

**Labor Market Information Report**

**Landscape Design and Construction Occupations**

**Merritt College**

## 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 Landscape Design and Construction workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda, Contra Costa counties). There is a projected annual gap of about 3,998 students in the Bay region and 1,109 students in the East Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0109.10 - Landscape Design and Maintenance 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 Merritt College and in the region.

This report profiles Landscape Design and Construction Occupations in the 12 county Bay region and in the East Bay sub-region for a program review at Merritt College.

* **First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012):** Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
  Entry-Level Educational Requirement: High school diploma or equivalent
  Training Requirement: None
  Percentage of Community College Award Holders or Some Postsecondary Coursework: 30%
* **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 Landscape Design and Construction 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** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 2,721 | 3,019 | 297 | 11% | 1,791 | 358 | $24 | $31 |
| Landscaping and Groundskeeping Workers | 23,481 | 25,928 | 2,447 | 10% | 18,516 | 3,703 | $17 | $20 |
| **Total** | **26,202** | **28,947** | **2,745** | **10%** | **20,307** | **4,061** |  |  |
| 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 Landscape Design and Construction Occupations in East Bay 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** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 782 | 836 | 53 | 7% | 474 | 95 | $23 | $29 |
| Landscaping and Groundskeeping Workers | 7,017 | 7,526 | 509 | 7% | 5,235 | 1,047 | $17 | $20 |
| **Total** | **7,799** | **8,362** | **562** | **7%** | **5,709** | **1,142** |  |  |
| Source: Lightcast 2022.3 |
| **East Bay Sub-Region includes:** Alameda, Contra Costa Counties |

### Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months**

| **Occupation** | **Bay Region** | **East Bay** |
| --- | --- | --- |
| Landscaping and Groundskeeping Workers | 2,200 | 731 |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 412 | 147 |
| Source: Lightcast |

**Table 4a. Top Job Titles for Landscape Design and Construction Occupations for latest 12 months - Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Groundskeepers | 320 | Arborists Crew Leader | 51 |
| Landscapers | 305 | Crew Leaders | 50 |
| Landscape Crew Leaders | 170 | Groundspeople | 49 |
| Gardeners | 148 | Grounds Maintenance Workers | 47 |
| Landscape Laborers | 138 | Landscape Managers | 42 |
| Irrigation Technicians | 136 | Landscape Maintenance Managers | 38 |
| Greenskeepers | 74 | Landscaping Assistants | 38 |
| Landscape Gardeners | 74 | Crew Members | 37 |
| Landscape Foremen | 57 | Groundskeepers/Porters | 36 |
| Source: Lightcast |

**Table 4b. Top Job Titles for Landscape Design and Construction Occupations for latest 12 months - East Bay Sub-Region**

| **Title** | **East Bay** | **Title** | **East Bay** |
| --- | --- | --- | --- |
| Landscapers | 98 | Landscaping Assistants | 20 |
| Groundskeepers | 87 | Groundspeople | 17 |
| Landscape Crew Leaders | 69 | Landscape Gardeners | 14 |
| Irrigation Technicians | 60 | Greenskeepers | 13 |
| Landscape Laborers | 59 | Landscape Managers | 13 |
| Gardeners | 58 | Arborists Crew Leader | 12 |
| Landscape Foremen | 33 | Grounds Maintenance Workers | 12 |
| Crew Leaders | 26 | Maintenance Groundskeepers | 12 |
| Grounds Workers | 23 | Crew Members | 11 |
| Source: Lightcast |

## Industry Concentration

**Table 5. Industries hiring Landscape Design and Construction 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 | 27,836 | 29,599 | 6% | 70% |
| Local Government, Excluding Education and Hospitals | 2,250 | 2,448 | 9% | 6% |
| Golf Courses and Country Clubs | 800 | 1,061 | 33% | 2% |
| Private Households | 744 | 770 | 3% | 2% |
| All Other Amusement and Recreation Industries | 440 | 688 | 56% | 1% |
| Crop Production | 386 | 411 | 6% | 1% |
| Hotels (except Casino Hotels) and Motels | 253 | 419 | 65% | 1% |
| Temporary Help Services | 257 | 344 | 34% | 1% |
| Colleges, Universities, and Professional Schools (State Government) | 294 | 315 | 7% | 1% |
| Residential Property Managers | 253 | 287 | 13% | 1% |
| Source: Lightcast 2022.3 |

**Table 6. Top Employers Posting Landscape Design and Construction Occupations in Bay Region and East Bay Sub-Region**

| **Employer** | **Bay** | **Employer** | **East Bay** |
| --- | --- | --- | --- |
| Brightview | 515 | Brightview | 219 |
| The Davey Tree Expert Company | 61 | Terracare Associates | 29 |
| Cagwin & Dorward | 50 | TruGreen | 27 |
| Jensen Landscape Services | 50 | Jensen Landscape Services | 23 |
| Terracare Associates | 43 | Monarch Landscaping | 22 |
| Monarch Landscaping | 42 | University of California | 21 |
| Source: Lightcast |

## Educational Supply

There are seven (7) community colleges in the Bay Region issuing 63 awards on average annually (last 3 years ending 2021-22) on TOP 0109.10 - Landscape Design and Maintenance. In the East Bay Sub-Region, there are three (3) community colleges that issued 33 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0109.10 - Landscape Design and Maintenance in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **High unit Certificate** | **Low unit Certificate** | **Noncredit award** | **Total** |
| --- | --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 1 | 1 | 1 | 0 | 3 |
| Diablo Valley | East Bay | 0 | 0 | 3 | 0 | 3 |
| Las Positas | East Bay | 0 | 0 | 1 | 0 | 1 |
| Marin | North Bay | 1 | 0 | 1 | 0 | 2 |
| Merritt | East Bay | 14 | 5 | 10 | 0 | 29 |
| San Francisco | Mid-Peninsula | 3 | 9 | 0 | 0 | 12 |
| Santa Rosa | North Bay | 2 | 0 | 5 | 6 | 13 |
| **Total** |  | **21** | **15** | **21** | **6** | **63** |
| 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 4,061 annual openings for the Landscape Design and Construction occupational cluster and 63 annual (3-year average) awards for an annual undersupply of 3,998 students. In the East Bay Sub-Region, there is also a gap with 1,142 annual openings and 33 annual (3-year average) awards for an annual undersupply of 1,109 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0109.10 - Landscape Design and Maintenance**

| **Metric Outcomes** | **Bay All CTE Programs** | **Merritt All CTE Programs** | **State 0109.10** | **Bay 0109.10** | **East Bay 0109.10** | **Merritt 0109.10** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 66% | 69% | 57% | 64% | 67% |
| Median Annual Earnings for SWP Exiting Students | $53,090 | $46,924 | $40,921 | $48,436 | $53,046 | $57,573 |
| Median Change in Earnings for SWP Exiting Students | 24% | 8% | 18% | 18% | 6% | 10% |
| Exiting Students Who Attained the Living Wage | 54% | 54% | 53% | 52% | 58% | 62% |
| Source: Launchboard Strong Workforce Program Median of 2018 to 2021. |

## Skills, Certifications and Education

**Table 9. Top Skills for Landscape Design and Construction Occupations in Bay Region**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Landscaping | 1,544 | Fertilizers | 343 |
| Irrigation (Landscaping and Agriculture) | 1,088 | Construction | 340 |
| Pruning | 764 | Soil Science | 307 |
| Mowing | 740 | Hand Tools | 304 |
| Landscape Maintenance | 590 | Chainsaws | 238 |
| Groundskeeping | 517 | Power Saws | 233 |
| Weed Control | 481 | Machinery | 205 |
| Gardening | 459 | Horticulture | 159 |
| Power Tool Operation | 403 | Pesticides | 153 |
| Mulch | 400 | Trenching | 153 |
| Source: Lightcast |

**Table 10. Certifications for Landscape Design and Construction Occupations in Bay Region**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Valid Driver's License | 1,293 | CDL Class B License |  8 |
| Cardiopulmonary Resuscitation (CPR) Certification | 116 | Security Clearance | 6 |
| First Aid Certification | 90 | 30-Hour OSHA General Industry Card | 4 |
| CDL Class C License | 53 | DOT Certification | 4 |
| Pesticide Applicator License | 52 | Landscape Industry Certified | 3 |
| Certified Arborist | 50 | Passenger Endorsement | 3 |
| Commercial Driver's License (CDL) | 41 | Commercial Applicator License | 3 |
| Contractor License | 13 | Certified Pool & Spa Operator | 3 |
| CDL Class A License | 9 | Forklift Certification | 2 |
| Source: Lightcast |

**Table 11. Education Requirements for Landscape Design and Construction Occupations in Bay Region**

| **Education Level** | **Job Postings** | **% of Total** |
| --- | --- | --- |
| High school or GED | 519 | 78% |
| Associate degree | 55 | 8% |
| Bachelor's degree & higher | 92 | 14% |
| 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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