

Expanding opportunity for San Diego's talent

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EDC mobilizes business, government and civic leaders around an inclusive economic development strategy to maximize economic prosperity and global competitiveness.

HOW WE DO IT

- Focus on quality **jobs**, skilled **talent**, and thriving **households**
- Work **with and through** 150 companies and investors
- Lead programs and initiatives that are **demand-driven, employer-led, and outcomes-based**



San Diego's economy is strong and growing



2.1%

real GRP growth



208K+

more jobs since 2018



38%

HH income growth since 2018

...yet benefits are not felt across the region

28%

of jobs in small businesses are “quality jobs”

19%

of innovation economy workers are Hispanic and Latinx, but make up half of K-12 population

50%

of households do not have an income high enough for San Diego's cost of living

2030 INCLUSIVE GROWTH GOALS



50K
new quality
jobs



20K
new skilled
workers per year



75K
newly thriving
households

Report: progress.inclusiveSD.org
Learn more: inclusiveSD.org

Meaningful progress has been made

But the road ahead remains steep



43.4K

new quality jobs



12.9K

new skilled workers



38.2K

newly thriving households

Since 2018:

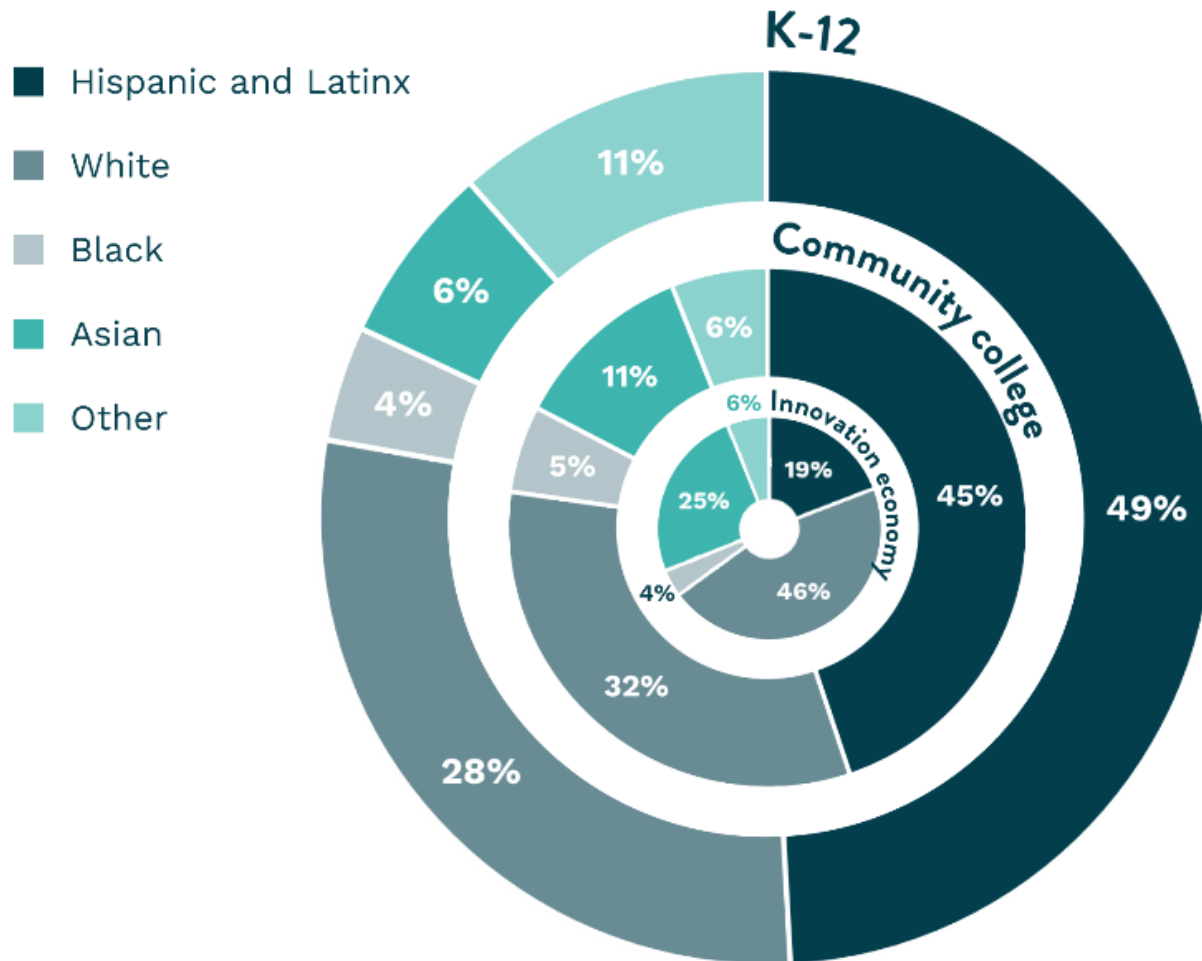
13% increase in
proportion of quality
jobs in small businesses

56% increase in share of
Hispanic & Latinx
population with a BA

72% increase in the total
number of units
permitted

Preparing San Diego's future workforce remains key

The workforce of tomorrow looks different than today's



64%

of high school dropouts are Hispanic and Latinx

90%

of high school dropouts are considered socioeconomically disadvantaged

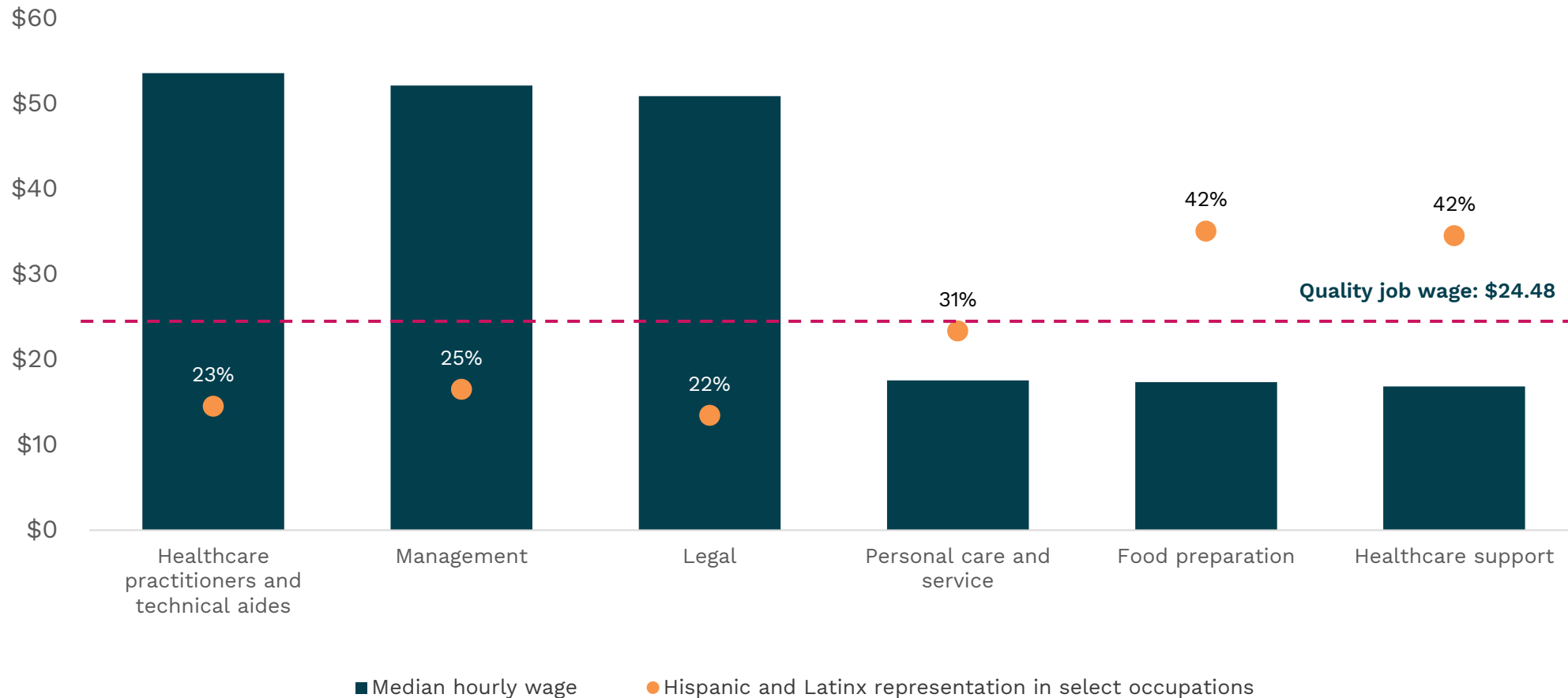
21%

of students completing their post-secondary education are Hispanic and Latinx

Access to a quality job remains uneven

Historical and enduring barriers to opportunity continue to shape workforce gaps

High paying roles have low representation of Hispanic and Latinx San Diegans



Pathways to economic opportunity are diverse

Top quality jobs without a bachelor's degree

Occupation	Growth since 2017	Median hourly wage	Typical entry-level education
Social and human service assistants	112%	\$25.44	High school diploma or equivalent
Property, real estate, and community association managers	127%	\$40.57	High school diploma or equivalent
Heavy and tractor-trailer truck drivers	32%	\$28.38	Postsecondary nondegree award
First-line supervisors of construction trades and extraction workers	46%	\$45.05	High school diploma or equivalent (with 5 years of work experience)
Self-enrichment teachers	55%	\$28.23	High school diploma or equivalent (less than 5 years work experience)
Food service managers	63%	\$35.63	High school diploma or equivalent (less than 5 years work experience)
Aircraft mechanics and service technicians	32%	\$40.92	Postsecondary nondegree award
Transportation, storage, and distribution Managers	109%	\$52.40	High school diploma or equivalent (with 5 years of work experience)
Sales representatives of services	9%	\$35.70	High school diploma or equivalent
Medical secretaries and administrative assistants	10%	\$25.60	High school diploma or equivalent

2026 EDC talent team priorities



TPM Academy

Train regional leaders to use employer data to redesign equitable talent pipelines

15-20 leaders trained by November 2026



Verified Programs

Support local training programs in evaluating their curriculum against emerging industry standards.

Applications are open from June – November 2026



Internship Program

Provide paid internships that connect students to high-demand careers while helping small businesses build talent

100+ paid interns, 70% priority population