



Aviation Careers

Regional Industry Advisory

Advanced Manufacturing and Transportation (Mobility) Sector



October 30th, 2025

Thank you

to all of our supporters





Housekeeping

- ✓ Enable your video camera (optional)
- ✓ Please stay on  unless you are called on to ask a question
- ✓ Submit all questions and commentary using the chat function
- ✓ This meeting will be recorded and will be provided as part of the post-meeting materials

Welcome & Introduction

Caitlin Blockus

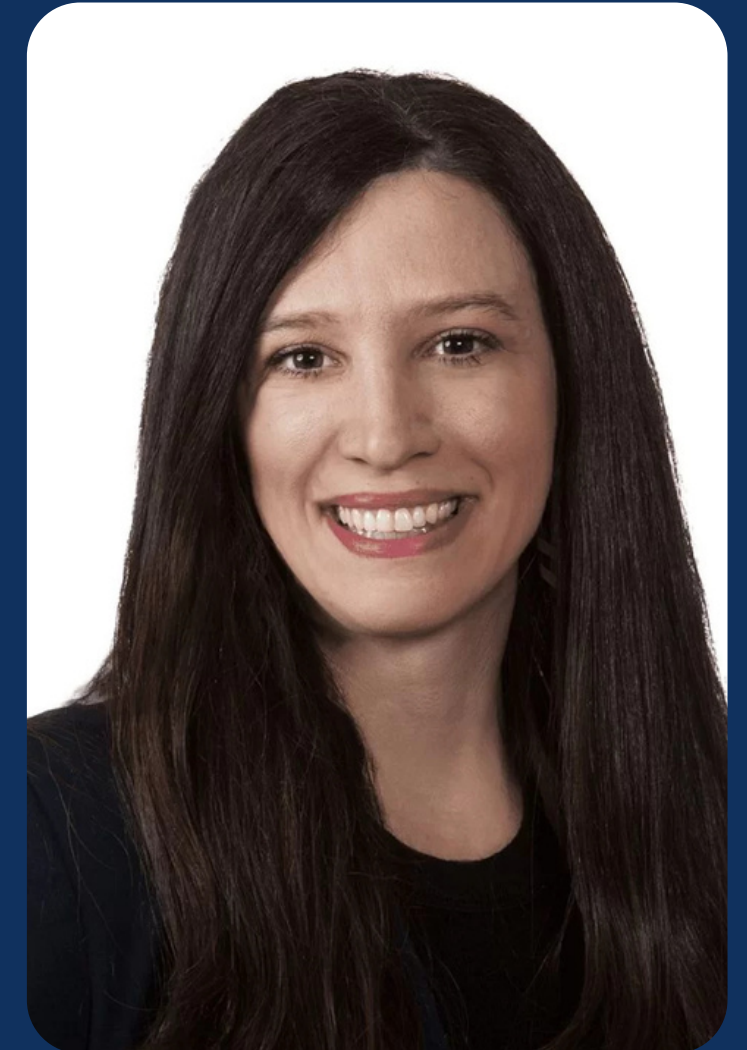
Valley Vision

21st Century Workforce Project Manager

Julie Muir

Los Rios Community College District

Director of Employer Partnerships - Advanced Manufacturing



Agenda

1:00 PM: Welcome and Introduction

1:10 PM: Guest Speaker

1:30 PM: Labor Market and Trend Analysis

2:00 PM: Panel Discussion

2:50 PM: Conclusion

3:00 PM: VR Flight & Air Traffic Control

Simulator Tours

Welcome & Introduction

Taylor Toledo, M.A

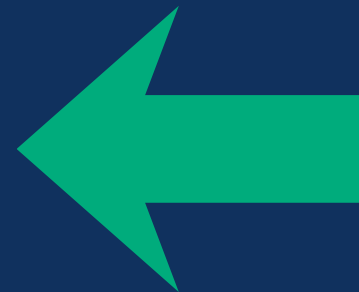
Toledo Consulting,
CEO & Valley Vision Board Memeber



Guest Speaker

Tom Jones

Aerospace Museum of California
President & CEO



**Building The Future of
Aerospace in Northern
California**



Labor Market Assessment

Ebony Joy Benzing

Director

Greater Sacramento Center of Excellence for Labor
Market Research



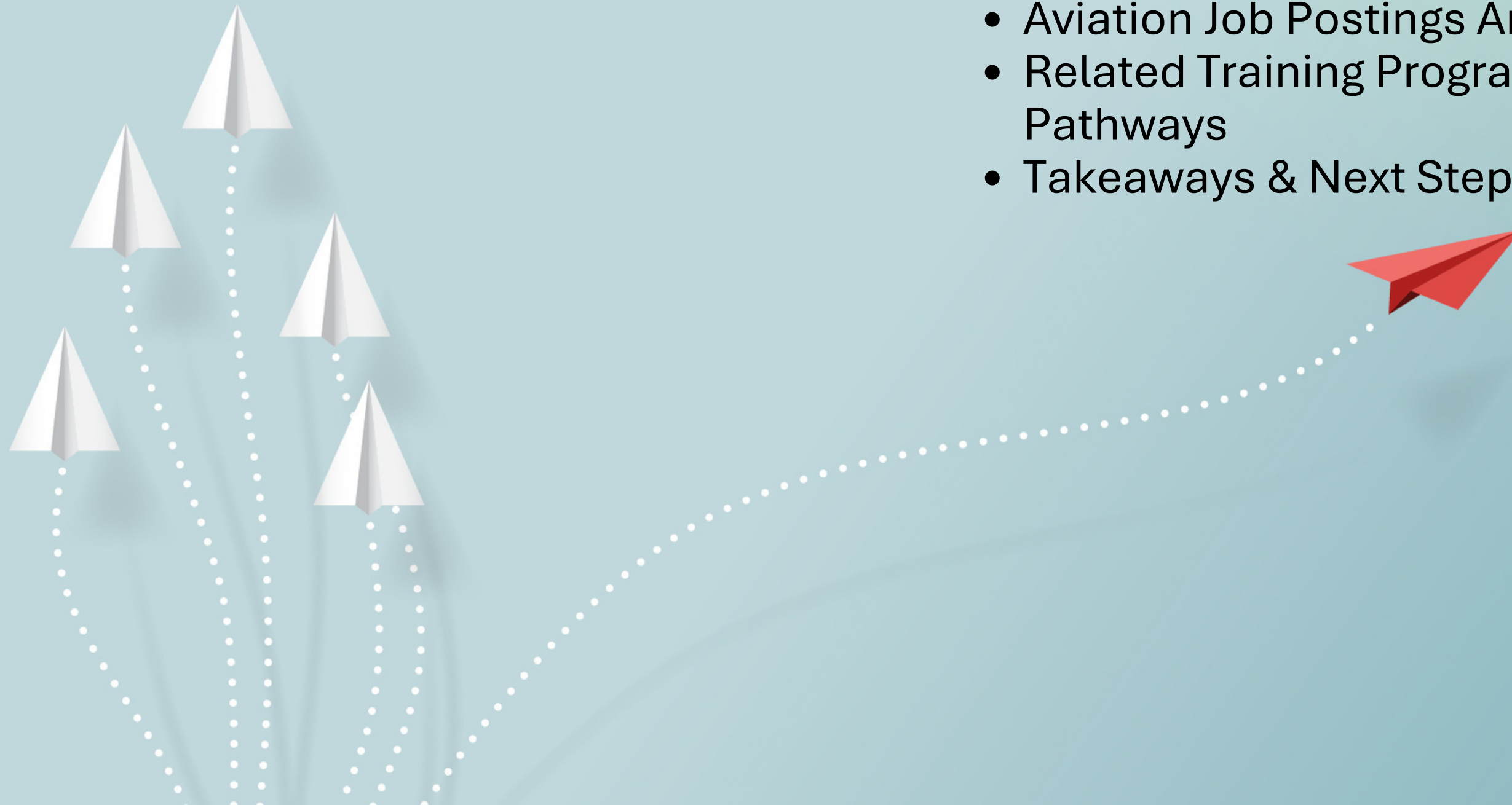


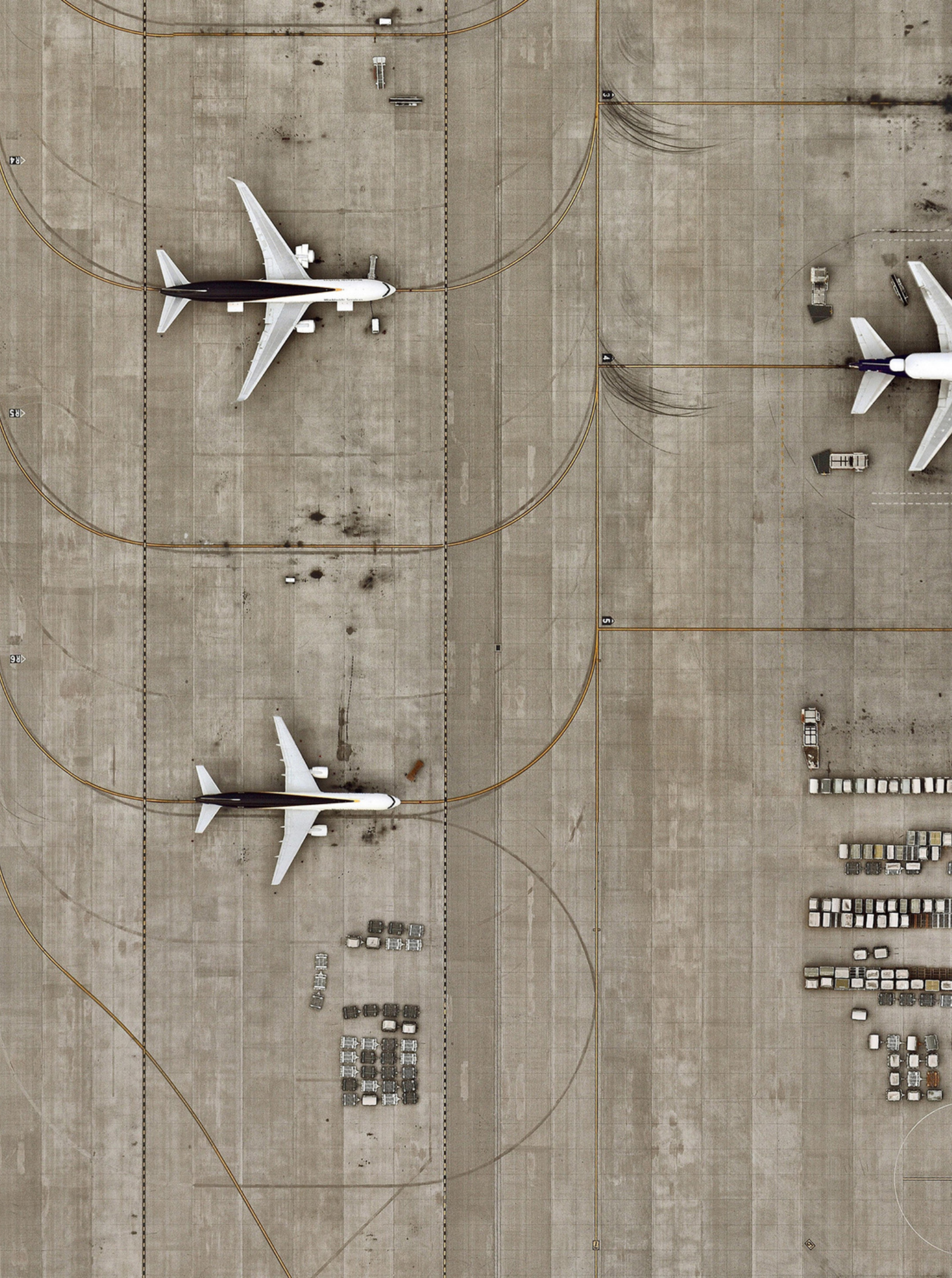
Aviation in Greater Sacramento

Ebony J. Benzing, Director
North (Greater Sacramento) Center of
Excellence for Labor Market Research
Thursday, October 30, 2025

Agenda

- Aviation Sector Overview
- Core Aviation Occupations
- Employment Demand for Aviation in Greater Sacramento
- Aviation Job Postings Analysis
- Related Training Programs & Pathways
- Takeaways & Next Steps





Aviation in Greater Sacramento

Sector Overview

Greater Sacramento's Aviation Assets

- Airports
 - Sacramento International (SMF)
 - Sacramento Executive (SAC)
 - Mather (MHR)
 - McClelland (MCC)
 - ~20 across the region
- Business parks
 - McClellan Park
 - Mather
- Logistics corridors (I-5 and I-80)
- Aerospace Museum
- Aerospace manufacturers
 - Kratos, General Dynamics, Teledyne
 - Gulfstream Aerospace
 - Lancair
 - Small manufacturers

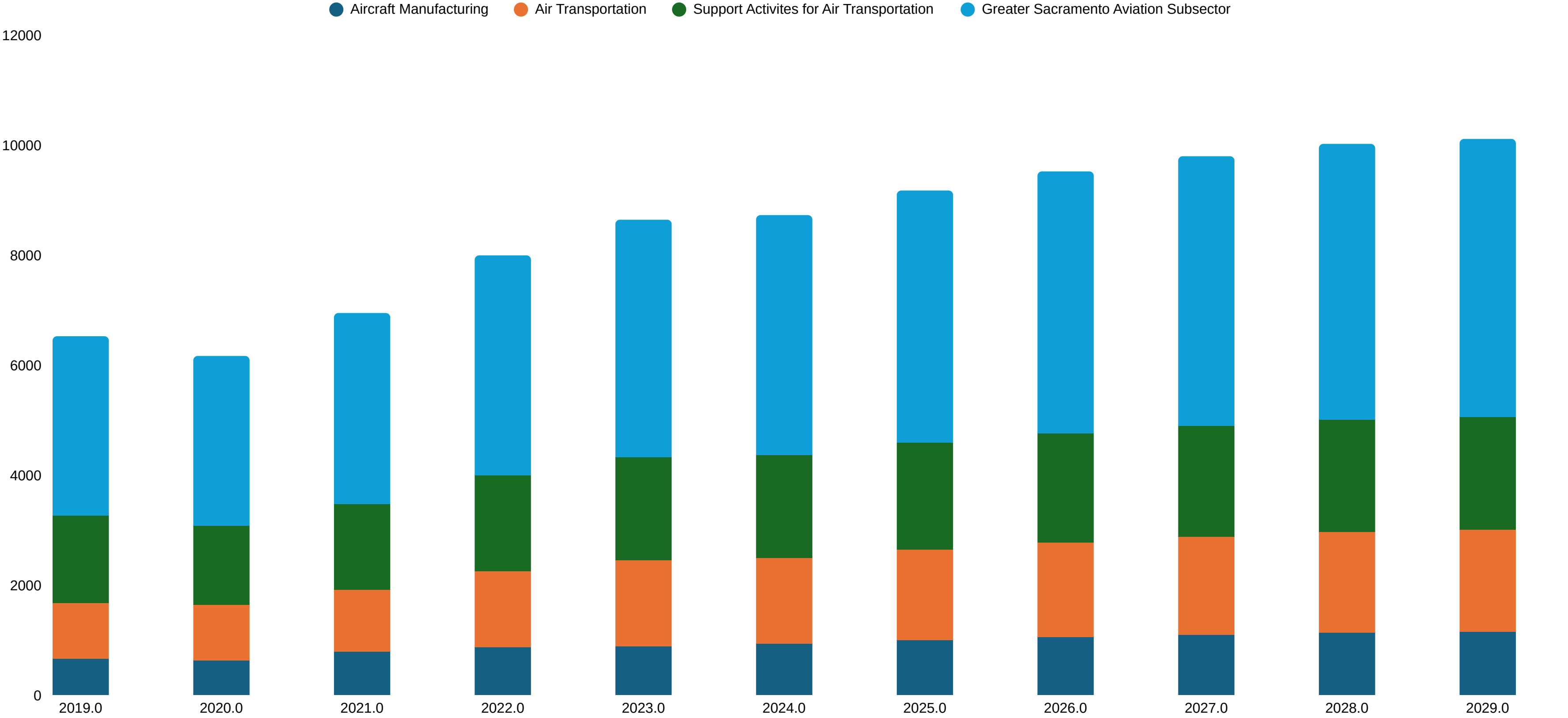
4,360
2024 Jobs

0.33%
Greater Sacramento Jobs

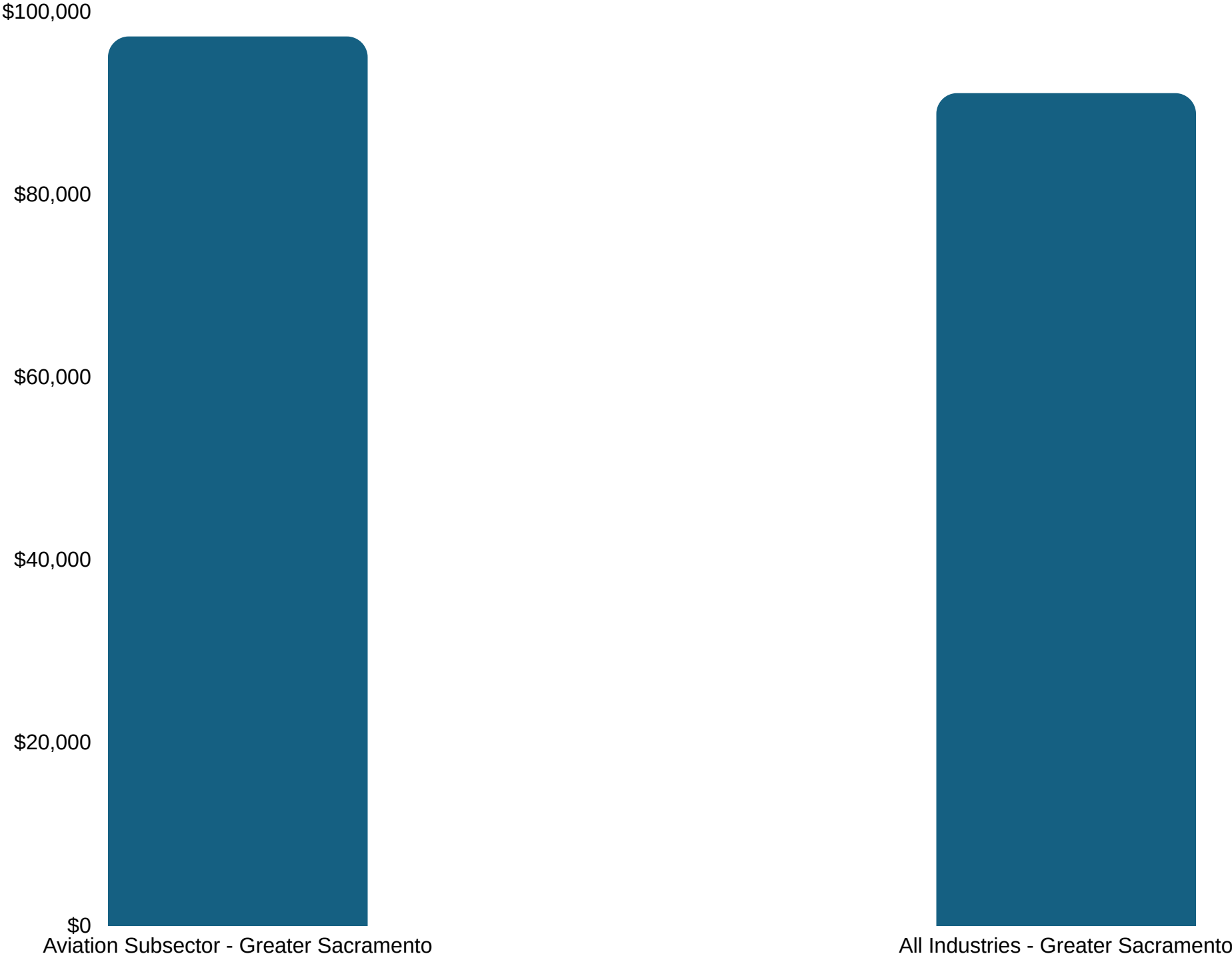
34%
2019-2024 % Change

16%
2024-2029 % Change

Greater Sacramento Aviation Employment by Subsector

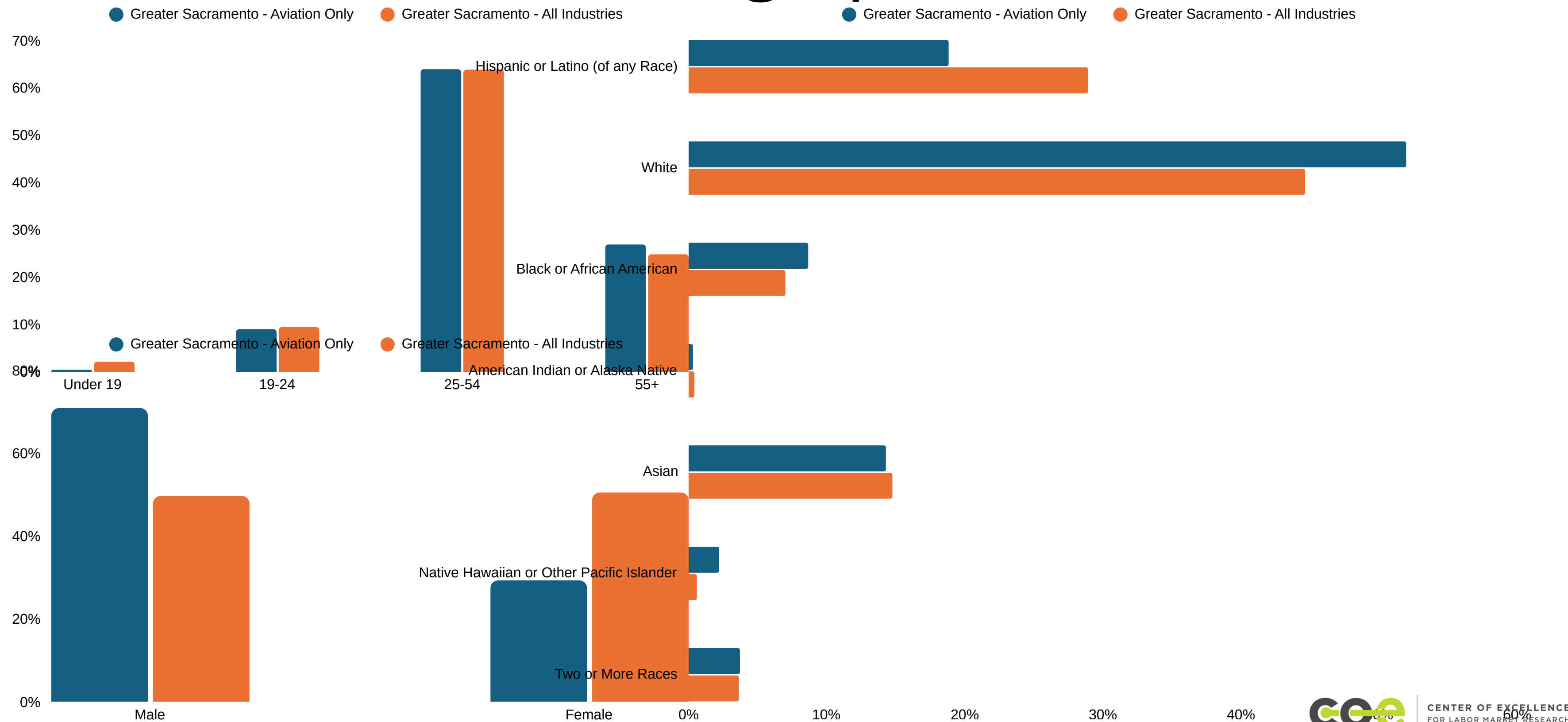


Average Earnings by Subsector



Aviation Subsector	Avg. Earnings Per Job
Aircraft Manufacturing	\$134,924
Air Transportation	\$92,654
Support Activities for Air Transportation	\$82,543

Greater Sacramento Aviation Workforce Demographics





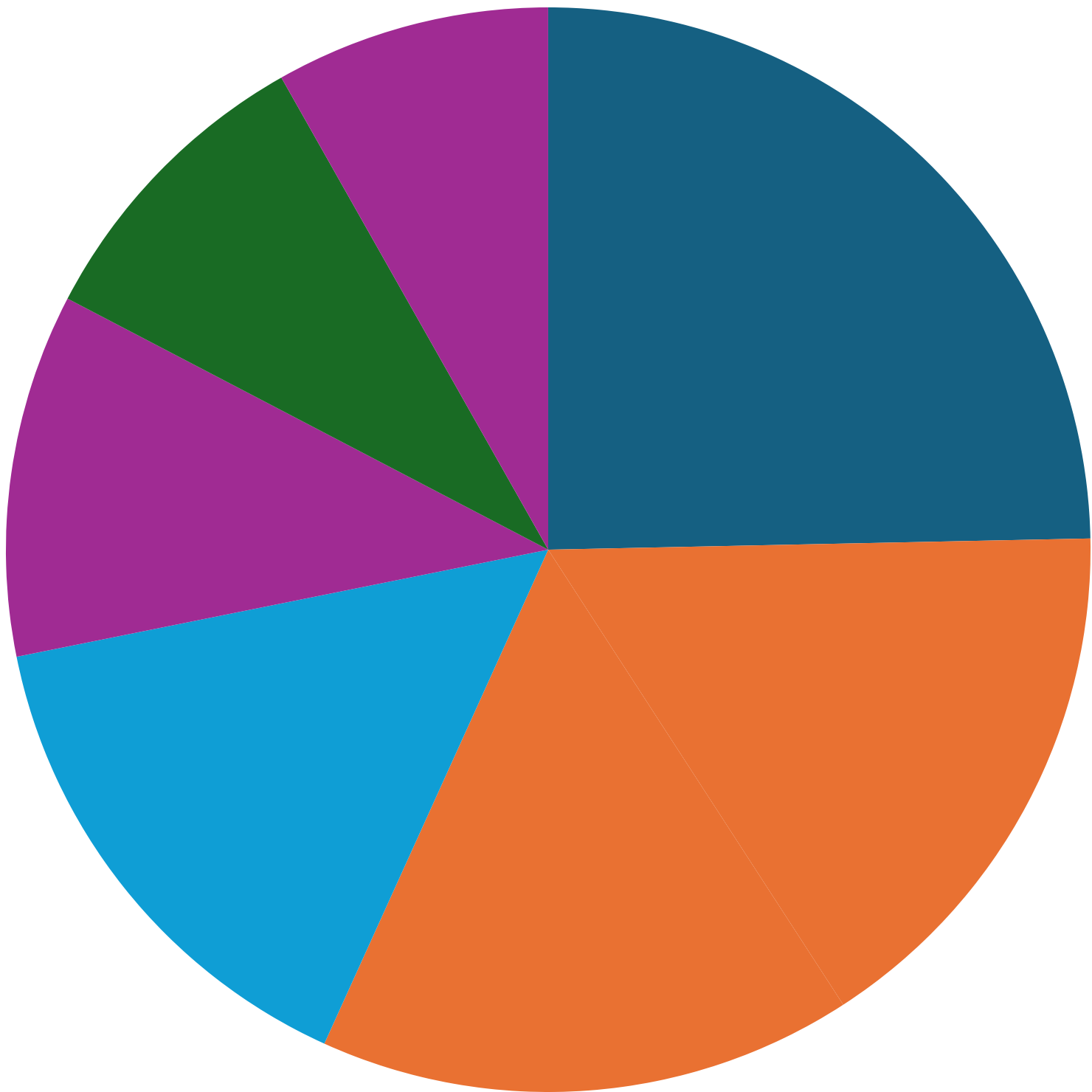
Core Aviation Occupations

Industry Staffing Analysis



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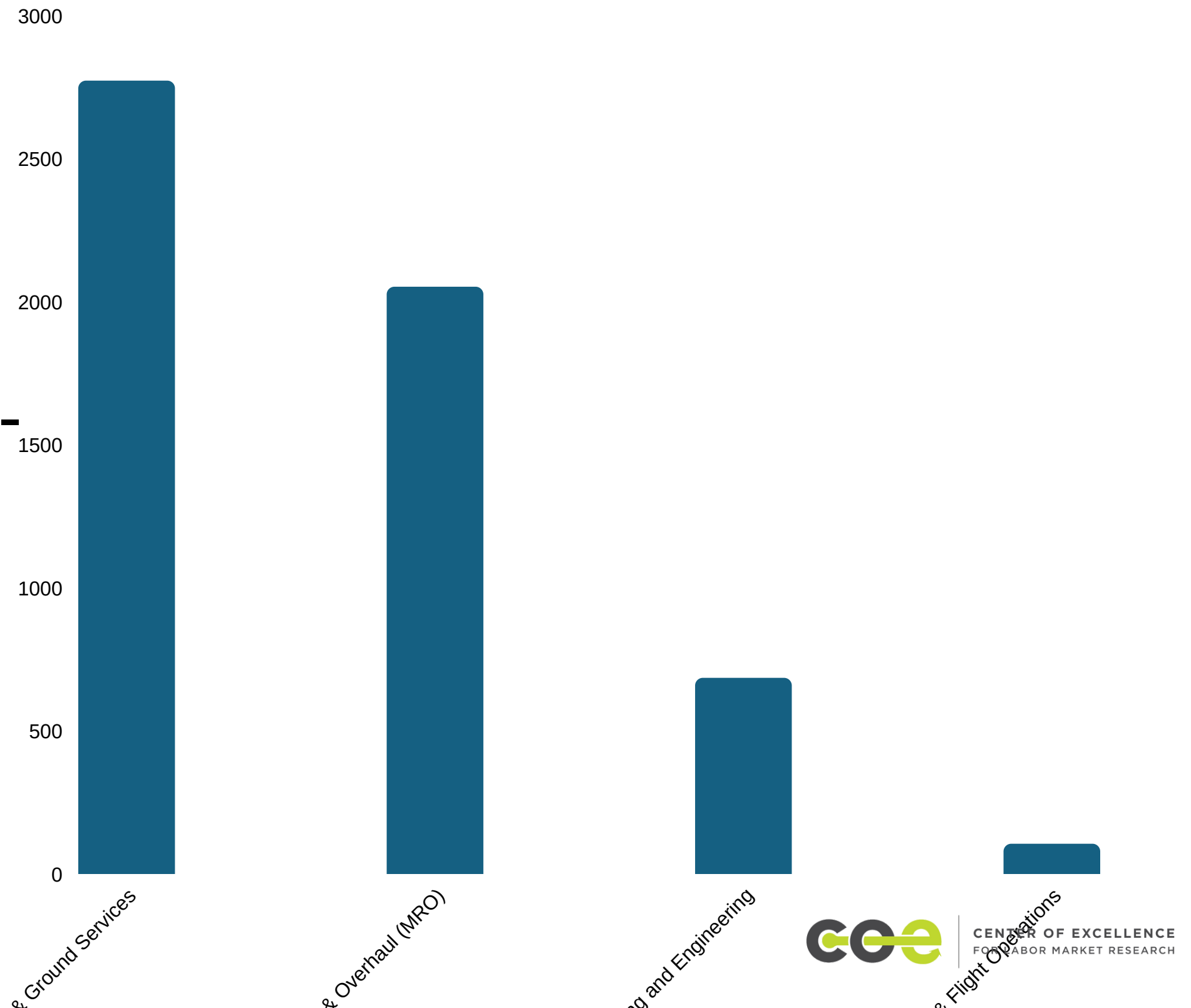
Aviation Employment by Group



Core Aviation Occupation Groups	Jobs in Industry 2024
Airport Operations & Ground Services	1,076
Aviation Maintenance, Repair & Overhaul (MRO)	695
Aviation Manufacturing and Engineering	399
Aviation Crew & Flight Operations	357
Total “Core” Jobs – Greater Sacramento	2,527

Demand for Middle-Skill Aviation Occupations

- Of the 2,527 core aviation jobs in Greater Sacramento:
 - 58% come from middle-skill occupations
- Across all industries in Greater Sacramento, middle-skill aviation occupations have:
 - 47,000+ jobs in 2024
 - 5,600+ annual job openings, 2024-2029



Greater Sacramento's Core Middle-Skill Aviation Occupations

Airport Operations & Ground Services

- Aircraft Cargo Handling Supervisors
- Airfield Operations Specialists

Aviation Crew & Flight Operations

- Commercial Pilots
- Flight Attendants

Aviation Maintenance, Repair & Overhaul (MRO)

- Aircraft Mechanics and Service Technicians
- Avionics Technicians

Aviation Manufacturing & Engineering

- Aerospace Engineering and Operations Technologists and Technicians**
- Aircraft Structure, Surfaces, Rigging, and Systems Assemblers

** denotes occupation with relatively high employment concentration; signals an important occupation for Greater Sacramento



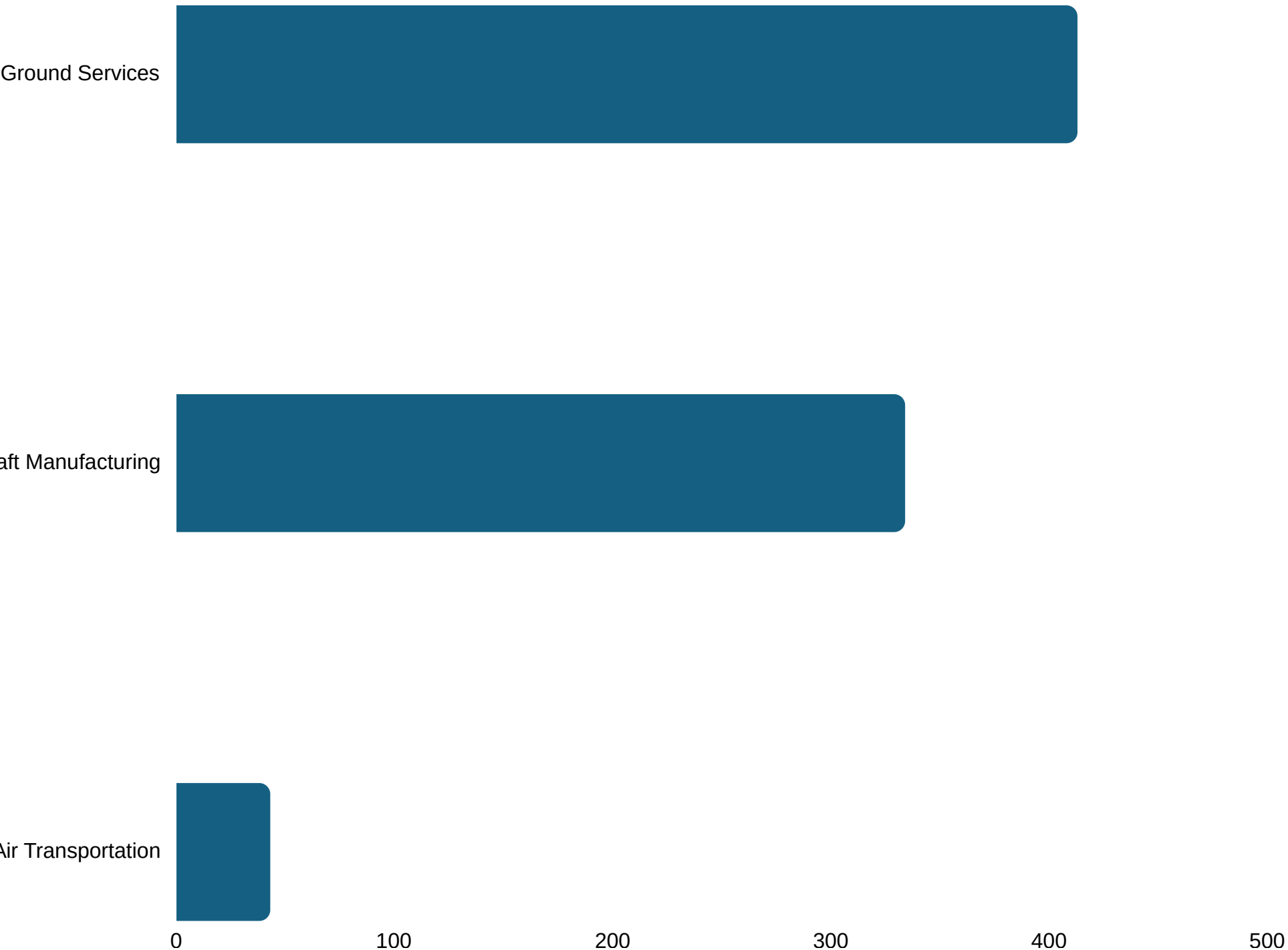
Aviation Job Postings Analysis

Online postings

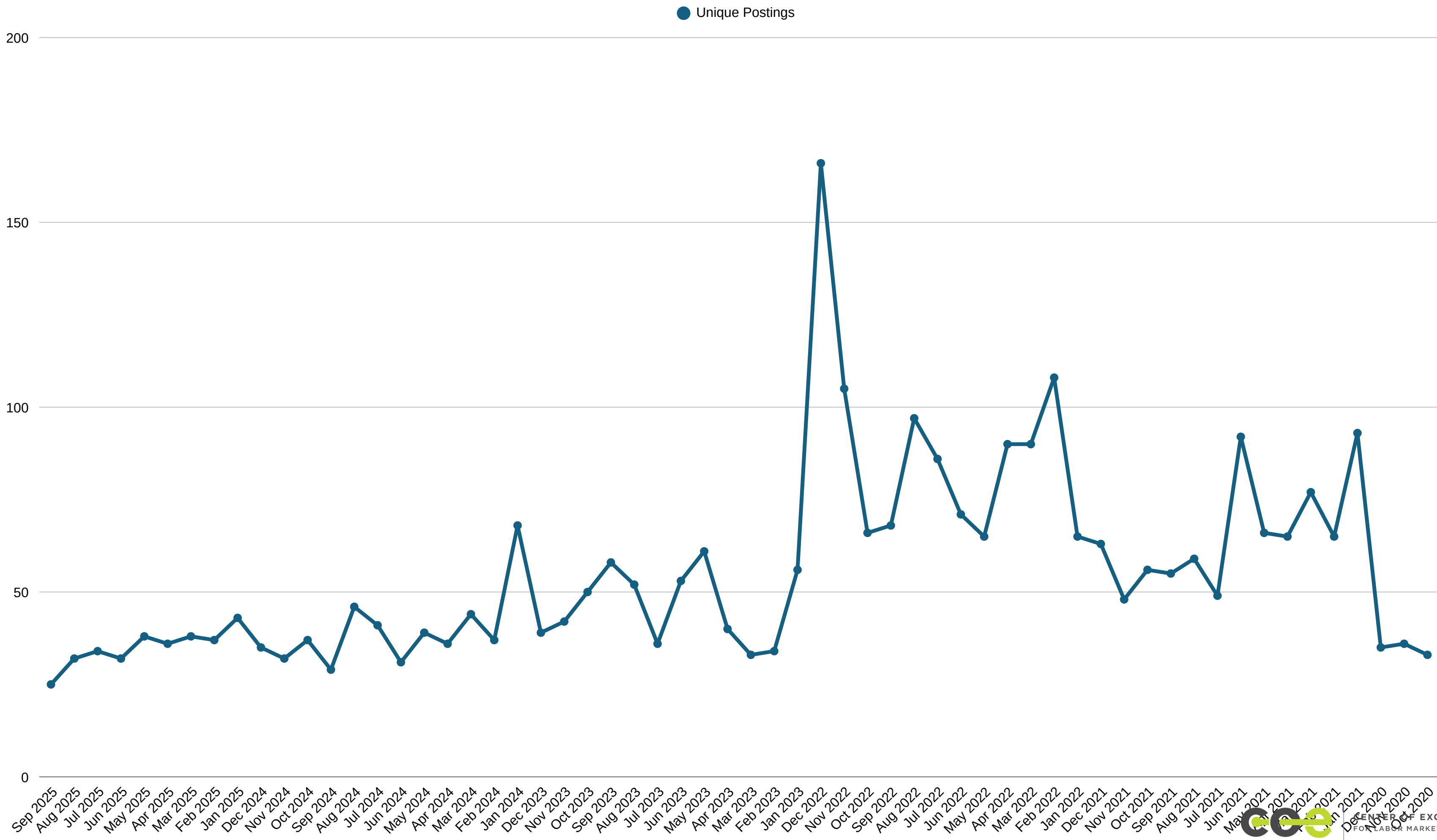


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Aviation Job Postings in Greater Sacramento



- Jan 2024 – Sep 2025
- 790 deduplicated postings
 - Postings includes those found in Public sector
- Important to note that there were few postings from “scheduled air transportation.”



Top 5s...



Employers

Kratos Defense & Security
Solutions
GAT Airline Ground Support
General Dynamics
Worldwide Flight Services
Alaska Airlines



Occupations

Aircraft Mechanics and
Service Technicians
Airfield Operations
Specialists
Customer Service
Representatives
Production Workers, All
Other
Industrial Engineers



Specialized Skills

Federal Aviation
Administration
General Mathematics
Safety Training
Warehousing
Hand Tools
“Aircraft Maintenance” was
#10

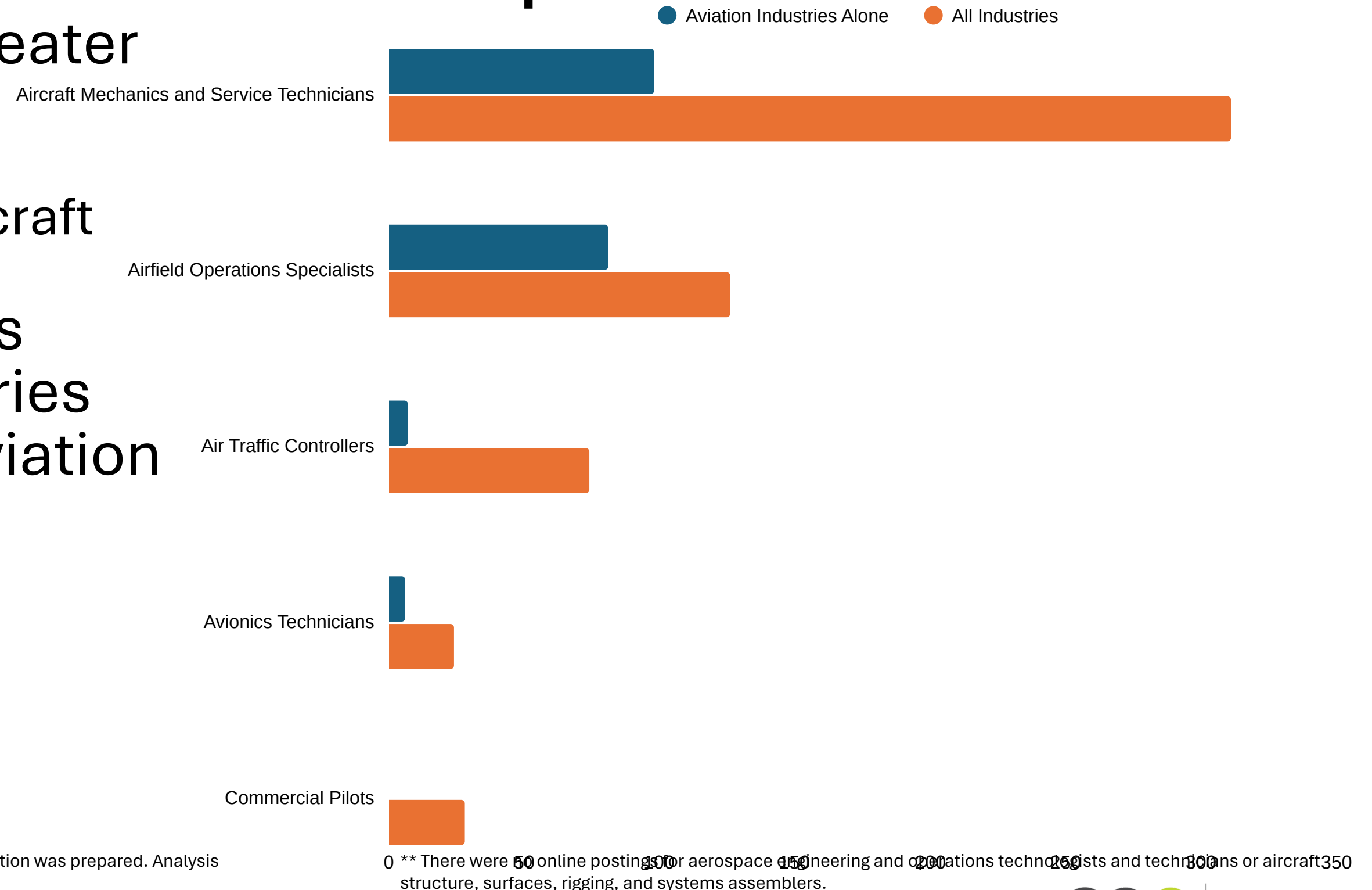


Certifications

Valid Driver's License
Security Clearance
Airframe & Powerplant
(A&P) Certificate
Security Identification
Display Area (SIDA) Badge
Top Secret-Sensitive
Compartmented
Information (TS/SCI
Clearance)

Searching for Core Middle-Skill Aviation Occupations

- 657 postings across Greater Sacramento
 - None for aerospace engineering techs or aircraft structure, sure
- 36-100% of job postings outside aviation industries
- Industries outside of aviation include:
 - Engineering Services
 - Ambulance Services
 - Federal Government*



Aircraft Mechanics and Service Technicians

Employers

- Amentum (67)
- Reach Air Medical Services (26)
- Modern Aviation (26)
- Gulfstream Aerospace (18)
- Global Medical Response (16)

Specialized Skills

- Federal Aviation Administration (182)
- Aircraft Maintenance (171)
- Federal Aviation Regulations (117)
- Airworthiness (81)
- Avionics (64)

Certifications

- Airframe & Powerplant (A&P) Certificate (154)
- Valid Driver's License (129)

Airfield Operations Specialists

Employers

- GAT Airline Ground Support (42)
- Worldwide Flight Services (14)
- Alaska Airlines (6)
- Horizon Air (5)
- Southwest Airlines (5)

Specialized Skills

- Auditing (21)
- Warehousing (15)
- Operations Management (14)
- Hazardous Material Identification (13)
- Disciplinary Procedures (13)

Certifications

- Valid Driver's License (76)
- Security Identification Display Area (SIDA) Badge/Security Clearance (26)



Aviation Education & Training Pathways

Postsecondary Programs
in Greater Sacramento

Postsecondary Program-to-Occupation Map

Institution	Program (Award)	Occupation	Demand (Annual Job Openings 2024-2029)	Supply (Average Annual Awards 2022/23 – 2024/25)
Sacramento City	Air Traffic Control (A.S. + Certificate)	Air Traffic Controllers	26	5
	Aircraft Dispatcher (Certificate)			
	Aircraft Maintenance Airframe (Airframe Certification) (A.S. + Certificate)	Aircraft Mechanics and Service Technicians	88	42
	Aircraft Maintenance Powerplant (Powerplant Certification) (A.S. + Certificate)			
	Aircraft Maintenance Technician (A&P Certification) (A.S. + Certificate)			
William Jessup	Flight Technology (A.S. + Certificate)	Commercial Pilots	55	10
	Aviation (A.S. + B.A. + B.S.)	Commercial Pilots	55	1
		Airline Pilots, Copilots, and Flight Engineers	40	



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Opportunities for Upskilling & Reskilling

- **Veterans** with aviation military occupation specialties (MOS)/ratings (A&P credit for experience)
- **Adult learners/returners** reskilling into AMT
- **Youth pipelines:** dual enrollment, summer academies at airports
- **Supportive services:** tools, exams (A&P, Part 107), transportation, badging fees



Conclusions & Takeaways

- **MRO demand remains strong** across commercial and general aviation employers.
- **Airport operations roles are stable**, with growth linked to SMF expansion and regional logistics.
- **Manufacturing and engineering growth** is driven primarily by defense-related suppliers.
- **Public-sector aviation roles** (e.g., TSA, air traffic control) are significant but underrepresented in industry data.
- **Educators:** ensure curriculum aligns to subregional industry needs; scale work-based learning opportunities
- **Employers:** continue to publish skills-based job opportunities; accept equivalent experiences; co-develop labs with colleges and donate supplies
- **Students/Job seekers:** pursue stackable credentials; target shift-flexible roles for faster workforce entry

Data Sources

- California Community Colleges, Centers of Excellence. *Centers of Excellence for Labor Market Research*. <https://coeccc.net/>.
- Lightcast 2025.1: QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://lightcast.io/>. Lightcast occupational employment data are based on final industry data and staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).
- Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.
- Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.
- Massachusetts Institute of Technology. *Living Wage Calculator*. <https://livingwage.mit.edu/>.
- O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOLETA). <https://www.onetonline.org/>.
- "Taxonomy of Programs." California Community Colleges Chancellor's Office. May 2023, 7th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/final-top-code-manual-2023edit-4-a11y.pdf?la=en&hash=28074BFE9915B49A7688B8BDEF0DB7E55FEB3A2C>.
- U.S. Census Bureau. *North American Industry Classification System (NAICS)*. <https://www.census.gov/naics/>.
- Note: The seven-county subregion of North (Greater Sacramento) includes El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba Counties.

Aviation Sector & Subsector Definitions

- Industries
 - Passenger, Freight & Other Air Transportation (5)
 - Support Activities for Air Transportation (3)
 - ATC, Airport Operations, Other
 - Aircraft Manufacturing (3)
 - Aircraft, Aircraft Engine & Engine Parts, Other Aircraft Parts
- What's missing:
 - Public Sector/Government employment
 - Ex. impact... TSA
 - Private Contractor Defense Mfg (guided missile, space vehicle, and related parts mfg)

Aviation Industry Data

NAICS Code	Description	2024 Jobs	2024-2029 Change	2024-2029 % Change	Avg. Earnings Per Job	2024 Establishments
336411	Aircraft Manufacturing	438	99	23%	\$139,680	14
336412	Aircraft Engine and Engine Parts Manufacturing	121	49	40%	\$183,846	2
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	371	68	18%	\$113,422	5
481111	Scheduled Passenger Air Transportation	1,184	217	18%	\$82,937	12
481112	Scheduled Freight Air Transportation	10	(0)	(1%)	\$48,451	1
481211	Nonscheduled Chartered Passenger Air Transportation	68	(3)	(4%)	\$102,027	8
481212	Nonscheduled Chartered Freight Air Transportation	238	74	31%	\$130,111	7
481219	Other Nonscheduled Air Transportation	57	11	20%	\$134,933	6
488111	Air Traffic Control	14	3	25%	\$92,020	5
488119	Other Airport Operations	1,117	186	17%	\$48,187	12
488190	Other Support Activities for Air Transportation	744	(14)	(2%)	\$133,994	58
	Greater Sacramento Totals	4,362	693	16%	\$97,324	129

Aviation Subsector Definitions

Aircraft Manufacturing	Air Transportation	Support Activities for Air Transportation
Aircraft Manufacturing	Scheduled Passenger Air Transportation	Air Traffic Control
Aircraft Engine and Engine Parts Manufacturing	Scheduled Freight Air Transportation	Other Airport Operations
Other Aircraft Parts and Auxiliary Equipment Manufacturing	Nonscheduled Chartered Passenger Air Transportation	Other Support Activities for Air Transportation
	Nonscheduled Chartered Freight Air Transportation	
	Other Nonscheduled Air Transportation	

What's not included in the industry analysis:

- Federal, State, and Local Government employment
 - Missing aviation from public sector because challenging to disaggregate with selected data source
- Aerospace manufacturing (guided missile, space vehicle, and related parts mfg)
 - Analysis is focused on aircraft mfg

Demand Data: Airport Operations & Ground Services

SOC Code	Occupation	Share of Jobs in Aviation Industries	2024 Jobs (All Industries)	2024-2029 % Job Change	Avg. Annual Openings (2024-2029)	Entry-Level Hourly Wage
43-5011	Cargo and Freight Agents	25%	309	6.6%	34	\$21.36
53-1041	Aircraft Cargo Handling Supervisors	59%	110	7.6%	13	\$27.28
53-1047	Transportation and Material Moving Workers, Except Aircraft Cargo	2%	3,902	7.0%	451	\$24.47
53-2022	Airfield Operations Specialists	36%	101	9.3%	11	\$27.92
11-3071	Transportation, Storage, and Distribution Managers	2%	1,691	8.2%	169	\$39.05
33-9093	Transportation Security Screeners	3%	384	(0.3%)	38	\$26.17

Demand Data: Aviation Crew & Flight Operations

SOC Code	Occupation	Share of Jobs in Aviation Industries	2024 Jobs (All Industries)	2024-2029 % Job Change	Avg. Annual Openings (2024-2029)	Entry-Level Hourly Wage
53-2012	Commercial Pilots	40%	396	10.2%	55	\$35.30
53-2031	Flight Attendants	97%	89	47.0%	23	\$33.64
53-2021	Air Traffic Controllers	7%	288	1.0%	26	\$69.89

Demand Data: Aviation Maintenance, Repair & Overhaul (MRO)

SOC	Occupation	Share of Jobs in Aviation Industries	2024 Jobs (All Industries)	2024-2029 % Job Change	Avg. Annual Openings (2024-2029)	Entry-Level Hourly Wage
49-3011	Aircraft Mechanics and Service Technicians	49%	950	7.8%	88	\$31.42
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1%	3,744	7.8%	366	\$33.25
49-2091	Avionics Technicians	30%	109	6.1%	10	\$33.32
53-6051	Transportation Inspectors	11%	279	7.0%	31	\$30.67
49-9071	Maintenance and Repair Workers, General	0.3%	9,388	7.9%	1,029	\$21.50

Demand Data: Aviation Manufacturing and Engineering

SOC	Occupation	% Jobs in Aviation	2024 Jobs (All Industries)	2024-2029 % Job Change	Avg. Annual Openings (2024-2029)	Entry-Level Hourly Wage
17-3021	Operations Technologists and Technicians	23%	294	3.2%	27	\$30.27
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	94%	44	9.0%	6	\$21.77
43-5061	Production, Planning, and Expediting Clerks	1%	2,458	6.7%	280	\$23.11
51-1011	First-Line Supervisors of Production and Operating Workers	1%	2,386	8.8%	275	\$28.44



FOR LABOR MARKET RESEARCH

GREATER SACRAMENTO

Thank You!

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Industry Panel Discussion

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Industry Panel Discussion



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Flight Coordinator
Axis Jet/Modesto Jet



Lori Rucks

Recruiter, Airport Operations
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Southwest Airlines



David Freed

CEO
Second Star Aviation

Highlighting Local Programs: Connecting through Handshake at Los Rios

Introducing Handshake at Los Rios Community College District

Handshake is a modern platform designed to connect employers with student talent across the Los Rios Community College District, comprising American River, Cosumnes River, Folsom Lake, and Sacramento City Colleges. Handshake provides a pathway to a diverse, skilled, and eager workforce ready for internships, apprenticeships, part-time, and full-time roles.



Unlock Opportunities with Handshake

Post Jobs & Internships

Efficiently post jobs and internships with a seamless process. Schedule start and end dates, track applicants, and manage hiring all in one place. Reach over 70,000 students districtwide.

Engage Directly with Students

Search for candidates by major, skills, and interests. Message students directly to promote opportunities and encourage them to apply. Connect with your future workforce.

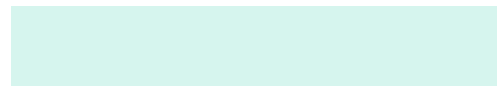
Attend Career Fairs

Meet students at in-person and virtual career fairs. Offer employer information sessions to highlight your organization and career pathways. Take part in on-campus hiring events and panels.

Build Your Brand

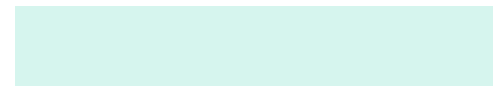
Customize your Handshake profile with your logo, company description, and testimonials. Gain visibility as an employer of choice for early talent in the public sector and beyond.

Join a Thriving Network & Get Started



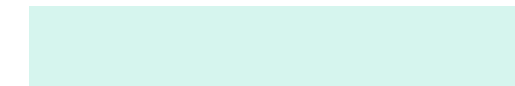
Growing Network

Join 6,000+ employers and 34 California Department agencies already using Handshake, including the California Department of Justice and the California Department of Motor Vehicles. Be among leading recruiters.



Simple Steps

Visit joinhandshake.com and select "Employers." Search for Los Rios Community College District and connect. Post your opportunities and start hiring! It's straightforward.



Personalized Assistance

Need support? Contact the Career Center or Work Experience and Internship Program (WEXP) office at any Los Rios college for personalized assistance. Benefit from personalized guidance.

Thank you for joining!

For more information, please contact:

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Fill out our survey and
let us know what you
think!