

The Economic Development Alliance for Brazoria County

Program Demand Gap Analysis: Economic Overview and Review of Academic Programs

Executive Summary: Brazoria County

July 2023



Executive Summary

The Economic Development Alliance for Brazoria County (The Alliance) is a membership-based organization created as a resource and advocate for the economic development and diversification of Brazoria County. To further its goal of providing the county with well-trained and well-educated residents, The Alliance continually pursues improvement in various forms. An up-to-date understanding of the county economy and the demand for skilled labor is vital to the planning efforts of the colleges of Brazoria County as they seek to adapt their program offerings to the requirements of an ever-changing workforce. The Alliance partnered with Lightcast, a leading provider of labor market data, to complete a program demand gap analysis, which assesses county job openings against educational program completions.



RECOMMENDATIONS

<p>HIGH DEMAND, LOW SUPPLY</p> <p><i>How can we expand these program opportunities?</i></p> <p>General Office Occupations & Clerical Services (CERT) Business Administration & Management (CERT, ASSOC, & BACH) Culinary Arts/Chef Training (CERT & ASSOC) Administrative Assistant & Secretarial Science (CERT & ASSOC) Elementary Education & Teaching (T-T)</p>	<p>HIGH DEMAND, HIGH SUPPLY*</p> <p><i>Can we maintain focus on program quality & student success?</i></p> <p>Nursing Assistant/Aide & Patient Care Assistant/Aide (CERT) Welding Technology/Welder (CERT) Business/Commerce (ASSOC)</p>
<p>LOW DEMAND, LOW SUPPLY</p> <p><i>Should we reevaluate these programs?</i></p> <p>Prepress/Desktop Publishing & Digital Imaging Design (CERT) Electroneurodiagnostic/Electroencephalographic Technology/Technologist (CERT) Criminalistics & Criminal Science (CERT) Music (ASSOC) Child Care & Support Services Management (ASSOC)</p>	<p>LOW DEMAND, HIGH SUPPLY</p> <p><i>Are we connecting these programs to opportunities outside the county?</i></p> <p>Chemical Technology/Technician (CERT & ASSOC) Registered Nursing/Registered Nurse (ASSOC)</p>

Source: Lightcast program demand gap model.

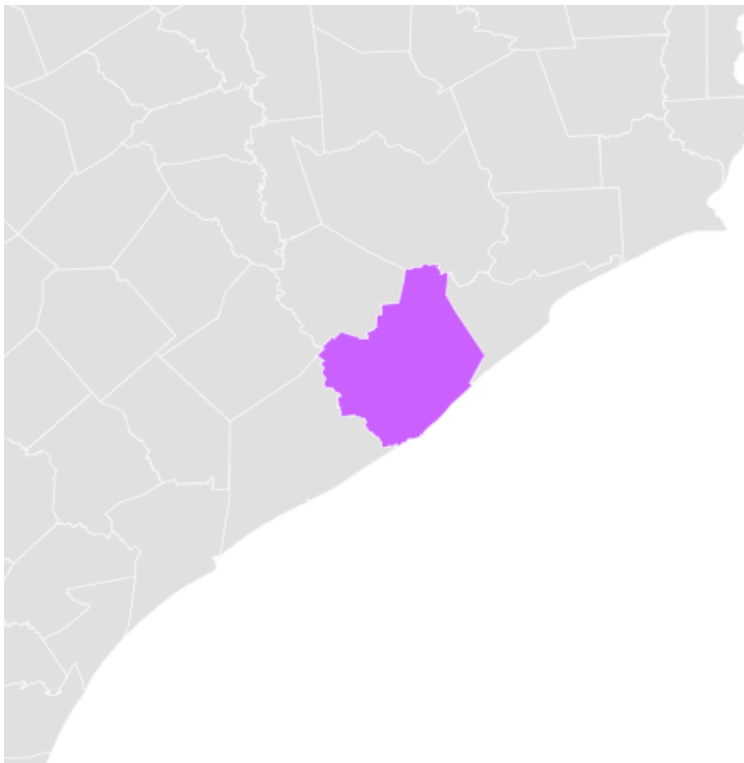
*The supply of the 'High Demand, High Supply' programs is not meeting demand. In fact, each program has a significant gap.



INTRODUCTION

For the purposes of this study Brazoria County is analyzed. This report outlines the county’s economy and uses the county’s average annual projected job openings between 2022 and 2032 as a measurement of labor market demand. When job openings are compared to the county’s supply of educational program completions, the analysis determines how well the colleges’ program offerings satisfy county workforce demand. In addition, this report offers recommendations for new program development. In its entirety, the analysis is a starting point for the colleges in the county as they continue to develop programs using data-based decision-making strategies. The following figures and table display key findings of the analyses.

Figure 1: Map of Brazoria County



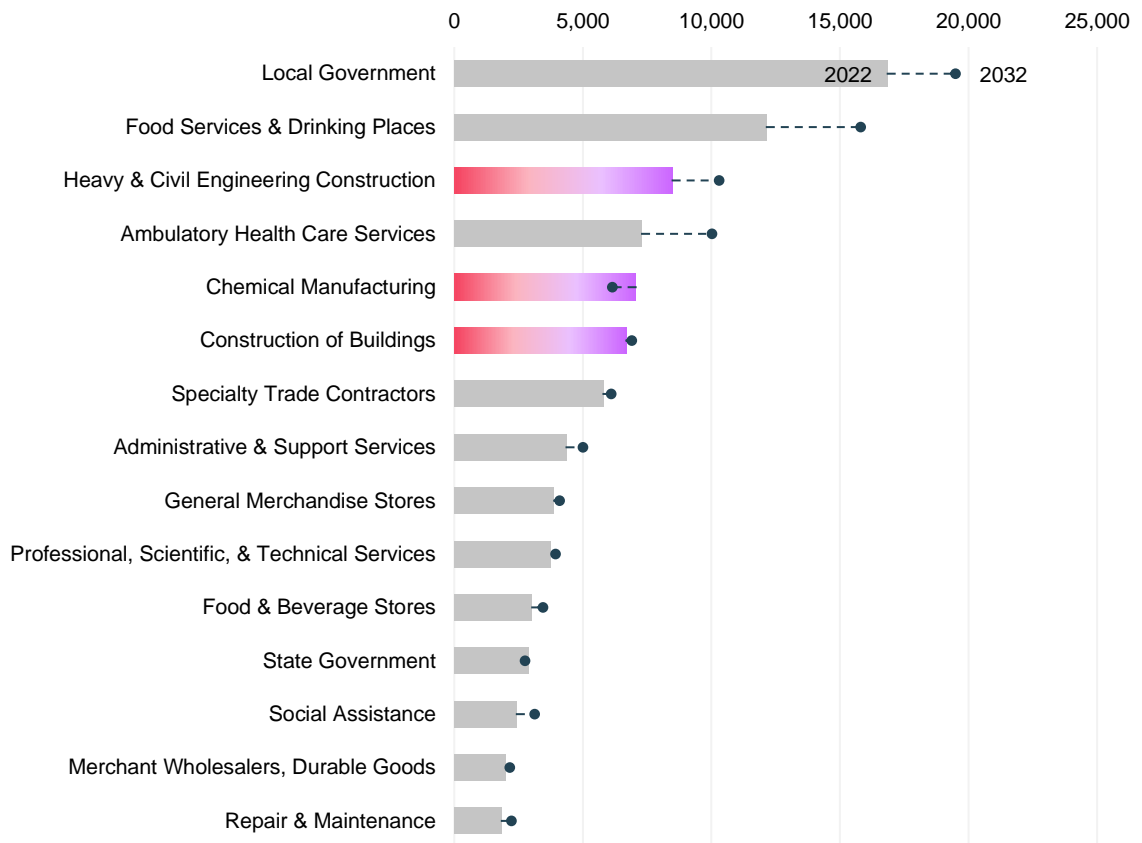
Source: Lightcast Analyst. Region provided by The Alliance.



ECONOMIC OVERVIEW

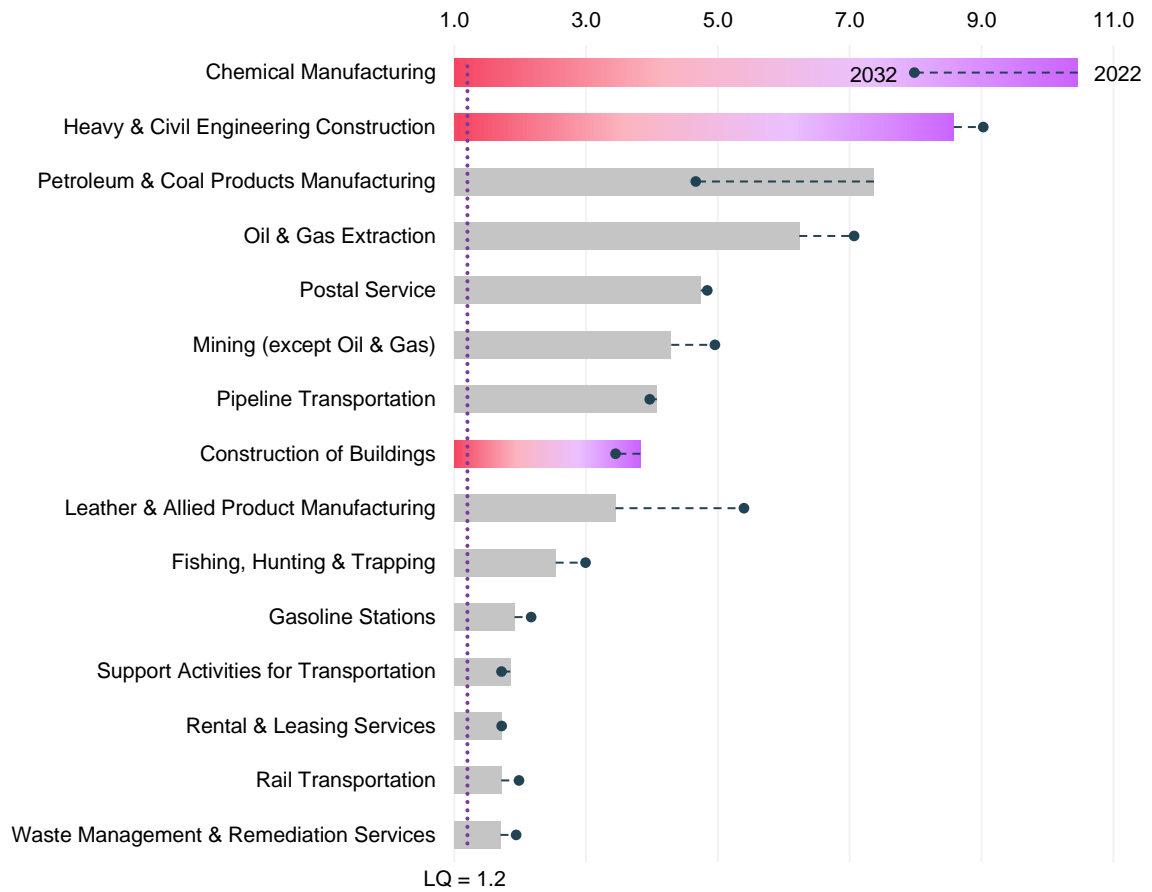
Figure 2 displays the top industry subsectors in terms of employment in Brazoria County, and Figure 3 shows the top industry subsectors in terms of employment concentrations, referred to as location quotients (LQs). High LQs (usually anything greater than 1.2) are an indication that the county has a comparative advantage or specialization in certain industry subsectors relative to the rest of the nation or potentially to other regions.

Figure 2: Top Industry Subsectors in Brazoria County by Jobs



Source: Employees & Self-Employed 2023.1.

Figure 3: Top Industry Subsectors in Brazoria County by Employment Concentration (LQ)



Source: Employees & Self-Employed 2023.1.

Note the highlighted bars in the figures. Across all of Brazoria County’s industry subsectors, three are within the top 15 in terms of jobs with relatively high LQs. The appearance of these industry subsectors provides an indication of their strength in the region’s economy and offers the colleges insight into potential employment opportunities for their students. These industry subsectors, ranked by 2022 jobs, are:

- Heavy & Civil Engineering Construction;
- Chemical Manufacturing; and
- Construction of Buildings.



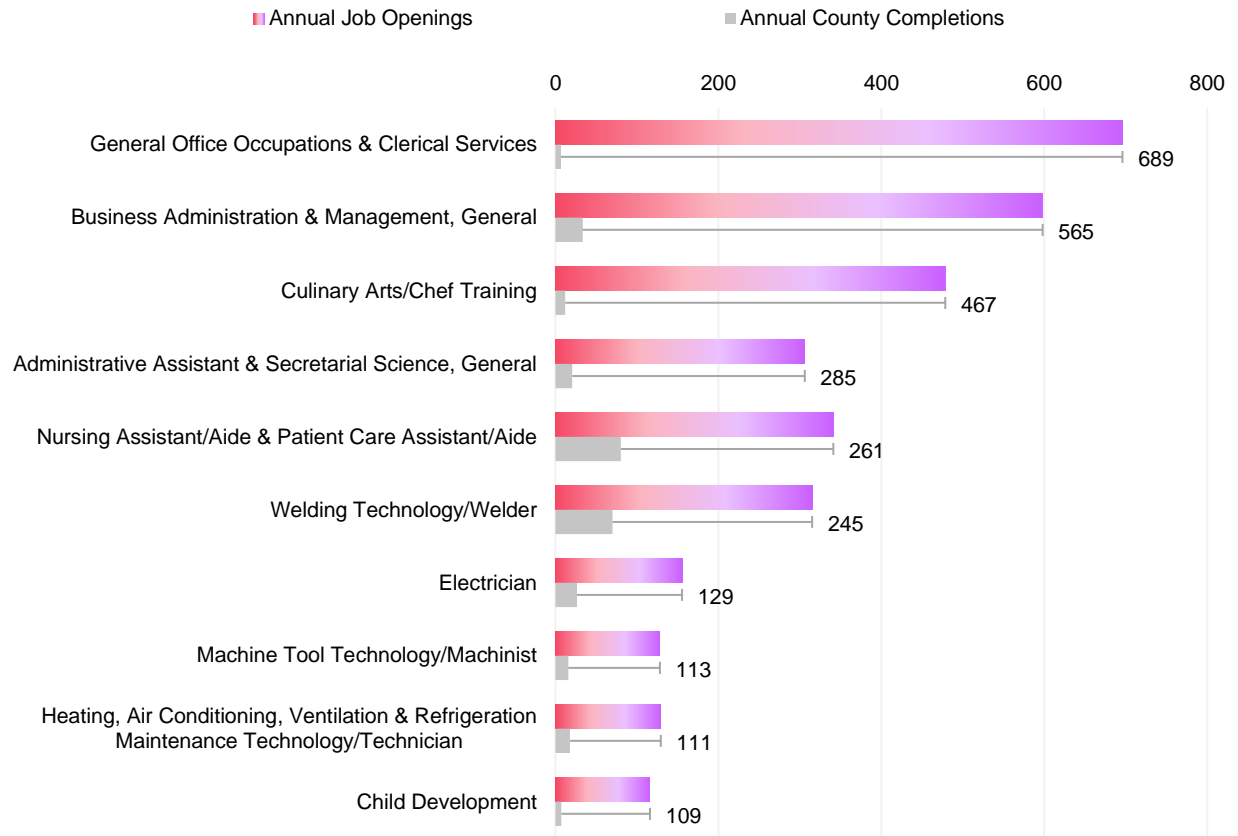
PROGRAM DEMAND GAP ANALYSIS

The program demand gap analysis provides results across all of the certificate and degree level programs offered in the county, which have been classified by their formal CIP code.¹ The analysis connects the colleges' program completers with the availability of county job openings. Furthermore, the analysis focuses on the gaps and surpluses in the programs by award level. A gap or surplus larger than 50 is considered beyond normal labor market fluctuations and therefore an area of consideration for program development.

The colleges of Brazoria County offer 34 certificate level programs, 11 of which have a significant gap above the 50-openings level of significance as shown in Figure 4. One program at this level has a significant surplus of completions. With regards to specific programmatic results, the following certificate level programs should be considered for expansion due to their gap and median hourly wage: Business Administration & Management, General; Welding Technology/Welder; Electrician; Machine Tool Technology/Machinist; Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician; and Construction Engineering Technology/Technician. The three largest certificate level programs in terms of average annual completions are Chemical Technology/Technician, Nursing Assistant/Aide & Patient Care Assistant/Aide, and Welding Technology/Welder. Despite Chemical Manufacturing being a key industry subsector in the county, Chemical Technology/Technician has a significant surplus of 179 completers. This surplus coupled with the slight decline in employment projected over the next ten years for the industry suggest that colleges maintain communication with major county employers to ensure students are finding employment and employers are well-staffed. The Nursing Assistant/Aide & Patient Care Assistant/Aide program has a significant gap, but the median hourly wage is below the living wage for two adults (both working) and two children in Brazoria County. Colleges should consider how this program and subsequent work experience can be used as a stepping stone by graduates to higher wage occupations along their career path.

¹ CIP refers to the Classification of Instructional Program and was originally developed by the U.S. Department of Education's National Center for Education Statistics (NCES).

Figure 4: Top 10 Certificate Level Gaps



Source: Lightcast program demand gap model.

Table 1: Gaps and Surpluses for Certificate Level Programs

CIP CODE	CIP TITLE	ANNUAL JOB OPENINGS	ANNUAL COUNTY COMPLETIONS	GAP OR SURPLUS	MEDIAN HOURLY WAGE
52.0408	General Office Occupations & Clerical Services	696	7	689	\$16.16
52.0201	Business Administration & Management, General	598	33	565	\$29.02
12.0503	Culinary Arts/Chef Training	479	12	467	\$13.19
52.0401	Administrative Assistant & Secretarial Science, General	306	21	285	\$15.57
51.3902	Nursing Assistant/Aide & Patient Care Assistant/Aide	341	80	261	\$11.92
48.0508	Welding Technology/Welder	315	70	245	\$23.00
46.0302	Electrician	155	26	129	\$26.37
48.0501	Machine Tool Technology/Machinist	128	16	113	\$23.51
47.0201	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician	129	18	111	\$23.33
19.0706	Child Development	116	7	109	\$11.24

CIP CODE	CIP TITLE	ANNUAL JOB OPENINGS	ANNUAL COUNTY COMPLETIONS	GAP OR SURPLUS	MEDIAN HOURLY WAGE
15.1001	Construction Engineering Technology/Technician	120	12	109	\$34.52
47.0604	Automobile/Automotive Mechanics Technology/Technician	63	23	40	\$23.28
12.0401	Cosmetology/Cosmetologist, General	63	35	28	\$13.00
19.0708	Child Care & Support Services Management	23	1	22	\$13.26
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	33	15	19	\$18.73
51.0805	Pharmacy Technician/Assistant	29	12	18	\$16.57
15.0701	Occupational Safety & Health Technology/Technician	24	15	8	\$35.43
22.0303	Court Reporting & Captioning/Court Reporter	12	5	7	\$20.49
51.3901	Licensed Practical/Vocational Nurse Training	37	32	5	\$22.79
46.0502	Pipefitting/Pipefitter & Sprinkler Fitter	8	3	5	\$25.06
09.0701	Radio & Television	6	3	3	\$25.62
51.0910	Diagnostic Medical Sonography/Sonographer & Ultrasound Technician	4	2	3	\$21.12
10.0303	Prepress/Desktop Publishing & Digital Imaging Design	3	<1	2	\$22.84
22.0302	Legal Assistant/Paralegal	12	12	1	\$25.49
51.0903	Electroneurodiagnostic/Electroencephalographic Technology/Technologist	1	<1	1	\$21.12
12.0413	Cosmetology, Barber/Styling, & Nail Instructor	4	4	0	\$12.04
43.0402	Criminalistics & Criminal Science	0	<1	(0)	\$28.41
11.0201	Computer Programming/Programmer, General	15	17	(2)	\$40.67
51.1501	Substance Abuse/Addiction Counseling	10	16	(5)	\$19.32
12.0409	Aesthetician/Esthetician & Skin Care Specialist	1	8	(7)	\$15.81
15.0404	Instrumentation Technology/Technician	25	43	(17)	\$25.10
43.0107	Criminal Justice/Police Science	39	57	(18)	\$28.40
15.1301	Drafting & Design Technology/Technician, General	9	42	(33)	\$27.98
41.0301	Chemical Technology/Technician	116	214	(98)	\$38.53

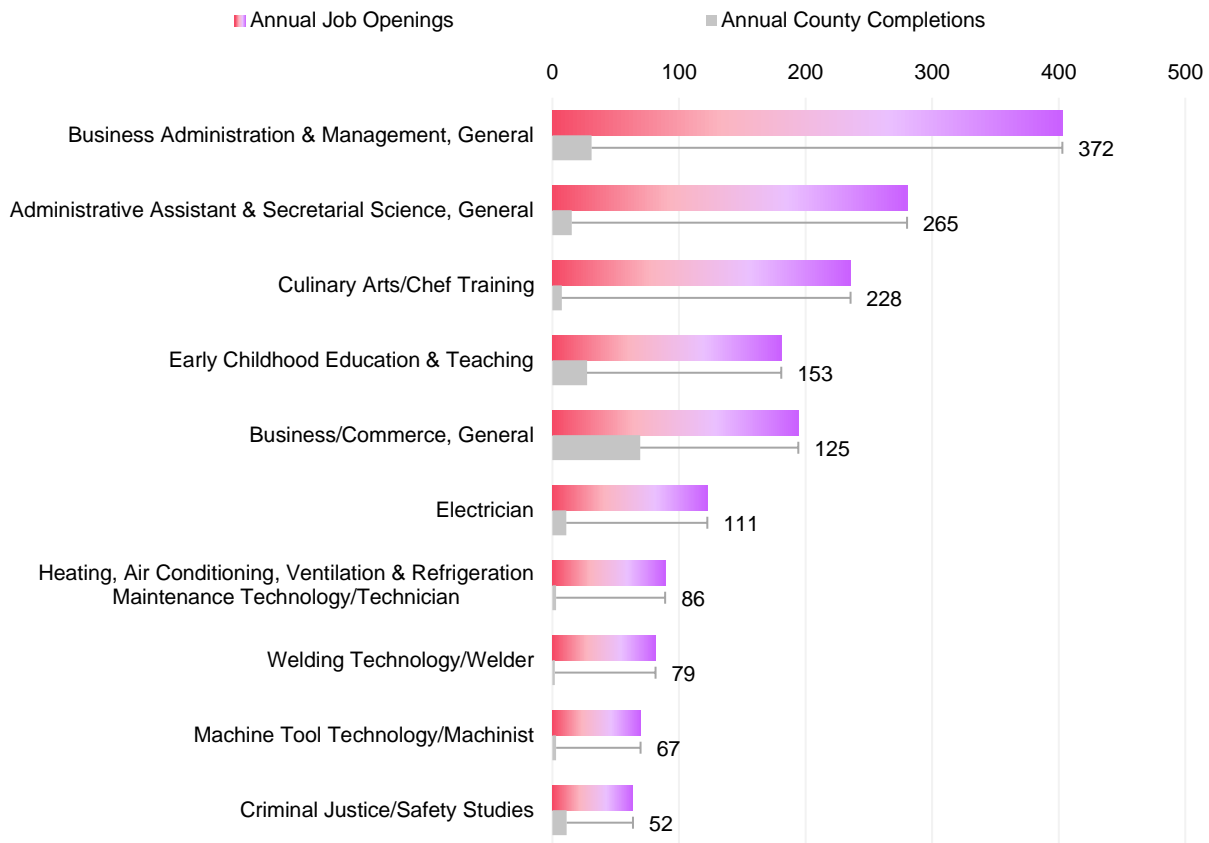
Numbers may not sum due to rounding.

Source: Lightcast program demand gap model.

The colleges of Brazoria County offer 49 associate degree level programs, 10 of which have a significant gap above the 50-openings level of significance (Figure 5). One program at this award level has a significant surplus of completions. With regards to specific programmatic results, the following associate degree programs should be considered for expansion due to their gap and median hourly wage: Business Administration & Management, General; Business/Commerce, General; Electrician; Machine Tool Technology/Machinist; and Criminal

Justice/Safety Studies. The three largest associate degree programs in terms of average annual completions are Registered Nursing/Registered Nurse; Chemical Technology/Technician; and Business/Commerce, General. Both the Registered Nursing/Registered Nurse and Chemical Technology/Technician programs have a surplus of completions. As previously discussed for the Chemical Technology/Technician program, it is recommended that the colleges and The Alliance collaborate with local employers and examine student outcomes to ensure both groups are adequately served by the program. There are more job openings for the Registered Nursing/Registered Nurse program at the bachelor's degree level and these program completers are likely finding employment outside Brazoria County. The Business/Commerce, General program has significant gap and a median hourly wage of \$41.10, the second highest of all the associate degree programs offered in the county. Business programs can lead to leadership positions in a variety of industries; the colleges are advised to consider the industry mix of the county to align curriculum to meet the needs of employers and train students most effectively to be competitive in the local labor market.

Figure 5: Top 10 Associate Degree Level Gaps



Source: Lightcast program demand gap model.

Table 2: Gaps and Surpluses for Associate Degree Level Programs

CIP CODE	CIP TITLE	ANNUAL JOB OPENINGS	ANNUAL COUNTY COMPLETIONS	GAP OR SURPLUS	MEDIAN HOURLY WAGE
52.0201	Business Administration & Management, General	403	31	372	\$25.68
52.0401	Administrative Assistant & Secretarial Science, General	280	15	265	\$15.55
12.0503	Culinary Arts/Chef Training	236	7	228	\$13.45
13.1210	Early Childhood Education & Teaching	181	27	153	\$13.82
52.0101	Business/Commerce, General	194	69	125	\$41.10
46.0302	Electrician	122	11	111	\$27.30
47.0201	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician	89	3	86	\$20.81
48.0508	Welding Technology/Welder	81	2	79	\$21.09
48.0501	Machine Tool Technology/Machinist	70	3	67	\$24.00
43.0104	Criminal Justice/Safety Studies	64	11	52	\$24.82
31.0501	Sports, Kinesiology, & Physical Education/Fitness, General	47	<1	46	\$16.15
15.1001	Construction Engineering Technology/Technician	46	7	39	\$29.64
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	35	5	31	\$19.70
47.0604	Automobile/Automotive Mechanics Technology/Technician	27	<1	26	\$21.41
51.0805	Pharmacy Technician/Assistant	24	4	20	\$16.60
52.0402	Executive Assistant/Executive Secretary	24	5	19	\$17.65
51.0000	Health Services/Allied Health/Health Sciences, General	71	57	14	\$18.14
42.0101	Psychology, General	24	14	10	\$26.30
43.0107	Criminal Justice/Police Science	25	15	10	\$28.41
19.0706	Child Development	14	4	9	\$11.51
50.0701	Art/Art Studies, General	17	8	9	\$15.87
46.0502	Pipefitting/Pipefitter & Sprinkler Fitter	9	1	8	\$24.82
22.0303	Court Reporting & Captioning/Court Reporter	10	2	8	\$21.84
40.0101	Physical Sciences, General	7	1	6	\$48.20
15.0701	Occupational Safety & Health Technology/Technician	13	10	3	\$34.08
50.0901	Music, General	2	<1	2	\$21.36
50.0501	Drama & Dramatics/Theatre Arts, General	4	2	2	\$24.18
22.0302	Legal Assistant/Paralegal	13	12	1	\$25.38
19.0708	Child Care & Support Services Management	1	<1	1	\$11.70
11.0201	Computer Programming/Programmer, General	15	15	0	\$41.57

CIP CODE	CIP TITLE	ANNUAL JOB OPENINGS	ANNUAL COUNTY COMPLETIONS	GAP OR SURPLUS	MEDIAN HOURLY WAGE
54.0101	History, General	0	<1	(0)	\$30.49
40.0801	Physics, General	0	<1	(0)	\$33.38
13.1203	Junior High/Intermediate/Middle School Education & Teaching	1	2	(0)	\$30.98
13.1202	Elementary Education & Teaching	1	2	(1)	\$30.99
26.0101	Biology/Biological Sciences, General	6	7	(1)	\$23.47
45.1101	Sociology, General	1	2	(1)	\$31.41
50.0903	Music Performance, General	3	5	(2)	\$31.85
27.0101	Mathematics, General	8	10	(3)	\$32.25
13.1205	Secondary Education & Teaching	2	5	(3)	\$33.09
09.0101	Speech Communication & Rhetoric	2	6	(4)	\$30.01
09.0701	Radio & Television	6	10	(4)	\$25.82
15.1301	Drafting & Design Technology/Technician, General	11	20	(9)	\$27.93
51.0908	Respiratory Care Therapy/Therapist	2	13	(11)	\$25.67
51.1502	Psychiatric/Mental Health Services Technician	2	16	(14)	\$15.67
15.0404	Instrumentation Technology/Technician	21	36	(15)	\$27.20
51.0903	Electroneurodiagnostic/Electroencephalographic Technology/Technologist	2	19	(17)	\$25.73
51.0910	Diagnostic Medical Sonography/Sonographer & Ultrasound Technician	2	20	(18)	\$25.73
41.0301	Chemical Technology/Technician	75	119	(45)	\$38.52
51.3801	Registered Nursing/Registered Nurse	37	139	(103)	\$36.59

Numbers may not sum due to rounding.

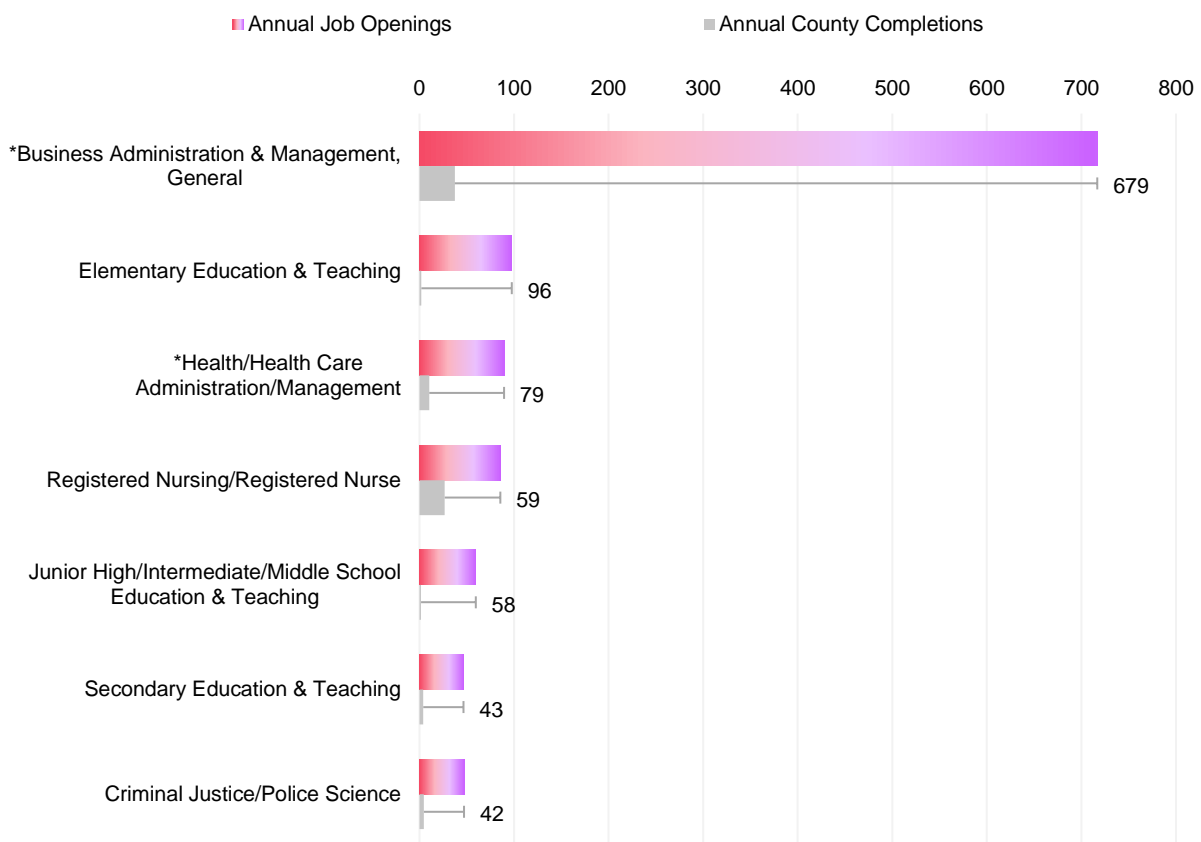
Source: Lightcast program demand gap model.

Brazosport College offers five transfer-track degree programs.² In other words, a program completer could readily transfer into a similar bachelor's degree level program at another postsecondary educational institution in the state. Brazosport College's two bachelor's degree programs are also analyzed in this section. Of these programs, five have a significant gap above the 50-openings level of significance, as shown in Figure 6. With regards to specific programmatic results, the following transfer-track degree programs should be considered for expansion due to their gap and median hourly wage: Business Administration & Management, General; Elementary Education & Teaching; and Health/Health Care Administration/Management. At Brazosport College the three education/teaching transfer-track programs are offered as one degree. Considering the job openings and completions together,

² Brazosport College selected five associate degree programs from the college's offerings to be analyzed as transfer-track programs in the sister study to this report concerning Southern Brazoria County. None of Alvin Community College's associate degree offerings were assumed to be transfer-track programs in this report.

the combined education/teaching program has an even larger gap, which further highlights this program as an opportunity for expansion. The three largest transfer-track degree programs in terms of average annual completions are Business Administration & Management, General; Registered Nursing/Registered Nurse; and Health/Health Care Administration/Management. All three programs have a significant gap at this level and a median hourly wage of over \$27.50. For this reason, all three programs are recommended for expansion given their significant gaps and high median hourly wages. A transfer-track program expansion requires a close examination of the process by which a student transfers to a four-year institution. For these programs to be successful these students must be able to transfer their credits with ease.

Figure 6: Transfer-Track and Bachelor’s Degree Level Gaps



*These programs award completers with a bachelor’s degree. All other programs in this section of the analysis award completers with an associate degree, but the demand for jobs considers a bachelor’s degree level of education.

Source: Lightcast program demand gap model.

Table 3: Gaps and Surpluses for Transfer-Track and Bachelor's Degree Level Programs

CIP CODE	CIP TITLE	ANNUAL JOB OPENINGS	ANNUAL BC COMPLETIONS	GAP OR SURPLUS	MEDIAN HOURLY WAGE
52.0201	*Business Administration & Management, General	717	37	679	\$33.15
13.1202	Elementary Education & Teaching	98	2	96	\$29.05
51.0701	*Health/Health Care Administration/Management	89	10	79	\$27.66
51.3801	Registered Nursing/Registered Nurse	85	27	59	\$36.48
13.1203	Junior High/Intermediate/Middle School Education & Teaching	60	2	58	\$29.19
13.1205	Secondary Education & Teaching	47	4	43	\$30.40
43.0107	Criminal Justice/Police Science	47	5	42	\$28.74

*These programs award completers with a bachelor's degree. All other programs in this section of the analysis award completers with an associate degree, but the demand for jobs considers a bachelor's degree level of education.

Numbers may not sum due to rounding.

Source: Lightcast program demand gap model.

A liberal arts program expansion is not recommended at this time, but college administrators should be aware that students can find success in a variety of business-related occupations. Using Lightcast's Profile Analytics database, many liberal arts program completers are currently employed as retail salespersons, administrative assistants, and customer service representatives, as well as a variety of managers and supervisors. These occupations have a considerable number of job openings in Brazoria County. The college's liberal arts program, therefore, serves as a starting point to students' career goals beyond an associate degree level of education.



PROGRAM ADDITIONS

Thirty-three certificate level programmatic areas of opportunity have been identified in the program demand gap analysis, most of which are related to installation, maintenance, & repair occupations. At the associate degree level, there are fewer opportunities for new programs, considering the college's current offerings. Nonetheless, the colleges should consider new programs related to healthcare practitioners & technical occupations, whether its focus is on job openings in Brazoria County or Texas. Another 19 programmatic areas of opportunity were identified at the transfer-track degree level, many of which are related to architecture & engineering occupations. Some program additions may be related to the colleges' current program offerings, which indicates an opportunity for a curriculum adjustment to better align with the county's current and projected labor market demand. These occupations appear in the following tables.

Table 4: Programmatic Areas of Opportunity at the Certificate Level

SOC TITLE	2022 JOBS	% JOB CHANGE	ANNUAL JOB OPENINGS	ANNUAL COMPL.	GAP	MEDIAN HOURLY WAGE
Construction Laborers	3,567	13.7%	240	0	240	\$16.10
Operating Engineers & Other Construction Equipment Operators	991	17.0%	91	0	91	\$20.83
Medical Assistants	677	39.5%	84	0	84	\$15.93
Carpenters	1,397	(0.4%)	83	0	83	\$19.58
First-Line Supervisors of Production & Operating Workers	796	(0.8%)	53	0	53	\$34.19
Inspectors, Testers, Sorters, Samplers, & Weighers	561	(1.2%)	43	0	43	\$17.71
Dental Assistants	368	18.8%	42	0	42	\$17.24
First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	455	12.3%	41	0	41	\$24.39
Mobile Heavy Equipment Mechanics, Except Engines	312	18.2%	27	0	27	\$24.91
Electrical Power-Line Installers & Repairers	192	41.9%	20	0	20	\$33.84
Bus & Truck Mechanics & Diesel Engine Specialists	241	7.1%	17	0	17	\$21.50
Farmers, Ranchers, & Other Agricultural Managers	261	13.0%	17	0	17	\$18.20
Tellers	246	(12.9%)	17	0	17	\$15.93
Mixing & Blending Machine Setters, Operators, & Tenders	220	(10.5%)	15	0	15	\$17.94
Packaging & Filling Machine Operators & Tenders	236	(0.5%)	15	0	15	\$16.47
Pest Control Workers	80	39.9%	12	0	12	\$19.63
Massage Therapists	115	35.7%	12	0	12	\$18.80
Installation, Maintenance, & Repair Workers, All Other	143	10.1%	11	0	11	\$18.06

SOC TITLE	2022 JOBS	% JOB CHANGE	ANNUAL JOB OPENINGS	ANNUAL COMPL.	GAP	MEDIAN HOURLY WAGE
Petroleum Pump System Operators, Refinery Operators, & Gaugers	171	(16.7%)	11	0	11	\$34.65
Telecommunications Line Installers & Repairers	100	25.8%	10	0	10	\$28.95
Healthcare Support Workers, All Other	94	17.0%	10	0	10	\$17.04
First-Line Supervisors of Housekeeping & Janitorial Workers	105	17.0%	9	0	9	\$17.10
Wind Turbine Service Technicians	63	52.8%	8	0	8	\$23.17
Telecommunications Equipment Installers & Repairers, Except Line Installers	97	(7.3%)	7	0	7	\$27.17
Hazardous Materials Removal Workers	52	29.2%	7	0	7	\$19.27
Control & Valve Installers & Repairers, Except Mechanical Door	84	16.8%	6	0	6	\$21.26
Weighers, Measurers, Checkers, & Samplers, Recordkeeping	70	3.9%	5	0	5	\$16.59
Structural Metal Fabricators & Fitters	73	(3.2%)	5	0	5	\$19.69
Water & Wastewater Treatment Plant & System Operators	78	0.2%	5	0	5	\$19.99
Loan Interviewers & Clerks	91	1.4%	5	0	5	\$19.90
Ophthalmic Medical Technicians	42	45.6%	5	0	5	\$15.66
Brickmasons & Blockmasons	90	(10.0%)	5	0	5	\$22.07
Paving, Surfacing, & Tamping Equipment Operators	61	1.2%	5	0	5	\$20.69

Numbers may not sum due to rounding.

Source: Lightcast program demand gap model.

Table 5: Programmatic Areas of Opportunity at the Associate Degree Level

SOC TITLE	2022 JOBS	% JOB CHANGE	ANNUAL JOB OPENINGS	ANNUAL COMPL.	GAP	MEDIAN HOURLY WAGE
Physical Therapist Assistants	81	63.7%	12	0	12	\$38.68
Occupational Therapy Assistants	47	53.8%	8	0	8	\$40.44
Dental Hygienists	113	28.5%	7	0	7	\$35.13
Radiologic Technologists & Technicians	97	19.2%	5	0	5	\$27.47
Surgical Technologists	62	8.1%	4	0	4	\$25.30
Morticians, Undertakers, & Funeral Arrangers	15	28.9%	2	0	2	\$17.45
Magnetic Resonance Imaging Technologists	15	16.9%	1	0	1	\$33.78
Occupational Therapy Aides	4	33.6%	1	0	1	\$15.02

Numbers may not sum due to rounding.

Source: Lightcast program demand gap model.

Table 6: Programmatic Areas of Opportunity at the Transfer-Track Degree Level

SOC TITLE	2022 JOBS	% JOB CHANGE	ANNUAL JOB OPENINGS	ANNUAL COMPL.	GAP	MEDIAN HOURLY WAGE
Civil Engineers	461	7.3%	22	0	22	\$44.90
Buyers & Purchasing Agents	311	1.3%	14	0	14	\$27.76
Insurance Sales Agents	236	13.6%	13	0	13	\$21.63
Training & Development Specialists	236	14.3%	12	0	12	\$27.32
Securities, Commodities, & Financial Services Sales Agents	205	7.6%	11	0	11	\$33.08
Industrial Engineers	285	0.4%	11	0	11	\$46.17
Real Estate Sales Agents	183	16.6%	10	0	10	\$16.78
Mechanical Engineers	256	1.0%	10	0	10	\$56.46
First-Line Supervisors of Non-Retail Sales Workers	191	11.3%	8	0	8	\$32.51
Information & Record Clerks, All Other	142	13.7%	8	0	8	\$15.76
Directors, Religious Activities & Education	140	4.8%	8	0	8	\$26.15
Network & Computer Systems Administrators	158	8.3%	7	0	7	\$36.37
Architectural & Engineering Managers	188	0.1%	7	0	7	\$74.93
Logisticians	119	22.2%	6	0	6	\$33.83
Property, Real Estate, & Community Association Managers	154	12.8%	6	0	6	\$26.41
Loan Officers	121	4.5%	5	0	5	\$27.13
Electrical Engineers	127	7.1%	5	0	5	\$45.57
Community & Social Service Specialists, All Other	79	15.0%	5	0	5	\$20.60
Eligibility Interviewers, Government Programs	90	0.2%	5	0	5	\$16.08

Numbers may not sum due to rounding.

Source: Lightcast program demand gap model.



Lightcast provides colleges and universities with labor market data that helps create better outcomes for students, businesses, and communities. Our data, which cover more than 99% of the U.S. workforce, are compiled from a wide variety of government sources, job postings, and online profiles and résumés. Hundreds of institutions use Lightcast to align programs with regional needs, drive enrollment, connect students with in-demand careers, track their alumni's employment outcomes, and demonstrate their institution's economic impact on their region. Visit lightcast.io/solutions/education to learn more or connect with us.