



**+655**  
5-year Job Demand  
Increase in  
MDCP Region

Average Hourly  
Wage

MDCP  
Regional Labor Market  
Snapshot  
**Occupations in  
Agriculture Engineering,  
Mechanics and  
Welding**

**\$34.26**  
MDCP Region

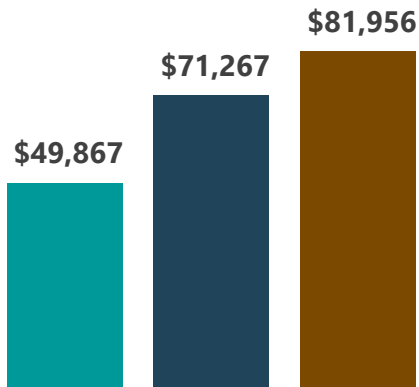
**\$33.09**  
SB County

**\$36.68**  
California



**Salary Guide**

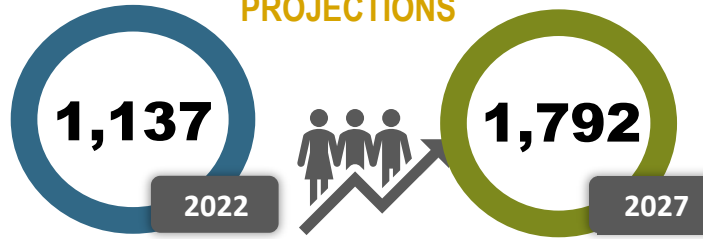
AVERAGE BY EXPERIENCE



■ Starting ■ Average ■ Experienced

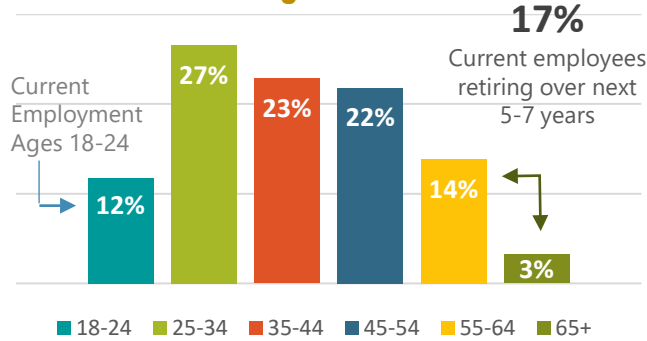
Employment and wage data Source: CHMURA JobsEQ  
2022 Q3 MDCP Region (HD) - San Bernardino County  
(SBC), and California

**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements

**Current Age Breakdown**



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

Some listed occupations may require additional training or certifications

| Occupation                                    | Average Hourly Wage |         |            |                   |
|---|---------------------|---------|------------|-------------------|
|   | HD                  | SBC     | California | HD Average Salary |
| Agricultural Engineers (B)                    | \$42.90             | \$41.41 | \$46.09    | \$89,200          |
| Agriculture Equipment Operators (HS)          | \$18.42             | \$17.86 | \$18.05    | \$38,300          |
| Geological and Hydraulic Technicians (B)      | \$34.40             | \$33.62 | \$37.64    | \$71,600          |
| Mining and Geological Engineers (B)           | \$65.36             | \$63.18 | \$70.50    | \$136,000         |
| Industrial Machinery Mechanics (HS)           | \$31.29             | \$30.27 | \$33.59    | \$65,100          |
| Machinists (HS)                               | \$24.41             | \$23.02 | \$26.36    | \$50,800          |
| Mechanical Engineering Technicians (A)        | \$31.99             | \$29.59 | \$34.96    | \$66,500          |
| Millwrights (HS)                              | \$34.33             | \$34.35 | \$36.01    | \$71,400          |
| Welders, Cutters, Solderers, and Brazers (HS) | \$25.24             | \$24.51 | \$26.96    | \$52,500          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

**^High Demand Occupation**



**CONTINUING EDUCATION AND TRAINING**

**Program**

- AS Welding
- AS Welding Technology
- AS Welding Technology
- AS Mechatronics
- AS General Welding
- AS Welding, Gas and Electric

**College**

- Victor Valley CC
- College of the Canyons CC
- Barstow CC
- Chaffey CC
- San Bernardino Valley CC
- L.A. Trade Tech CC

**LOCAL EMPLOYERS**

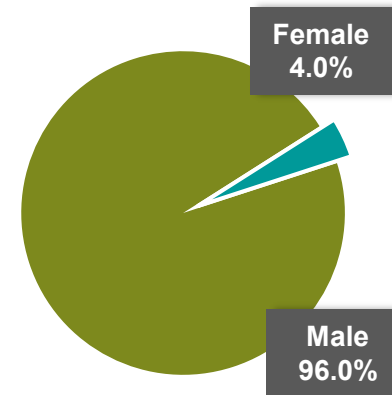
**Employer**

- Cal Portland
- General Atomics
- Mitsubishi Cement
- Northwest Pipe
- Plastipak
- Rio Tinto
- Southwest Gas
- Tractor Supply Co
- Tube Bending Technology
- VALEW

**Website**

- <https://careers.calportland.com/>
- <https://www.ga.com>
- <https://www.mitsubishicement.com>
- <https://www.nwpipe.com/careers/>
- <https://www.plastipak.com/careers/>
- <https://www.riotinto.com/en/careers/>
- <https://www.swgas.com/>
- <https://tractorsupply.jobs/>
- <https://www.tubebendingtechnology.com/>
- <http://www.valew.com/>

**Current Gender  
Breakdown**



**+259**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**\$41.15**  
MDCP Region

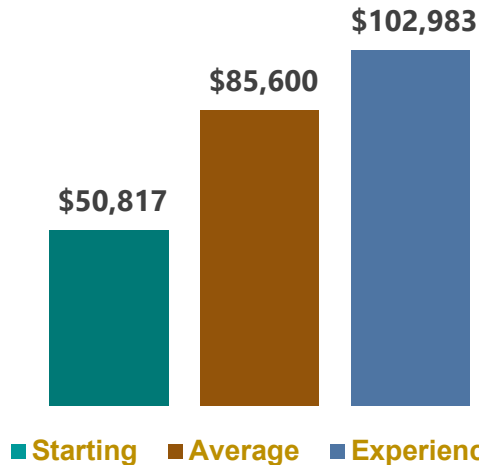
**\$37.27**  
SB County

**\$48.10**  
California

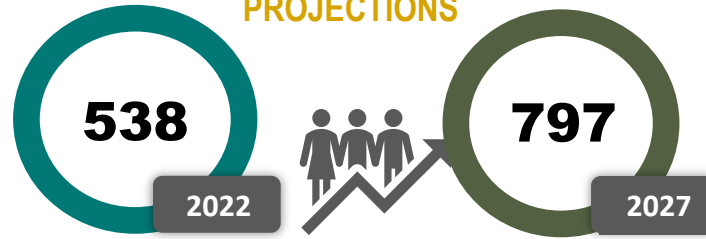
MDCP  
Regional Labor Market  
Snapshot

# Occupations in Digital Media and Game Design

## Salary Guide AVERAGE BY EXPERIENCE

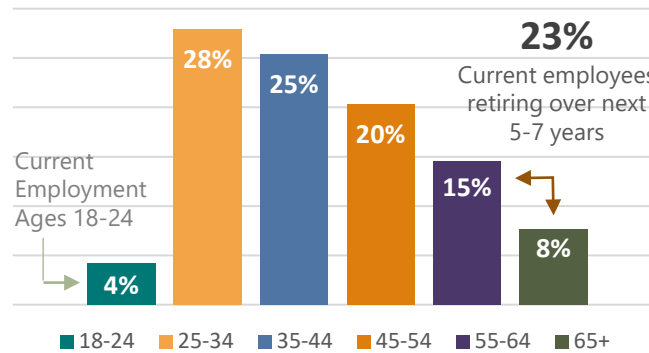


## EMPLOYMENT PROJECTIONS



5-year demand includes new jobs, transfers, and retirements

## Current Age Breakdown



**23%**  
Current employees  
retiring over next  
5-7 years

## AVERAGE WAGE INFORMATION PER JOBS IN REGION

| Occupation                                  | Average Hourly Wage |         |            | HD<br>Average<br>Salary |
|---|---------------------|---------|------------|-------------------------|
|   | HD                  | SBC     | California |                         |
| Graphic Designers (B)                       | \$31.30             | \$28.72 | \$35.33    | \$65,100                |
| Illustrators (B)                            | \$32.18             | \$30.48 | \$33.57    | \$66,900                |
| Programmers (B)                             | \$48.10             | \$45.08 | \$55.90    | \$100,100               |
| Special Effects Artists and Animators (B)   | \$47.06             | \$45.51 | \$49.69    | \$97,900                |
| Website and Digital Interface Designers (A) | \$38.75             | \$34.26 | \$54.25    | \$80,600                |
| Writers and Authors (B)                     | \$49.50             | \$39.58 | \$55.85    | \$103,000               |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations  
^High Demand Occupation



## CONTINUING EDUCATION AND TRAINING

### Program

AS Computer Science  
BA Design Studies  
BA Fine Arts Graphic Design  
BA Computer Systems  
BFA Digital Arts  
MS Computer Engineering  
BA Video/Digital Art

### College

Victor Valley CC  
Cal State San Bernardino  
Cal Poly Pomona  
Cal State San Bernardino  
Chapman University  
UC Riverside  
Cal State Northridge

## LOCAL EMPLOYERS

### Employer

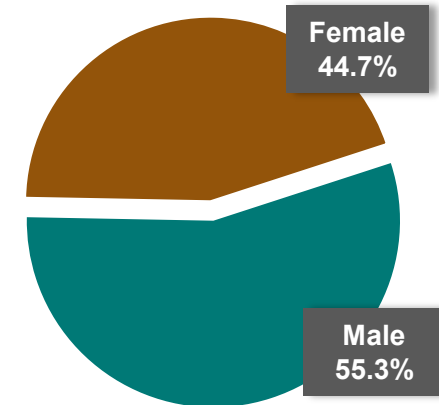
Dynamic Geek Studios  
Forbes Graphx  
Graphics MFG  
Kranbox  
Mars Graphix  
Farsight Studios

### Website

<https://www.dynamicgeekstudio.com/>  
<https://forbesgraphx.com/>  
<http://graphicsmfg.com/>  
<http://www.kranbox.com/>  
<http://www.MarsGraphix.com/>  
<http://www.farsightstudios.com/>



## Current Gender Breakdown





**+807**  
5-year Job Demand  
Increase in  
MDCP Region

MDCP  
Regional Labor Market  
Snapshot  
**Occupations in  
Automotive  
Maintenance &  
Repair**

Average Hourly  
Wage

**\$26.57**  
MDCP Region

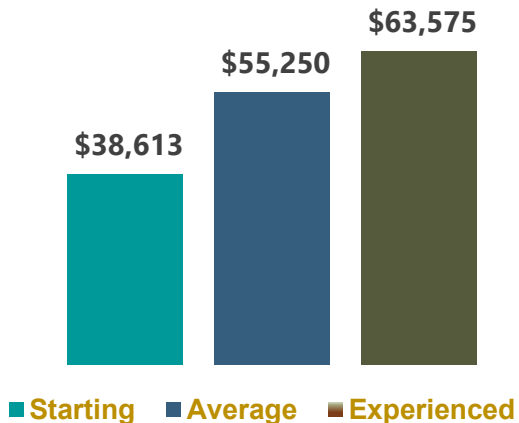
**\$25.96**  
SB County

**\$28.39**  
California

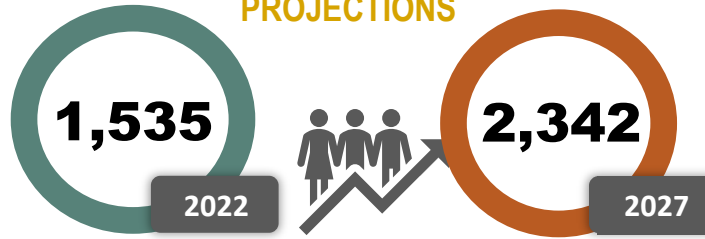


**Salary Guide**

AVERAGE BY EXPERIENCE



**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

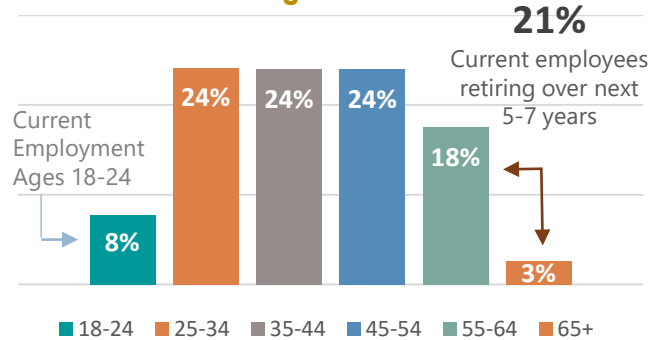
**Program**

- AS Automotive Technology
- AS Automotive Service Management
- BS Mechanical Engineering
- MS Applied Mechanics
- MS Mechanical Engineering

**College**

- Victor Valley CC
- Victor Valley CC
- Caltech Pasadena
- Caltech Pasadena
- UC Los Angeles

**Current Age Breakdown**



**LOCAL EMPLOYERS**



**Employer**

- Big Apple Automotive
- Bob's Tire and Automotive
- Goodyear: Tire Choice
- Jiffy Lube
- Signature Auto Collision
- Victor Valley Transit Authority
- Victorville Motors

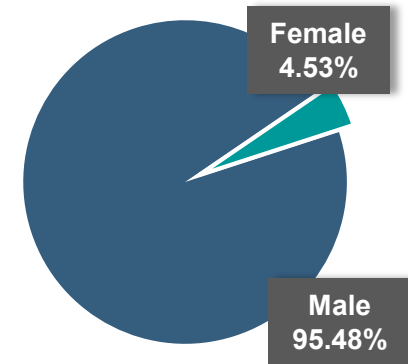
**Website**

- <https://bigappleautomotive.com/careers/>
- <https://bobs-tire.com/automotive-services/>
- <https://corporate.monro.com/careers/>
- <https://www.jiffylubesocal.com/>
- <https://signaturecollision.com/careers/>
- <https://vvta.org/jobs/>
- <https://www.victorvillemotors.com/>

**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

| Occupation                                      | Average Hourly Wage |         |            | HD Average Salary |
|---|---------------------|---------|------------|-------------------|
|   | HD                  | SBC     | California |                   |
| Automotive Body Repairers (HS)                  | \$28.11             | \$28.27 | \$29.07    | \$58,500          |
| Diesel Engine Specialists (HS)                  | \$28.48             | \$27.87 | \$31.27    | \$59,200          |
| Glass Installers and Repairers (HS)             | \$19.24             | \$19.12 | \$20.42    | \$40,000          |
| Industrial Machinery Mechanics (HS)             | \$31.29             | \$30.27 | \$33.59    | \$65,100          |
| Mechanical Engineering Technicians (A)          | \$31.99             | \$29.59 | \$34.96    | \$66,500          |
| <b>^Mechanics and Service Technicians (PSC)</b> | \$26.40             | \$26.34 | \$27.35    | \$54,900          |
| Motorcycle Mechanics (PSC)                      | \$23.54             | \$23.10 | \$25.73    | \$49,000          |
| Small Engine Mechanics (HS)                     | \$23.48             | \$23.11 | \$24.71    | \$48,800          |

**Current Gender  
Breakdown**



Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations  
**^High Demand Occupation**



**+2,948**  
5-year Job Demand  
Increase in  
MDCP Region

Average Hourly  
Wage

**\$31.91**  
MDCP Region

**\$31.81**  
SB County

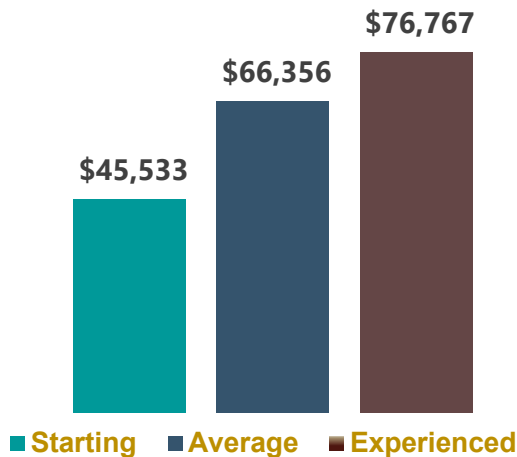
**\$33.47**  
California

MDCP  
Regional Labor Market  
Snapshot  
**Occupations in  
Behavioral Health  
Careers**

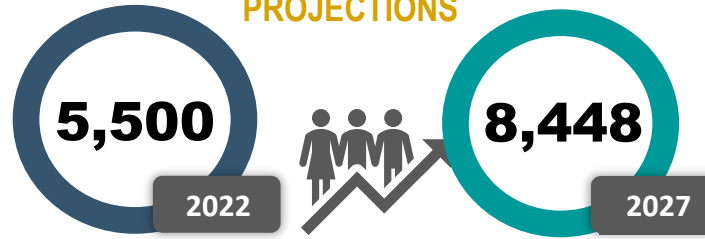


**Salary Guide**

AVERAGE BY EXPERIENCE



**EMPLOYMENT  
PROJECTIONS**



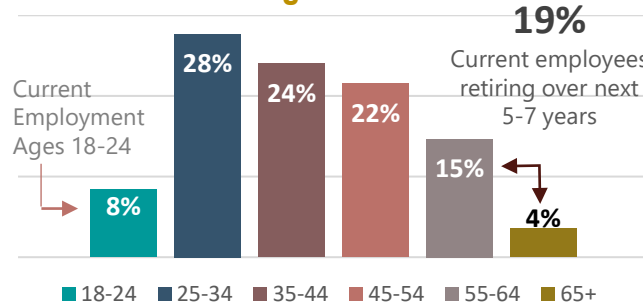
5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

| Program                           | College                  |
|-----------------------------------|--------------------------|
| AS Nursing                        | Victor Valley CC         |
| BS Public Health                  | Cal State San Bernardino |
| BS Nursing                        | Cal State San Bernardino |
| BSN Nursing                       | Cal Baptist University   |
| MS Clinical Counseling/Psychology | Cal State San Bernardino |
| MS Psychology                     | Cal Poly Pomona          |

**Current Age Breakdown**



**19%**  
Current employees  
retiring over next  
5-7 years

**LOCAL EMPLOYERS**

- Employer**
- Desert Mountain Children's Center
  - Desert Valley Hospital
  - Heritage Medical Group
  - St. Mary's Medical Center
  - Kaiser Permanente
  - Choice Medical Group
  - SB County Dept of Behavioral Health
  - Stars Behavioral Health Group



- Website**
- [www.dmchildrencenter.org](http://www.dmchildrencenter.org)
  - <https://www.dvmc.com/careers/>
  - <https://www.hvvmg.com/career/>
  - <https://psjhealth.jobs/>
  - [www.kp.org](http://www.kp.org)
  - <https://www.choicemg.com>
  - [www.Sbcounty.gov](http://www.Sbcounty.gov)
  - [www.starsinc.com](http://www.starsinc.com)

**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

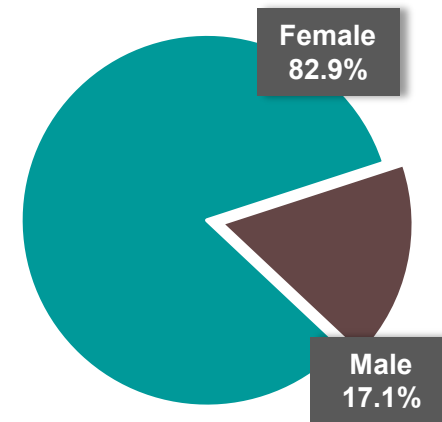
| Occupation                                       | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| <b>^Licensed Practical and Vocational Nurses</b> | \$31.09             | \$30.71 | \$33.43    | \$64,700          |
| Mental Health Counselors                         | \$30.13             | \$29.99 | \$30.47    | \$62,700          |
| Mental Health Social Workers                     | \$40.51             | \$40.92 | \$40.26    | \$84,300          |
| <b>^Nursing Assistants/Orderlies</b>             | \$19.39             | \$19.26 | \$20.76    | \$40,300          |
| Psychiatric Aides                                | \$23.13             | \$23.48 | \$23.71    | \$48,200          |
| Psychiatric Technicians                          | \$27.02             | \$27.76 | \$28.14    | \$56,200          |
| <b>^Registered Nurses</b>                        | \$57.14             | \$56.91 | \$63.55    | \$118,800         |
| <b>^Social and Human Services Assistants</b>     | \$23.68             | \$22.94 | \$24.69    | \$49,200          |
| <b>^Social Workers</b>                           | \$35.01             | \$34.31 | \$36.24    | \$72,800          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC = Postsecondary Certificate; A = Associates Degree;  
B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

**^High Demand Occupation**

**Current Gender  
Breakdown**



**+1,756**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**\$33.42**  
MDCP Region

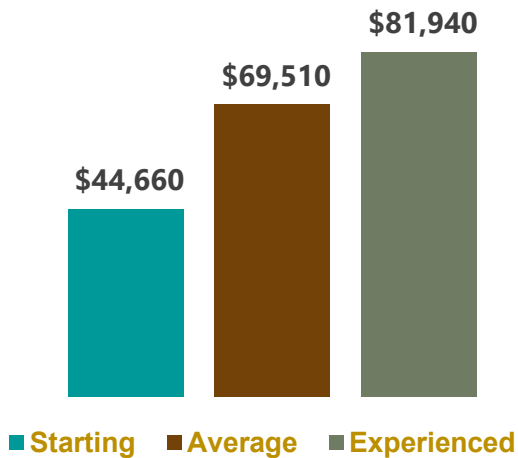
**\$32.52**  
SB County

**\$35.81**  
California

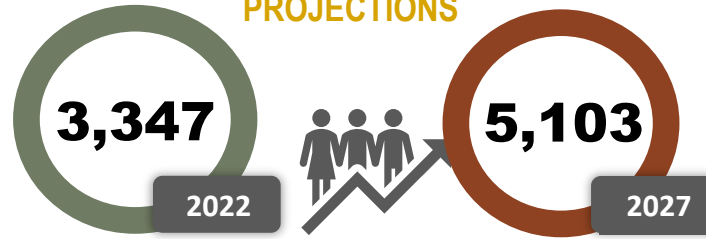
# MDCP Regional Labor Market Snapshot Occupations in Building and Construction Trades

## Salary Guide

AVERAGE BY EXPERIENCE

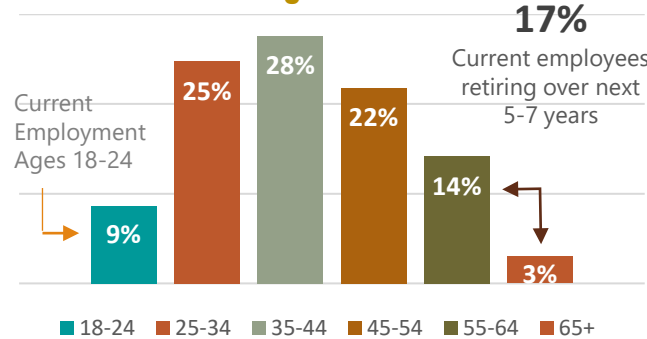


## EMPLOYMENT PROJECTIONS



5-year demand includes new jobs, transfers, and retirements

## Current Age Breakdown



**17%**  
Current employees  
retiring over next  
5-7 years

## AVERAGE WAGE INFORMATION PER JOBS IN REGION

| Occupation                                     | Average Hourly Wage |         |            | HD<br>Average<br>Salary |
|--|---------------------|---------|------------|-------------------------|
|  | HD                  | SBC     | California |                         |
| Brick and Block Masons (HS)                    | \$34.76             | \$33.73 | \$36.06    | \$72,300                |
| *Carpenter (HS)                                | \$30.84             | \$30.19 | \$33.43    | \$64,100                |
| Cabinetmakers and Bench Carpenters (HS)        | \$22.05             | \$21.42 | \$23.26    | \$45,900                |
| Cement Masons and Concrete Finishers (HS)      | \$29.17             | \$28.58 | \$30.93    | \$60,700                |
| ^Construction Managers (B)                     | \$57.98             | \$56.90 | \$61.48    | \$120,600               |
| Drywall and Ceiling Tile Installers (HS)       | \$31.96             | \$30.49 | \$34.72    | \$66,500                |
| *Electricians (HS)                             | \$35.95             | \$35.60 | \$38.50    | \$74,800                |
| HVAC Mechanics, Installers, Technicians (PSC)  | \$28.52             | \$26.18 | \$31.89    | \$59,300                |
| Plasterers and Stucco Masons (HS)              | \$29.38             | \$28.78 | \$31.34    | \$61,100                |
| ^Plumbers, Pipefitters, and Steam Fitters (HS) | \$33.55             | \$33.28 | \$36.45    | \$69,800                |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^High Demand Occupation



## CONTINUING EDUCATION AND TRAINING

### Program

AS Business Administration  
AS Construction Technology  
AS Industrial Maintenance Mechanics Tech  
BS Construction Management  
BS Construction Engineering & Mgmt.  
MS Construction Management

### College

Victor Valley CC  
Victor Valley CC  
Barstow CC  
Cal Baptist University  
Cal Poly Pomona  
USC Online

## LOCAL EMPLOYERS

### Employer

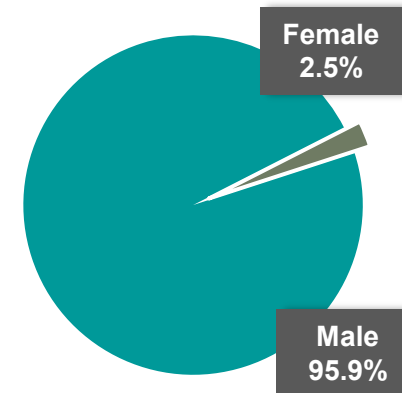
California Builders  
Carpenters Union 944  
CONCO Construction  
Cornerstone Construction Co  
Downs Construction  
HITT Plumbing  
MN Construction  
R.I.C Construction Co, Inc.



### Website

<https://www.califbldr.com/home.html>  
<https://www.swcarpenters.org/>  
<http://www.conco-construction.com/>  
<https://www.cornerstone.dev/>  
<https://downsconstruc.com/>  
<http://hittplumbing.com/>  
<https://corporate.lowes.com/careers/>  
<http://www.ricconstruction.com/>

## Current Gender Breakdown





**+3,745**  
5-year Job Demand  
Increase in  
MDCP Region



**Average Hourly  
Wage**

**\$43.34**  
MDCP Region

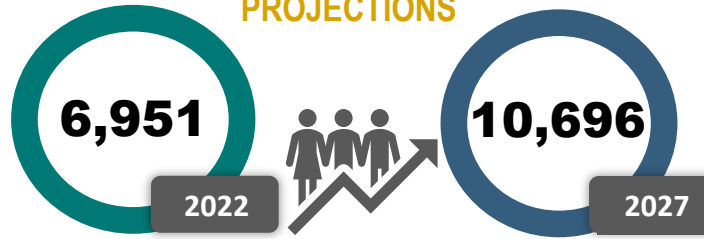
**\$41.93**  
SB County

**\$49.06**  
California

**MDCP  
Regional Labor Market  
Snapshot  
Occupations in  
Business and  
Finance**



**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

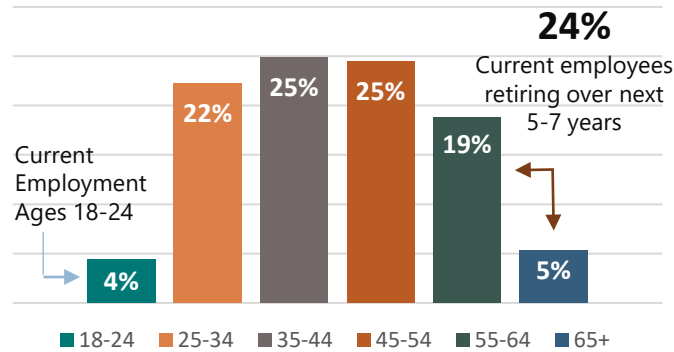
**Program**

- AS Business Administration
- AS Business
- BA Business Administration
- BA Business Administration
- BA Business Administration
- MS Business Analytics
- MBA Business Administration
- MS Business Analytics

**College**

- Victor Valley CC
- Barstow CC
- Cal State San Bernardino
- Azusa Pacific University
- University of La Verne
- Cal State San Bernardino
- Cal Poly Pomona
- UC Riverside

**Current Age Breakdown**



**LOCAL EMPLOYERS**

**Employer**

- Culture Plug
- Desert Accounting Service
- Desert Community Bank
- NewsPlus
- Premier One Realty
- Raymond James
- Saddlerock Reverse Mortgage

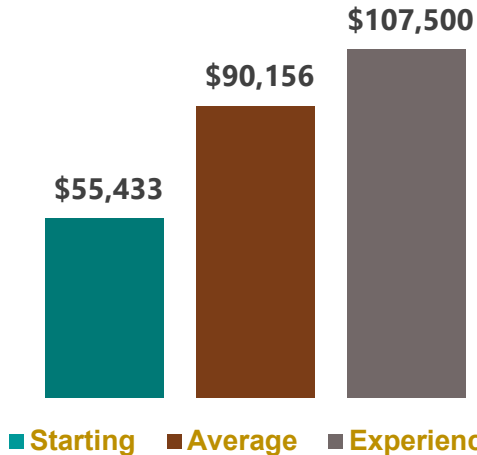


**Website**

- <https://www.cultureplug.com/>
- <https://www.das1040.com/home>
- <https://dcbk.org/about-us/careers.html>
- <https://4newsplus.com/>
- <http://www.vmls.com/>
- <https://www.raymondjames.com/careers>
- <http://saddlerockreverse.com/>

**Salary Guide**

AVERAGE BY EXPERIENCE

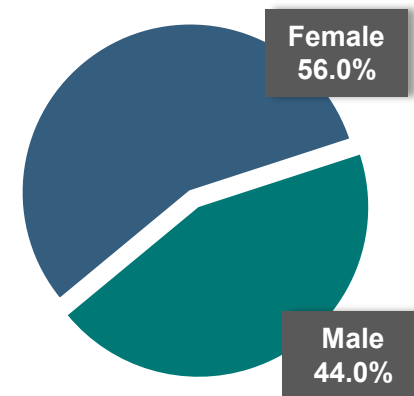


**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

| Occupation                               | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| *Accountants and Auditors (B)            | \$41.68             | \$40.49 | \$46.58    | \$86,700          |
| *Bookkeeping and Accounting Clerks (PSC) | \$24.50             | \$23.97 | \$26.54    | \$51,000          |
| Executive Administrative Assistants (HS) | \$35.01             | \$34.83 | \$38.11    | \$72,800          |
| *Human Resources Specialists (B)         | \$36.25             | \$35.25 | \$40.81    | \$75,400          |
| ^Management Analysts (B)                 | \$46.86             | \$44.46 | \$53.21    | \$97,500          |
| ^Marketing Specialists (B)               | \$35.44             | \$34.23 | \$43.51    | \$73,700          |
| *Operations Manager (B)                  | \$58.49             | \$55.85 | \$66.05    | \$121,700         |
| Purchasing Manager (B)                   | \$63.98             | \$61.87 | \$72.44    | \$133,100         |
| *Project Management Specialists (B)      | \$47.84             | \$46.41 | \$54.32    | \$99,500          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

**Current Gender  
Breakdown**



HD Average wages based on listed occupations  
**^High Demand Occupation**

**+3,745**  
5-year Job Demand  
Increase in  
MDCP Region



**Average Hourly  
Wage**

**\$43.34**  
MDCP Region

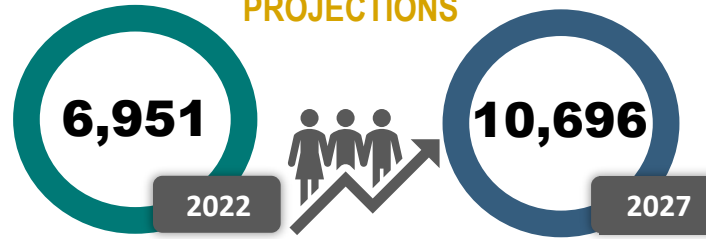
**\$41.93**  
SB County

**\$49.06**  
California

**MDCP  
Regional Labor Market  
Snapshot  
Occupations in  
Business and  
Finance**



**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

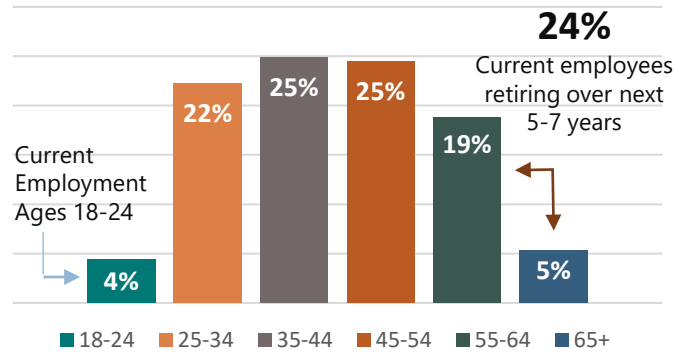
**Program**

- AS Business Administration
- AS Business
- BA Business Administration
- BA Business Administration
- BA Business Administration
- MS Business Analytics
- MBA Business Administration
- MS Business Analytics

**College**

- Victor Valley CC
- Barstow CC
- Cal State San Bernardino
- Azusa Pacific University
- University of La Verne
- Cal State San Bernardino
- Cal Poly Pomona
- UC Riverside

**Current Age Breakdown**



**LOCAL EMPLOYERS**

**Employer**

- Culture Plug
- Desert Accounting Service
- Desert Community Bank
- NewsPlus
- Premier One Realty
- Raymond James
- Saddlerock Reverse Mortgage

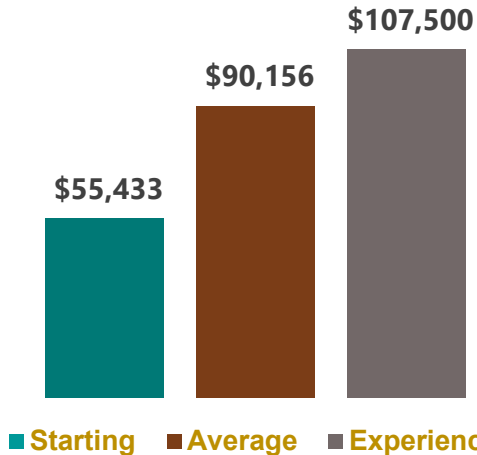


**Website**

- <https://www.cultureplug.com/>
- <https://www.das1040.com/home>
- <https://dcbk.org/about-us/careers.html>
- [http://www.vvmls.com/](https://4newsplus.com/)
- <https://www.raymondjames.com/careers>
- <http://saddlerockreverse.com/>

**Salary Guide**

AVERAGE BY EXPERIENCE

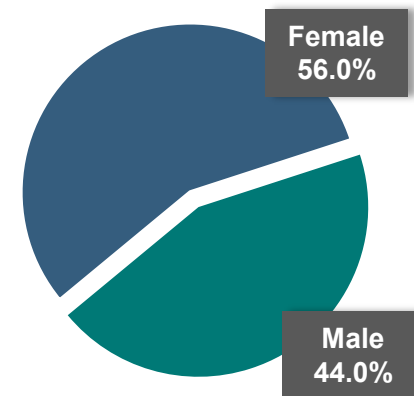


**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

| Occupation                               | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| *Accountants and Auditors (B)            | \$41.68             | \$40.49 | \$46.58    | \$86,700          |
| *Bookkeeping and Accounting Clerks (PSC) | \$24.50             | \$23.97 | \$26.54    | \$51,000          |
| Executive Administrative Assistants (HS) | \$35.01             | \$34.83 | \$38.11    | \$72,800          |
| *Human Resources Specialists (B)         | \$36.25             | \$35.25 | \$40.81    | \$75,400          |
| ^Management Analysts (B)                 | \$46.86             | \$44.46 | \$53.21    | \$97,500          |
| ^Marketing Specialists (B)               | \$35.44             | \$34.23 | \$43.51    | \$73,700          |
| *Operations Manager (B)                  | \$58.49             | \$55.85 | \$66.05    | \$121,700         |
| Purchasing Manager (B)                   | \$63.98             | \$61.87 | \$72.44    | \$133,100         |
| *Project Management Specialists (B)      | \$47.84             | \$46.41 | \$54.32    | \$99,500          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

**Current Gender  
Breakdown**

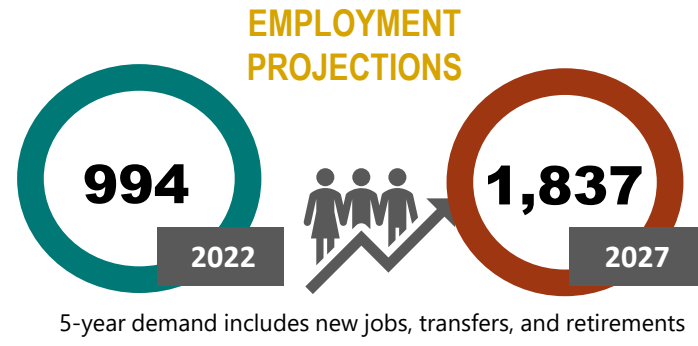


HD Average wages based on listed occupations

**^High Demand Occupation**

**+843**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**



### CONTINUING EDUCATION AND TRAINING

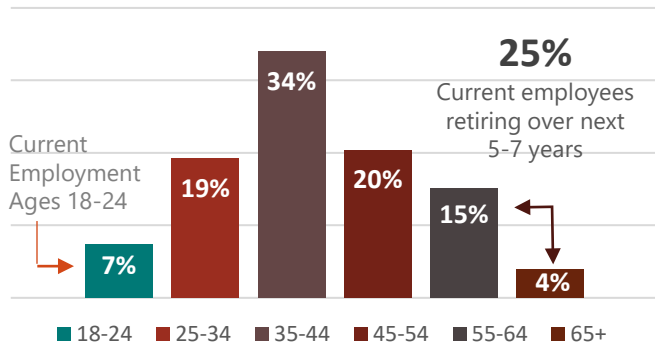
| Program                       | College                   |
|-------------------------------|---------------------------|
| AS Business Administration    | Victor Valley CC          |
| BA Business Administration    | Cal State San Bernardino. |
| Lic/Cert Cosmetology          | Hesperia USD              |
| Lic/Cert Esthetician          | Citrus CC                 |
| Lic/Cert Cosmetology          | Paul Mitchell Costa Mesa  |
| BS Health Science/Dermatology | UC Los Angeles            |
| BS Biology                    | Cal State LA              |

## MDCP Regional Labor Market Snapshot

# Occupations in Personal Care Services

- \$28.13** MDCP Region
- \$27.79** SB County
- \$28.92** California

### Current Age Breakdown



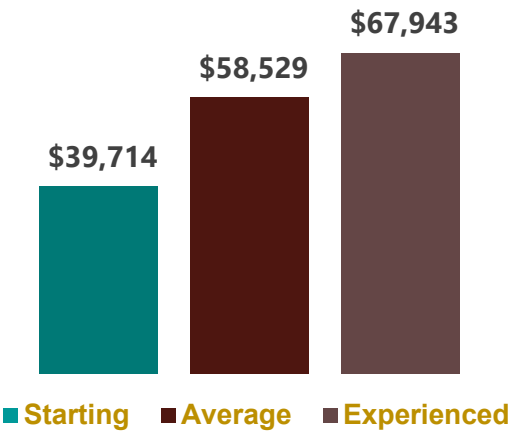
### LOCAL EMPLOYERS



| Employer           | Website   |
|--------------------|---|
| Benefit Cosmetics  | <a href="https://www.benefitcosmetics.com/us/en/">https://www.benefitcosmetics.com/us/en/</a>                         |
| Chatterbox Salon   | <a href="https://www.chatterboxsalon.com/">https://www.chatterboxsalon.com/</a>                                       |
| Le Chateau De Soul | <a href="https://www.lechateaudesoul.com/">https://www.lechateaudesoul.com/</a>                                       |
| Massage Envy       | <a href="https://www.massageenvy.com/">https://www.massageenvy.com/</a>   |
| Salon Centric      | <a href="http://stores.saloncentric.com/ca/victorville/6029/">http://stores.saloncentric.com/ca/victorville/6029/</a> |
| Supercuts          | <a href="https://www.supercuts.com/careers/ruready2.html">https://www.supercuts.com/careers/ruready2.html</a>         |
| ULTA Beauty        | <a href="https://careers.ulta.com/careers/">https://careers.ulta.com/careers/</a>                                     |

### Salary Guide

AVERAGE BY EXPERIENCE



### AVERAGE WAGE INFORMATION PER JOBS IN REGION

| *Occupation                        | Average Hourly Wage |         |            | HD Average Salary |
|------------------------------------|---------------------|---------|------------|-------------------|
|                                    | HD                  | SBC     | California |                   |
| Barbers (PSC)                      | \$22.25             | \$22.04 | \$23.19    | \$46,300          |
| ^Hair Stylists (PSC)               | \$20.65             | \$20.26 | \$21.06    | \$43,000          |
| Makeup Artists (PSC)               | \$70.77             | \$68.55 | \$73.26    | \$147,200         |
| ^Manicurists and Pedicurists (PSC) | \$16.37             | \$16.36 | \$17.27    | \$34,000          |
| Massage Therapists (PSC)           | \$26.77             | \$26.70 | \$27.59    | \$55,700          |
| Shampooers (HS)                    | \$15.48             | \$15.29 | \$16.16    | \$32,200          |
| Skincare Specialists (PSC)         | \$24.65             | \$25.30 | \$23.88    | \$51,300          |

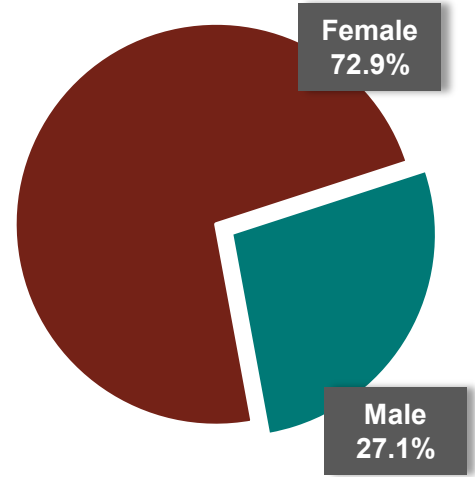
\*wage information does not include business ownership, Independent Contractors, or gratuity pay

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^High Demand Occupation

### Current Gender Breakdown







**+1,099**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**\$37.02**  
MDCP Region

**\$36.62**  
SB County

**\$38.37**  
California

**MDCP  
Regional Labor Market  
Snapshot**

**Occupations  
in Criminal Justice  
and Law  
Enforcement**

**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

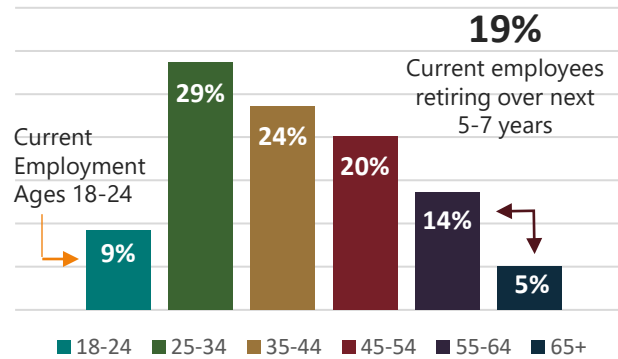
**Program**

- AS Administration of Justice
- BA Criminal Justice
- BS Crime Analysis
- BA Criminology
- BS Criminal Justice
- Police Science: Law Enforcement Academy
- Peace officer Academy

**College**

- Victor Valley CC
- Cal State SB
- Cal State SB
- Cal Poly Pomona
- California Baptist
- SB Valley College
- Riverside Co. Sheriff

**Current Age Breakdown**



**LOCAL EMPLOYERS**

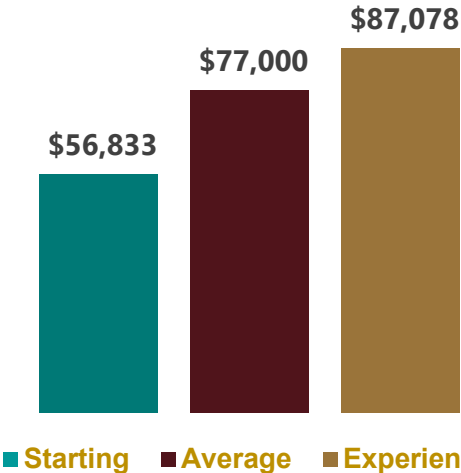
**Employer**

- Barstow Police Dept.
- Federal Bureau of Prisons
- G4S Secure Solutions
- SB County Sheriff's Dept.
- Securitas Security Service
- TSA

**Website**

- <https://www.barstowca.org/departments/>
- <https://www.bop.gov/jobs/>
- <https://www.g4s.com/en-us/careers>
- <https://sheriffsjobs.com/>
- <https://www.securitasinc.com/join-us/>
- <https://www.tsa.gov/about/jobs-at-tsa>

**Salary Guide**  
AVERAGE BY EXPERIENCE



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

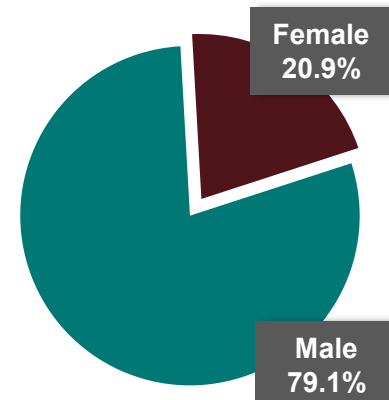
| Occupation   | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| <b>^Dispatchers (PSC)</b>                          | \$25.41             | \$24.97 | \$27.75    | \$52,900          |
| Bailiffs (PSC)                                     | \$39.28             | \$38.62 | \$40.67    | \$81,700          |
| <b>^Correctional Officers and Jailers (PSC)</b>    | \$40.98             | \$41.05 | \$40.95    | \$85,200          |
| Detectives and Criminal Investigators (PSC)        | \$55.48             | \$56.19 | \$55.56    | \$115,300         |
| Forensic Science Technicians (B)                   | \$43.45             | \$40.59 | \$45.95    | \$90,400          |
| <b>^Police and Sheriff's Patrol Officers (PSC)</b> | \$50.17             | \$50.08 | \$52.50    | \$104,400         |
| <b>^Security Guards (PSC)</b>                      | \$18.65             | \$18.45 | \$19.67    | \$38,800          |
| Transit and Railroad Police (PSC)                  | \$34.10             | \$33.86 | \$35.69    | \$70,900          |
| Transportation Security Screeners (HS)             | \$25.67             | \$25.77 | \$26.62    | \$53,400          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate/Additional Training;  
A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

**^High Demand Occupation**

**Current Gender  
Breakdown**





**+4,200**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**\$32.01**  
MDCP Region

**\$31.28**  
SB County

**\$34.89**  
California

**MDCP  
Regional Labor Market  
Snapshot  
Occupations in  
Culinary &  
Restaurant  
Careers**

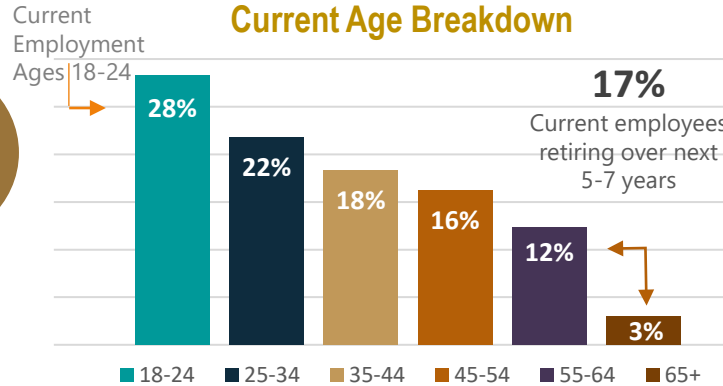


**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements

**Current Age Breakdown**



**CONTINUING EDUCATION AND TRAINING**

**Program**

- AS Restaurant Management
- BA Food Business Management
- BS Hospitality Management
- BS Food Science & Technology
- MS Hospitality and Tourism Mgmt.
- MS Hospitality
- MS Business Analytics

**College**

- Victor Valley CC
- Culinary Institute of America
- Cal Poly Pomona
- Cal Poly Pomona
- San Diego State
- Azusa Pacific University
- UC Riverside

**LOCAL EMPLOYERS**



**Employer**

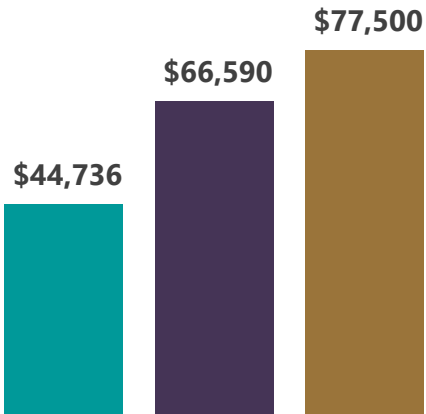
- EI Super Markets
- Stator Bros. Markets
- Panera
- BJs
- Apple Bees
- Habit
- US Foods

**Website**

- <https://elsupermarkets.com>
- <https://www.statorbros.com/careers/>
- <https://careers.panerabread.com>
- <https://careers.workatbj.com/>
- <https://www.applebees.com/careers>
- <https://www.habitburger.com/careers/>
- <https://www.usfoods.com/careers.html>

**Salary Guide**

AVERAGE BY EXPERIENCE



■ Starting ■ Average ■ Experienced

**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

Some listed occupations may require additional training or certifications

| Occupation                                  | Average Hourly Wage |         |            | HD Average Salary |
|---|---------------------|---------|------------|-------------------|
|   | HD                  | SBC     | California |                   |
| Bakers (HS)                                 | \$18.06             | \$17.82 | \$18.96    | \$37,600          |
| Buyers and Purchasing Agents (B)            | \$35.13             | \$33.95 | \$38.50    | \$73,100          |
| Chefs and Head Cooks (HS)                   | \$30.82             | \$30.75 | \$31.33    | \$64,100          |
| <b>^Cooks: Restaurant (HS)</b>              | \$18.32             | \$18.00 | \$20.20    | \$38,100          |
| Dietitians and Nutritionists (B)            | \$38.54             | \$38.44 | \$42.22    | \$80,200          |
| Food Cooking Machine Operators/Tenders (HS) | \$17.03             | \$16.50 | \$18.11    | \$35,400          |
| <b>^Food Preparation Workers (HS)</b>       | \$17.68             | \$17.59 | \$18.59    | \$36,800          |
| Food Science Technicians (A)                | \$24.28             | \$23.75 | \$25.38    | \$51,500          |
| <b>^Food Service Managers (HS)</b>          | \$29.77             | \$29.57 | \$32.00    | \$61,900          |
| <b>^General Operations Managers (B)</b>     | \$58.49             | \$55.85 | \$66.05    | \$121,700         |
| Purchasing Managers (B)                     | \$63.98             | \$61.87 | \$72.44    | \$133,100         |

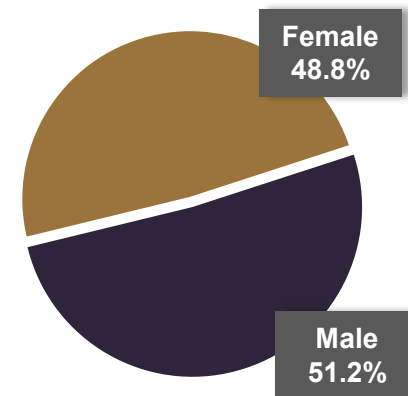
Average hourly wage based on listed occupations

(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

**^High Demand Occupation**

**Current Gender Breakdown**





**+6,730**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**\$35.95**  
MDCP Region

**\$35.90**  
SB County

**\$35.48**  
California

**MDCP  
Regional Labor Market  
Snapshot  
Occupations  
in Education  
And Child  
Development**

**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

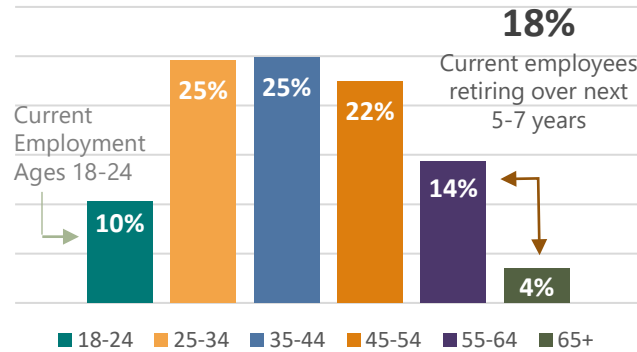
**Program**

- AA Psychology
- AS Child Development
- AS Child Development
- MA Education
- BS Early Childhood
- BA Education Sciences
- BA Early Childhood Studies
- BA Early Childhood Studies

**College**

- Victor Valley CC
- Victor Valley CC
- Barstow CC
- Cal State San Bernardino
- Cal State San Bernardino
- UC Irvine
- Cal Poly Pomona
- Cal Baptist University

**Current Age Breakdown**



**18%**  
Current employees  
retiring over next  
5-7 years

**LOCAL EMPLOYERS**



**Employer**

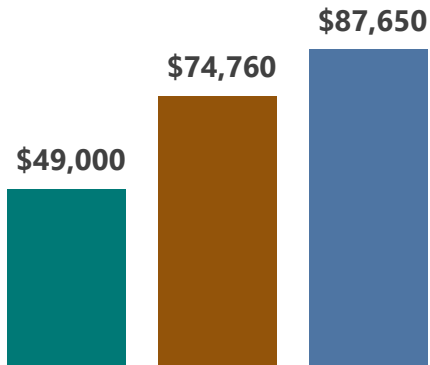
- Apple Valley State Preschool
- Apple Valley USD
- Hesperia USD
- DM Children's Center
- Hesperia Parks & Recreation
- Just 4 Kids Preschool
- SB County Preschool Services
- Victor Valley UHSD
- YMCA

**Website**

- <https://www.avusd.org/enrollment/state-preschool>
- <https://www.avusd.org/>
- <https://www.hesperiausd.org/page/personnel>
- <https://dmchildrenscenter.org/>
- <https://www.hesperiaparks.com/>
- <https://just4kidspreschool.com/careers/>
- <http://hs.sbcounty.gov/psd/Pages/default.aspx>
- <https://www.vvuhsd.org/>
- <https://www.ymca.net/career-opportunities/CA>

**Salary Guide**

AVERAGE BY EXPERIENCE



■ Starting ■ Average ■ Experienced



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

**Occupation**

- ^Childcare Workers (HS)
- ^Teaching Assistant (HS)
- ^Social and Human Service Assistants (HS)
- Child, Family, and School Social Workers (B)
- ^Education and Childcare Administrators, Preschool/Daycare (B)
- ^Preschool and Kindergarten Teachers (B)
- ^Elementary and Middle School Teachers (B)
- ^Secondary School Teachers (B)
- Social and Community Service Managers (B)
- ^Educational, Guidance, and Career Counselors (M)

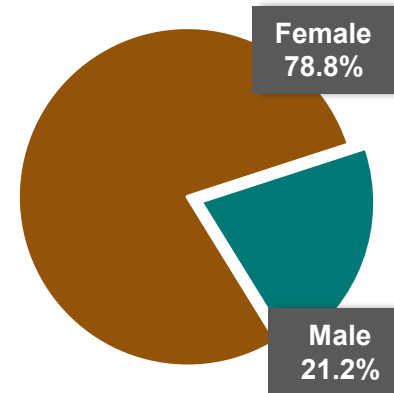
|  | Average Hourly Wage |         |            | HD<br>Average<br>Salary |
|--|---------------------|---------|------------|-------------------------|
|  | HD                  | SBC     | California |                         |
| ^Childcare Workers (HS)  | \$18.47             | \$18.81 | \$18.53    | \$38,400                |
| ^Teaching Assistant (HS)                                       | \$19.81             | \$19.56 | \$20.22    | \$41,200                |
| ^Social and Human Service Assistants (HS)                      | \$23.43             | \$22.70 | \$24.44    | \$48,700                |
| Child, Family, and School Social Workers (B)                   | \$31.32             | \$29.20 | \$32.41    | \$65,200                |
| ^Education and Childcare Administrators, Preschool/Daycare (B) | \$58.13             | \$58.77 | \$58.08    | \$120,900               |
| ^Preschool and Kindergarten Teachers (B)                       | \$25.16             | \$25.01 | \$24.85    | \$52,300                |
| ^Elementary and Middle School Teachers (B)                     | \$45.97             | \$46.27 | \$44.24    | \$95,600                |
| ^Secondary School Teachers (B)                                 | \$50.97             | \$51.86 | \$48.18    | \$106,000               |
| Social and Community Service Managers (B)                      | \$41.84             | \$40.72 | \$42.47    | \$87,000                |
| ^Educational, Guidance, and Career Counselors (M)              | \$44.37             | \$46.14 | \$41.34    | \$92,300                |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^High Demand Occupation

**Current Gender  
Breakdown**



**+549**  
5-year Job Demand Increase in MDCP Region

**EMPLOYMENT PROJECTIONS**



**CONTINUING EDUCATION AND TRAINING**

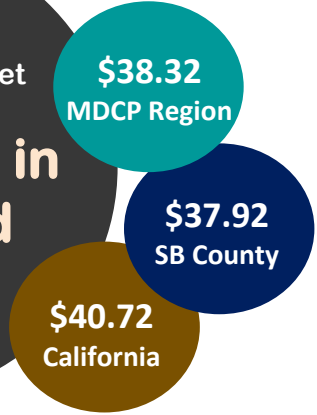
**Program**

AS Business Administration  
AS Construction Technology  
AS Industrial Maintenance Mechanics Tech  
BS Construction Management  
BS Construction Engineering & Mgmt.  
MS Construction Management

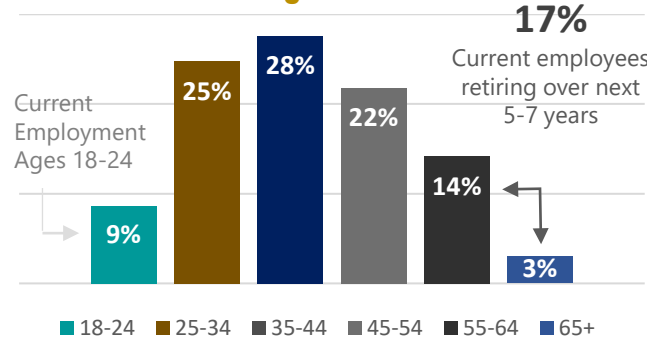
**College**

Victor Valley CC  
Victor Valley CC  
Barstow CC  
Cal Baptist University  
Cal Poly Pomona  
USC Online

**MDCP Regional Labor Market Snapshot**  
**Occupations in Energy and Utilities**



**Current Age Breakdown**



**LOCAL EMPLOYERS**

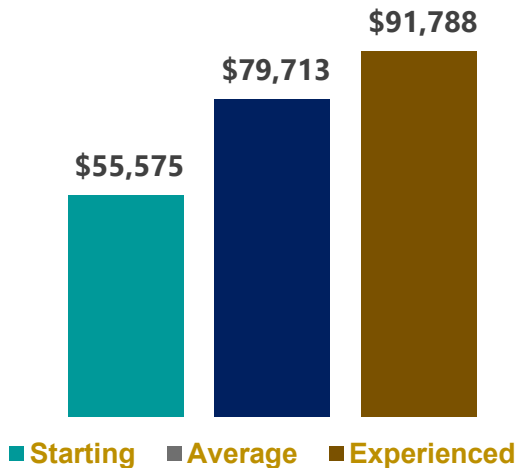
**Employer**

California Builders  
Carpenters Union 944  
CONCO Construction  
Cornerstone Construction Co  
Downs Construction  
HITT Plumbing  
MN Construction  
R.I.C Construction Co, Inc.

**Website**

<https://www.califbldr.com/home.html>  
<https://www.swcarpenters.org/>  
<http://www.conco-construction.com/>  
<https://www.cornerstone.dev/>  
<https://downsconstruc.com/>  
<http://hittplumbing.com/>  
<https://corporate.lowes.com/careers/>  
<http://www.ricconstruction.com/>

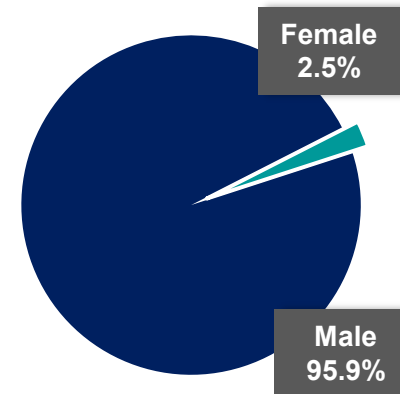
**Salary Guide**  
AVERAGE BY EXPERIENCE



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

| Occupation   | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| Control and Valve Installers and Repairers (HS)      | \$34.66             | \$33.87 | \$36.75    | \$72,100          |
| Electrical Power-line Installers and Repairers (HS)  | \$49.00             | \$48.60 | \$51.42    | \$101,900         |
| Gas Plant Operators (HS)                             | \$49.98             | \$49.63 | \$52.86    | \$104,000         |
| Industrial Machinery Mechanics (HS)                  | \$31.56             | \$30.53 | \$33.87    | \$65,600          |
| Plumbers, Pipefitters, and Steamfitters (HS)         | \$33.55             | \$33.28 | \$36.45    | \$69,800          |
| Power Plant Operators (HS)                           | \$46.20             | \$45.99 | \$49.07    | \$96,100          |
| Solar Photovoltaic Installers (HS)                   | \$24.89             | \$24.80 | \$26.06    | \$51,800          |
| Water and Wastewater Treatment System Operators (HS) | \$36.73             | \$36.68 | \$39.29    | \$76,400          |

**Current Gender Breakdown**



Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations  
**^High Demand Occupation**



**+317**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**MDCP  
Regional Labor Market  
Snapshot  
JOBS in  
Public Safety &  
Fire Science**

**\$36.44**  
MDCP Region

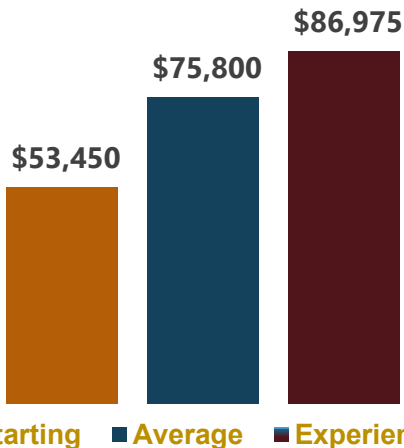
**\$34.87**  
SB County

**\$39.63**  
California

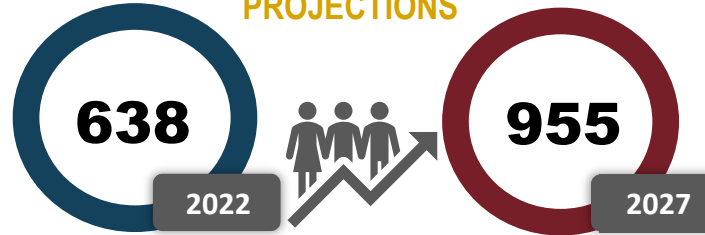


**Salary Guide**

AVERAGE BY EXPERIENCE

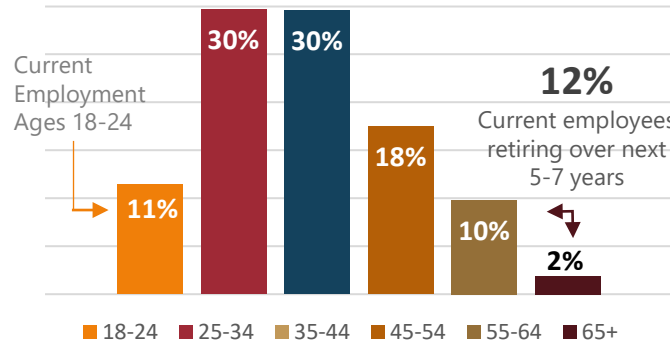


**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements

**Current Age Breakdown**



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

Some listed occupations may require additional training or certifications

| Occupation   | Average Hourly Wage |         |            |                   |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California | HD Average Salary |
| ^Dispatchers (PSC)                                     | \$25.41             | \$24.97 | \$27.75    | \$52,900          |
| Emergency Medical Technicians (PSC)                    | \$19.53             | \$19.48 | \$21.50    | \$40,600          |
| Forest Fire Inspectors and Prevention Specialists (HS) | \$46.74             | \$43.63 | \$51.90    | \$97,200          |
| Fire Inspectors and Investigators (PSC)                | \$36.34             | \$35.88 | \$39.75    | \$75,600          |
| Firefighters (PSC)                                     | \$38.58             | \$34.93 | \$42.66    | \$80,200          |
| Paramedics (PSC)                                       | \$27.14             | \$26.85 | \$30.27    | \$56,400          |
| Forensic Science Technicians (B)                       | \$43.45             | \$40.59 | \$45.95    | \$90,400          |
| Emergency Management Directors (B)                     | \$54.36             | \$52.62 | \$57.28    | \$113,100         |

Average hourly wage based on listed occupations

(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^High Demand Occupation



**CONTINUING EDUCATION AND TRAINING**

**Program**

AS Urban Search & Technical Rescue  
Fire Technology AS  
BS Fire Protection Admin. & Tech.  
BS Forest & Fire Sciences  
MS Emergency Services Admin

**College**

Victor Valley CC  
Victor Valley CC  
Cal State L.A.  
Cal Poly San Luis Obispo  
Cal State Long Beach

For additional VVC information visit

<https://catalog.vvc.edu/degrees-certificates/fire-technology/#text>

**LOCAL EMPLOYERS**

**Employer**

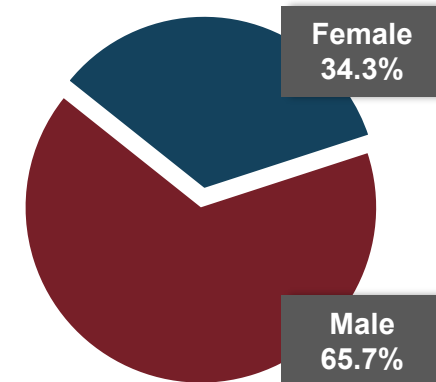
AMR Ambulance  
Apple Valley Fire Dept.  
BLM Fire Service  
Cal Fire  
Victorville Medical Transport  
SB County Fire Dept.



**Website**

<https://www.amr.net/careers-training>  
<https://avfpd.org/employment/>  
<https://www.blm.gov/careers>  
<https://www.fire.ca.gov/careers/>  
<http://www.victorvillemedtrans.com/>  
<https://www.sbcfire.org/Home/>

**Current Gender  
Breakdown**

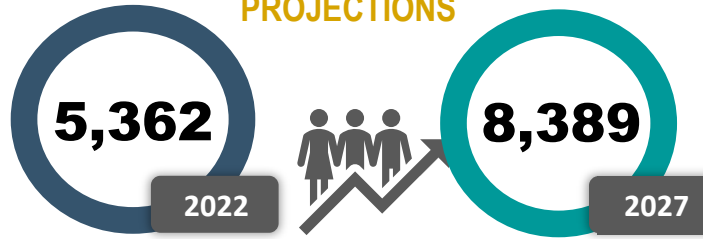




Some listed occupations may require additional training or certifications

**+3,027**  
5-year Job Demand Increase in MDCP Region

**EMPLOYMENT PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

**Program**  
AS Nursing  
BS Public Health  
BS Nursing  
BS Sports Medicine  
BS Kinesiology  
BSN Nursing

**College**  
Victor Valley CC  
Cal State San Bernardino  
Cal State San Bernardino  
Pepperdine  
Cal State Fullerton  
Cal Baptist University

**MDCP Regional Labor Market Snapshot**  
**Occupations in Allied Health Careers**

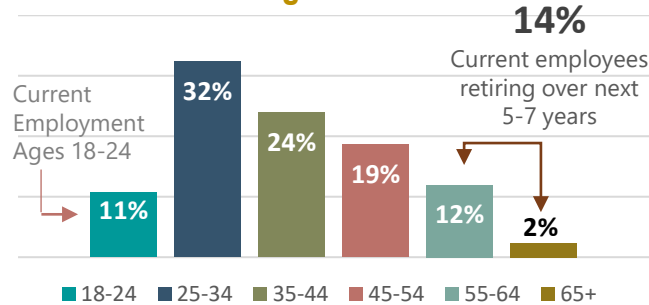
**Average Hourly Wage**

**\$35.19**  
MDCP Region

**\$34.98**  
SB County

**\$37.87**  
California

**Current Age Breakdown**

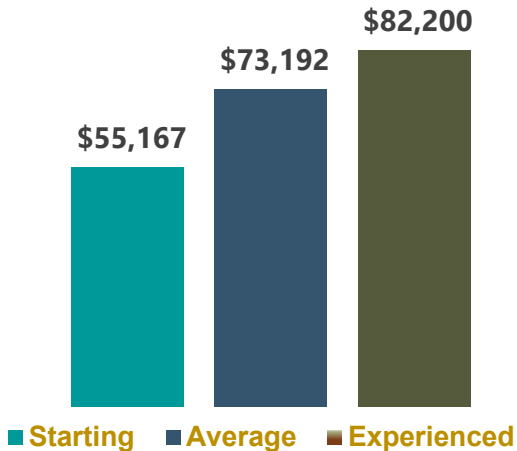


**LOCAL EMPLOYERS**

**Employer**  
Desert Mountain Children's Center  
Desert Valley Hospital  
Kaiser Permanente  
Heritage Medical Group  
St. Mary's Medical Center  
Walgreens Pharmacy  
Choice Medical Group

**Website**  
[www.dmchildrencenter.org](http://www.dmchildrencenter.org)  
<https://www.dvmc.com/careers/>  
<https://www.kaiserpermanentejobs.org>  
<https://www.hvvmg.com/career/>  
<https://psjhealth.jobs/>  
<https://jobs.walgreens.com/>  
<https://www.choicemg.com>

**Salary Guide**  
AVERAGE BY EXPERIENCE



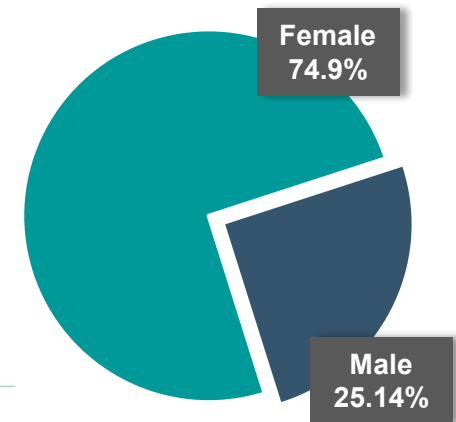
**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

| Occupation                                  | Average Hourly Wage |         |            | HD Average Salary |
|---|---------------------|---------|------------|-------------------|
|   | HD                  | SBC     | California |                   |
| Athletic Trainers (B)                       | \$32.77             | \$33.19 | \$32.03    | \$68,200          |
| Exercise Physiologists (B)                  | \$36.68             | \$35.62 | \$39.78    | \$76,300          |
| ^Licensed Vocational Nurse/LVN (PSC)        | \$31.09             | \$30.71 | \$33.43    | \$64,700          |
| ^Medical Assistant (PSC)                    | \$20.30             | \$20.11 | \$23.04    | \$42,200          |
| Medical/Clinical Lab Technician (B)         | \$32.75             | \$32.84 | \$34.95    | \$68,100          |
| ^Nursing Assistant (PSC)                    | \$18.83             | \$18.59 | \$20.50    | \$39,200          |
| Pharmacy Technician (HS)                    | \$23.87             | \$23.73 | \$25.52    | \$49,600          |
| Phlebotomists (PSC)                         | \$23.44             | \$23.40 | \$25.02    | \$48,800          |
| Physician Assistants/Nurse Practitioner (M) | \$66.16             | \$66.17 | \$71.19    | \$137,600         |
| Physical Therapy Assistants (A)             | \$36.64             | \$36.17 | \$37.96    | \$76,200          |
| ^Registered Nurse (B)                       | \$57.14             | \$56.91 | \$63.55    | \$118,800         |
| Respiratory Therapists (A)                  | \$42.59             | \$42.34 | \$47.51    | \$88,600          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations  
**^High Demand Occupation**

**Current Gender Breakdown**



Some occupations require State Certification or Licensure



**+595**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**MDCP  
Regional Labor Market  
Snapshot  
Occupations  
in Information and  
Communications  
Technology**

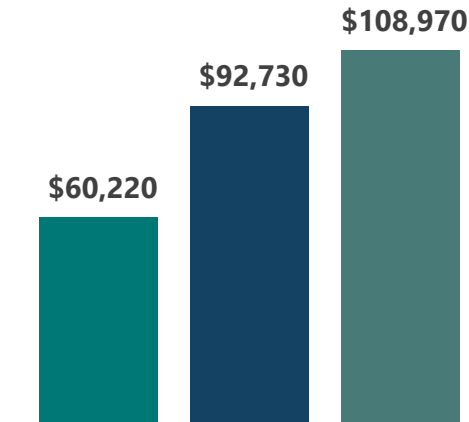
**\$44.58**  
MDCP Region

**\$42.95**  
SB County

**\$53.51**  
California

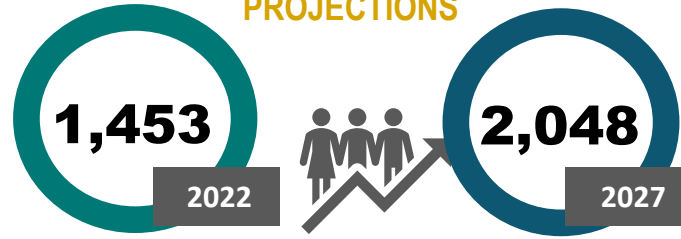
**Salary Guide**

AVERAGE BY EXPERIENCE



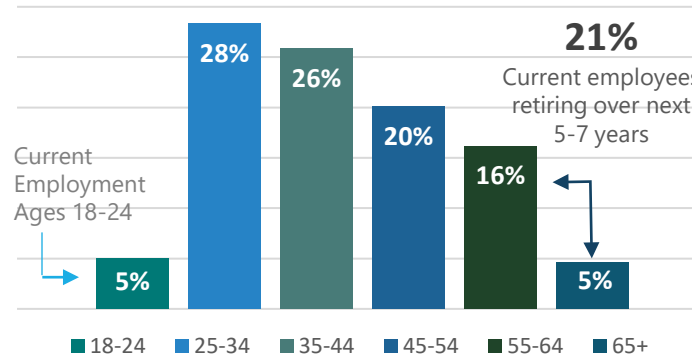
■ Starting ■ Average ■ Experienced

**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements

**Current Age Breakdown**



**21%**  
Current employees  
retiring over next  
5-7 years

**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

Some listed occupations may require additional training or certifications

| Occupation                                      | Average Hourly Wage |         |            | HD<br>Average<br>Salary |
|---|---------------------|---------|------------|-------------------------|
|   | HD                  | SBC     | California |                         |
| Computer Network Specialists (A)                | \$34.29             | \$33.44 | \$38.98    | \$71,300                |
| Computer Repair Technician (PSC)                | \$23.69             | \$23.44 | \$24.99    | \$49,300                |
| Computer Systems Analysts (B)                   | \$51.81             | \$48.31 | \$60.57    | \$107,800               |
| ^Computer User Support Specialists (PSC)        | \$31.25             | \$30.42 | \$35.69    | \$65,000                |
| ^Database Administrators and Analysts (B)       | \$50.79             | \$50.07 | \$60.13    | \$105,600               |
| Information Security Analysts (B)               | \$53.26             | \$49.46 | \$66.33    | \$110,800               |
| Network and Computer Systems Administrators (B) | \$46.87             | \$45.98 | \$53.73    | \$97,500                |
| Computer Hardware Engineers (B)                 | \$66.11             | \$65.87 | \$86.18    | \$137,500               |
| Computer Programmers (B)                        | \$48.10             | \$45.08 | \$59.90    | \$100,100               |
| Web Developers (A)                              | \$39.60             | \$37.46 | \$48.51    | \$82,400                |

Average hourly wage based on listed occupations

(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^High Demand Occupation



**CONTINUING EDUCATION AND TRAINING**

**Program**

- AS Computer Science AS-T
- BS Computer Engineering
- BA Computer Systems
- BS Computer Science/Business Apps
- MS Computer Engineering
- MS Electrical & Computer Engineering

**College**

- Victor Valley CC
- Cal State, San Bernardino
- Cal State, San Bernardino
- UC Riverside
- UC Riverside
- UC Los Angeles

**LOCAL EMPLOYERS**

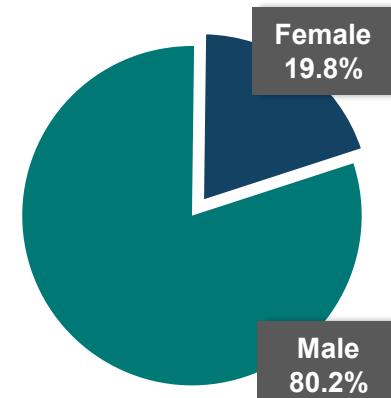
**Employer**

- A Plus Computers
- AVC Tech Services
- Best Buy Geek Squad
- Hi Desert PC Crew
- Leidos
- Topnotch Networking

**Website**

- [www.applevalleycomputer.com](http://www.applevalleycomputer.com)
- [www.avctechservice.com](http://www.avctechservice.com)
- <https://stores.bestbuy.com/ca.html>
- [www.hdpccrew.com](http://www.hdpccrew.com)
- <https://www.leidos.com>
- [www.tnnsupport.com](http://www.tnnsupport.com)

**Current Gender  
Breakdown**



**+483**  
5-year Job Demand Increase in MDCP Region

**Average Hourly Wage**

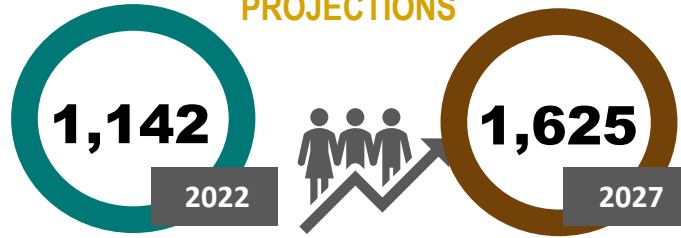
**\$41.80**  
MDCP Region

**\$39.49**  
SB County

**\$49.22**  
California

**MDCP Regional Labor Market Snapshot Occupations in Information Technology and Website Development**

**EMPLOYMENT PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements



**CONTINUING EDUCATION AND TRAINING**

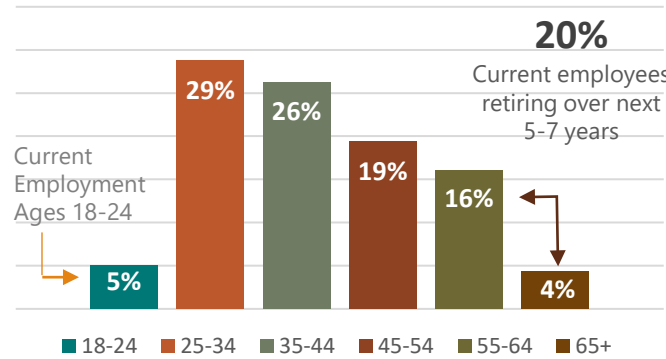
**Program**

- AS Computer Science AS-T
- BS Computer Engineering
- BA Computer Systems
- BS Computer Science/Business Apps
- MS Computer Engineering
- MS Electrical & Computer Engineering

**College**

- Victor Valley CC
- Cal State, San Bernardino
- Cal State, San Bernardino
- UC Riverside
- UC Riverside
- UC Los Angeles

**Current Age Breakdown**



**LOCAL EMPLOYERS**



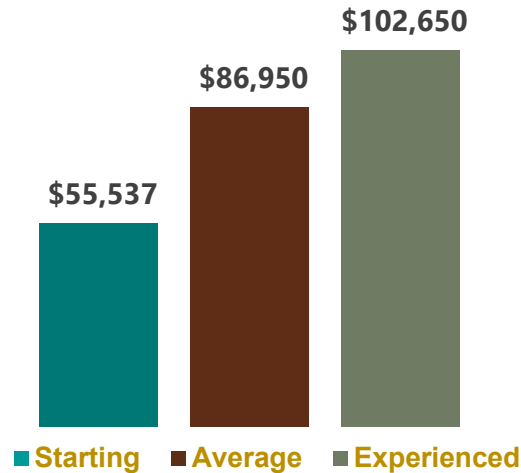
**Employer**

- A Plus Computers
- AVC Tech Services
- Best Buy Geek Squad
- Hi Desert PC Crew
- Leidos
- Topnotch Networking

**Website**

- [www.applevalleycomputer.com](http://www.applevalleycomputer.com)
- [www.avctechservice.com](http://www.avctechservice.com)
- <https://stores.bestbuy.com/ca.html>
- [www.hdpccrew.com](http://www.hdpccrew.com)
- <https://www.leidos.com>
- [www.tnnsupport.com](http://www.tnnsupport.com)

**Salary Guide**  
AVERAGE BY EXPERIENCE



**AVERAGE WAGE INFORMATION PER JOBS IN REGION**

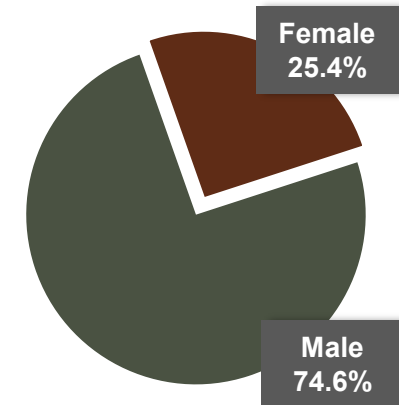
Some listed occupations may require additional training or certifications

| Occupation   | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| Graphic Designers (B)                                | \$31.30             | \$28.72 | \$35.33    | \$65,100          |
| Illustrators (B)                                     | \$32.18             | \$30.48 | \$33.57    | \$66,900          |
| <sup>^</sup> Computer User Support Specialists (PSC) | \$31.25             | \$30.42 | \$35.69    | \$65,000          |
| Computer Systems Analysts (B)                        | \$51.81             | \$48.31 | \$60.67    | \$107,800         |
| Information Security Analysts (B)                    | \$53.26             | \$49.46 | \$66.33    | \$110,800         |
| Network and Computer Systems Administrators (B)      | \$46.87             | \$45.98 | \$53.73    | \$97,500          |
| Computer Programmers (B)                             | \$48.10             | \$45.08 | \$59.90    | \$100,100         |
| Web Developers (A)                                   | \$39.60             | \$37.46 | \$48.51    | \$82,400          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC = Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations  
<sup>^</sup>High Demand Occupation

**Current Gender Breakdown**





**+889**  
5-year Job Demand Increase in MDCP Region

Average Hourly Wage

**\$26.68**  
MDCP Region

**\$25.52**  
SB County

**\$28.66**  
California



# MDCP Regional Labor Market Snapshot Occupations in Manufacturing

## EMPLOYMENT PROJECTIONS



5-year demand includes new jobs, transfers, and retirements



## CONTINUING EDUCATION AND TRAINING

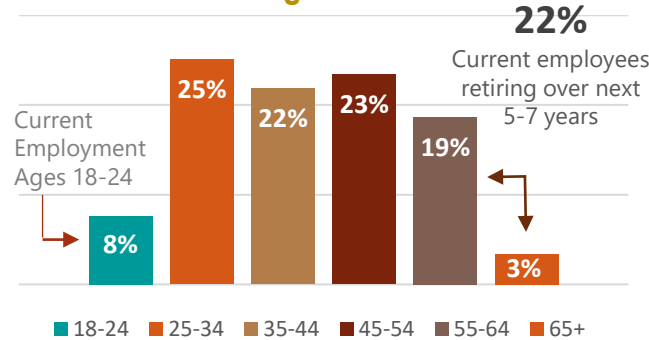
### Program

- AS Welding
- AS Welding Technology
- AS Welding Technology
- AS Mechatronics
- AS General Welding
- AS Welding, Gas and Electric

### College

- Victor Valley CC
- College of the Canyons CC
- Barstow CC
- Chaffey CC
- San Bernardino Valley CC
- L.A. Trade Tech CC

## Current Age Breakdown



## LOCAL EMPLOYERS

### Employer

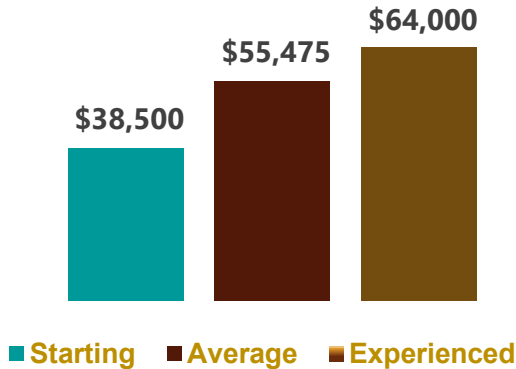
- Advanced Technologies, Inc
- Cal Portland
- General Atomics
- Liberty Utilities
- Mitsubishi Cement
- Plastipak
- Rio Tinto
- Southwest Gas

### Website

- <https://www.atctrain.com/>
- <https://careers.calportland.com/>
- <https://www.ga.com>
- <https://libertyutilities.com/>
- <https://www.mitsubishicement.com>
- <https://www.plastipak.com/careers/>
- <https://www.riotinto.com/en/careers/>
- <https://www.swgas.com/>

## Salary Guide

AVERAGE BY EXPERIENCE



## AVERAGE WAGE INFORMATION PER JOBS IN REGION

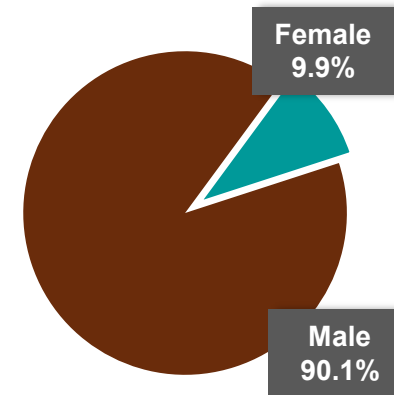
| Occupation   | Average Hourly Wage |         |            | HD Average Salary |
|--|---------------------|---------|------------|-------------------|
|  | HD                  | SBC     | California |                   |
| CNC Tool Operators (HS)                            | \$22.06             | \$20.93 | \$23.45    | \$45,900          |
| CNC Programmers(HS)                                | \$35.09             | \$34.28 | \$37.16    | \$73,000          |
| Electro-Mechanical and Mechatronics Technicians(B) | \$28.57             | \$27.10 | \$30.54    | \$59,400          |
| Industrial Machinery Mechanics(B)                  | \$29.65             | \$28.75 | \$31.59    | \$61,700          |
| Inspectors, Testers, Sorter4s, and Weighers (HS)   | \$20.98             | \$20.17 | \$22.73    | \$43,600          |
| Machinists (HS)                                    | \$22.91             | \$21.67 | \$25.02    | \$47,600          |
| Mechanical Engineering Technicians (A)             | \$30.40             | \$28.20 | \$33.59    | \$63,200          |
| Welders, Cutters, Solderers, and Brazers (HS)      | \$23.75             | \$23.08 | \$25.22    | \$49,400          |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree; M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

**^High Demand Occupation**

## Current Gender Breakdown





**+674**  
5-year Job Demand  
Decrease/Increase in  
MDCP Region

### Average Hourly Wage

**\$46.64**  
California

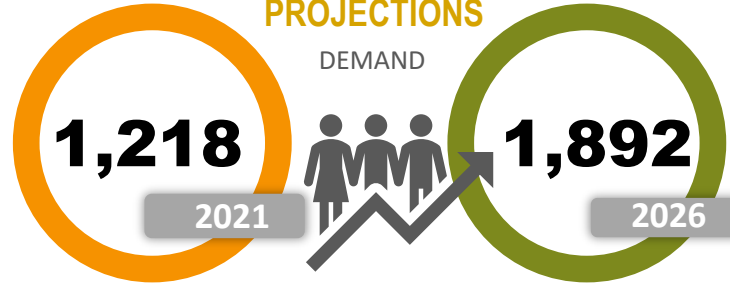
**\$37.59**  
SB County

**\$40.10**  
MDCP Region

**MDCP  
Regional Labor Market  
Snapshot**

**JOBS in  
Marketing  
Occupations**

### EMPLOYMENT PROJECTIONS



5-year demand includes new jobs, transfers, and retirements

### AVERAGE WAGE INFORMATION PER JOBS IN REGION

| Occupation                                   | Hourly  | Annual    |
|--|---------|-----------|
| Advertising and Promotions Managers          | \$71.04 | \$147,800 |
| Advertising Sales Agents                     | \$34.75 | \$72,300  |
| Graphic Designers                            | \$27.33 | \$56,900  |
| Marketing Manager                            | \$69.33 | \$144,200 |
| Market Research Analyst                      | \$30.18 | \$62,800  |
| Merchandise Displayers/Window Trimmers       | \$18.12 | \$37,700  |
| Public Relations Specialists                 | \$32.92 | \$68,500  |
| Web Developer and Digital Interface Designer | \$37.11 | \$77,200  |

### EDUCATION AND TRAINING

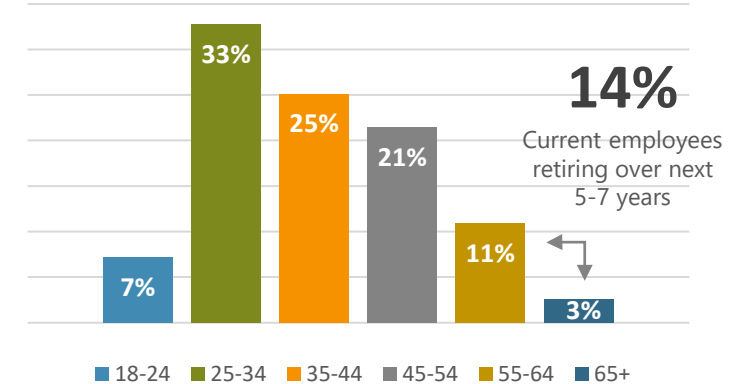
#### Occupation

Advertising and Promotions Managers  
Advertising Sales Agents  
Graphic Designers  
Marketing Manager  
Market Research Analyst  
Merchandise Displayers/Window Trimmers  
Public Relations Specialists  
Web Developer and Digital Interface Designer

#### Entry Level Education

Bachelor's Degree  
High School Diploma  
Bachelor's Degree  
Bachelor's Degree  
Bachelor's Degree  
High School Diploma  
Bachelor's Degree  
Associate's Degree

### Current Age Breakdown



### LOCAL EMPLOYERS

#### Local Partners

Culture Plug  
Dynamic Geek Studios  
Kranbox

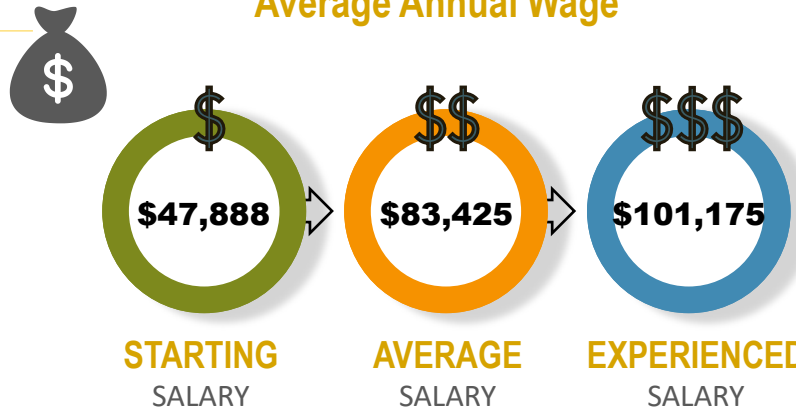
#### Website

<https://www.cultureplug.com/>  
<https://www.dynamicgeekstudio.com/>  
<http://www.kranbox.com/>

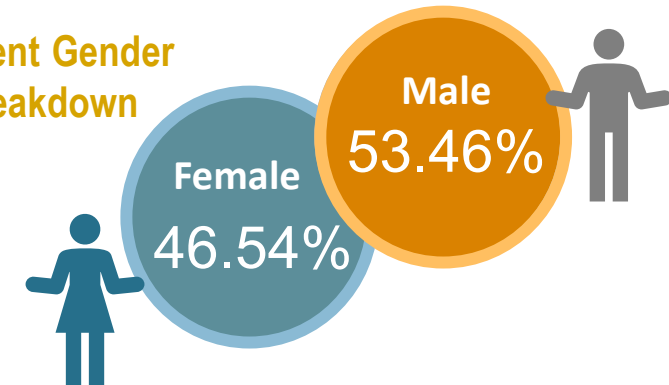
#### Recent Job Postings (last 30 days)

Sunergy Construction, Hesperia: Field Marketing Specialist  
Confidential, Victorville: Marketing Specialist  
Lamor Res Inc., Victorville: Marketing Coordinator  
Paramount Residential Mortgage, Hesperia: Marketing Assistant

### Average Annual Wage



### Current Gender Breakdown







**+7,439**  
5-year Job Demand  
Increase in  
MDCP Region

**Average Hourly  
Wage**

**MDCP  
Regional Labor Market  
Snapshot**

# Occupations in Business, Finance and Real Estate

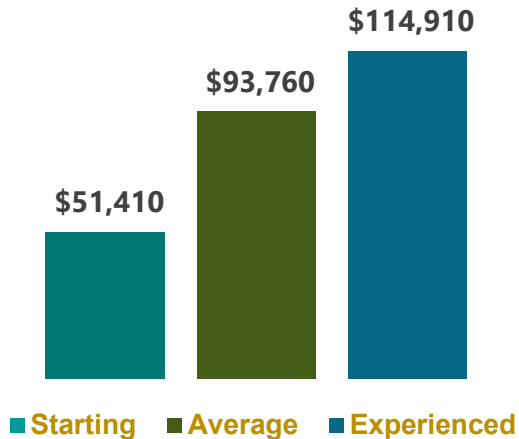
**\$45.07**  
MDCP Region

**\$43.47**  
SB County

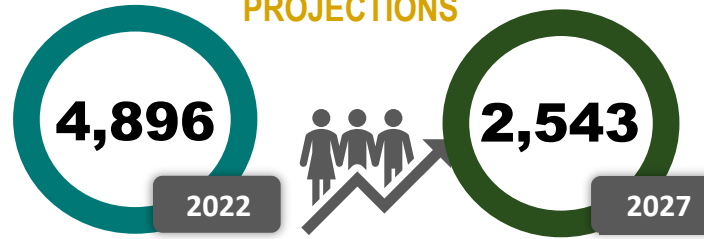
**\$50.55**  
California

## Salary Guide

AVERAGE BY EXPERIENCE

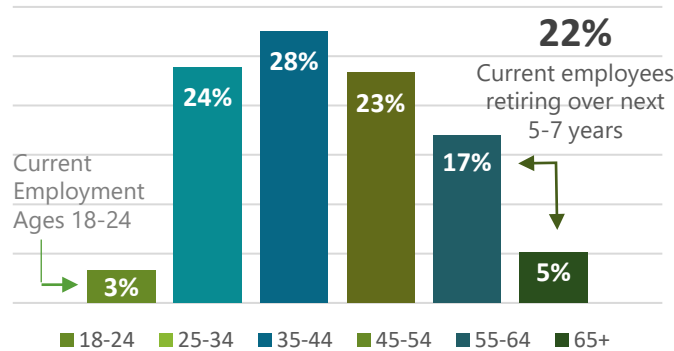


## EMPLOYMENT PROJECTIONS



5-year demand includes new jobs, transfers, and retirements

## Current Age Breakdown



**22%**  
Current employees  
retiring over next  
5-7 years

## AVERAGE WAGE INFORMATION PER JOBS IN REGION

| Occupation                                       | Average Hourly Wage |         |            | HD<br>Average<br>Salary |
|--|---------------------|---------|------------|-------------------------|
|  | HD                  | SBC     | California |                         |
| Property and Community Association Managers (HS) | \$33.12             | \$31.71 | \$36.97    | \$68,900                |
| Real Estate Sales Agent (HS)                     | \$29.02             | \$26.15 | \$36.22    | \$60,400                |
| Real Estate Brokers (HS)                         | \$56.54             | \$55.97 | \$57.83    | \$117,600               |
| ^General Operations Managers (B)                 | \$58.49             | \$55.85 | \$66.05    | \$121,700               |
| ^Management Analysts (B)                         | \$46.86             | \$44.46 | \$53.21    | \$97,500                |
| ^Market Analysts and Marketing Specialists (B)   | \$35.44             | \$34.23 | \$43.51    | \$73,700                |
| ^Project Management Specialists (B)              | \$47.84             | \$46.41 | \$54.32    | \$99,500                |
| Purchasing Managers (B)                          | \$63.98             | \$61.87 | \$72.44    | \$133,100               |
| Appraisers and Assessors of Real Estate (B)      | \$37.98             | \$36.48 | \$42.38    | \$79,000                |
| Loan Officers (B)                                | \$41.43             | \$41.53 | \$42.52    | \$86,200                |

Average hourly wage based on listed occupations  
(HS = High School Diploma; PSC= Postsecondary Certificate; A = Associates Degree; B = Bachelor's Degree;  
M = Master's Degree; D = Professional or Doctorate Degree)

HD Average wages based on listed occupations

^**High Demand Occupation**



## CONTINUING EDUCATION AND TRAINING

### Program

- AS Business Administration
- AS Real Estate and Escrow
- AS Business
- BA Business Administration
- BA Business Administration
- BA Business Administration
- MS Business Analytics
- MBA Business Administration
- MS Business Analytics

### College

- Victor Valley CC
- Victor Valley CC
- Barstow CC
- Cal State San Bernardino
- Azusa Pacific University
- University of La Verne
- Cal State San Bernardino
- Cal Poly Pomona
- UC Riverside

## LOCAL EMPLOYERS

### Employer

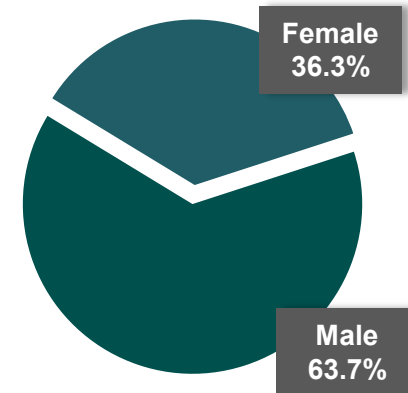
- Culture Plug
- Desert Accounting Service
- Desert Community Bank
- NewsPlus
- Premier One Realty
- Raymond James
- Saddlerock Reverse Mortgage



### Website

- <https://www.cultureplug.com/>
- <https://www.das1040.com/home>
- <https://dcbk.org/about-us/careers.html>
- <https://4newsplus.com/>
- <http://www.vvmls.com/>
- <https://www.raymondjames.com/careers>
- <http://saddlerockreverse.com/>

## Current Gender Breakdown



**+93,690**  
5-year Job Demand  
Decrease/Increase in  
MDCP Region

**Average Hourly Wage**

**MDCP  
Regional Labor Market  
Information  
Regional  
Occupation  
Snapshot**

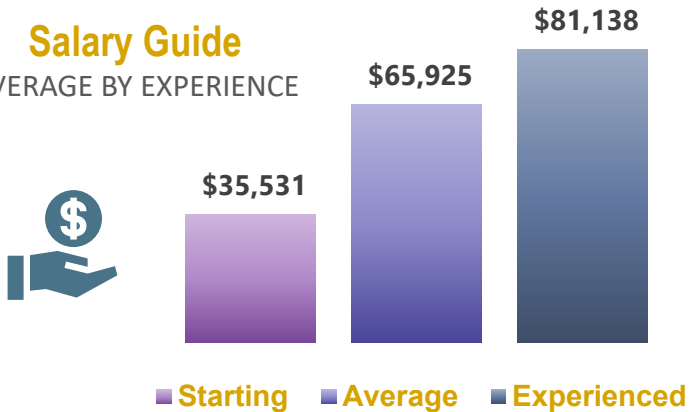
**\$34.84**  
California

**\$30.47**  
SB County

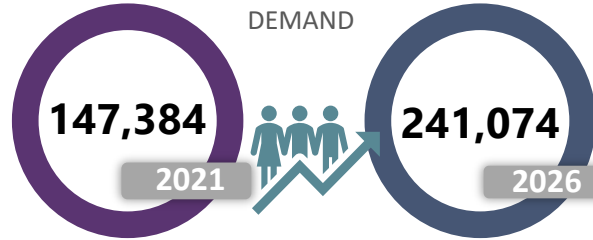
**\$31.75**  
MDCP Region

**Salary Guide**

AVERAGE BY EXPERIENCE

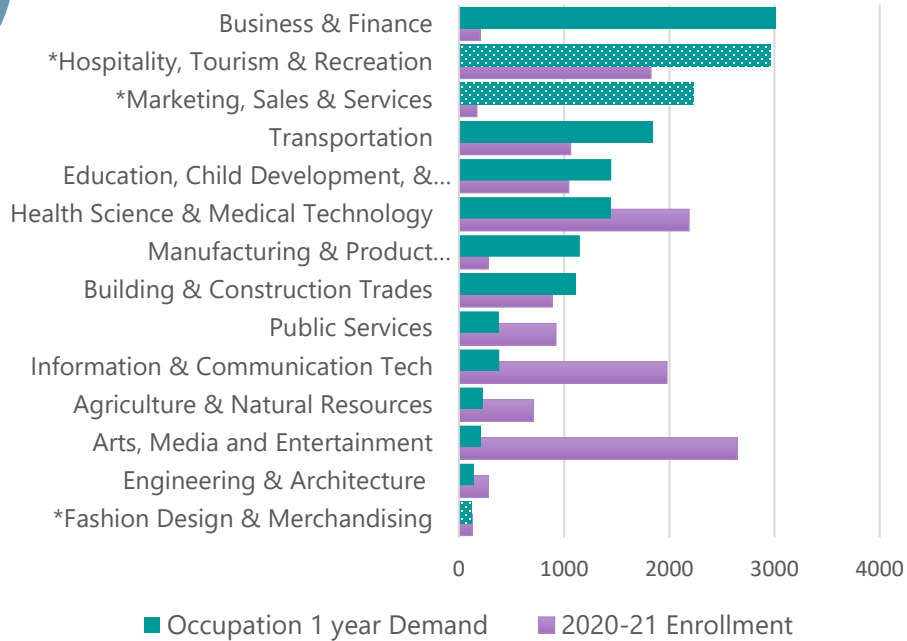


**EMPLOYMENT  
PROJECTIONS**



5-year demand includes new jobs, transfers, and retirements

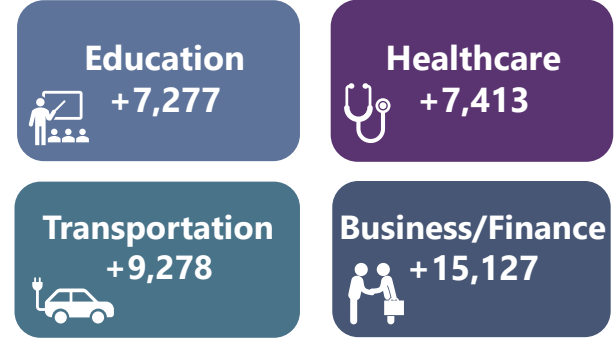
**2020-21 Enrollment vs 1-year Occupation Demand**



\* Over 75% of occupations are mostly part-time, seasonal, and/or low wage

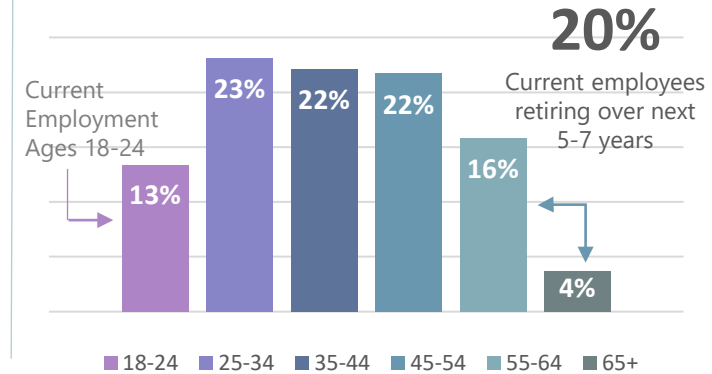
**MDCP High-Demand Sectors**

In demand occupations with growth opportunities that offer sustainable family living wages



Based on 5-year Demand 2021-2026

**Current Occupation Age Breakdown**



**Current Employment Education Requirements**

