

**Labor Market Analysis for Program Recommendation**

**Gardener Occupations**

**City College of San Francisco**

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

## October 2023

## Recommendation

Based on all available data, there appears to be an “undersupply” of Gardener workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 3,647 students in the Bay region and 638 students in the Mid-Peninsula Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0109.00 - Horticulture programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

This report profiles Gardener Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a Gardener Trainee Certificate of Achievement regional program recommendation at City College of San Francisco.

* **Landscaping and Groundskeeping Workers (37-3011):** Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes “Farmworkers and Laborers, Crop, Nursery, and Greenhouse” (45-2092).  
    Entry-Level Educational Requirement: No formal educational credential  
    Training Requirement: Short-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 20%

## Occupational Demand

**Table 1. Employment Outlook for Gardener Occupations in Bay Region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Landscaping and Groundskeeping Workers | 23,481 | 25,928 | 2,447 | 10% | 18,516 | 3,703 | $17 | $20 |
| **Total** | **23,481** | **25,928** | **2,447** | **10%** | **18,516** | **3,703** | **$17** | **$20** |
| Source: Lightcast 2022.3 | | | | | | | | |
| **Bay Region includes:** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties | | | | | | | | |

**Table 2. Employment Outlook for Gardener Occupations in Mid-Peninsula Sub-region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Landscaping and Groundskeeping Workers | 4,364 | 4,641 | 277 | 6% | 3,212 | 642 | $19 | $22 |
| **Total** | **4,364** | **4,641** | **277** | **6%** | **3,212** | **642** | **$19** | **$22** |
| Source: Lightcast 2022.3 | | | | | | | | |
| **Mid-Peninsula Sub-Region includes:** San Francisco, San Mateo Counties | | | | | | | | |

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Oct. 2022 - Sept. 2023)**

| **Occupation** | **Bay Region** | **Mid-Peninsula** |
| --- | --- | --- |
| Landscaping and Groundskeeping Workers | 2,164 | 299 |
| Source: Lightcast | | |

**Table 4a. Top Job Titles for Gardener Occupations for latest 12 months (Oct. 2022 - Sept. 2023) - Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Groundskeepers | 328 | Groundspeople | 48 |
| Landscapers | 260 | Landscape Maintenance Managers | 38 |
| Gardeners | 149 | Grounds Workers | 37 |
| Irrigation Technicians | 141 | Groundskeepers/Landscapers | 35 |
| Landscape Laborers | 134 | Crew Members | 34 |
| Landscape Crew Leaders | 97 | Groundskeepers/Porters | 33 |
| Greenskeepers | 75 | Maintenance Groundskeepers | 33 |
| Landscape Gardeners | 66 | Landscape Crew Members | 31 |
| Grounds Maintenance Workers | 50 | Landscape Irrigation Technicians | 29 |
| Source: Lightcast | | | |

**Table 4b. Top Job Titles for Gardener Occupations for latest 12 months (Oct. 2022 - Sept. 2023) - Mid-Peninsula Sub-Region**

| **Title** | **Mid-Peninsula** | **Title** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Groundskeepers | 39 | Janitors/Groundskeepers | 8 |
| Gardeners | 32 | Grounds Maintenance Workers | 7 |
| Landscapers | 26 | Interior Design Specialists | 7 |
| Landscape Gardeners | 25 | Landscape Maintenance Managers | 7 |
| Landscape Laborers | 20 | Maintenance Groundskeepers | 7 |
| Groundskeepers/Landscapers | 17 | Chauffeurs | 5 |
| Cemetery Caretakers | 10 | Crew Members | 5 |
| Landscape Crew Leaders | 9 | Installation Team Managers | 4 |
| Groundspeople | 8 | Irrigation Technicians | 4 |
| Source: Lightcast | | | |

## Industry Concentration

**Table 5. Industries hiring Gardener Workers in Bay Region**

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2021)** | **Jobs in Industry (2026)** | **% Change (2021-26)** | **% Occupation Group in Industry (2022)** |
| --- | --- | --- | --- | --- |
| Landscaping Services | 24,611 | 26,237 | 7% | 69% |
| Local Government, Excluding Education and Hospitals | 2,035 | 2,246 | 10% | 6% |
| Golf Courses and Country Clubs | 729 | 972 | 33% | 2% |
| Private Households | 744 | 770 | 3% | 2% |
| All Other Amusement and Recreation Industries | 402 | 630 | 57% | 2% |
| Crop Production | 375 | 399 | 6% | 1% |
| Hotels (except Casino Hotels) and Motels | 230 | 373 | 62% | 1% |
| Temporary Help Services | 257 | 344 | 34% | 1% |
| Colleges, Universities, and Professional Schools (State Government) | 272 | 293 | 7% | 1% |
| Residential Property Managers | 245 | 275 | 12% | 1% |
| Source: Lightcast 2022.3 | | | | |

**Table 6. Top Employers Posting Gardener Occupations in Bay Region and Mid-Peninsula Sub-Region (Oct. 2022 - Sept. 2023)**

| **Employer** | **Bay** | **Employer** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Brightview | 386 | Brightview | 33 |
| Jensen Landscape Services | 52 | Excellence Services | 16 |
| Cagwin & Dorward | 37 | City & County of San Francisco | 8 |
| University of California | 32 | Curtis Edward Dennison Landscape | 8 |
| Greystar | 30 | Korotkin Associates | 8 |
| Terracare Associates | 30 | Rentokil Initial | 7 |
| Source: Lightcast | | | |

## Educational Supply

There are eight (8) community colleges in the Bay Region issuing 56 awards on average annually (last 3 years ending 2021-22) on TOP 0109.00 - Horticulture. In the Mid-Peninsula Sub-Region, there is one (1) community college that issued four (4) awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0109.00 - Horticulture in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **High unit Certificate** | **Low unit Certificate** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 4 | 1 | 6 | 11 |
| Diablo Valley | East Bay | 0 | 0 | 5 | 5 |
| Foothill | Silicon Valley | 7 | 4 | 4 | 15 |
| Las Positas | East Bay | 3 | 0 | 4 | 7 |
| Merritt | East Bay | 1 | 0 | 4 | 5 |
| Monterey | SC-Monterey | 2 | 0 | 3 | 5 |
| San Francisco | Mid-Peninsula | 2 | 1 | 1 | 4 |
| Solano | North Bay | 2 | 0 | 2 | 4 |
| **Total** |  | **21** | **6** | **29** | **56** |
| Source: Data Mart | | | | | |
| Note: The annual average for awards is 2019-20 to 2021-22. | | | | | |

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,703 annual openings for the Gardener occupational cluster and 56 annual (3-year average) awards for an annual undersupply of 3,647 students. In the Mid-Peninsula Sub-Region, there is also a gap with 642 annual openings and four (4) annual (3-year average) awards for an annual undersupply of 638 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0109.00 - Horticulture**

| **Metric Outcomes** | **Bay All CTE Programs** | **CCSF All CTE Programs** | **State 0109.00** | **Bay 0109.00** | **Mid-Peninsula 0109.00** | **CCSF 0109.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 71% | 67% | 74% | 77% | 77% |
| Median Annual Earnings for SWP Exiting Students | $53,090 | $64,284 | $37,352 | $46,627 | $52,550 | $52,550 |
| Median Change in Earnings for SWP Exiting Students | 24% | 15% | 19% | 14% | 16% | 16% |
| Exiting Students Who Attained the Living Wage | 54% | 53% | 48% | 48% | 44% | 44% |
| Source: Launchboard Strong Workforce Program Median of 2018 to 2021. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Gardener Occupations in Bay Region (Oct. 2022 - Sept. 2023)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Landscaping | 1,275 | Fertilizers | 298 |
| Irrigation (Landscaping & Agriculture) | 892 | Soil Science | 291 |
| Mowing | 678 | Hand Tools | 274 |
| Pruning | 636 | Construction | 270 |
| Groundskeeping | 523 | Power Saws | 201 |
| Landscape Maintenance | 491 | Machinery | 194 |
| Weed Control | 455 | Chainsaws | 177 |
| Gardening | 439 | Trenching | 156 |
| Power Tool Operation | 383 | Valves (Piping) | 148 |
| Mulch | 345 | Pesticides | 147 |
| Source: Lightcast | | | |

**Table 10. Certifications for Gardener Occupations in Bay Region (Oct. 2022 - Sept. 2023)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Valid Driver's License | 1,111 | CDL Class B License | 6 |
| CDL Class C License | 50 | Security Clearance | 4 |
| Cardiopulmonary Resuscitation (CPR) Certification | 43 | Certified Pool & Spa Operator | 3 |
| Pesticide Applicator License | 40 | Landscape Industry Certified | 2 |
| First Aid Certification | 38 | Certified Arborist | 2 |
| Commercial Driver's License (CDL) | 18 | Forklift Certification | 2 |
| Contractor License | 12 | Commercial Applicator License | 2 |
| CDL Class A License | 8 | Landscape Technician Certification | 1 |
| Source: Lightcast | | | |

**Table 11. Education Requirements for Gardener Occupations in Bay Region**

| **Education Level** | **Job Postings** | **% of Total** |
| --- | --- | --- |
| High school or GED | 456 | 84% |
| Associate degree | 37 | 7% |
| Bachelor's degree & higher | 49 | 9% |
| Source: Lightcast | | |
| Note: 76% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample. | | |

## Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O\*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCO Data Mart and CTE Launchboard.

## Sources

O\*Net Online  
Lightcast  
CTE LaunchBoard www.calpassplus.org  
Launchboard  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

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