma or equivalent	Less than 5 yrs
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,460	$29	$35	HS diploma or equivalent	Less than 5 yrs

Source: Center for Excellence – Bay Area January 2025

Labor Market Information for Priority Jobs in the Bay Region (2023-2028) *3 of 3*

SOC	Description	Avg. Annual Job Openings (2023-2028)	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required
43-3051	Payroll and Timekeeping Clerks	470	$26	$32	HS diploma or equivalent	None
43-4061	Eligibility Interviewers, Government Programs	470	$30	$35	HS diploma or equivalent	None
43-6011	Executive Secretaries and Executive Administrative Assistants	2,090	$34	$42	HS diploma or equivalent	Less than 5 yrs
43-6012	Legal Secretaries and Administrative Assistants	460	$27	$31	HS diploma or equivalent	None
47-2073	Operating Engineers and Other Construction Equipment Operators	710	$31	$45	HS diploma or equivalent	None
47-2111	Electricians	2,370	$28	$41	HS diploma or equivalent	None
47-2152	Plumbers, Pipefitters, and Steamfitters	1,090	$26	$35	HS diploma or equivalent	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,140	$35	$46	HS diploma or equivalent	Less than 5 yrs
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	460	$31	$36	Postsecondary	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	470	$28	$37	HS diploma or equivalent	None
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	390	$31	$36	HS diploma or equivalent	None
49-9041	Industrial Machinery Mechanics	670	$29	$38	HS diploma or equivalent	None
51-1011	First-Line Supervisors of Production and Operating Workers	1,240	$29	$38	HS diploma or equivalent	Less than 5 yrs
53-2031	Flight Attendants	630	$30	$41	HS diploma or equivalent	Less than 5 yrs

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self-Employed.

Source: Center for Excellence – Bay Area January 2025

Occupation Projections Data Analysis

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good News

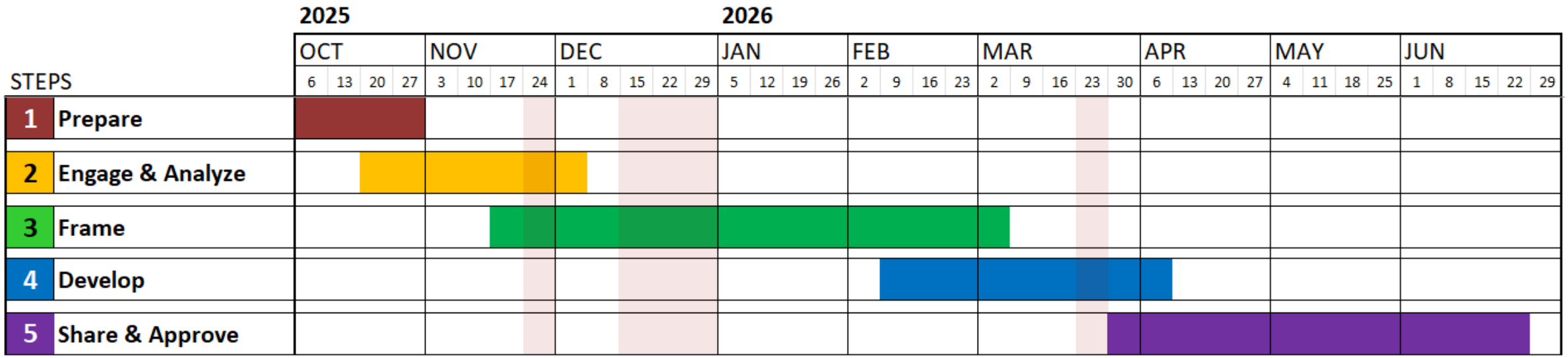
Gaps

Items of Interest

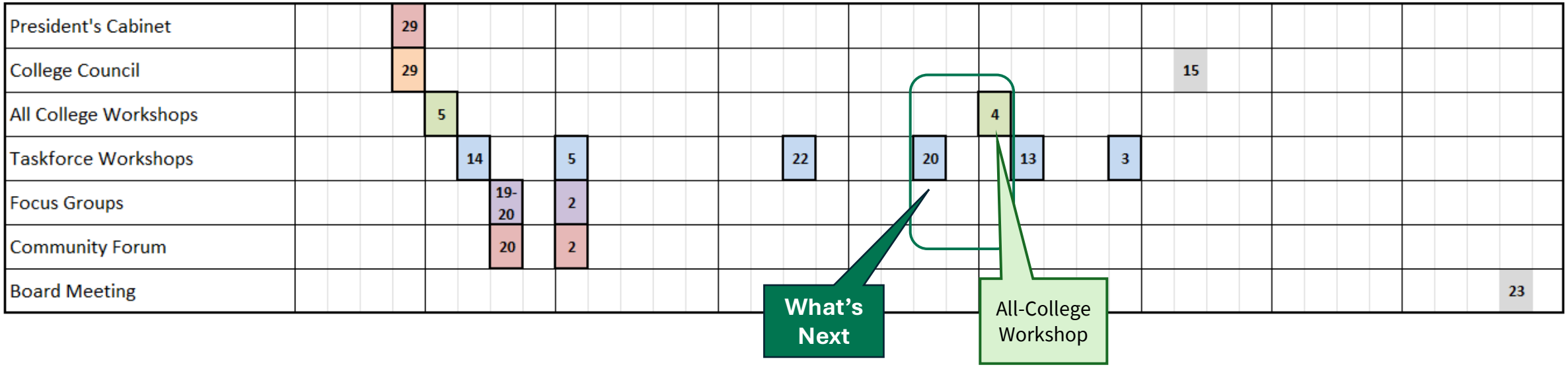
Next Steps

Diablo Valley College

PLANNING ROADMAP (TIMELINE)



KEY DATES



DVC
DIABLO VALLEY COLLEGE

DVC Educational Strategic Plan

ESP Taskforce Workshop #3

January 22, 2026

Gensler