**Landscaping and Groundskeeping Occupations**

**Labor Market Information Report**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

November 2017

# Recommendation

Based on all available data included in this report, there appears to be a significant undersupply of Landscaping and Groundskeeping workers compared to the demand for this cluster of occupations in the Bay region and the East Bay sub-region. The annual gap between demand and supply is about 5,173 in the region and 1,557 in the East Bay sub-region. This undersupply warrants the addition of the proposed Landscape Design and Maintenance program.

This report also provides student outcomes data on employment and earnings for Landscape Design and Maintenance programs in the region compared to regional and statewide data. It is recommended that this data be reviewed to better understand how student outcomes for Landscape Design and Maintenance programs at colleges in the region and sub-region compare to the state programs in this area as well as outcomes across all programs in the region.

# Introduction

This report profiles Landscaping and Groundskeeping Occupations in the 12 county Bay Region and the East Bay Sub-Region (Alameda and Contra Costa counties) for a new Landscape Design and Maintenance program at Las Positas College.

* **Landscaping and Groundskeeping Workers (SOC 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

*Entry-Level Educational Requirement:* *No Formal Education Credential*

*Training Requirement:* *Short-term on-the-job training*

*Percentage of Community College Award Holders or Some Postsecondary Coursework:* 20%

* **First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (SOC 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:* 34%

* **Grounds Maintenance Workers, All Other (SOC 37-3019)**: All grounds maintenance workers not listed separately.

*Entry-Level Educational Requirement:* *No Formal Education 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 Landscaping and Groundskeeping Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2016 Jobs | 2021 Jobs | 5-Yr Change | 5-Yr % Change | 5-year Open-ings | Annual Open-ings | 10% Hrly Wage | Median Hrly Wage |
| Landscaping and Groundskeeping Workers | 36,780 | 38,581 | 1,801 | 5% | 24,071 | 4,814 | $10.56 | $13.19 |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 4,044 | 4,160 | 116 | 3% | 1,831 | 366 | $13.08 | $17.64 |
| Grounds Maintenance Workers, All Other | 563 | 589 | 26 | 5% | 366 | 73 | $12.68 | $19.46 |
| **Total** | **41,387** | **43,330** | **1,943** | **5%** | **26,267** | **5,253** | **$10.84**  | **$13.71**  |

*Source: EMSI 2017.3***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 Landscaping and Groundskeeping Occupations in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2016 Jobs | 2021 Jobs | 5-Yr Change | 5-Yr % Change | 5-year Open-ings | Annual Open-ings | 10% Hrly Wage | Median Hrly Wage |
| Landscaping and Groundskeeping Workers | 10,828 | 11,483 | 655 | 6% | 7,228 | 1,446 | $10.39 | $12.82 |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 1,361 | 1,412 | 51 | 4% | 620 | 124 | $13.27 | $18.28 |
| Grounds Maintenance Workers, All Other | 216 | 223 | 7 | 3% | 136 | 27 | $14.68 | $25.88 |
| **Total** | **12,405** | **13,118** | **713** | **6%** | **7,984** | **1,597** | **$10.78**  | **$13.65**  |

*Source: EMSI 2017.3***East Bay Sub-Region** includes Alameda and 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 (Nov. 2016 – Oct. 2017)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | East Bay |
| Landscaping and Groundskeeping Workers (37-3011.00) | 674 | 241 |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012.00) | 49 | 20 |
| **Total** | **723** | **261** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Landscaping and Groundskeeping Occupations for latest 12 months**

**(Nov. 2016 – Oct. 2017)**

|  |  |  |
| --- | --- | --- |
| Common Title | Bay Region | East Bay |
| Groundskeeper | 220 | 59 |
| Gardener | 151 | 63 |
| Landscaper | 59 | 12 |
| Irrigation Technician | 35 | 22 |
| Landscape Labourer | 16 | 12 |
| Grounds Worker | 15 | 6 |
| Groundsman | 15 | 6 |
| Landscaping Crew Leader | 13 | 6 |
| Greenskeeper | 12 | 3 |
| Grounds Specialist | 9 | 2 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Landscaping and Groundskeeping Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2016) | Jobs in Industry (2021) | % Change (2016-21) | % in Industry (2016) |
| Landscaping Services (561730) | 26,835 | 27,685 | 3% | 64.8% |
| Local Government, Excluding Education and Hospitals (903999) | 2,953 | 3,128 | 6% | 7.1% |
| Golf Courses and Country Clubs (713910) | 1,082 | 1,142 | 6% | 2.6% |
| Crop Production (111000) | 620 | 636 | 3% | 1.5% |
| Hotels (except Casino Hotels) and Motels (721110) | 596 | 632 | 6% | 1.4% |
| All Other Amusement and Recreation Industries (713990) | 579 | 638 | 10% | 1.4% |
| Colleges, Universities, and Professional Schools (State Govt) (902612) | 576 | 670 | 16% | 1.4% |
| Colleges, Universities, and Professional Schools (611310) | 544 | 622 | 14% | 1.3% |

*Source: EMSI 2017.3*

**Table 6. Top Employers Posting Jobs in Bay Region and East Bay for latest 12 months (Nov. 2016 – Oct. 2017)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Employer** | **Bay Region** | **Employer** | **East Bay** |
| The Brickman Group, Ltd | 38 | The Brickman Group, Ltd | 22 |
| Brightview | 25 | Fremont Unified School District | 15 |
| Fremont Unified School District | 15 | Brightview | 10 |
| Greystar | 14 | University of California | 7 |
| Landcare | 13 | Wente Vineyards | 7 |
| ServiceMaster | 13 | Greystar | 6 |
| Fairfield Residential | 11 | Landcare | 6 |

*Source: Burning Glass*

# Educational Supply

On the supply side, there are seven community colleges issuing 80 awards annually on TOP 0109.10 - Landscape Design and Maintenance in the Bay region. There are three community colleges issuing 40 awards annually on this same TOP code.

**Table 7. Landscape Design and Maintenance Programs on 0109.10 Landscape Design and Maintenance in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | CC Headcount | Associate Degrees | Certificates or Other Credit Awards | Total Awards |
| Cabrillo | SC & Monterey | n<10 or courses on another TOP | 3 | 9 | 12 |
| Diablo Valley | East Bay | 49 | 0 | 2 | 2 |
| Las Positas | East Bay | n<10 or courses on another TOP | 1 | 0 | 1 |
| Marin | North Bay | 2 | 1 | 1 | 2 |
| Merritt | East Bay | 282 | 15 | 22 | 37 |
| San Francisco | Mid-Peninsula | 142 | 3 | 15 | 18 |
| Santa Rosa | North Bay | 104 | 4 | 4 | 8 |
| **Total Bay Region** | **578** | **27** | **53** | **80** |
| **Total East Bay Sub-Region** | **331** | **16** | **24** | **40** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses and No. of Students who received an award is for 2015-16. For Community Colleges, the annual average for Associate Degrees and Certificates is 2014-17. There appear to be no programs at Other Educational Postsecondary Institutes based on a crosswalk of TOP to CIP codes.

# Gap Analysis

The labor market gap is significant in the Bay region for this cluster of occupations with annual openings of 5,253 and annual supply of 80 awards. This represents an undersupply of about 5,173 students. In the East Bay sub-region, the gap is also very large with annual openings of 1,597 and 40 awards issued for a gap of 1,557.

# Student Outcomes

Overall, students who took courses in Landscape Design and Maintenance (TOP code 0109.10) in the Bay region are getting employed at the same rate as those students at the state level taking courses on that TOP code. However, the earnings and rate of employment is quite a bit lower than the regional median across all programs. The outcomes in the East Bay Sub-Region for students, who took courses on this TOP code, are lower than for the region (except for the percentage of students earning a living wage). The following is a summary of the employment and earnings data presented in Table 8:

* The percentage of students employed four quarters after exit in 2014-15 is 69% for Santa Rosa which is quite a bit higher than the regional median at 54%. Those students also earned a median wage gain of 44% in 2014-15 which is 20% higher than the regional median wage gain.
* The top college in the region for quarterly earnings is Merritt College at $10,400 which is higher than the regional median by 26%. Also, 52% of students at Merritt taking courses on 0109.10 were making a living wage in 2014-15, which is higher than the regional median by 10%.

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2014-15** | **Bay Region (All Programs)** | **State (0109.10)** | **Bay Region (0109.10)** | **East Bay Sub-Region (0109.10)** | **Top College in Bay Region (0109.10)** |
| % Employed Four Quarters After Exit | 68% | 53% | 54% | 47% | Santa Rosa | 69% |
| Median Earnings Two Quarters After Exit | $12,640 | $7,568 | $8,230 | $7,290 | Merritt College | $10,400 |
| Median % Change in Earnings | 37% | 28% | 24% | 20% | Santa Rosa | 44% |
| % of Students Earning a Living Wage | 51% | 46% | 42% | 49% | Merritt College | 52% |

*Source: Launchboard*

# Skill & Certifications

**Table 9. Top Skills for Landscaping and Groundskeeping Occupations in the Bay Region (Nov 2016 – Oct 2017)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Skill** | **Latest 12 Mos. Postings** | **Skill** | **Latest 12 Mos. Postings** | **Skill** | **Latest 12 Mos. Postings** |
| Repair | 263 | Power Tools | 68 | Rototillers | 30 |
| Irrigation | 194 | Scheduling | 58 | Landscaping | 28 |
| Inspection | 102 | Herbicides | 57 | Plumbing | 26 |
| Irrigation Systems | 97 | Supervisory Skills | 55 | Customer Contact | 25 |
| Cleaning | 94 | Machinery | 43 | Forklift Operation | 25 |
| Hand Tools | 82 | Property Mgnt | 35 | Inventory Maintenance | 24 |
| Fertilizers | 73 | Painting | 33 | Laundry | 24 |

*Source: Burning Glass*

**Table 10. Certifications for Landscaping and Groundskeeping Occupations in the Bay Region**

**(Nov 2016 – Oct 2017)**

Note: 91% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| **Skill** | **Latest 12 Mos. Postings** | **Skill** | **Latest 12 Mos. Postings** |
| Commercial Driver’s License | 20 | Certified Pest Control | 4 |
| First Aid CPR AED | 11 | Contractors License | 3 |
| Pest Control Applicator | 10 | Landscape Architect License | 2 |
| CDL Class C | 9 | Forklift Operator Certification | 2 |
| Applicator’s License | 4 | Certified Landscape Technician | 2 |

*Source: Burning Glass*

**Table 11. Education Requirements in Bay Region**

Note: 69% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| **Education (minimum advertised)** | **Latest 12 Mos. Postings** |
| High school or vocational training | 208 |
| Associate Degree | 11 |
| Bachelor’s Degree | 6 |

*Source: Burning Glass*

# Methodology

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

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://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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