



Follow Up to ECU Sector Advisory Meeting – February 6, 2026

A further breakdown of the demographics of the ECU workforce and how they compare to students enrolled in community college ECU programs in Greater Sacramento

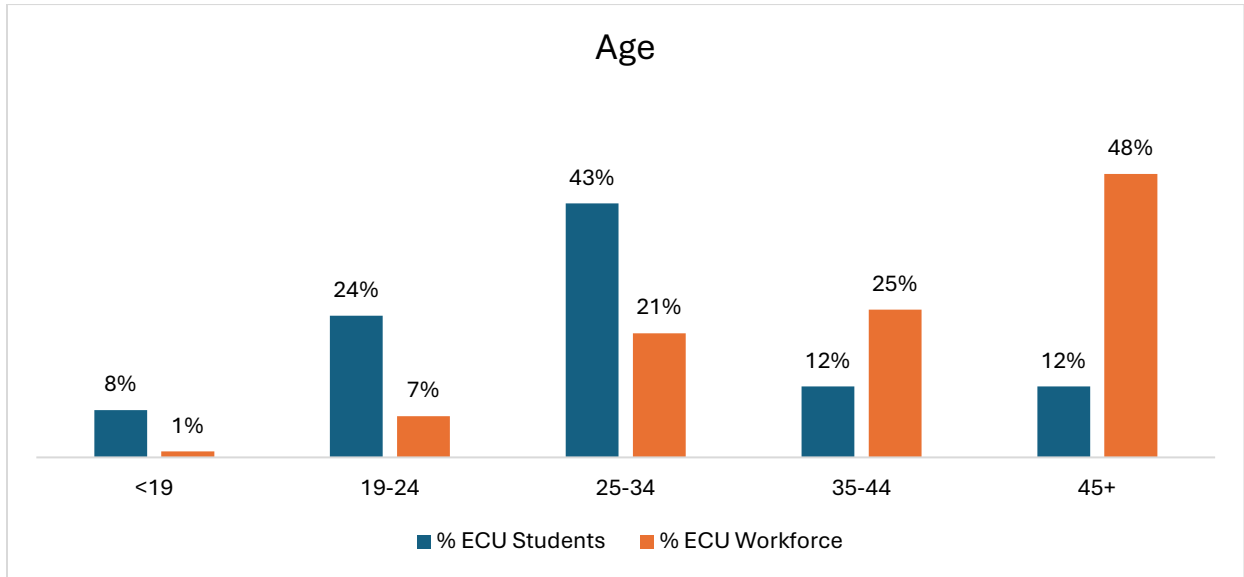
North (Greater Sacramento) Center of Excellence for Labor Market Research

Age

- Students enrolled in Greater Sacramento community colleges ECU programs are significantly younger than the current ECU workforce.
 - 55% of students are under the age of 30 compared to just 8% of workers under the age of 25.
 - Three percent of students are 50 years or older while 26% of the workforce is 55 years +
- Greater Sacramento’s ECU workforce is concentrated in mid-to-late age career groups (ages 35-54), representing 47% of workers.
- Analysis suggests a pending retirement wave and potential for strong workforce replacement demand.

Students Enrolled in ECU Programs, Greater Sacramento Community Colleges, 2023-24		Workers Employed in ECU Sector, Greater Sacramento, 2024	
Age	% of Students	Age	% of Workers
<19	8%	<19	1%
20-24	24%	19-21	3%
25-29	23%	22-24	4%
30-34	20%	25-34	21%
35-39	12%	35-44	25%
40-49	9%	45-54	22%
50+	3%	55-64	17%
		65+	9%

Source: CCCC Data Vista and Lightcast 2025.4



Source: CCCC Data Vista and Lightcast 2025.4. Note: COE condensed some age ranges to produce this chart.

Race & Ethnicity

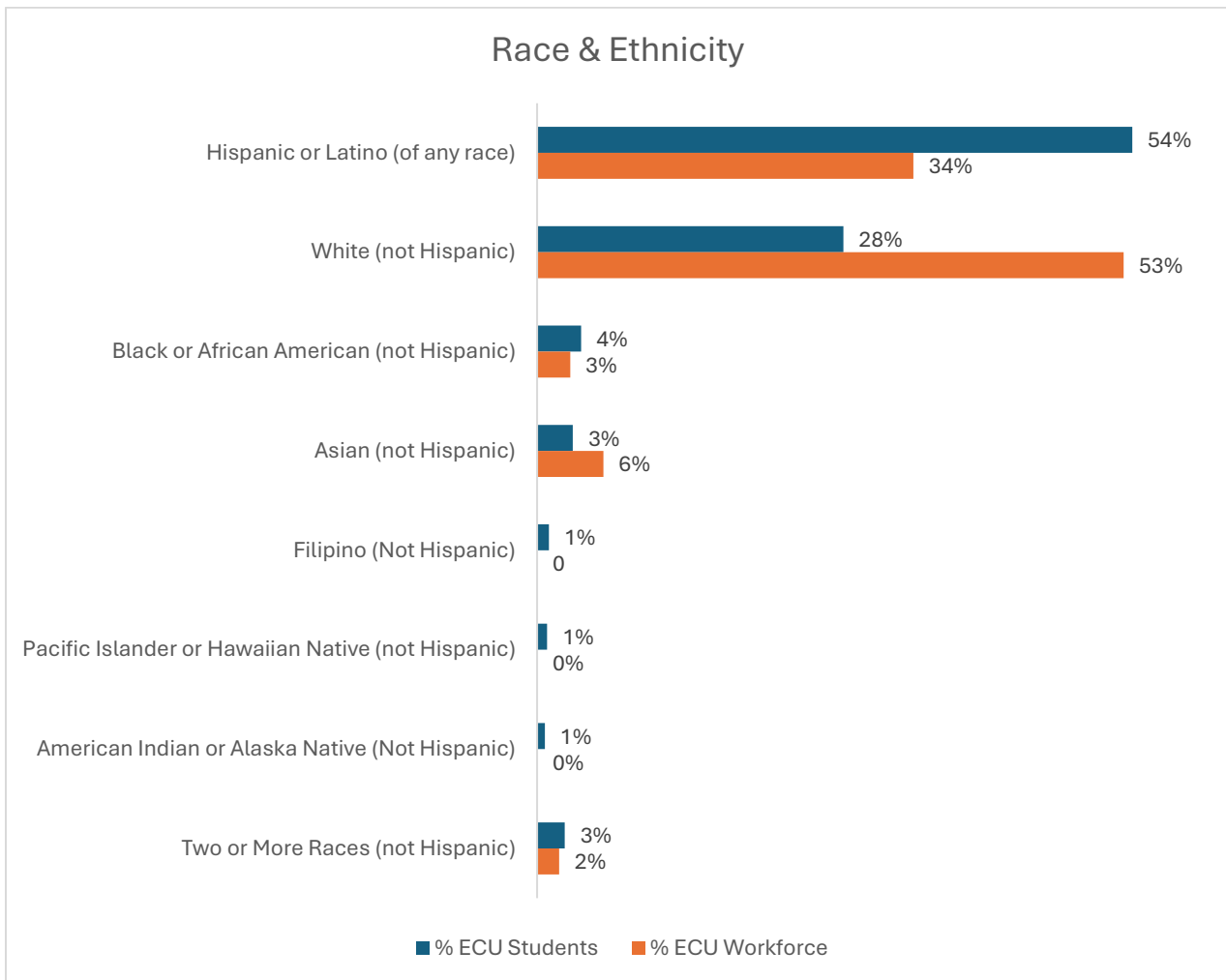
- Hispanic or Latino students represent a majority (54%) of ECU program enrollment, compared to 34% of the workforce.
- White (non-Hispanic) workers represent 53% of the workforce but only 28% of students.
- Black or African American representation is similar between students (4%) and workers (3%).
- Asian representation is slightly lower among students (3%) than workers (6%).
- Overall, the future talent pipeline is more racially and ethnically diverse than the current workforce.

Students Enrolled in ECU Programs, Greater Sacramento Community Colleges, 2023-24		Workers Employed in ECU Sector, Greater Sacramento, 2024	
Race & Ethnicity	% of Students	Race & Ethnicity	% of Workers
Hispanic or Latino (of any race)	54%	White (not Hispanic)	53%
White (not Hispanic)	28%	Hispanic or Latino (of any race)	34%
Black or African American (not Hispanic)	4%	Asian (not Hispanic)	6%



Asian (not Hispanic)	3%	Black or African American (not Hispanic)	3%
Filipino (Not Hispanic)	1%	Two or More Races (not Hispanic)	2%
Pacific Islander or Hawaiian Native (not Hispanic)	1%	American Indian or Alaska Native (not Hispanic)	0%
American Indian or Alaska Native (Not Hispanic)	1%	Native Hawaiian or Other Pacific Islander (not Hispanic)	0%
Two or More Races (not Hispanic)	3%	Filipino (Not Hispanic)	N/A

Source: CCCC Data Vista and Lightcast 2025.4



Source: CCCC Data Vista and Lightcast 2025.4

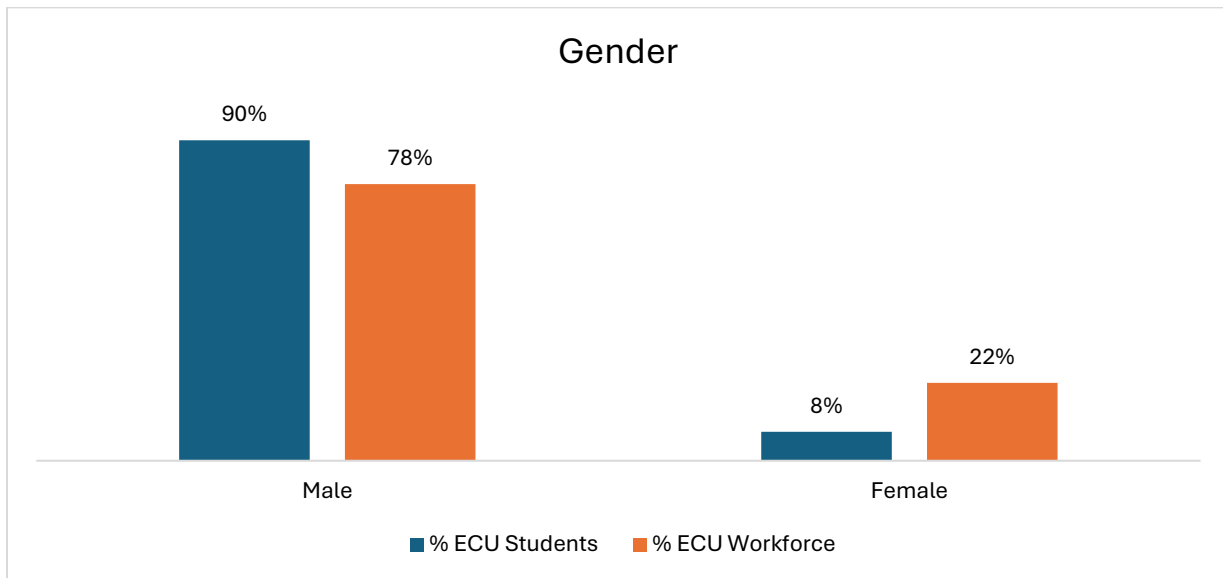


Gender

- Greater Sacramento community college ECU programs are heavily male-dominated, with 90% male enrollment.
- The ECU workforce is also male-dominated, but less so (78% male, 22% female).
- Female representation is significantly lower in the student pipeline (8%) than in the existing workforce (22%), indicating an opportunity to expand recruitment of women into community college ECU programs.

Students Enrolled in ECU Programs, Greater Sacramento Community Colleges, 2023-24		Workers Employed in ECU Sector, Greater Sacramento, 2024	
Gender	% of Students	Gender	% of Workers
Male	90%	Male	78%
Female	8%	Female	22%

Source: CCCCO Data Vista and Lightcast 2025.4



Source: CCCCO Data Vista and Lightcast 2025.4

Conclusion & Next Steps

While this data provides a useful snapshot of demographic differences between ECU students and the current workforce, it does not tell us whether students are completing programs, entering ECU occupations, or remaining in the Greater Sacramento region after



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graduation. It also does not indicate how well student training aligns with specific high-demand occupations, projected job openings, or replacement needs driven by retirements. Additionally, the data does not address wage outcomes, full-time versus part-time employment, career advancement, or potential equity gaps in hiring and retention. As next steps, additional analysis of completion rates, student outcomes, occupational alignment, and projected labor market demand could help determine whether the current student pipeline is sufficient—in size and composition—to meet the region’s future workforce needs.

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