

san josé·evergreen
COMMUNITY COLLEGE DISTRICT



**EXTERNAL ENVIRONMENTAL SCAN
LABOR MARKET AND FEEDER SCHOOLS**
SEPTEMBER 8, 2025



SUMMARY: NATIONAL TRENDS

BASED ON INFORMATION PRESENTED IN MAY 2025



SOCIAL:

- **Polycrises** are on the rise (ex: global warming and economic instability and geopolitical polarization)
- Technology is **changing student cognition** (shorter attention span, impaired critical thinking, etc.)

TECHNOLOGICAL:

- **AI** is becoming ubiquitous, with implications for teaching & learning, AI Governance, Cybersecurity, and the need for **critical digital literacy**
- **Remote Work** (and online instruction) may be diminishing somewhat, but appears here to stay, particularly in the Bay Area

POLITICAL:

- **Rapid changes** may reverse the promotion of green tech and diversity, equity and inclusion (including Dreamers), while there are promises of growing manufacturing stateside

Source: EDUCAUSE [Horizon Report, Teaching and Learning, 2025](#)

NATIONAL TRENDS



THOUGHTS?



SUMMARY OF STATE INITIATIVES: CALIFORNIA COMMUNITY COLLEGES



California Community Colleges Initiatives

Vision for Success

- Guided Pathways
- Student Centered Funding Formula

Governor's Roadmap for CCCs

Vision 2030



VISION 2030

CALIFORNIA COMMUNITY COLLEGE INITIATIVES



Equity in Success

- Increase with equity the number of California Community College students:
 - Who complete a meaningful educational outcome.
 - Who attain a baccalaureate degree.
 - Who earn a living wage.

Equity in Access

- Increase with equity the number of students attending a California community college, with particular emphasis on the number of underserved Californians.

Equity in Support

- Increase with equity the number of California Community Colleges students receiving state and federal aid for which they are eligible to better support their educational journey.
- Decrease the number of units in excess of 60 units for the Associate Degree for Transfer.



GOALS AND METRICS VISION 2030

Factored into Base Allocation

- Credit Inmates in Correctional Facilities
- CDCP
- Credit Special Admit Students

Supplemental Allocation Metrics

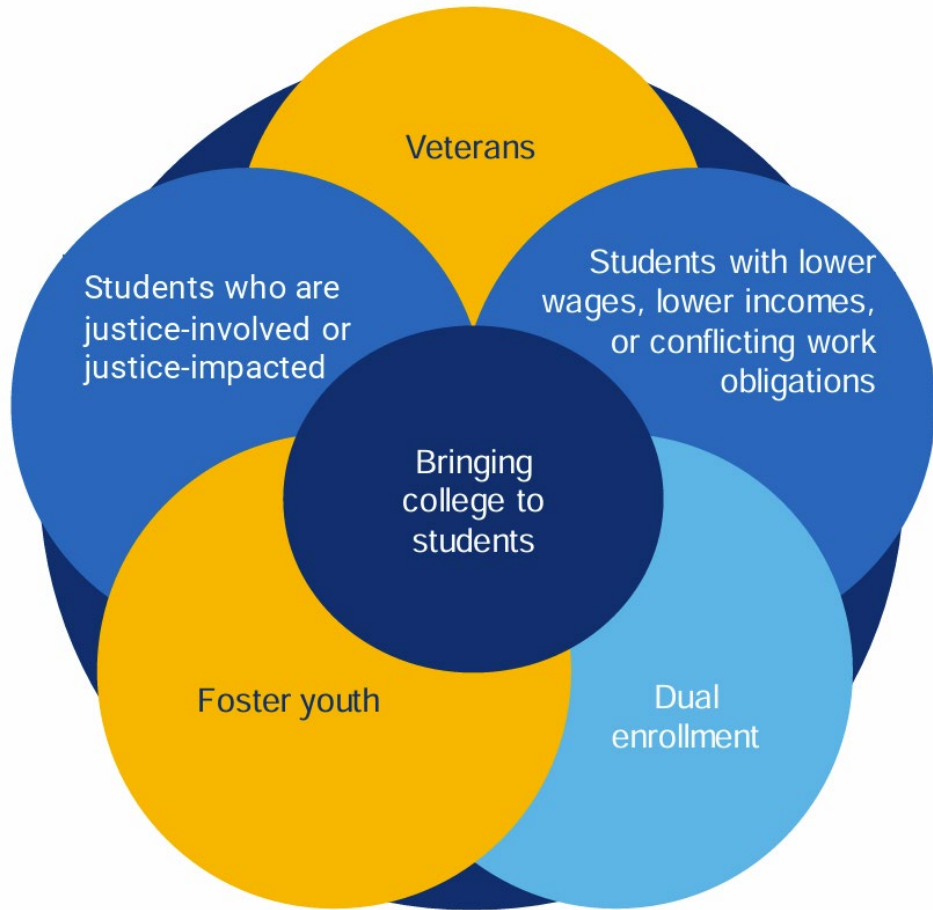
- AB540 Students
- Pell Grant Recipients
- Promise Grant Recipients

Student Success Allocation Metrics

- Associate Degree for Transfer (ADT)
- Associate Degree
- Baccalaureate Degree
- Credit Certificate
- Transfer to a Four-Year University
- Completion of Transfer Level Math and English in Year 1
- Nine or More CTE Units
- Attainment of Regional Living Wage



STUDENT CENTERED FUNDING FORMULA



Strategic Directions

1. Equitable **Baccalaureate** Attainment
2. Equitable **Workforce &** Economic Development
3. Generative **Artificial Intelligence** and the Future of Learning



NEW PATHWAYS TO REACH FUTURE LEARNERS

VISION 2030

Goals

1. Create a State **Planning and Coordinating Body**
2. Strengthen **Regional Coordination**
3. Support **Skills-Based Hiring** Through a Career Passport
4. Develop **Career Pathways** for High School and College Students
5. Strengthen **Workforce Training** for Young People and Adults
6. Increase **Access to and Affordability** of Education and Workforce Training

Source: CA State Governor's Office, [Master Plan for Career Education](#)

California Master Plan For Career Education



CALIFORNIA STATE PLAN FOR CAREER EDUCATION, 2025

High Priority Sectors

- Advanced Manufacturing
- Advanced Transportation and Logistics
- Health
- Information and Communication Technologies - Digital Media
- Public Safety

Priority Sectors

- Agriculture, Water, and Environmental Technologies
- Business & Entrepreneurship
- Education & Human Development
- Energy Construction & Utilities
- Global Trade
- Life Sciences - Biotechnology
- Retail, Hospitality, & Tourism

Source: BACCC Regional [Plan](#) 2022-2024



California
Community
Colleges

BAY AREA COMMUNITY COLLEGE CONSORTIUM STRONG WORKFORCE PRIORITY SECTORS



THOUGHTS?



SUMMARY OF TRENDS: SJECCD SERVICE AREA





SJECCD Service area includes **Milpitas** and most of **San José**
The most popular community colleges for students living in San José or Milpitas are, in order of enrollment:

- **De Anza**
- Evergreen Valley
- San José City

SJECCD draws **hundreds of students** from each the following areas outside of San José and Milpitas:

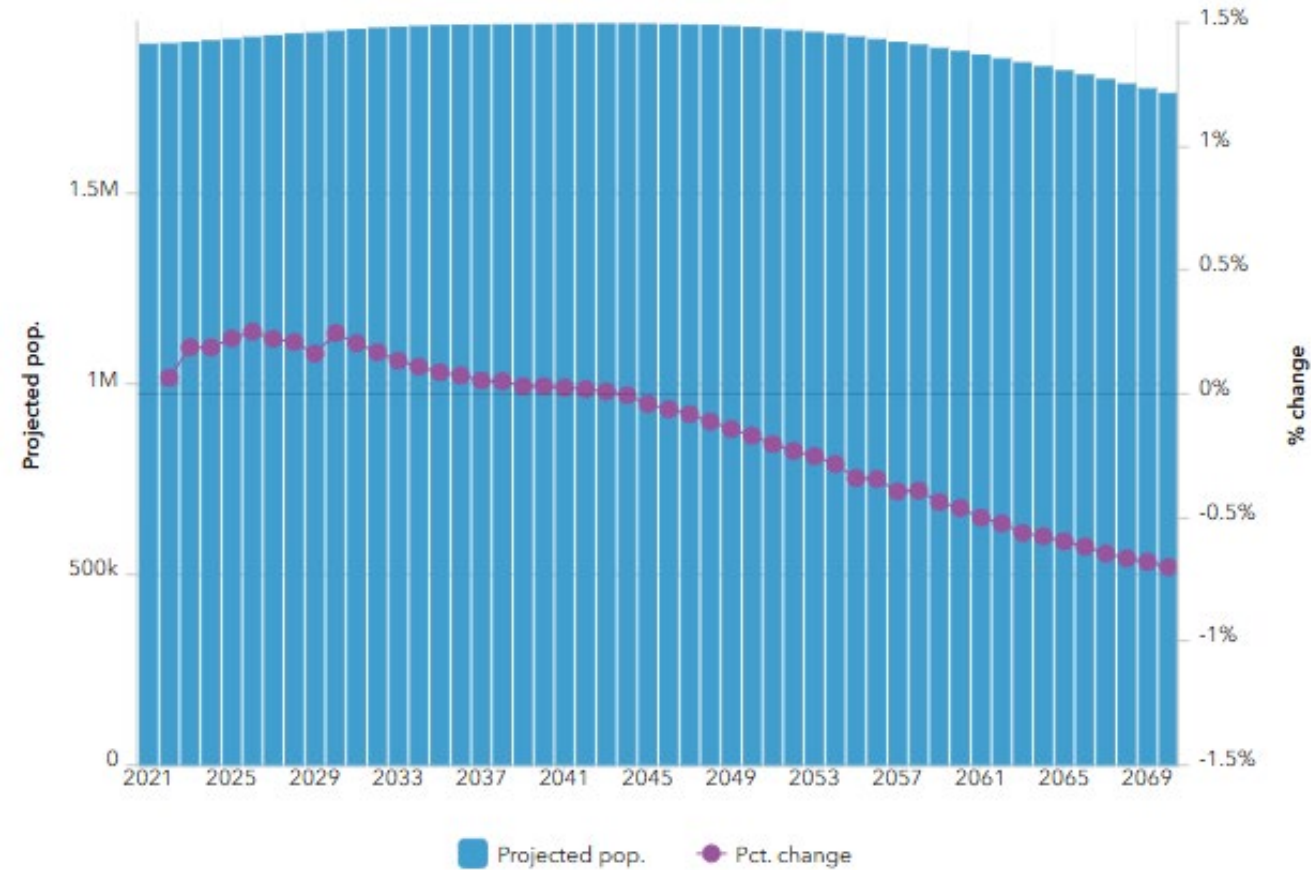
- Santa Clara, Morgan Hill, Campbell, Gilroy, Sunnyvale, Fremont, Hollister

Map Source: [CCLC](#)

SWIRL



Projected Population



The population of Santa Clara County is projected to **increase very slightly** in the coming decade, and **then decrease** (data in chart).

In contrast, the population California is projected to grow slowly but steadily for the next 25 years, and then decrease at a much lower rate (not shown on this slide).

Source: California Department of Finance [projections](#)

2021-2070

PROJECTED POPULATION SANTA CLARA COUNTY

The proportions of Santa Clara County Population by Age are projected to change rather dramatically.

The **proportion of Seniors (age 65+)** is expected to **increase**, more than doubling in numbers in the next 50 years.

The **proportion of youth (under 25) and Prime Working Age Adults (age 25-64)** is projected to **decrease** significantly.

The proportion of Whites is projected to decrease, with an increase in the **Asian population** (not shown on this slide)

Source: California Department of Finance [projections](#)

Projected population by age group, 2020 to 2070



2020-2070

PROJECTED COUNTY POPULATION

- The population of San José, Santa Clara County, and particularly Milipitas is **far more diverse** (lower percentage of Whites) than the nation and even the state
- There is a much **higher percentage of foreign-born, and individuals speaking a language other than English**, in the region than in the state or nation
- Milpitas, Santa Clara County, and San José have **higher rates of income, rent, and home values** than the state or nation, and **lower poverty rates**

Source: US Census [QuickFacts](#)

*Note: percentages do not add up to 100% because Latinos can be of any race, per US Census

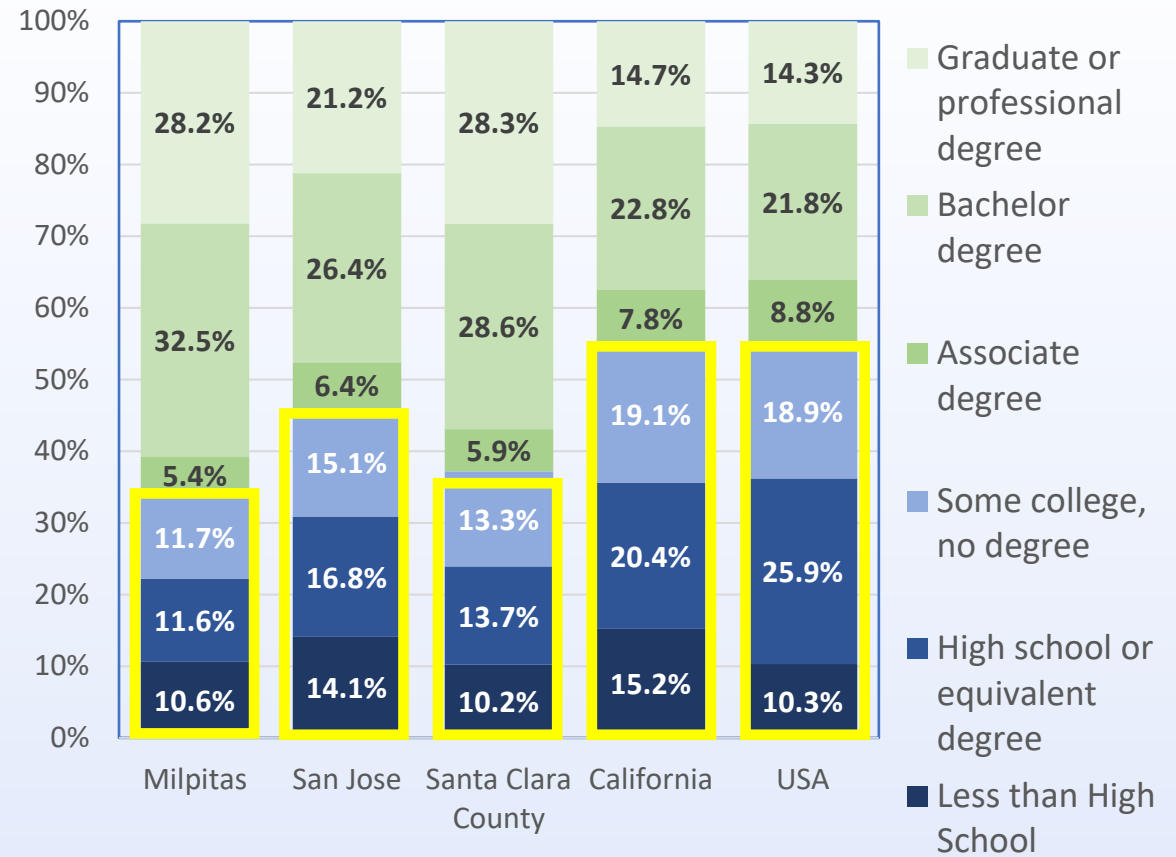
ETHNICITY, NATIVITY

SERVICE AREA DEMOGRAPHICS, COMPARED

While the **Educational Attainment** level of Santa Clara County and included cities is relatively high, there is still a large proportion of residents with less than an Associate Degree, who could benefit from SJECDD courses and training.

- **33.9% of Milpitas** residents have less than an Associate Degree
- **37.9% of Santa Clara County** residents have less than an Associate Degree
- **46.0% of San José** residents have less than an Associate Degree

Source: US Census, [Data Profiles](#)



RESIDENTS WITH LESS THAN AN ASSOCIATE DEGREE EDUCATIONAL ATTAINMENT



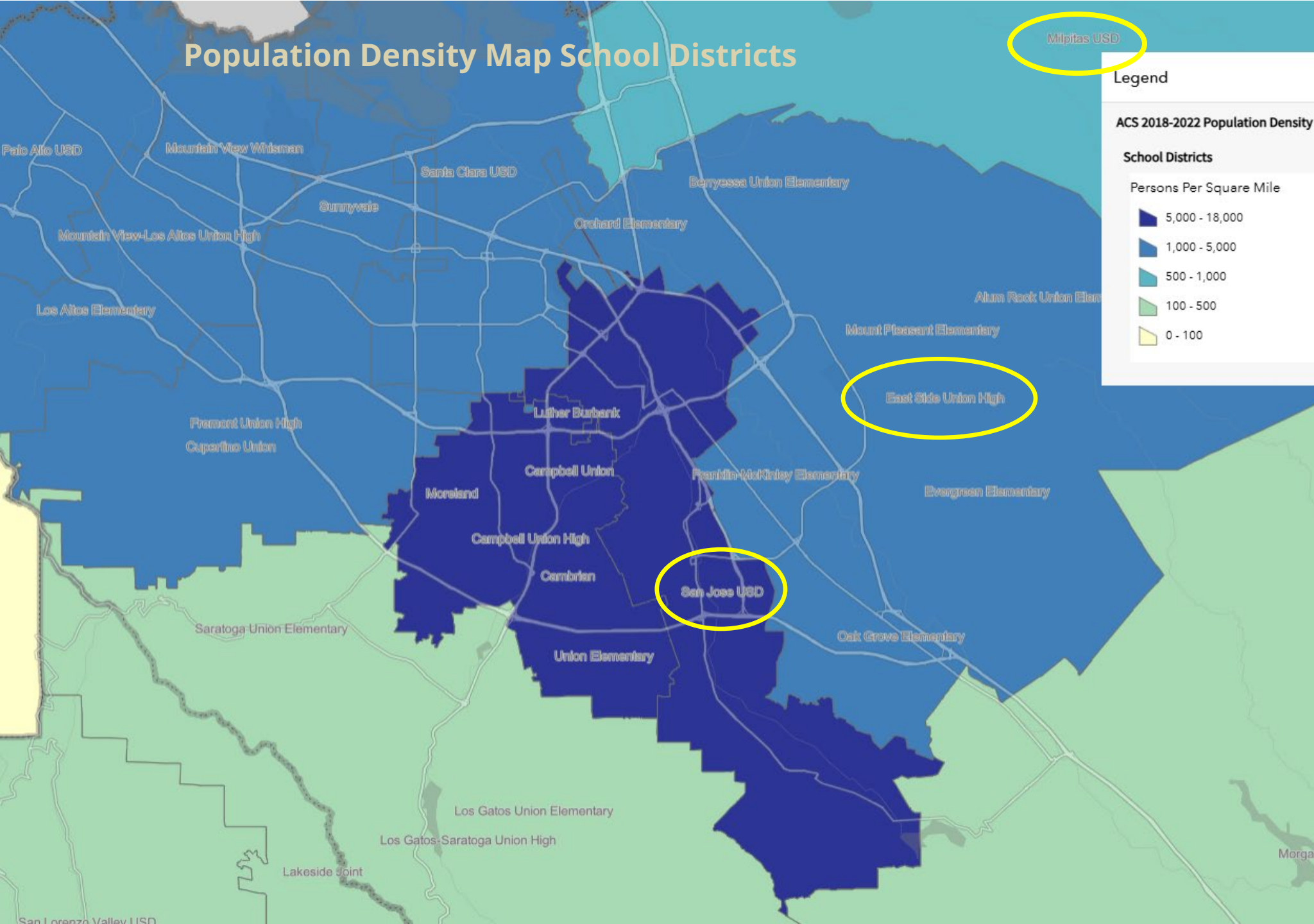
THOUGHTS?



SCHOOLS, SJECCD SERVICE AREA: EAST SIDE UHSD, MILPITAS USD, SAN JOSE USD



Population Density Map School Districts



School District boundaries and city boundaries overlap in the SJECCD.

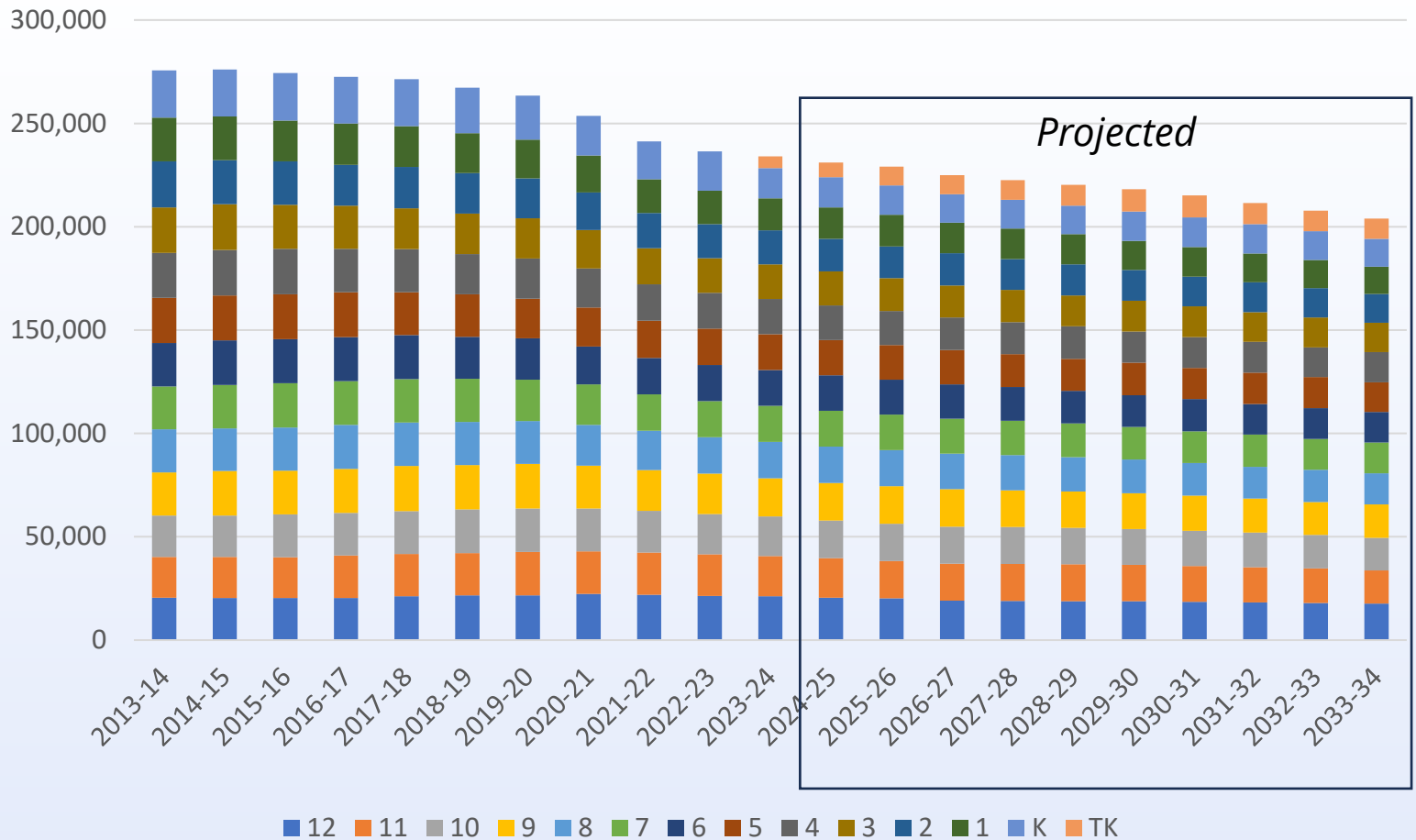
Small portions of San José fall within the designated service area of other CCCs:

- De Anza
- West Valley
- Gavilán

The area served by SJECCD, Milpitas and most of San José, is densely populated.

(Source: [CA DoE](#))

MAP

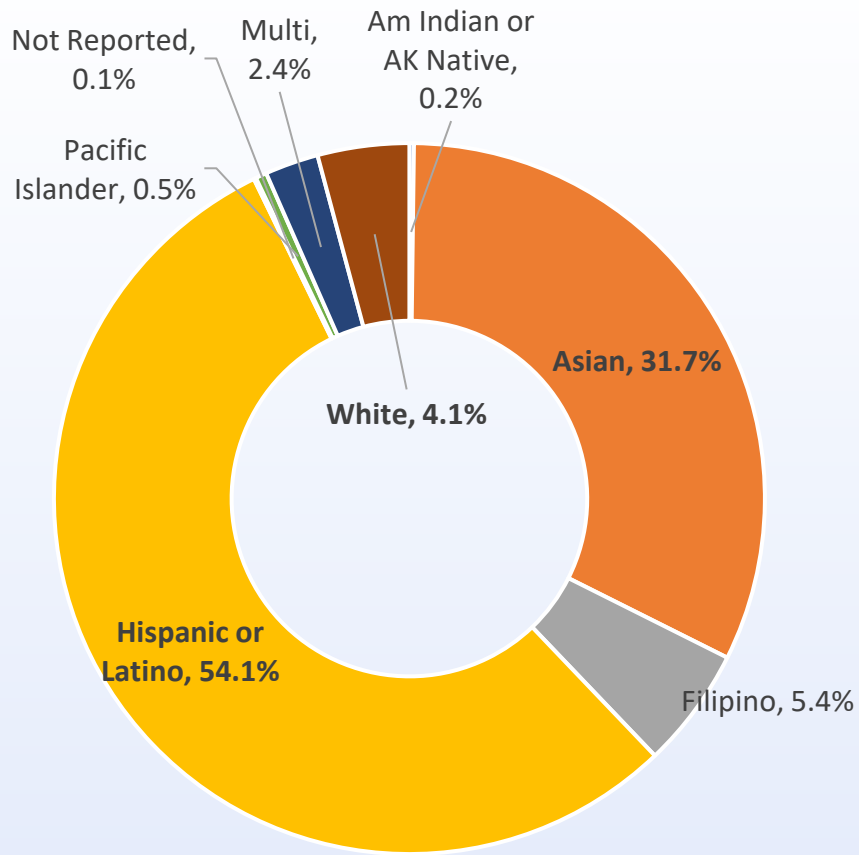


- In the 2023-24 school year, there were 234,027 students enrolled in Santa Clara County Public Schools
- That number is projected to **decrease 12.8%** to 203,994 by 2033-34

Source: CA Dept Finance

HISTORIC AND PROJECTED PUBLIC SCHOOL ENROLLMENT

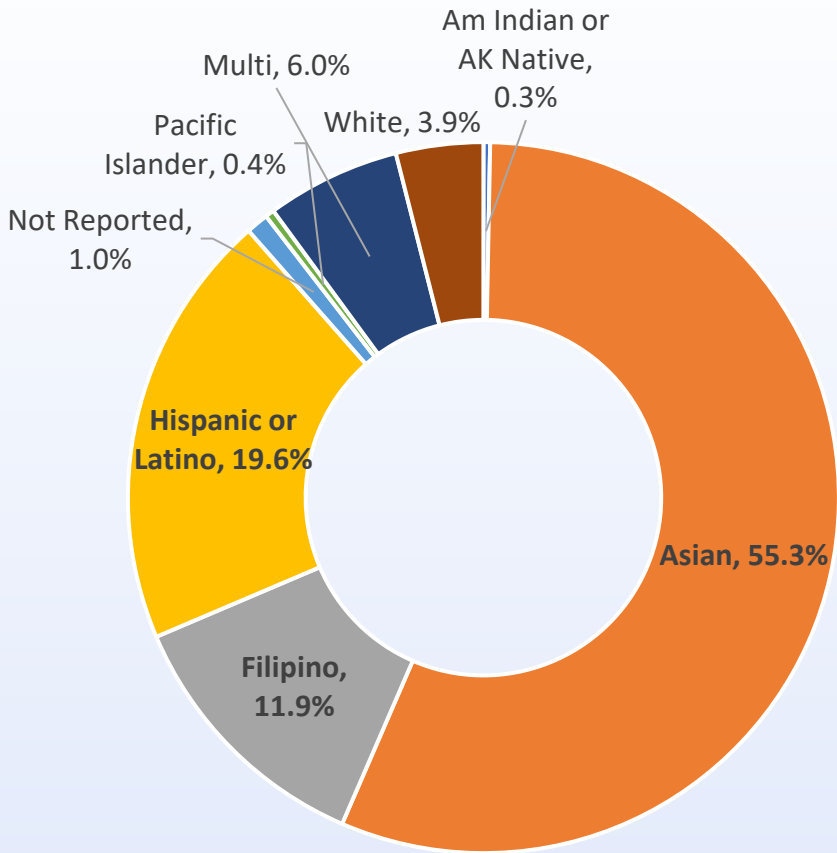
SANTA CLARA COUNTY



- 23,350 students were enrolled in East Side Union High District in 2024-25
- The majority were **Latino** (54.1%), followed by **Asian** (31.7%) – all other ethnicities combined total 14.2%
- An average of 22.9% of East Side Union High students were **English Language Learners**
- Over 60 different languages were spoken by ELL students, with the largest groups being:
 - **Spanish** (37.3%)
 - **Vietnamese** (17.9%)
 - Mandarin (1.9%)
 - Philippine Languages (1.8%)
 - Cantonese (1.2%)
 - Panjabi/Punjabi (1.1%)

Source: [CDE DataQuest](#)

EAST SIDE UNION HIGH ENROLLMENT BY ETHNICITY, AND ELL LANGUAGE

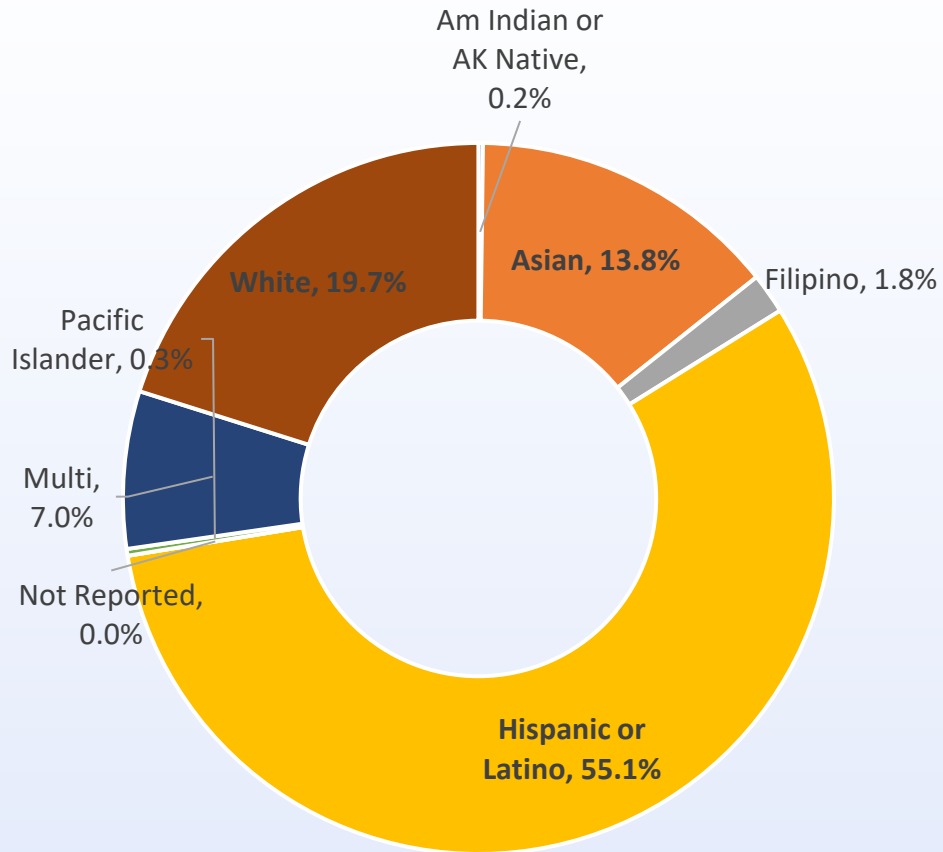


- 10,086 students were enrolled in Milpitas Unified (TK-12) in 2024-25
- The majority were **Asian** (55.3%), followed by **Latino** (19.6%) and **Filipino** (11.9%) – all other ethnicities combined total 13.2%
- An average of 20.5% of Milpitas Unified K-12 students were **English Language Learners** (the percentage ranges from 34.7 in Kindergarten to 12.8 in 12th grade)
- Over 60 different languages were spoken by ELL students, with the largest groups being:
 - **Spanish** (9.7%)
 - **Vietnamese** (9.3%)
 - **Mandarin** (6.2%)
 - Hindi (3.7%)
 - Philippine languages (3.7%)
 - Telugu (3.1%)
 - Cantonese (3.1%)
 - Tamil (2.6%)

Source: [CDE DataQuest](#)

MILPITAS UNIFIED

ENROLLMENT BY ETHNICITY, AND ELL LANGUAGE



- 25,409 students were enrolled in San Jose Unified (TK-12) in 2024-25
- The majority were **Latino** (55.1%), followed by **White** (19.7%) and **Asian** (13.8%) – all other ethnicities combined total 11.4%
- An average of 23.1% of San Jose Unified K-12 students were **English Language Learners** (the percentage ranges from 32.1 in Kindergarten to 16.2 in 12th grade)
- Over 70 different languages were spoken by ELL students, with the largest groups being:
 - **Spanish** (33.1%)
 - Mandarin (2.2%)
 - Vietnamese (1.7%)
 - Korean (1.2%)
 - Persian/Farsi (0.8%)

Source: [CDE DataQuest](#)

SAN JOSE UNIFIED

ENROLLMENT BY ETHNICITY, AND ELL LANGUAGE

2023-24	Twelfth Grade Cohort	Regular HS Diploma Graduate	Cohort Grad Rate	% Meeting UC/CSU Requirements
East Side Union High	6,467	5,205	80.5%	53.4%
Milpitas Unified	882	824	93.4%	60.9%
San Jose Unified	2,359	2,182	92.5%	48.3%
<i>Santa Clara County</i>	<i>20,922</i>	<i>18,376</i>	<i>87.8%</i>	<i>63.0%</i>
<i>California</i>	<i>506,803</i>	<i>438,065</i>	<i>86.4%</i>	<i>51.9%</i>

- Santa Clara County High Schools post **higher graduation rates** than the statewide average, and higher rates of students meeting **UC/CSU requirements**
- Milpitas Unified and San Jose Unified post higher graduation rates than East Side Union, and higher graduation rates than the county or statewide averages
- East Side Unified High, Milpitas Unified, and San Jose Unified post lower rates of students meeting UC/CSU requirements than the county average

Source: [CDE DataQuest](#)

COMPARISON

SERVICE AREA HIGH SCHOOL OUTCOMES

2021-22	High School Completers	College Going Rate	% Enrolled at a California Community College	% Enrolled at UC	% Enrolled at CSU	% Enrolled at other college or university
East Side Union High	5,902	72.2%	40.4%	9.8%	15.0%	7.1%
Milpitas Unified	789	79.2%	43.6%	14.7%	14.4%	6.5%
San Jose Unified	2,390	73.8%	35.5%	10.2%	14.1%	13.9%
<i>Santa Clara County</i>	<i>19,934</i>	<i>75.0%</i>	<i>31.7%</i>	<i>12.7%</i>	<i>13.0%</i>	<i>17.7%</i>
<i>California</i>	<i>456,167</i>	<i>62.0%</i>	<i>32.5%</i>	<i>7.6%</i>	<i>11.9%</i>	<i>10.1%</i>

- Santa Clara County High Schools, and the three high school districts within the SJECCD Service Area, post **significantly higher college going rates** than the state average
- Compared to the county and state, a higher percentage of students East Side Union High, Milpitas Unified, and San Jose Unified enroll at a **California Community College**

Source: [CDE DataQuest](#)

COMPARISON

SERVICE AREA COLLEGE GOING RATES



THOUGHTS?



LABOR MARKET INFORMATION



Fact	Milpitas	San José	Santa Clara County	California	United States
Median home value	\$1,180,000	\$1,187,800	\$1,382,800	\$695,400	\$303,400
Median gross rent	\$3,112	\$2,617	\$2,814	\$1,956	\$1,348
Median household income	\$176,822	\$141,565	\$159,674	\$96,334	\$78,538
Per capita income	\$67,448	\$63,253	\$77,018	\$47,977	\$43,289
Persons in poverty	5.4%	7.8%	7.6%	12.0%	11.1%

- Milpitas, Santa Clara County, and San José have **higher rates of income, rent, and home values** than the state or nation, and **lower poverty rates**

Source: US Census [QuickFacts](#)

REGION, STATE, NATION

SOCIOECONOMIC INDICATORS

Living Wage, Santa Clara County and California, 2025

Living Wage	Santa Clara County	California
One Adult, no children	\$35.44	\$28.72
Minimum Wage	\$16.50	\$16.50

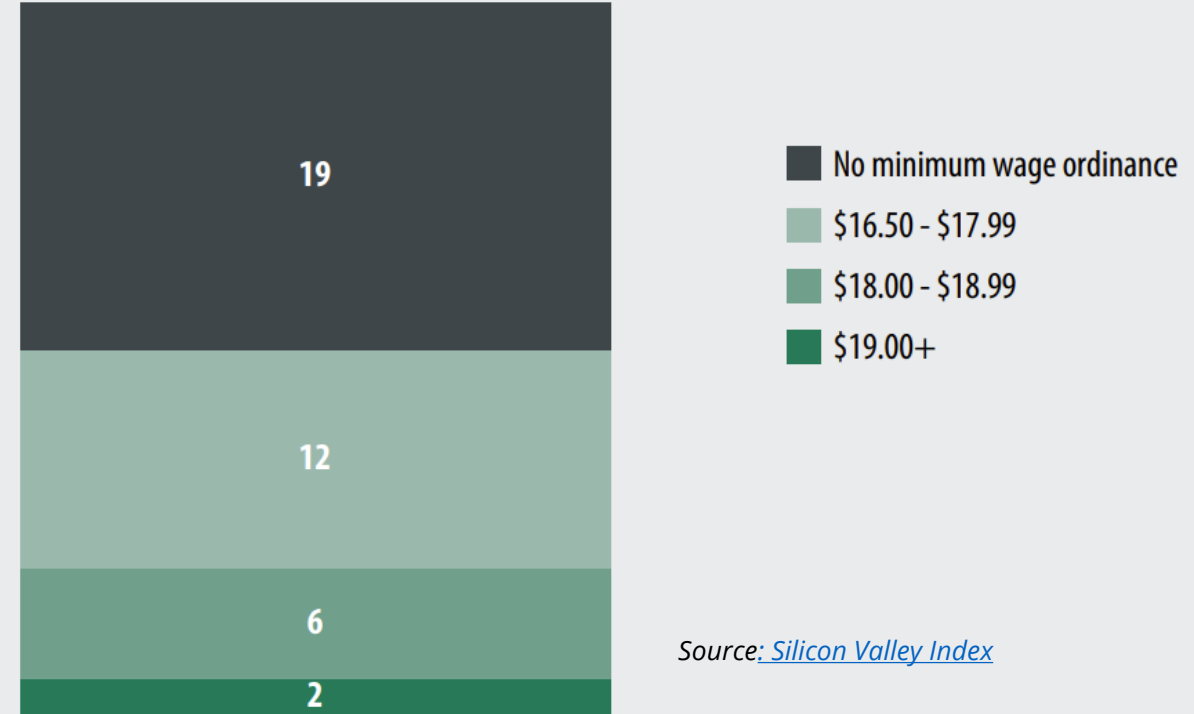
Source: [MIT Living Wage Calculator](#)

- While some cities in Silicon Valley have local minimum wage ordinances above the state, half do not, and none come close to the living wage of \$35.44 for a single adult, no children

WAGES

Number of Cities by 2025 Minimum Wage

Silicon Valley



Source: [Silicon Valley Index](#)

REGIONAL AND STATEWIDE MINIMUM AND LIVING WAGE

Santa Clara County Employment Snapshot, July 2025

Labor Force	Employed	Unemployed	Unemployment Rate
1,035,300	985,500	49,700	4.8%

Source: [CA EDD](#)

SANTA CLARA COUNTY EMPLOYMENT SNAPSHOT



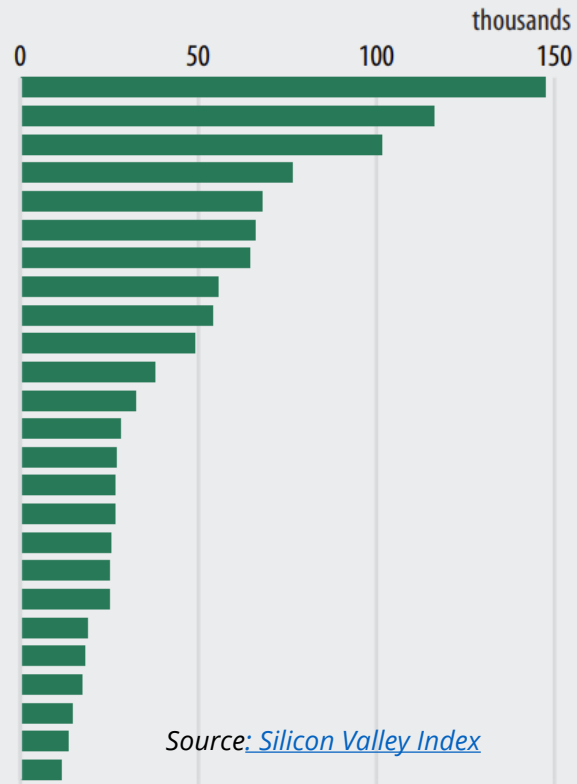
- According to the Silicon Valley Index, approximately 1 in 10 adult Silicon Valley residents is a **software developer**

EMPLOYMENT BY TYPE

Top 25 Silicon Valley Occupations

select occupations/occupational groups, 2023

Santa Clara & San Mateo Counties



Source: [Silicon Valley Index](#)

Software Developers	147,300
Engineers & Engineering Managers	116,100
Other Computer, Engineering, & Science Occupations	101,600
Teachers	76,400
Food Preparation & Service Workers	67,700
Finance Specialists, Analysts, and Advisors	66,000
Cashiers, Clerks, and Salespeople	64,400
Other Medical Technologists & Practitioners	55,700
Production Workers	54,000
Construction Specialists & Managers	49,000
Janitors, Cleaners, & Groundskeepers	37,600
Nurses	32,500
Receptionists & Secretaries	28,200
Material Movers	26,800
Home Health & Medical Aids	26,500
Drivers	26,400
HR, Payroll, & Benefits Specialists	25,600
Other Education & Childcare Workers	25,100
Marketing & Advertising Specialists	24,900
Customer Service Representatives	18,800
Personal Care Workers	18,100
Lawyers, Judges, & Other Judicial Workers	17,400
Physicians	14,500
Construction Laborers	13,500
Automotive & Aircraft Technicians	11,400

- The largest industry in Santa Clara County is **Professional, Scientific, and Tech Services**, with 173,548 jobs in 2024, with an anticipated growth rate of 5% by 2029 which would add 8,132 additional jobs
- The second largest industry is **Health**, followed by **Manufacturing**, **Government** and **Information**
- All of these industries have **high salaries** – but many jobs in these industries require a Bachelor degree or higher
 - Living Wage of \$35.44 equates to an annual salary of about \$74K
 - Note: showing industries with more than 10,000 jobs

Source: Lightcast

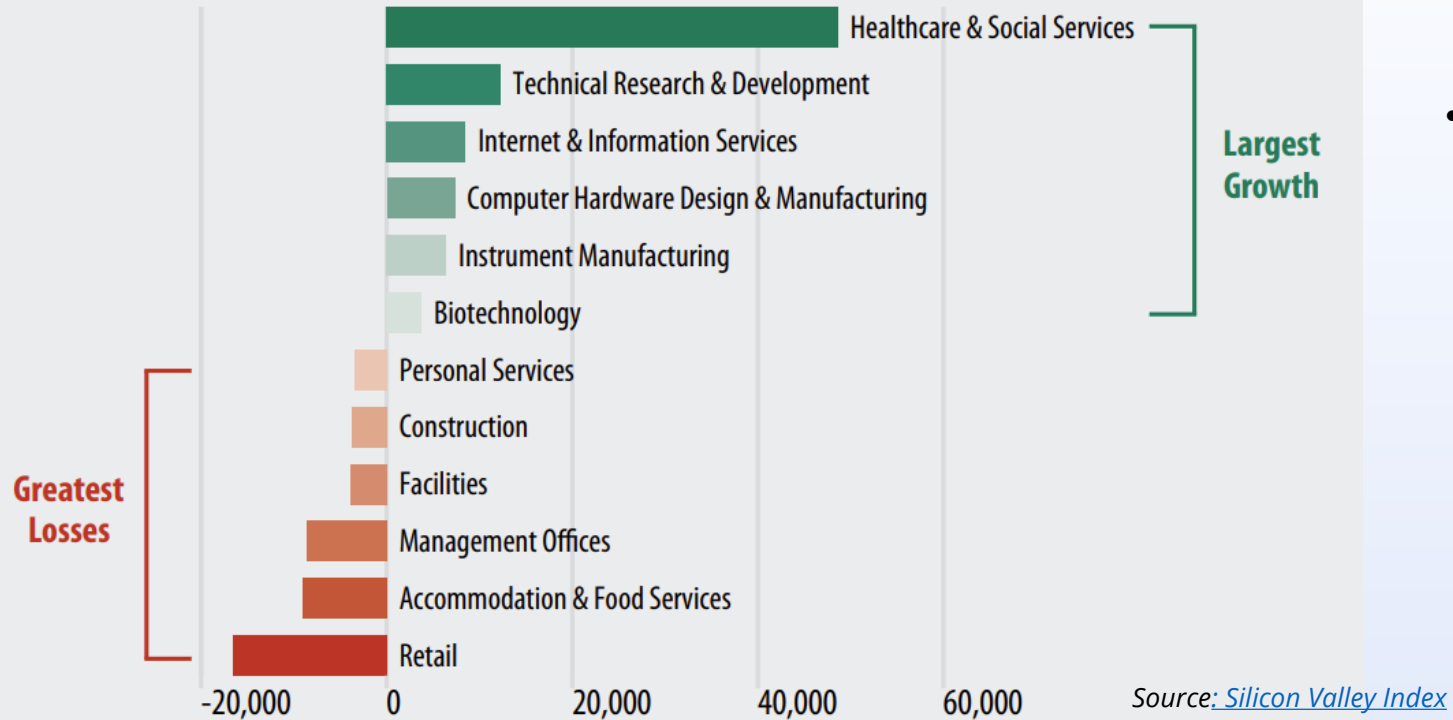
Industry	2024 Jobs	2029 Jobs	5-Year % Change	Average Salary
Professional, Scientific, and Technical Services	173,548	181,680	5%	\$312,224
Health Care and Social Assistance	159,065	180,403	13%	\$103,876
Manufacturing	124,654	119,659	-4%	\$359,376
Government	102,967	106,866	4%	\$143,950
Information	94,375	98,339	4%	\$531,808
Accommodation and Food Services	85,269	90,887	7%	\$44,317
Retail Trade	73,733	68,629	-7%	\$71,698
Educational Services	64,575	70,285	9%	\$102,613
Admin/Support & Waste Management and Remediation Svcs	62,390	62,071	-1%	\$80,437
Management of Companies and Enterprises	60,200	79,804	33%	\$524,921
Construction	59,382	61,566	4%	\$139,000
Other Services (except Public Administration)	53,498	55,262	3%	\$48,140
Wholesale Trade	27,882	25,214	-10%	\$207,796
Finance and Insurance	23,768	24,084	1%	\$231,853
Arts, Entertainment, and Recreation	20,970	23,617	13%	\$72,537
Real Estate and Rental and Leasing	19,609	19,774	1%	\$120,065
Transportation and Warehousing	17,965	18,939	5%	\$80,631

SANTA CLARA COUNTY, 2024-29

INDUSTRY EMPLOYMENT, PROJECTIONS AND PAY

Change in Employment, by Industry

Silicon Valley | 2022-2024



- In recent years, there have been significant shifts in employment by industry in Silicon Valley, with **Healthcare & Social Services growing rapidly**, and retail/accommodation & food service/management offices shrinking

SILICON VALLEY, 2022-2024

CHANGE IN EMPLOYMENT, BY INDUSTRY

Occupational Family	2024 Jobs	2029 Jobs	5-Year % Change	Avg. Annual Openings	Median Hourly Wages
Computer and Mathematical	157,432	166,511	6%	10,609	\$92.05
Management	127,138	135,503	7%	11,395	\$94.13
Office and Administrative Support	104,591	107,051	2%	12,387	\$30.78
Business and Financial	103,732	109,857	6%	9,671	\$57.59
Sales and Related	83,166	80,571	-3%	10,204	\$25.03
Food Preparation and Serving Related	80,659	85,944	7%	16,747	\$20.89
Healthcare Support	71,017	83,016	17%	13,403	\$17.80
Educational Instruction and Library	64,513	68,102	6%	6,897	\$38.47
Healthcare Practitioners and Technical	58,810	65,102	11%	4,543	\$74.04
Transportation and Material Moving	54,205	54,942	1%	7,130	\$23.14
Production	45,509	45,504	0%	5,114	\$25.31
Architecture and Engineering	43,821	44,036	0%	2,825	\$75.55
Construction and Extraction	42,716	44,554	4%	3,971	\$37.87
Building and Grounds Cleaning and Maintenance	40,901	42,519	4%	6,046	\$21.45
Personal Care and Service	33,852	36,392	8%	6,773	\$20.63
Installation, Maintenance, and Repair	28,232	28,804	2%	2,716	\$34.92
Arts, Design, Entertainment, Sports, and Media	22,003	22,888	4%	2,302	\$38.27
Protective Service	20,865	22,099	6%	3,026	\$26.84
Community and Social Service	19,356	21,333	10%	2,148	\$37.75
Life, Physical, and Social Science	12,165	13,074	7%	1,216	\$52.78
Legal	10,672	10,643	0%	577	\$89.98

Source: Lightcast

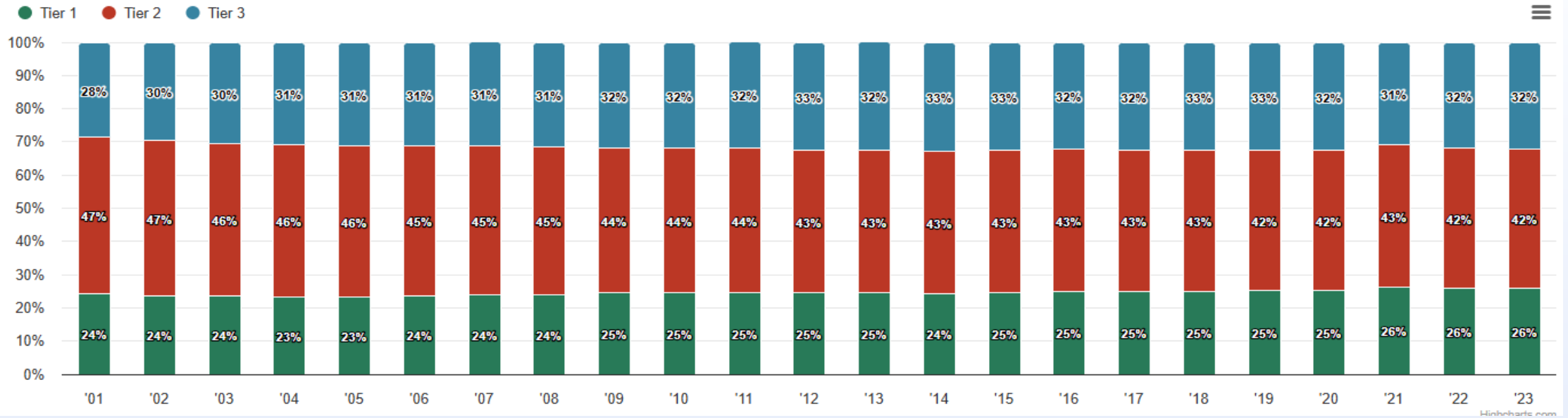
- The largest occupational family in Santa Clara County is **Computer and Mathematical**, with 157,432 jobs in 2024, with an anticipated growth rate of 6% by 2029 which would add 10,609 additional jobs
- The second largest industry is **Management**, followed by **Office and Administrative Support** (which on average does not pay a Living Wage)
 - Note: showing occupational families with more than 10,000 jobs

SANTA CLARA COUNTY, 2024-29

OCCUPATIONAL FAMILY EMPLOYMENT, PROJECTIONS AND PAY

Percent of Total Employment by Tier

Silicon Valley



Source: [Silicon Valley Index](#)

- Nearly half (42%) of jobs in Silicon Valley are Tier 2, or **middle skills occupations** (more than HS, less than Bachelor), which is down from 47% in 2001
- Tier 1 (high-skill/high-wage), Tier 2 (mid-skill/mid-wage), and Tier 3 (low-skill/low-wage)

SILICON VALLEY, 2001-2023 EMPLOYMENT BY TIER

- **General and Operations Managers**, 1,734 job openings, \$77.88/hour
- **Registered Nurses**, 1,688 job openings, \$100.60/hour
- **Business Operations Specialists**, All Other, 1,343 job openings, \$57.15/hour
- **Managers**, All Other, 1,333 job openings, \$97.01/hour
- **Sales Representatives of Services**, Except Advertising, Insurance, Financial Services, and Travel, 1,307 job openings, \$49.86/hour
- **Computer Occupations**, All Other, 1,034 job openings, \$80.36/hour
- **Human Resource Specialists**, 945 job openings, \$54.79/hour
- **First-Line Supervisors of Office and Administrative Support Workers**, 884 job openings, \$44.50/hour
- **Project Management Specialist**, 815 job openings, \$65.48/hour
- **Electricians**, 713 job openings, \$45.43/hour

SANTA CLARA COUNTY, 2024

TOP HIGH-DEMAND, HIGH-WAGE *MIDDLE-SKILL* OCCUPATIONS

- Analysis of demand for **middle-skill occupations** (requiring more education than high school but less than a Bachelor degree) shows areas of need for more trained workers (DEMAND)
- Silicon Valley community college provide Career Education training and programs that can help to meet the demand, as measured in **awards** (SUPPLY)
- The TOP code area with the highest unmet demand for middle-skill workers is **Business and Management**, followed by **Health**.

Source: [CCCCO DataMart](#) and [Lightcast](#)

TAXONOMY OF PROGRAMS TITLE-CODE	Job Openings DEMAND	Community College Awards SUPPLY	Undersupply of workers GAP
Business and Management-05	19,143	1,481	17,662
Health-12	18,616	935	17,681
Family and Consumer Sciences-13	7,512	582	6,930
Engineering and Industrial Technologies-09	7,993	976	7,017
Information Technology-07	3,165	645	2,520
Education-08	2,180	200	1,980
Commercial Services-30	1,712	141	1,571
Public and Protective Services-21	1,182	124	1,058
Media and Communications-06	1,033	129	904
Agriculture and Natural Resources-01	611	56	555
Fine and Applied Arts-10	366	249	117
Architecture and Related Technologies-02	136	12	124
Biological Sciences-04	102	209	(107)
Environmental Sciences and Technologies-03	53	21	32
TOTAL	63,803	5,760	58,043

COMMUNITY COLLEGE SUPPLY AND MIDDLE-SKILL JOBS DEMAND GAP ANALYSIS: SILICON VALLEY

TOP Title-Code	2024 Jobs	5-Year % Change	Ave. Annual Openings	Median Hourly Wages
Information Technology-07	134,757	5%	8,890	\$87.90
Business and Management-05	91,813	6%	8,131	\$74.31
Education-08	25,857	3%	1,628	\$75.48
Engineering and Industrial Technologies-09	25,562	4%	2,293	\$43.31
Health-12	8,091	17%	912	\$47.54
Public and Protective Services-21	6,149	0%	397	\$72.37
Media and Communications-06	5,052	6%	475	\$60.07
Architecture and Related Technologies-02	4,216	14%	506	\$45.57
Family and Consumer Sciences-13	2,093	9%	212	\$38.01
Environmental Sciences-03	1,730	8%	165	\$72.52
Biological Sciences-04	1,215	6%	103	\$59.07
Physical Sciences-19	1,139	6%	96	\$64.61
Agriculture and Natural Resources-01	637	9%	59	\$48.83
Social Sciences-22	105	13%	12	\$44.15
Mathematics-17	44	9%	3	\$93.25

As community colleges prepare students for transfer, it is important to understand occupational demand for jobs generally requiring a Bachelor Degree

- **Information Technology** has the greatest number of jobs and projected annual openings at the baccalaureate-level. 134,757, and 8,890 respectively
- The **Business and Management** program area has the next highest number of jobs, 91,893, and annual openings, 8,131
- **Education** is next, although significantly smaller, with 25,857 jobs and 1,628 annual openings.
- **Health** has the highest projected growth rate at 17%

SANTA CLARA COUNTY

BACCALAUREATE-LEVEL EMPLOYMENT PROJECTIONS AND PAY



THOUGHTS?