

## **Environmental Scan**

### **Regional Needs Assessment Report**

This Regional Needs Assessment Report was prepared in February 2023 for Los Angeles Harbor College by Hanover Research.

Hanover Research assessed degree completion trends, labor market demand, and demographic indicators in Los Angeles County and, where possible, in Los Angeles Harbor College's service area, which consists of Wilmington, San Pedro, Carson, Lomita, Harbor City, and Harbor Gateway.

#### **Key Findings**

LA Harbor's service area and the wider county have young and diverse populations. The largest age groups in both the LA Harbor service area and Los Angeles County are individuals under 18 followed by ages 25-34, suggesting a sizeable prospective student population. A majority of residents are non-white, including large Asian and black populations. Over half of the population in LA Harbor's service area is Hispanic, as is close to half of the county population, suggesting LA Harbor may wish to target this market.

High school enrollment trends and population projections suggest a tightening student pipeline. Although the college-aged and adult learner population is large, county-level population projections anticipate an overall decline in the population, with steep contraction in all age groups except for the elderly (ages 65 and up). Recent high school enrollment remained relatively stable in the LA Harbor service area but fell across the county. In conjunction with population projections, LA Harbor should expect a tightening market and more competition for students.

LA Harbor's associate degree programs are performing better than certificates, but several certificate fields are also declining among the LA Community College District and the entire county. Most of LA Harbor's certificate programs that had a full five years of data reported declining conferrals; however, all of these also declined at competitors and throughout the county, with two exceptions. LA Harbor underperforms in its real estate certificate programs and falls below county trends for its accounting certificate. At the associate's level, most programs with a full five years of data performed well in keeping with wider trends, with the exception of underperformance in its architectural technology and English degrees. LA Harbor's criminal justice and registered nursing associate degree programs outperformed district and/or county trends, reporting growth despite wider conferral reductions.

Occupational gaps and projections indicate demand for jobs related to computer science, management, and healthcare. Software developers are among the largest occupations and are projected to have shortages within the county over the next 10 years, while data scientists are projected to be among the fastest growing occupations in the county. Several management roles exhibit high growth and/or volume, including general and operations managers, healthcare administrators, and financial managers. Healthcare is another key area, with shortages and high volumes of job openings expected for registered nurses and nursing assistants, physical therapy assistants, and occupational therapy assistants. Several allied health certificate and associate programs also reported high growth and/or volume over the past five years, including respiratory therapist, MRI technician, pharmacy.

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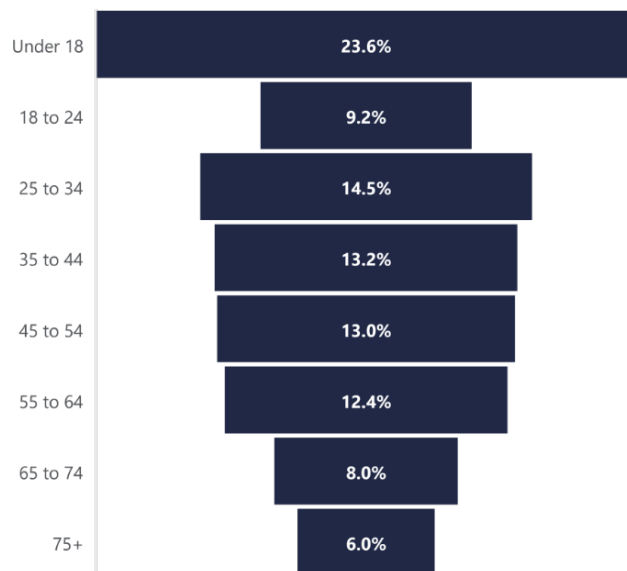
technician, medical sonography/ultrasound, as well as dental assistant and dental hygienist. Though not a large grouping, industries related to tourism and entertainment are expected to grow significantly across the county, and occupations for producers and directors as well as film and video production are also expected to see strong demand over the next 10 years, suggesting this may provide opportunities for expansion of LA Harbor's arts programs.

## Demographic Trends and Projections

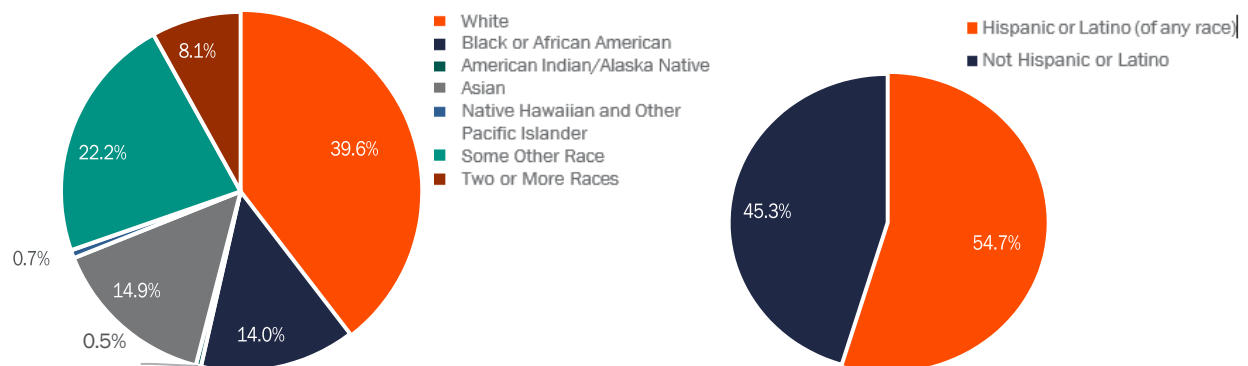
### *Los Angeles Harbor College*

LA Harbor's chief recruitment area is relatively young and very diverse. The largest population segments is individuals under 18 years old, followed by ages 25 to 34. Large percentages are Asian, black, and either multiracial or identify as a race not included in the main categories. More than half (54.7 percent) are Hispanic or Latino, suggesting this may be a market to target in recruitment efforts and ensure support for.

#### Age Distribution



#### Race/Ethnicity

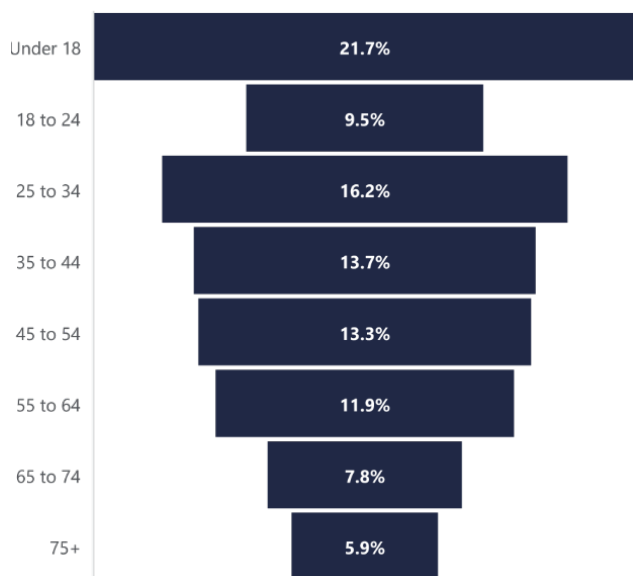


Source: American Community Survey (JobsEQ)

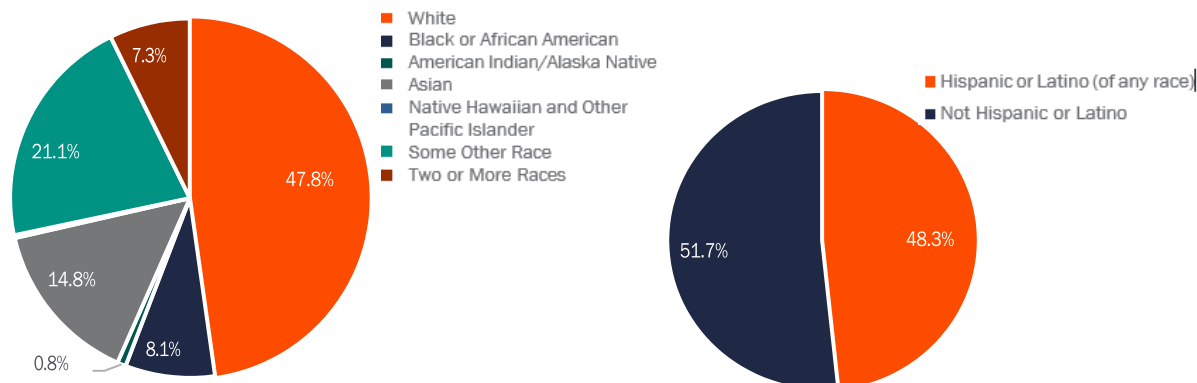
### Los Angeles County

Los Angeles County has similar demographics to LA Harbor's service area but is not majority Hispanic. Individuals under 18 make up the largest population segment followed by ages 25 to 34. Similarly, fewer than half of residents are white but a smaller share than in LA Harbor's area identify as black. Slightly less than half (48.3 percent) identify as Hispanic or Latino.

#### Age Distribution



#### Race/Ethnicity



Source: American Community Survey ([JobsEQ](#))

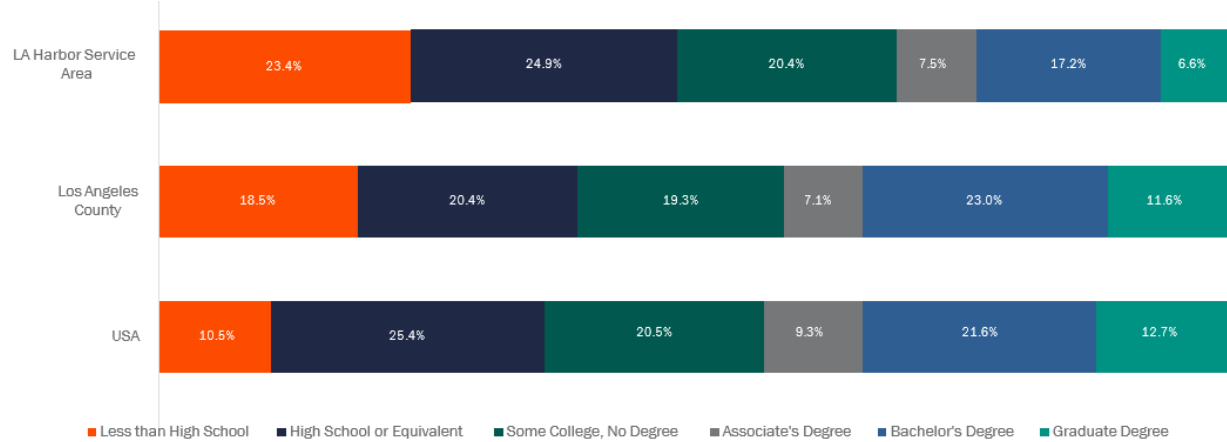
### Educational Attainment

#### Los Angeles Harbor College

LA Harbor's service area is less educated than the wider county, which has similar educational attainment to the nation outside of non-high school graduates. Nearly half (48 percent) either did not complete high school or have a high school diploma with no college. Shares of residents with some college but no degree and associate's degrees mirror county and national trends, but fewer residents have a bachelor's degree or graduate degree than in the county or across the United States. Low high school completion suggests a potential

need for GED programs, and low bachelor's completion alongside comparable associate's degree attainment may suggest a need to focus on transferring students from 2-year to 4-year institutions.

#### Educational Attainment, Ages 25 - 64



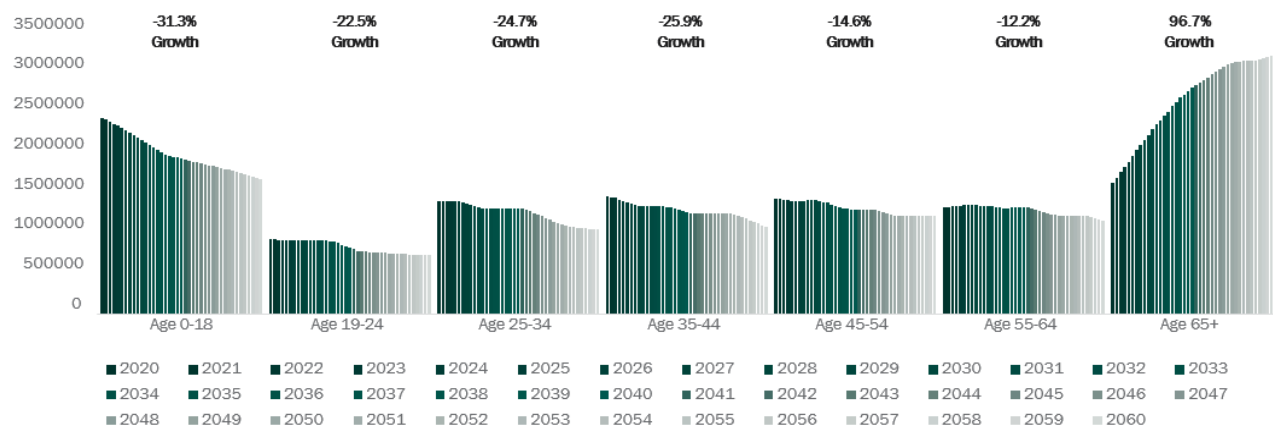
Source: American Community Survey ([JobsEQ](#))

## Population Projections

### Los Angeles County

Los Angeles County's population is expected to shrink through 2060, with the elderly population expanding. Official county-level population projections indicate expected declines across all age groups except residents ages 65 and older. This group is projected to grow significantly (96.7 percent) over this period. Expected declines in key college-going age groups suggests a tightening student pipeline, likely leading to decreased enrollments across colleges and universities.

#### Population Trends and Projections for Los Angeles County by Age Cohort, 2020-2060



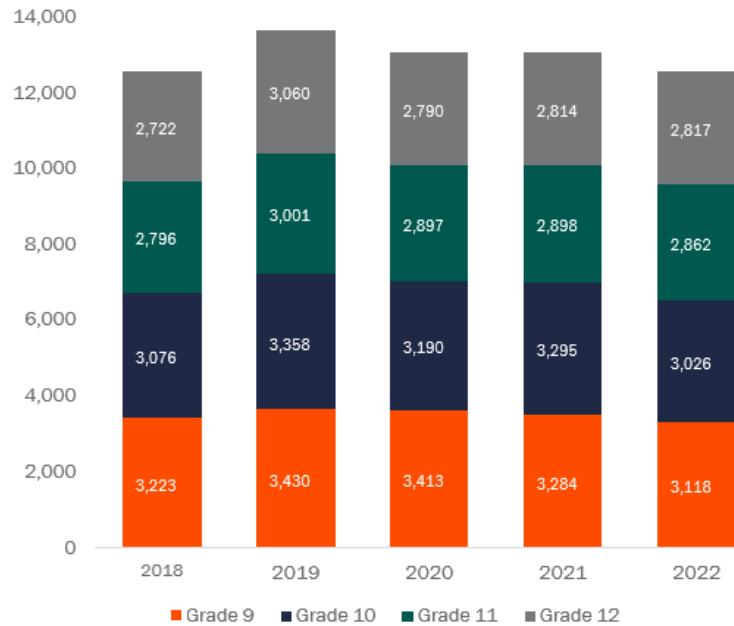
Source: [California Department of Finance](#)

## Education Trends

### *Public High School Enrollment Trends*

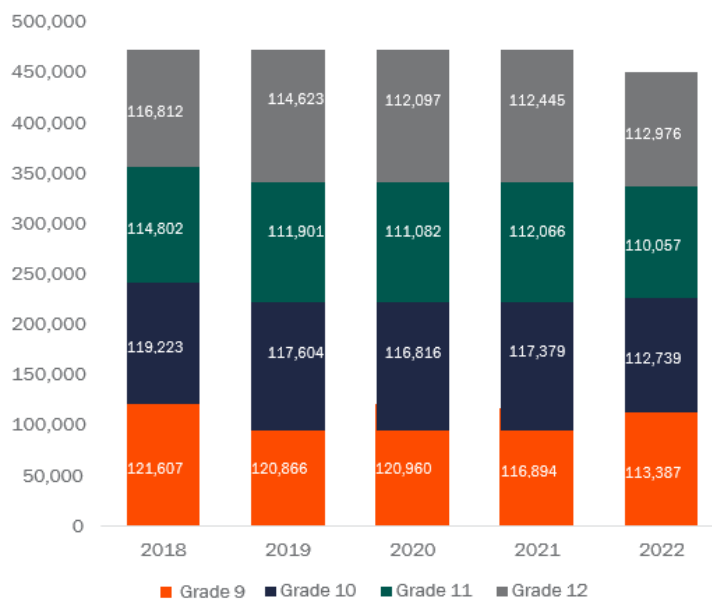
High school enrollment remained relatively stable in LA Harbor's local area and declined across the county. In conjunction with population projections, this further suggests a declining prospective student population.

High School Enrollment – LA Harbor Service Area, 2018-2022



Source: [California Department of Education](#)

High School Enrollment – Los Angeles County, 2018-2022



Source: [California Department of Education](#)

### Portfolio Review – Certificates

LA Harbor's certificate programs largely mirror wider district and county conferral trends, with the exception of underperformance in its real estate and accounting programs as well as above-average performance in its cooking and child care provider programs. LA Harbor's cooking and child care provider certificates reported increasing conferrals despite declines in this field across the district and the wider county. However, its real estate program reported declining conferrals within a generally positive market and its accounting technology declined alongside the wider district despite growth in the county.

Degree Field	LAHC Conferral Growth	LA Community College District Conferral Growth	County Conferral Growth
04.0901. Architectural Technology/Technician.	0.0%	-12.2%	-5.0%
09.0401. Journalism.	--	-8.1%	-9.6%
10.0203. Recording Arts Technology/Technician.	-100.0%	-47.0%	-38.1%
11.0101. Computer and Information Sciences, General.	--	-20.5%	9.7%
11.0201. Computer Programming/Programmer, General.	--	-34.9%	-0.3%
11.0501. Computer Systems Analysis/Analyst.	--	--	4.7%
11.9999. Computer and Information Sciences and Support Services, Other.	--	--	-20.5%
12.0500. Cooking and Related Culinary Arts, General.	4.4%	-21.8%	-14.0%
15.0805. Mechanical/Mechanical Engineering Technology/Technician.	--	--	-100.0%
16.0901. French Language and Literature.	--	--	--
19.0709. Child Care Provider/Assistant.	41.4%	-12.7%	-2.7%
24.0101. Liberal Arts and Sciences/Liberal Studies.	19.8%	10.9%	20.1%
31.0501. Sports, Kinesiology, and Physical Education/Fitness, General.	--	--	7.7%
31.0505. Exercise Science and Kinesiology.	--	--	--
43.0103. Criminal Justice/Law Enforcement Administration.	--	--	N/A
43.0107. Criminal Justice/Police Science.	-15.9%	-34.5%	-29.8%
43.0201. Fire Prevention and Safety Technology/Technician.	--	-54.9%	-12.6%
47.0104. Computer Installation and Repair Technology/Technician.	--	4.7%	-11.9%
51.0716. Medical Administrative/Executive Assistant and Medical Secretary.	--	-34.2%	-10.3%
52.0101. Business/Commerce, General.	31.6%	1.7%	19.3%
52.0302. Accounting Technology/Technician and Bookkeeping.	-100.0%	-3.4%	4.2%
52.0401. Administrative Assistant and Secretarial Science, General.	0.0%	-20.5%	-7.1%
52.1501. Real Estate.	-100.0%	8.5%	7.4%

Source: [IPEDS](#)

Note: Fields marked with an asterisk have a transfer-focused associate's degree. Items with "--" indicate that a full five years of conferrals were not reported. LA Community College District does not include LA Harbor's conferrals, only competitors.

### Portfolio Review – Associate's Degrees

LA Harbor's associate's degrees performed well with the exception of its architectural technology and English programs. LA Harbor reported declining conferrals under Architectural Technology/Technician and English Language and Literature, General while both of these fields reported conferral growth at the district and county levels. Other programs that reported declining conferrals, like Cooking and Related Culinary Arts, General also declined within the district and/or county.

Degree Field	LAHC Conferral Growth	LA Community College District Conferral Growth	County Conferral Growth
03.0104. Environmental Science.*	--	-100.0%	-15.9%
04.0901. Architectural Technology/Technician.	-38.5%	35.1%	1.6%

Degree Field	LAHC Conferral Growth	LA Community College District Conferral Growth	County Conferral Growth
09.0101. Speech Communication and Rhetoric.*	2.8%	17.6%	9.6%
09.0401. Journalism.*	--	1.9%	6.9%
11.0103. Information Technology.	--	0.0%	-4.1%
11.0201. Computer Programming/Programmer, General.	--	-6.9%	16.5%
11.1003. Computer and Information Systems Security/Auditing/Information Assurance.	--	--	28.0%
12.0500. Cooking and Related Culinary Arts, General.	-26.4%	-12.1%	-2.5%
14.0102. Pre-Engineering.	0.0%	-12.0%	24.5%
15.0000. Engineering Technologies/Technicians, General.	--	--	16.6%
15.0401. Biomedical Technology/Technician.	--	20.5%	13.2%
15.0805. Mechanical/Mechanical Engineering Technology/Technician.	--	-100.0%	-100.0%
15.1301. Drafting and Design Technology/Technician, General.	--	-43.8%	-8.2%
16.0901. French Language and Literature.	--	-7.7%	-10.0%
16.0905. Spanish Language and Literature.*	--	3.9%	16.0%
19.0709. Child Care Provider/Assistant.	10.2%	14.7%	13.9%
22.0301. Legal Administrative Assistant/Secretary.	--	--	49.5%
23.0101. English Language and Literature, General.*	-3.3%	14.3%	7.3%
24.0101. Liberal Arts and Sciences/Liberal Studies.	14.5%	7.0%	7.8%
24.0103. Humanities/Humanistic Studies.	9.4%	4.6%	5.0%
26.0101. Biology/Biological Sciences, General.*	--	37.3%	28.5%
27.0101. Mathematics, General.*	10.7%	19.4%	14.4%
30.0101. Biological and Physical Sciences.	12.4%	9.1%	7.3%
31.0501. Sports, Kinesiology, and Physical Education/Fitness, General.	--	10.7%	11.7%
31.0505. Exercise Science and Kinesiology.*	--	24.5%	25.2%
38.0101. Philosophy.*	--	27.8%	34.2%
40.0501. Chemistry, General.	56.5%	26.6%	22.0%
40.0801. Physics, General.*	24.8%	26.3%	17.5%
42.0101. Psychology, General.*	6.9%	18.9%	19.2%
42.9999. Psychology, Other.	7.5%	--	7.5%
43.0103. Criminal Justice/Law Enforcement Administration.*	--	--	342.7%
43.0107. Criminal Justice/Police Science.	21.8%	-100.0%	-51.6%
43.0201. Fire Prevention and Safety Technology/Technician.	--	8.0%	5.5%
43.0203. Fire Science/Fire-fighting.	--	--	-13.1%
45.0201. Anthropology, General.*	0.0%	11.2%	14.5%
45.0601. Economics, General.*	--	15.9%	42.2%
45.1001. Political Science and Government, General.*	--	19.7%	13.5%
45.1101. Sociology, General.*	--	13.0%	18.1%
47.0101. Electrical/Electronics Equipment Installation and Repair Technology/ Technician, General.	--	-12.6%	-3.7%
47.0104. Computer Installation and Repair Technology/Technician.	-100.0%	-5.4%	-9.6%
47.0303. Industrial Mechanics and Maintenance Technology/Technician.	--	--	--
50.0701. Art/Art Studies, General.*	8.3%	21.3%	16.4%
50.0703. Art History, Criticism and Conservation.	--	--	--
50.0901. Music, General.*	0.0%	12.9%	7.2%
51.0716. Medical Administrative/Executive Assistant and Medical Secretary.	0.0%	-29.3%	44.3%
51.3801. Registered Nursing/Registered Nurse.	1.2%	-0.5%	0.4%
51.9999. Health Professions and Related Clinical Sciences, Other.	--	--	--
52.0101. Business/Commerce, General.	-18.7%	-18.9%	-13.1%
52.0201. Business Administration and Management, General.*	6.9%	24.5%	13.1%

Degree Field	LAHC Conferral Growth	LA Community College District Conferral Growth	County Conferral Growth
52.0302. Accounting Technology/Technician and Bookkeeping.	-9.6%	-2.2%	-1.9%
52.0401. Administrative Assistant and Secretarial Science, General.	-29.3%	-0.8%	-0.5%
52.1501. Real Estate.	--	12.9%	8.2%
54.0101. History, General.*	28.8%	7.2%	9.3%

Source: [IPEDS](#)

Note: Fields marked with an asterisk have a transfer-focused associate's degree. Items with "--" indicate that a full five years of conferrals were not reported. LA Community College District does not include LA Harbor's conferrals, only competitors.

### *Los Angeles County Growth Fields Not Currently Offered*

LA Harbor has opportunities to develop certificate programs in retail management, computer networking, and web development as well as associate's degrees in nutrition and allied health. Among fields with the highest conferral growth, potential areas for new programs in line with LA Harbor's capabilities include undergraduate certificates in Retail Management and several computer-related fields including database administration, network administration, and website management. Health Services/Allied Health/Health Sciences, General reported both high growth and high volume at the associate level, suggesting this may be a strong area for an offering extending the current health professions programs.

#### Certificate Programs, 2017-2021

Degree Field	2017	2018	2019	2020	2021	CAGR
52.0212. Retail Management.	4	186	219	195	182	159.7%
11.1001. Network and System Administration/Administrator.	2	19	28	34	56	130.0%
16.0303. Korean Language and Literature.	2	25	40	3	28	93.4%
11.0802. Data Modeling/Warehousing and Database Administration.	5	7	9	23	52	79.6%
47.0201. Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician.	51	105	327	466	443	71.7%
52.1804. Selling Skills and Sales Operations.	3	12	4	14	16	52.0%
51.0602. Dental Hygiene/Hygienist.	3	11	16	10	15	49.5%
11.1006. Computer Support Specialist.	13	12	25	52	61	47.2%
10.0303. Prepress/Desktop Publishing and Digital Imaging Design.	4	11	25	14	16	41.4%
43.0203. Fire Science/Fire-fighting.	38	46	69	115	151	41.2%
51.3305. Ayurvedic Medicine/Ayurveda.	24	34	65	91	78	34.3%
11.1002. System, Networking, and LAN/WAN Management/Manager.	10	7	9	20	31	32.7%
11.1004. Web/Multimedia Management and Webmaster.	28	43	60	60	82	30.8%
46.0403. Building/Home/Construction Inspection/Inspector.	11	11	16	19	28	26.3%
51.0908. Respiratory Care Therapy/Therapist.	23	51	57	50	56	24.9%

Source: [IPEDS](#)

Note: Fastest-growing programs exclude those with fewer than 10 conferrals in 2021.

#### Associate's Degree Programs, 2017-2021

Degree Field	2017	2018	2019	2020	2021	CAGR
19.0501. Foods, Nutrition, and Wellness Studies, General.	1	19	43	59	89	207.1%
05.0207. Women's Studies.	2	5	13	29	95	162.5%
50.0904. Music Theory and Composition.	3	9	84	106	112	147.2%
16.0102. Linguistics.	1	4	9	15	23	119.0%
13.1015. Education/Teaching of Individuals in Early Childhood Special Education Programs.	12	18	19	40	253	114.3%
51.0000. Health Services/Allied Health/ Health Sciences, General.	34	38	52	416	563	101.7%
47.0614. Alternative Fuel Vehicle Technology/Technician.	2	5	5	2	25	88.0%



Degree Field	2017	2018	2019	2020	2021	CAGR
51.0920. Magnetic Resonance Imaging (MRI) Technology/Technician.	10	62	45	112	108	81.3%
45.0901. International Relations and Affairs.	1	5	7	5	10	77.8%
50.1003. Music Management.	1	0	5	12	10	77.8%
39.0201. Bible/Biblical Studies.	2	4	1	12	14	62.7%
52.0212. Retail Management.	4	12	13	23	24	56.5%
51.0601. Dental Assisting/Assistant.	9	24	24	15	46	50.4%
50.0506. Acting.	83	45	41	38	162	18.2%

Source: [IPEDS](#)

Note: Fastest-growing programs exclude those with fewer than 10 conferrals in 2021.

### *Los Angeles County Largest Fields Not Currently Offered*

LA Harbor offers many of the largest fields but has potential options for new offerings related to paralegal, film/video production, and allied health. Across fields with the largest number of degree conferrals in 2021, most are already offered by LA Harbor. Exceptions that reported conferral growth during this period include certificates for Aesthetics/Esthetician and Skin Care Specialist and Health Services/Allied Health/Health Sciences, General. Several associate's degrees may be worth considering including allied health, early childhood special education, Legal Assistant/Paralegal, and Cinematography and Film/Video Production as well as Radio and Television.

### Certificate Programs, 2017-2021

Degree Field	2017	2018	2019	2020	2021	CAGR
51.0801. Medical/Clinical Assistant.	2,972	2,724	2,421	2,561	2,646	-2.9%
51.3901. Licensed Practical/Vocational Nurse Training.	1,190	1,167	1,189	1,442	1,432	4.7%
51.0601. Dental Assisting/Assistant.	792	655	799	573	776	-0.5%
12.0401. Cosmetology/Cosmetologist, General.	1,463	1,241	1,251	971	765	-15.0%
12.0409. Aesthetics/Esthetician and Skin Care Specialist.	489	621	752	692	546	2.8%
51.0805. Pharmacy Technician/Assistant.	540	554	596	514	544	0.2%
47.0607. Airframe Mechanics and Aircraft Maintenance Technology/Technician.	323	334	322	431	491	11.0%
47.0201. Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician.	51	105	327	466	443	71.7%
51.0000. Health Services/Allied Health/Health Sciences, General.	297	87	55	37	431	9.8%
46.0302. Electrician.	269	253	272	275	393	9.9%
47.0604. Automobile/Automotive Mechanics Technology/Technician.	995	1,095	927	706	387	-21.0%
51.3501. Massage Therapy/Therapeutic Massage.	457	601	418	595	370	-5.1%
51.0713. Medical Insurance Coding Specialist/Coder.	534	345	356	287	348	-10.2%
51.0714. Medical Insurance Specialist/Medical Biller.	346	359	344	288	284	-4.8%
51.1501. Substance Abuse/Addiction Counseling.	281	228	232	206	233	-4.6%

Source: [IPEDS](#)

### Associate's Degree Programs, 2017-2021

Degree Field	2017	2018	2019	2020	2021	CAGR
45.0101. Social Sciences, General.	2,296	2,489	2,642	2,617	2,735	4.5%
51.0000. Health Services/Allied Health/Health Sciences, General.	34	38	52	416	563	101.7%
50.0913. Music Technology.	224	338	419	481	529	24.0%
51.0910. Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	289	396	352	461	410	9.1%
09.0701. Radio and Television.	81	102	191	272	292	37.8%

Degree Field	2017	2018	2019	2020	2021	CAGR
47.0604. Automobile/Automotive Mechanics Technology/Technician.	87	109	257	412	266	32.2%
52.1902. Fashion Merchandising.	465	412	312	314	262	-13.4%
13.1015. Education/Teaching of Individuals in Early Childhood Special Education Programs.	12	18	19	40	253	114.3%
22.0302. Legal Assistant/Paralegal.	180	164	198	204	238	7.2%
15.0000. Engineering Technologies/Technicians, General.	126	173	177	214	233	16.6%
50.0501. Drama and Dramatics/Theatre Arts, General.	251	279	322	196	225	-2.7%
50.0602. Cinematography and Film/Video Production.	160	171	216	214	206	6.5%
51.0908. Respiratory Care Therapy/Therapist.	170	169	176	198	194	3.4%
50.0101. Visual and Performing Arts, General.	161	170	190	242	185	3.5%
50.0407. Fashion/Apparel Design.	30	26	21	20	18	-12.1%

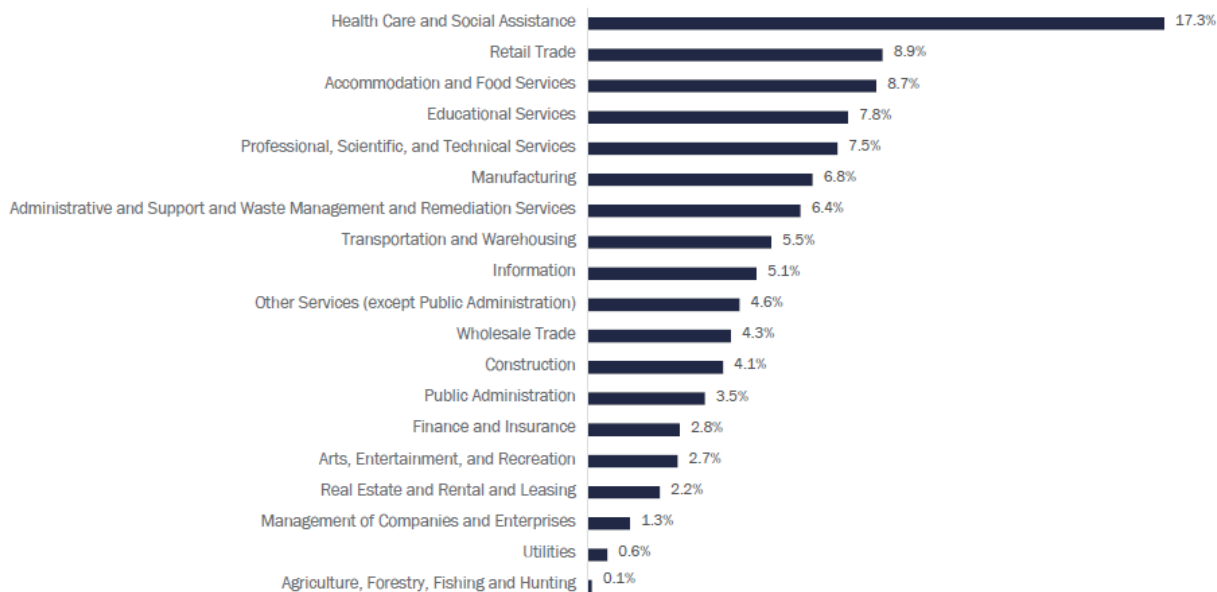
Source: [IPEDS](#)

## Labor Market Trends and Projections

### *Largest Industries*

Health Care and Social Assistance is the largest industry sector in the county, followed by general retail and accommodations. Approximately 17.3 percent of jobs are in the Health Care and Social Assistance sector, and this is the only sector representing more than 10 percent of the county's jobs. More than eight percent work in Retail Trade or Accommodation and Food Services.

### Industries by Employment Share in Los Angeles County



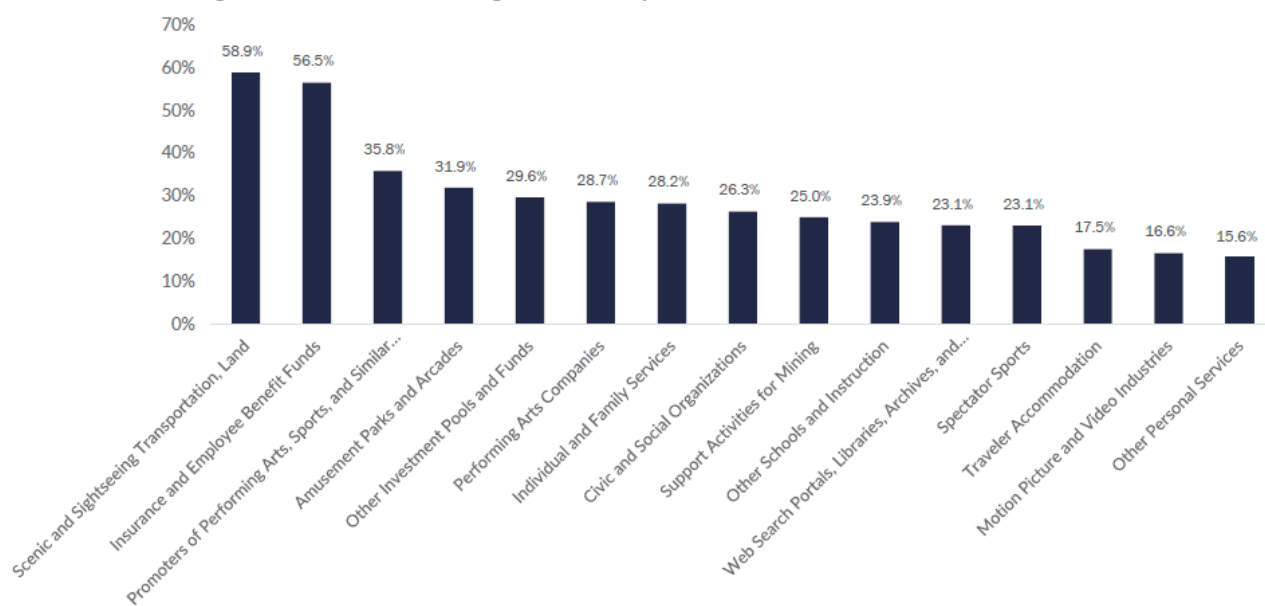
Source: [JobsEQ](#)

### *Projected Industry Growth*

Tourism and entertainment cover several sectors expected to grow in the county, with strong growth also expected for insurance and social support. The two industries projected to grow

most rapidly over the next 10 years are Scenic Sightseeing and Transportation, Land with additional tourism and entertainment sectors also growing including promotion, amusement parks, performing arts companies, spectator sports, and motion pictures. Insurance and Employee Benefit Funds are also expected to grow quickly, with additional growth projected for Other Investment Pools and Funds. Social services are also expected to grow, specifically Individual and Family Services as well as Civic and Social Organizations.

Fastest Growing Industries in Los Angeles County, 2022-2032

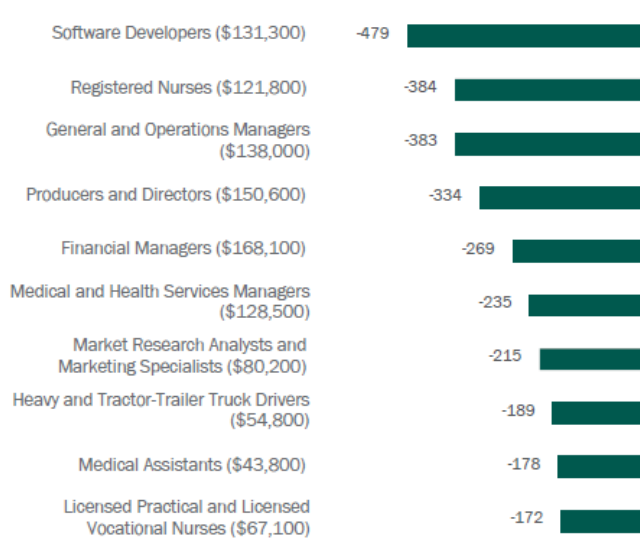


Source: [JobsEQ](#)

### *Occupation Gaps – Los Angeles County*

LA Harbor should emphasize or expand its programming in computer sciences, nursing, management, directing, and market research which are expected to have shortages within the county over the next 10 years. Software Developers has the largest expected shortage, followed by Registered Nurses. This suggests LA Harbor should emphasize its computer science and engineering as well as its nursing programs. Several management roles are expected to see shortages including General and Operations Managers, Medical and Health Services Managers, and Financial Managers. LA Harbor should consider whether to expand its general business administration program to include health services administration. It may also wish to explore a transfer program in finance. It may also wish to offer a program to prepare students to work as producers and/or directors.

### Top 10 Projected Los Angeles County Service Area Occupation Gaps (2022-2032)



Source: JobsEQ

### Projected Los Angeles County Volume and Growth for Gap Occupations

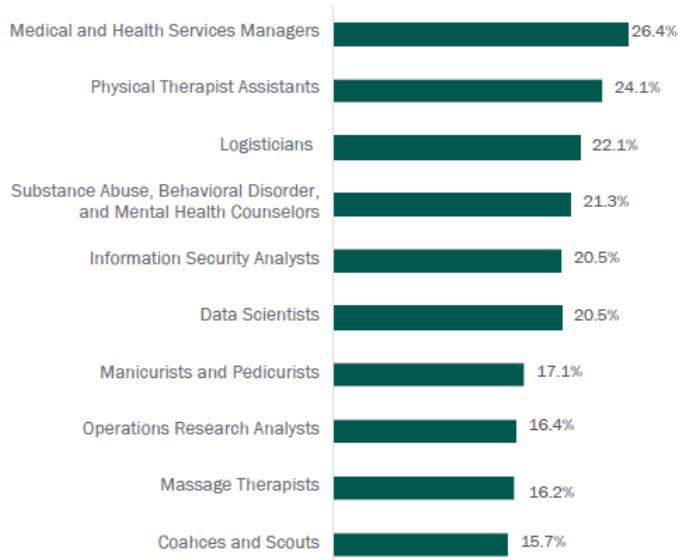
Occupation	Openings, 2022-2032	Employment Growth
Software Developers	43,373	12.9%
Registered Nurses	53,149	1.6%
General and Operations Managers	75,356	2.9%
Producers and Directors	45,816	13.9%
Financial Managers	24,440	12.7%
Medical and Health Services Managers	15,814	24.6%
Market Research Analysts and Marketing Specialists	36,168	14.0%
Heavy and Tractor-Trailer Truck Drivers	61,265	-1.5%
Medical Assistants	37,705	12.0%
Licensed Practical and Licensed Vocational Nurses	16,710	1.4%

Source: IPEDS

### Top Occupations – LA Harbor Service Area

Many high-growth and high-volume occupations have relevant programs already at LA Harbor, but many expect a bachelor's degree suggesting LA Harbor may wish to ensure transfer options are available and emphasized to students. Occupations for which LA Harbor could expand its programming include Information Security Analysts and Data Scientist by expanding its current computer and information sciences programming with cybersecurity and data analytics options, preferably as transfer-supporting programs. It may also be able to augment its kinesiology and fitness training program with an offering geared towards individuals seeking to become Coaches and Scouts. Nail technician and massage therapist are also areas for exploration, however these fields are also seeing declining conferrals so further demand analysis may be merited.

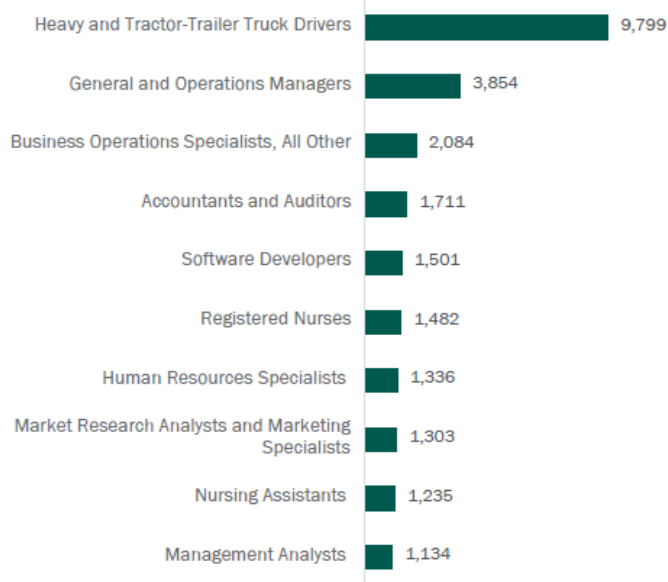
### Top 10 Fastest Growing Occupations (2022-2032)



Source: [JobsEQ](#)

Note: Fastest-growing occupations excludes those with fewer than 50 current workers

### Top 10 Occupations by Total Openings (2022-2032)



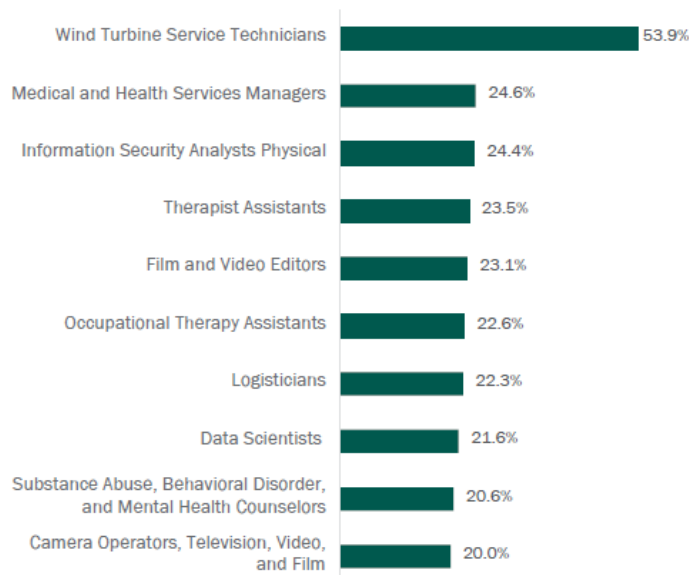
Source: [JobsEQ](#)

Note: Fastest-growing occupations excludes those with fewer than 50 current workers

### *Top Occupations – Los Angeles County*

Across the county, many of the same jobs are in demand, many of which are covered by LA Harbor's curriculum. Opportunities in the wider county not reflected in the service area include Wind Turbine Service Technicians, Occupational Therapy Assistants, and Camera Operators, Television, Video and Film.

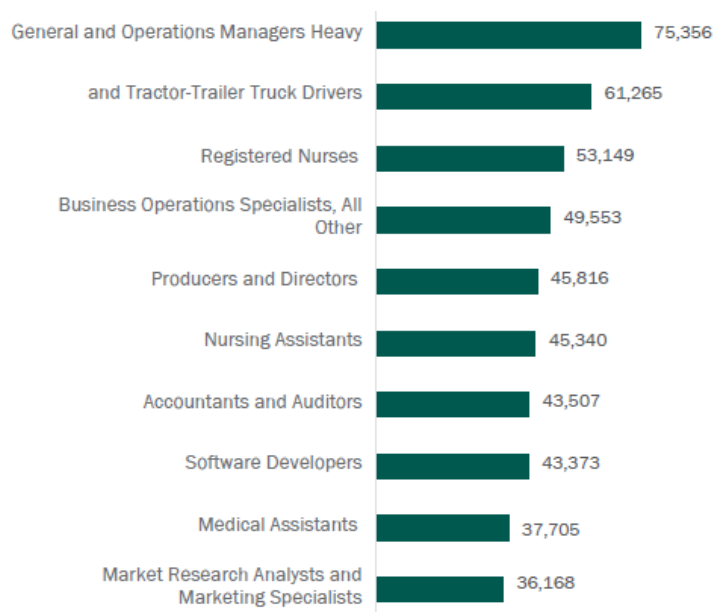
### Top 10 Fastest Growing Occupations (2022-2032)



Source: [JobsEQ](#)

Note: Fastest-growing occupations excludes those with fewer than 100 current workers

### Top 10 Occupations by Total Openings (2022-2032)



Source: [JobsEQ](#)

Note: Fastest-growing occupations excludes those with fewer than 100 current workers