

# South Santa Barbara AEBG Adults with Disabilities

Santa Barbara Workforce Development Board  
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## INTRODUCTION

The Santa Barbara Workforce Development Board commissioned BW Research Partnership to identify and examine educational and employment opportunities for adults with disabilities in South Santa Barbara County. The research objectives of the study are to:

- Identify the potential universe of adults with disabilities in south Santa Barbara
- Assess current resources and programs for adults with disabilities
- Analyze employment opportunities and quality of life outcomes

The initial phase of the project consisted of the potential student needs assessment; BW Research developed two maps that illustrate both the absolute and relative concentration of adults with disabilities in the south Santa Barbara region. This area is defined by the cities Carpinteria, Santa Barbara, Goleta, and surrounding areas, or the following zip codes:

93013 93067 93101 93103 93105 93108 93109 93110 93111 93117

Upon identifying the universe of adults with disabilities in south Santa Barbara, BW Research compiled a database of programs and resources geared towards these individuals and their educational and employment opportunities. The database includes location, programs offered, program type (support services or education), as well as a detailed program description.

For the purposes of this report, all of the following analyses and figures define adults with disabilities as those individuals 18 years of age or older with hearing, vision, cognitive, ambulatory, self-care, and/or independent living difficulties. *The Americans with Disabilities Act defines an individual with a disability “as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.”<sup>1</sup>*

## KEY FINDINGS AND CONCLUSIONS

**The region’s main programs are central to zip codes with the highest relative concentration of adults with disabilities.** The five main programs that provide education and support services to adults with disabilities are all clustered around 93101, 93103, and 93109. These locations represent the coastline midpoint for south Santa Barbara, and are easily accessible to service not only those areas where about 10% to 13% of the adult population is disabled—the southernmost tip of the County along Carpinteria and up the coast before Goleta—but also parts of large zip code areas with the highest absolute concentration of adults with disabilities (93117 and 93105).

**However, because services and programs are mostly located around the central coast of southern Santa Barbara, individuals that reside inland and along the northern and southern**

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<sup>1</sup> <https://www.ada.gov/cguide.htm>



**coastal borders may face barriers to these resources.** Given the low number of programs in the area, it is unlikely that these institutions have the capacity to service all adults with disabilities in southern Santa Barbara. As such, those individuals who are geographically situated near the program center are more likely to benefit from transportation services, special events, and program offerings than their outlying neighbors. This is particularly problematic for the 1,600 adults with disabilities—about 13% of the zip code’s population—along the southernmost border in 93013; the same is true for residents inland along the edges of 93105 and 93117.

**Furthermore, the region lacks educational support for adults with disabilities, as programs are heavily structured around supportive services—residential, employment, health, and community access activities.** Though some institutions provide employment services such as job placement and training, they are largely geared towards supporting lifestyle arrangements and non-technical skills—-independent living, socialization and community engagement, or personal development and recreation—and provide few opportunities to really hone technical skills. Education-related resources in the region for adults with disabilities are available through Santa Barbara City College’s Disabled Student Program, Carpinteria Unified School District, Santa Barbara Unified School District, and Santa Barbara County Education Office.

**Successful job placement is largely a function of individual capabilities.** Research suggests that job applicants with a mental impairment face steeper barriers to employment compared to those who are physically disabled, but employers consistently note that employment opportunity is largely assessed on a case-by-case basis. Adults with disabilities are likely to find employment in one of the following occupational clusters:

1. **Customer service:** These positions require strong communication and interpersonal skills and low to moderate physical ability. They are also a large component of two of the region’s strongest industry clusters—tourism and agriculture and retail.
2. **Technical assembly or light manufacturing:** Those with physical dexterity and interpersonal skills are suitable for employment in this occupational cluster.
3. **Transportation and logistics:** This occupational cluster will likely support individuals with the appropriate physical dexterity and communication skills.
4. **Analytical and administrative support:** Adults with the appropriate cognitive and communication skills will likely find employment opportunity in this cluster.

**Because of this, there is opportunity for combined efforts across supportive and educational institutions to create programs that develop both technical and non-technical skillsets for adults with disabilities within these four occupational clusters.** The majority of support services are structured in such a way as to provide one-on-one guidance; these programs tailor daily activities as well as personal and skill development opportunities based on an individual’s unique attributes, talents, and needs. The level of engagement in these relationships allows program staff to develop a more profound understanding of the strengths and personality traits of the adults they work with. Not only do supportive program resources provide the non-technical skills required to succeed both inside and outside of the workplace, they can act as a sort of bridge to employment services and educational institutions. Indeed, because employment opportunity is largely based on the individual abilities, successful job placement will likely require a case-by-case approach; staff-members who are most connected with these



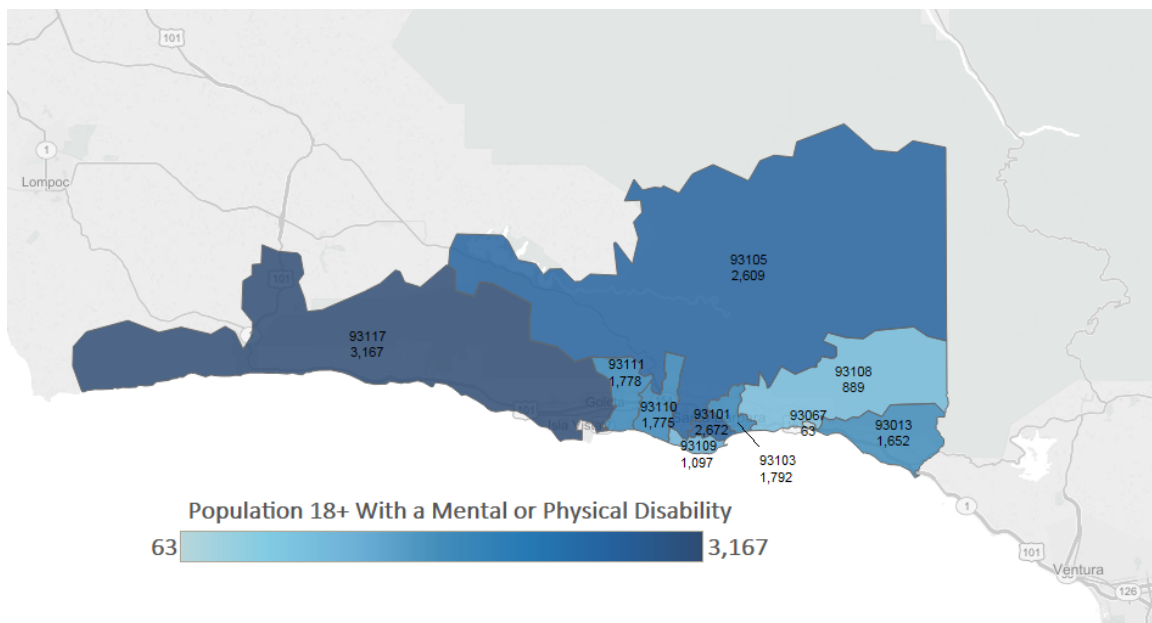
individuals can provide valuable insight into their educational propensities, appropriate occupational matches, and successful career pathways. Additional communication amongst the various programs that offer these support services can develop more of a community framework with which to transition adults with disabilities into personal independence and the workforce.

## ADULTS WITH DISABILITIES IN SOUTH SANTA BARBARA (PHASE I & II)

### Potential Universe – Adults with Disabilities

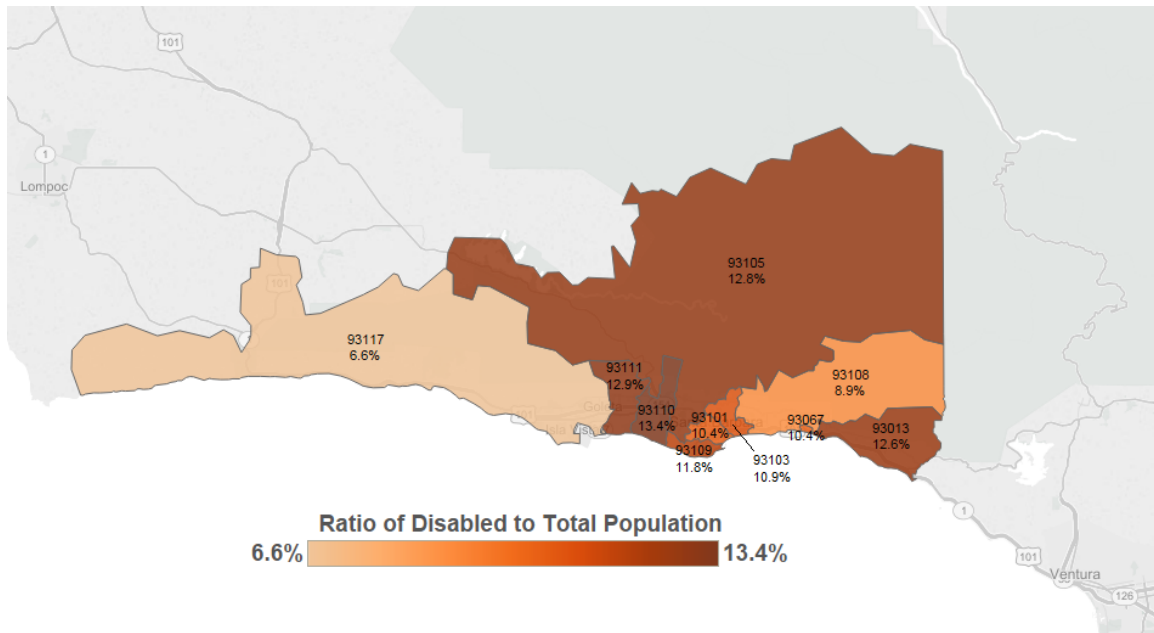
Zip codes that are home to a high absolute concentration of adults with disabilities are not necessarily those with the highest proportion of individuals. Zip codes 93117 (3,167); 93101 (2,672); and 93105 (2,609) have more than 2,000 adults with disabilities. However, both 93117 and 93105 are respectively home to about 50,000 and 20,000 adults overall. Given the large size of these zip codes, a ratio of adults with disabilities to total adults by zip code highlights the proportion of adults with disabilities in each zip code. More than ten percent of the population is found to have one of the above listed disabilities in the following zip codes: 93110 (13%), 93111 (13%), 93105 (13%), 93013 (13%), 93109 (12%), and 93103 (11%).

Figure 1. South Santa Barbara – Adults with Disabilities





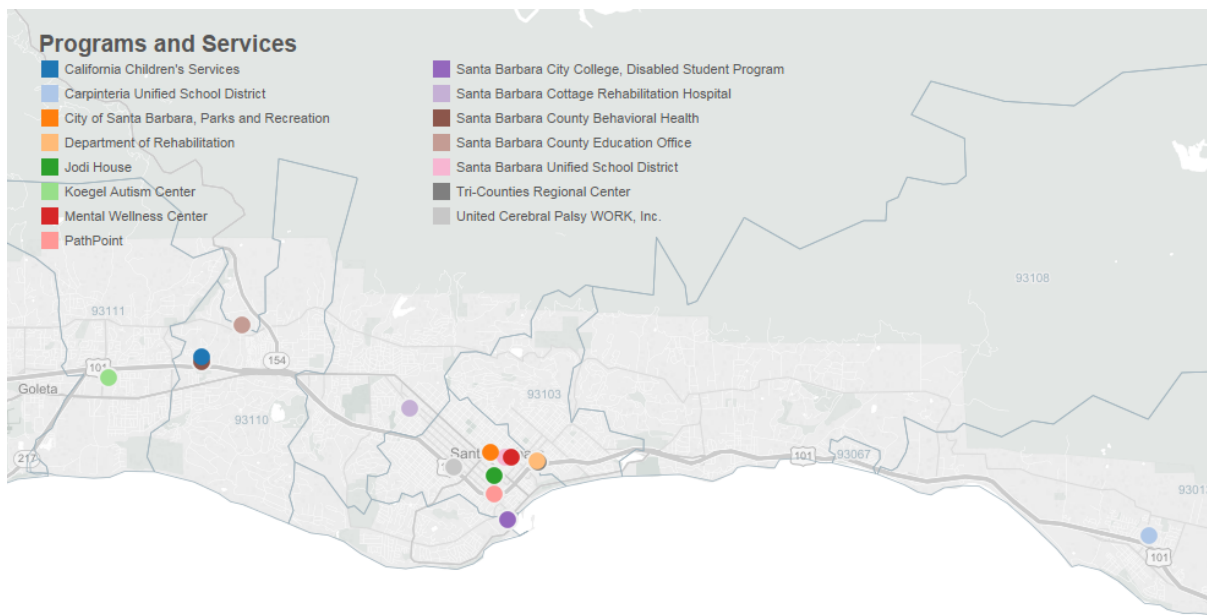
**Figure 2. South Santa Barbara – Ratio of Adults with Disabilities to Total Adult Population**



**Resources and Programs for Adults with Disabilities**

Programs are largely concentrated along the coast in the southern tip of the County, right before Summerland and Carpinteria. The region’s five main programs that provide education and support services to adults with disabilities are all clustered around 93101, 93103, and 93109.

**Figure 3. South Santa Barbara -- Programs and Resources for Adults with Disabilities**





**The majority of resources for adults with disabilities in south Santa Barbara revolve around support services; these include residential, employment, health, and community access activities.** Six of the seven<sup>2</sup> identified disability-specific programs and resources are largely geared towards assisting adults with disabilities to grow across four key areas of their life— independent living, employment, socialization and community engagement, and personal development and recreation. For those seeking educational programs, Santa Barbara City College offers the Disabled Student Programs and Services (DSPS); students are taught not only math and language skills, but also non-technical skills such as self-monitoring, organization, study skills, and test-taking techniques. DSPS also provides small group instruction in critical reading and writing.

### INDEPENDENT LIVING

Most of the supporting institutions provide assisted living services, though the goal is to ultimately foster independence. Such services include apartment search, housemate matching, finance and budgeting, housekeeping, and meal preparation. United Cerebral Palsy WORK, Inc. (UCP) also provides group homes with staff support to assist with the transition into independent living. The stated goal of nearly all these programs is to enrich the lives of adults with disabilities by teaching them basic household responsibilities such as cooking, cleaning, shopping, and personal care. Some programs offer classes that support community interaction and teach safety, health and nutrition, social skills, recreation planning, and budgeting and banking.

### EMPLOYMENT

Employment support via job training and placement services aim to minimize the gap between individuals with disabilities and the working world—enabling them to become active and productive members of the workforce. Job developers typically work with individuals on a case-by-case basis, allowing for the greatest growth as job-seekers navigate the world of work to find the best possible match. The structure of these programs is variable—UCP offers an External Situational Assessment program in which individuals work at a variety of businesses to determine the best fit, an Applied Abilities Program that tailors each program participant’s daily activities to their unique skills and abilities, and Group Supported Employment which brings together individuals who have similar interest and training to work on contracted projects together. In addition, the Department of Rehabilitation provides personalized employment services for adults with disabilities; these individuals meet with counselors to develop an Individual Employment Plan that may involve training, placement, or both.<sup>3</sup>

### COMMUNITY ENGAGEMENT

An important part of working with adults with disabilities is fostering community engagement and social interaction—the development of interpersonal and social skills is pivotal to finding

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<sup>2</sup> The map only highlights six programs—the seventh (sbSNAP) is a web-based resource. For more details please see Appendix A.

<sup>3</sup> For more information on services provided by the Department of Rehabilitation, please see Appendix A.





employment opportunity. Because of this, most of these institutions offer day activities that provide some type of community access for adults with disabilities. Community Access Services at PathPoint offer day programs with stimulating activities for individuals with moderate to severe physical and developmental disabilities, and Tri-Counties Regional Center also provides day programs and transportation support to special events and activities. The Santa Barbara Special Needs Adaptive Programs (sbSNAP) website provides a community calendar and resource list that compiles information on agencies and organizations and the classes, recreational activities, and support groups offered at each.

### PERSONAL DEVELOPMENT AND REHABILITATION

This aspect of support is particularly important in developing personal empowerment, self-confidence, and motivation. UCP offers a mentorship program that provides a forum for guidance, friendship, and life discussion—these types of relationships can be especially useful for young adults with disabilities who are transitioning into the working world; Transition to Adult Services is also offered at the Tri-Counties Regional Center. In addition to mentorship and counseling, many institutions offer day classes with art and music therapy or health and wellness education, from hiking and nutrition to body mechanics and yoga.

**Employment opportunity is largely based on individual abilities, though other primary research suggests that mentally disabled job applicants face steeper barriers to employment compared to those who are physically disabled.** Occupations that rely on heavy equipment or require physical agility—emergency medical technicians or food preparation and service—may be unavailable to individuals with a physical disability, depending on their level of disability. However, applicants that successfully exhibit communication and interpersonal skills may find opportunity in customer service-related industries. On the other hand, individuals with a mental disability are unlikely to find employment opportunity in customer service occupations, particularly if they have difficulty communicating. Depending on their cognitive abilities, these individuals may also be unfit for the healthcare and professional service (finance, insurance, legal, or real estate) industries.<sup>4</sup>

**As such, job placement services for adults with disabilities will likely find the most success if approached on a case-by-case basis.** For example, the Applied Abilities Program at United Cerebral Palsy WORK, Inc. is designed based on each individual's unique attributes and talents—educational opportunities, social enrichment, and recreational activities are crafted to match the individual experience. This type of personal discovery—coupled with other courses in service coordination, personal and social adjustment, job development, work adjustment, and computer training—may yield more sustainable career results and could be considered as a model for job placement services.

**Potential synergies between institutions that develop technical skills and those that address non-technical skills may result in more holistic training and empowerment programs for individuals with disabilities.** Though each individual institution offers some variety of classes across the four key areas mentioned above, there is likely untapped potential in a combination

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<sup>4</sup> In-Demand Jobs, A Study of the Occupational Outlook in San Diego, San Diego Workforce Partnership, July 2014.



of these services into a comprehensive program. Job training alone—particularly for adults with disabilities—may be insufficient at creating the appropriate and sustainable career pathways for each individual. Additional training in self-awareness, communication, independence, and other non-technical skills can provide adults with a set of well-rounded skills needed to succeed both inside and outside of the workplace. Case managers who have built relationships with these adults are also better able to recommend educational and career pathways specific to individual strengths and weaknesses. Further communication across support programs can strengthen the community that transitions adults with disabilities into the workplace, as with the Group Supported Employment program at UCP.

## EMPLOYMENT AND EDUCATIONAL OPPORTUNITIES (PHASE III)

The third phase of research was meant to identify the employment and related educational opportunities for adults with disabilities. The research started with the broader labor market in South Santa Barbara County and narrowed in on those employment opportunities more relevant for adults with disabilities. In general, the South Santa Barbara County economy can be characterized with low levels of unemployment and a broad mix of industry employers in sectors such as healthcare, tourism, education, retail and professional, scientific and technical services. Occupational opportunities for adults with disabilities can be found in different industries depending on the abilities and skills of those looking for work.

### *Employment Activity*

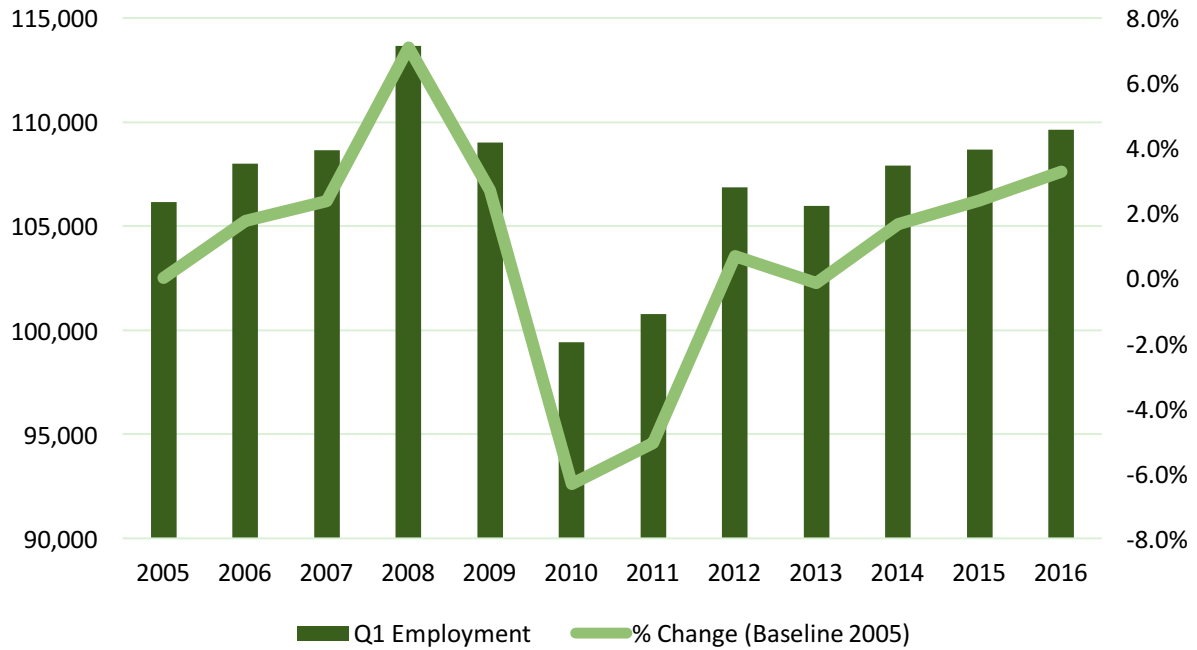
South Santa Barbara County has experienced 10.3% employment growth since 2010. This represents the addition of approximately 10,200 jobs in the region from 2010, but still below the employment levels of 2008. The employment total is approaching pre-recession numbers, sitting 1,000 above numbers reported in the first three months of 2007 (Q1) and nearly 4,000 below the Q1 total of 2008 (just before the recession hit). The unemployment rate in June 2016 for South Santa Barbara County was 3.6%, which is nearly half a percentage point lower than the figure for Santa Barbara County as a whole (4.0%)<sup>5</sup> and well below the unemployment rate for California (5.2%) and the United States (4.7%).

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<sup>5</sup> California Employment Development Department (EDD)



**Figure 4: South Santa Barbara County Employment, Q1 2005 - Q1 2016<sup>6</sup>**



Average annual wages for South Santa Barbara were slightly lower than the County as a whole in the first quarter of 2016, and approximately \$9,500 below California.

- South Santa Barbara County - \$51,144
- Santa Barbara County - \$51,416
- California - \$60,679

Healthcare and Social Assistance employs the most workers in South Santa Barbara County (15,300) and has experienced growth of 25.7% since the first quarter of 2011. Only Information (31.0% growth) and Management of Companies and Enterprises (29.8% growth) have sustained higher growth rates industry-wide. It should be noted that the total growth for Health Care and Social Assistance over the last five years (3,125 additional workers) eclipsed the next closest industry (Accommodation and Food Services – 2,390 additional workers) by over 700 total workers.

The Information industry has the highest average annual wage per worker (\$117,103), followed by Finance and Insurance (\$97,352), Management of Companies and Enterprises (\$94,268), Utilities (\$88,188), and Professional, Scientific, and Technical Services (\$84,686).

<sup>6</sup> Jobs EQ, Covered Employment

**Table 1: South Santa Barbara County Industry Employment, Q1 2011 - Q1 2016**

Industry	Employment	Avg. Annual Wages	% Change in Emp. 2011-2016
Health Care and Social Assistance	15,300	\$ 52,298	25.7%
Accommodation and Food Services	14,825	\$ 23,456	19.2%
Educational Services	12,769	\$ 49,639	0.2%
Retail Trade	10,857	\$ 33,894	4.7%
Professional, Scientific, and Technical Services	8,879	\$ 84,686	-1.9%
Manufacturing	7,663	\$ 67,402	6.2%
Administrative and Support and Waste Management and Remediation Services	6,548	\$ 39,172	-4.8%
Public Administration	6,252	\$ 74,158	-0.7%
Construction	6,177	\$ 51,375	13.3%
Other Services (except Public Administration)	5,718	\$ 32,838	-4.6%
Information	4,205	\$ 117,103	31.0%
Arts, Entertainment, and Recreation	3,975	\$ 29,497	21.2%
Wholesale Trade	3,158	\$ 69,544	21.6%
Real Estate and Rental and Leasing	2,554	\$ 52,073	8.6%
Agriculture, Forestry, Fishing and Hunting	2,529	\$ 42,844	-7.2%
Finance and Insurance	2,499	\$ 97,352	-9.8%
Transportation and Warehousing	2,361	\$ 47,249	13.4%
Management of Companies and Enterprises	1,915	\$ 94,268	29.8%
Utilities	647	\$ 88,188	-11.2%
Mining, Quarrying, and Oil and Gas Extraction	333	\$ 110,753	5.7%

### Industry Clusters

Industry clusters are geographic concentrations of labor and capital that share a common market and exchange supporting goods and services. Unlike the classical industry sector, clusters are comprised of interrelated industries complementing various elements of the supply chain. This local ecosystem of industries boosts competitive advantage across regional, statewide, and national economies. Successful clusters create a positive feedback loop, as increased productivity in a single industry filters growth into related industries. The collection of these individual economic units translates into regional economic and employment growth.<sup>7</sup>

<sup>7</sup> *Clusters and the New Economics of Competition*, Michael Porter, Harvard Business Review, 1998.



**Export-Oriented vs. Population Serving Clusters:** It is valuable to understand that not all industry clusters have the same impact on South Santa Barbara's workforce and the regional economy. Export-oriented clusters that draw revenue from markets outside the region result in a multiplier effect that generates additional employment within the region. This is an important consideration for economic and workforce developers looking at training and educational programs that will have the highest return on investment for the region. These export-oriented clusters are also likely to drive innovation as they typically face competitive global markets.

This provides a useful framework to identify relevant focal points for workforce development. Industry cluster analyses outline local economic drivers, emphasizing job growth and quality.

Together, the nine key industry clusters in South Santa Barbara County account for 44.1% of the region's total workforce. Based on regional labor market trends, the following industry clusters were chosen for workforce and economic development:

1. **Healthcare** includes all services related to the diagnosis, treatment, and prevention of disease, illness, injury, and other physical or mental impairments. The cluster covers all practitioners in medicine, chiropractic, dentistry, nursing, pharmaceutical care, etc.
2. **Energy and Environment** encompasses all industries that extract, produce, and sell energy. This includes environmental consulting services, testing laboratories, equipment manufacturing, hazardous and nonhazardous waste treatment and disposal.
3. **Building and Design** includes all firms that design and build residential and non-residential buildings, such as contractors, architects, landscaping, building inspection services, interior design, and material manufacturing and wholesale.
4. **Aerospace and Defense**<sup>8</sup> consists of all industries that manufacture and design instruments, aircrafts, space vehicles, and other engine components.
5. **Life Sciences** includes manufacturing, research, and suppliers related to biotechnology, agricultural chemicals, medical instruments, and pharmaceuticals.
6. **Information and Communication Technologies** is the collection of industries that manufactures or sells electrical equipment and services, including computers, audio and video equipment, semiconductors, telecommunications, data processing and hosting, etc.
7. **Business Services** involve any management, consulting, employment, administrative, advertisement, accounting, legal, marketing, design, building, and facility support services.

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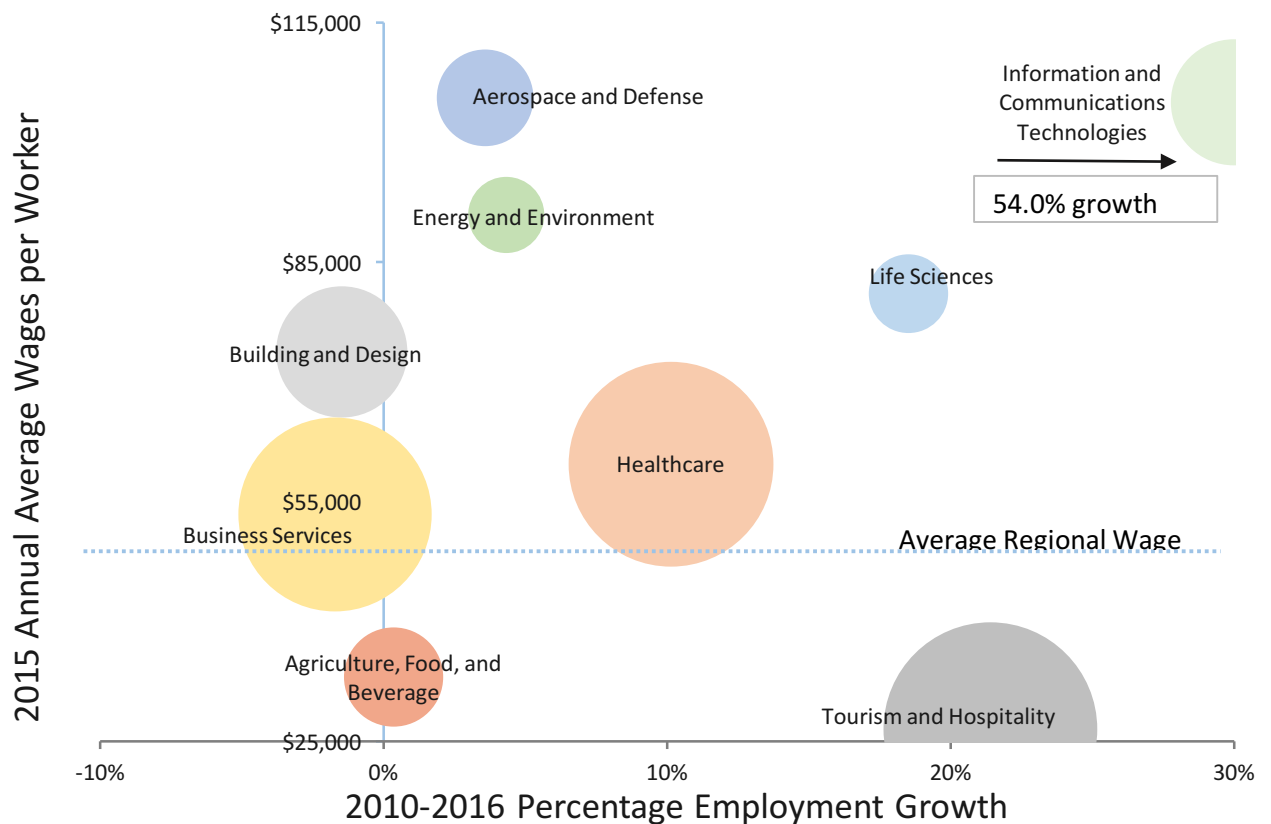
<sup>8</sup> Aerospace and Defense includes defense contractors but does not include military employment.



8. **Agriculture, Food, and Beverage** are all industries related to crop, animal, food and beverage production. This includes agricultural support services, bakeries and other food manufacturing, as well as breweries, wineries, and distilleries. This cluster is split into two segments; agriculture and food & beverage production.
  
9. **Tourism and Hospitality** consists of all business sectors that support hospitality services and recreation, including museums, casinos, accommodation services, sightseeing transportation, campgrounds, amusement parks, sports, rental equipment etc. This cluster includes full-service restaurants and bars.

The following chart illustrates the relative size of employment in each industry cluster within the region (by the size of the sphere), the average annual wages per worker within the region, and the overall employment growth or decline from 2011 to 2016. Information and Communications Technologies sustained the largest growth rate from the first quarter of 2011 to the first quarter of 2016 (54.0%). Aerospace and Defense had the highest average annual wage per worker (\$105,567), followed closely by Information and Communications Technologies (\$105,014).

**Figure 5: South Santa Barbara County Industry Clusters by Average Wage and Growth from 2011 to 2016<sup>9</sup>**



<sup>9</sup> JobsEQ, Covered Employment



## Occupational Profile

The unemployment rate, number of jobs created, number of people employed, and the size of the workforce - these general indicators have some value when examining South Santa Barbara County's economy, but they also mask some critical information as well, including the reality that *not all jobs are equal*. An entry-level job that pays minimum-wage with limited training and on-the-job skill development is considerably less valuable than a high-paying, full-time position with full benefits that continually develops and trains an individual for increasing levels of responsibility and opportunities to move up a career ladder.

A recent study by David Autor examined changes in the nation's occupational profile. Autor provided an in-depth examination of the quality and quantity of the jobs that employers have demanded over the last 30 years. In his analysis, Autor developed an occupational segmentation that BW Research has also used in regional occupational analyses. This occupational segmentation technique delineates all occupations into one of three tiers. The occupational tiers are broadly defined as follows:

**Tier 1 Occupations** include managers (Chief Executives, Financial Managers, and Sales Managers), professional positions (Lawyers, Accountants, and Physicians) and highly-skilled technical occupations, such as scientists, computer programmers, and engineers. These occupations are typically the highest-paying, highest-skilled occupations in the economy. In 2014, the average wage for Tier 1 occupations in South Santa Barbara County was \$44.42 an hour or approximately \$92,400 a year (assuming a 40-hour work week for the entire year).<sup>10</sup>

**Tier 2 Occupations** include sales positions (Sales Representatives), teachers, and librarians, office and administrative positions (Accounting Clerks and Secretaries), and manufacturing, operations, and production positions (Assemblers, Electricians, and Machinists). These occupations have historically provided the majority of employment opportunities and could be referred to as middle-wage, middle-skill positions. In 2014, the average wage for Tier 2 occupations in South Santa Barbara County was \$23.89 an hour or approximately \$49,700 a year (assuming a 40-hour work week for the entire year).

**Tier 3 Occupations** include protective services (Security Guards), food service and retail positions (Waiters, Cooks, and Cashiers), building and grounds cleaning positions (Janitors), and personal care positions (Home Health Aides and Child Care Workers). These occupations typically represent lower-skilled service positions with lower wages that require little formal training and/or education. In 2014, the average wage for Tier 3 occupations in South Santa Barbara County was \$13.08 an hour or approximately \$27,200 a year (assuming a 40-hour work week for the entire year).

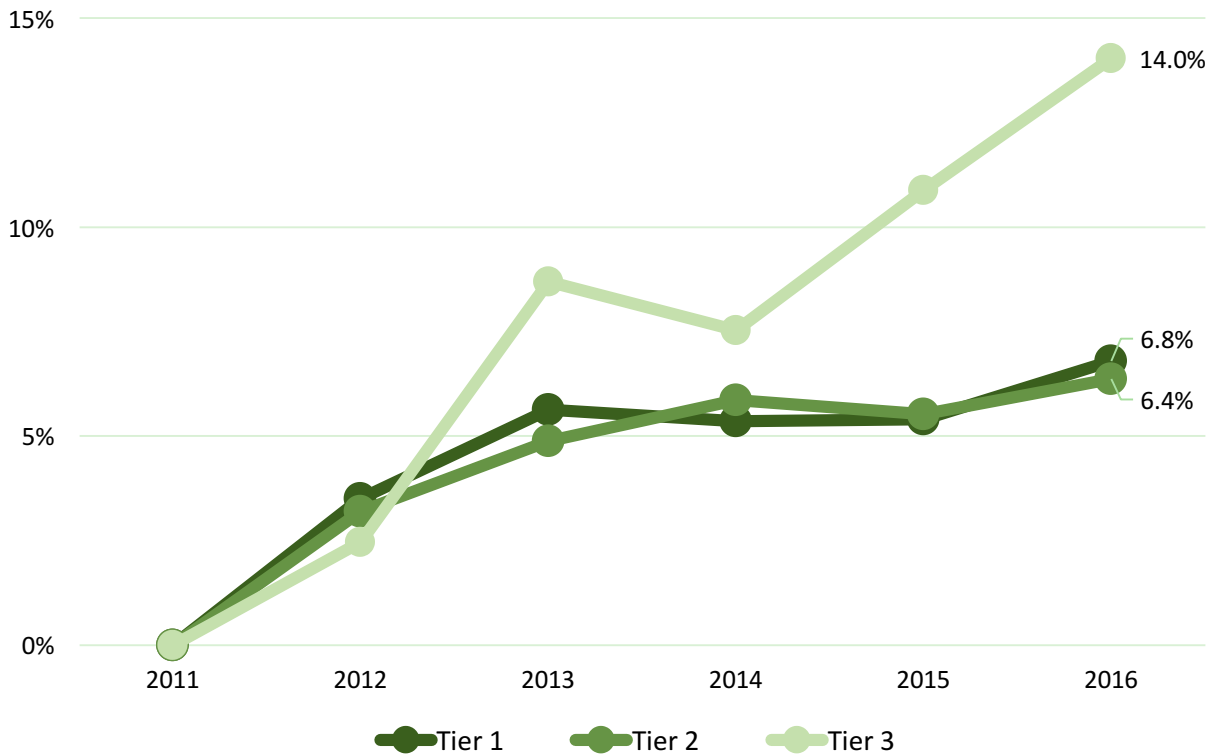
Since the beginning of 2011, Tier 3 jobs expanded by 14.0% (4,400 added jobs), while Tier 1 jobs and Tier 2 jobs increased employment by 6.8% (1,900 added jobs) and 6.4% (2,800 added jobs) respectively. Tier 2 jobs currently represent approximately 46,400 jobs in the region, followed by Tier 3 (35,600 jobs), and Tier 1 (30,200 jobs).

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<sup>10</sup> JobsEQ, 2014 annual average wage data is latest available



**Figure 6: Percentage Change in South Santa Barbara County Occupational Tier Employment from Q1 2011 - Q1 2016**



The table below identifies the top ten occupations in South Santa Barbara County by total employment. As the table shows, each of the top ten occupations pays below the County’s average wage and even below an annual average wage of \$40,000.

**Table 2: Top Ten Occupations in South Santa Barbara County by Total Employment, Q1 2016**

Occupation	Total Emp. 2016	Avg. Annual Wages
Retail Salespersons	3,457	\$26,600
Waiters and Waitresses	3,013	\$25,000
Combined Food Preparation and Serving Workers, Including Fast Food	2,727	\$21,600
Office Clerks, General	2,491	\$35,800
Cashiers	2,485	\$24,500
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,020	\$30,900
Personal Care Aides	2,018	\$23,100
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,987	\$39,800
Maids and Housekeeping Cleaners	1,741	\$23,100
Landscaping and Groundskeeping Workers	1,668	\$29,600





The table below reveals the occupational categories that have generated the largest number of new net jobs in South Santa Barbara County from 2011 to 2016. The table below, shows that all 10 of the fastest growing occupations in South Santa Barbara continue to pay annual average wages below the County average and below \$40,000 a year.

**Table 3: Top Ten Occupations in South Santa Barbara County by Total Change in Employment from Q1 2011 - Q1 2016**

Occupation	Change in Emp. 2011-2016	Avg. Annual Wages
Personal Care Aides	876	\$23,100
Waiters and Waitresses	439	\$25,000
Combined Food Preparation and Serving Workers, Including Fast Food	333	\$21,600
Home Health Aides	302	\$26,100
Cashiers	260	\$24,500
Nursing Assistants	226	\$33,000
Cooks, Restaurant	198	\$26,700
Office Clerks, General	188	\$35,800
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	180	\$30,900
Stock Clerks and Order Fillers	159	\$25,900



### ***Potential Occupational Clusters for Adults with Disabilities***

Occupational clusters provide another perspective for examining employment and related educational opportunities in a given labor market. Like industry clusters, which examine competing and collaborating industries within a given region, occupational clusters examine general occupational categories with comparable skill sets and connected career pathways within a given region. Occupational clusters can be a valuable tool for introducing and informing students and job-seekers of their employment opportunities associated with different educational programs.

The following occupational clusters have been developed to be considered for adults with disabilities in South Santa Barbara County. The occupational clusters were developed based on an assessment of the South Santa Barbara County labor market, an evaluation of those categories that could be appropriate for at least portions of the adult with disabilities population and an examination of general occupational categories that could benefit from both technical and non-technical skills training and education.

**Customer Service positions** – includes cashiers, tellers, salespersons, receptionist, information clerks, desk clerks, customer service representatives, etc. This occupational cluster currently employs 11,700 workers in South Santa Barbara County and is expected to grow by 300 additional positions over the next 5 years, with an estimated replacement demand of 1,950 over the same time period.

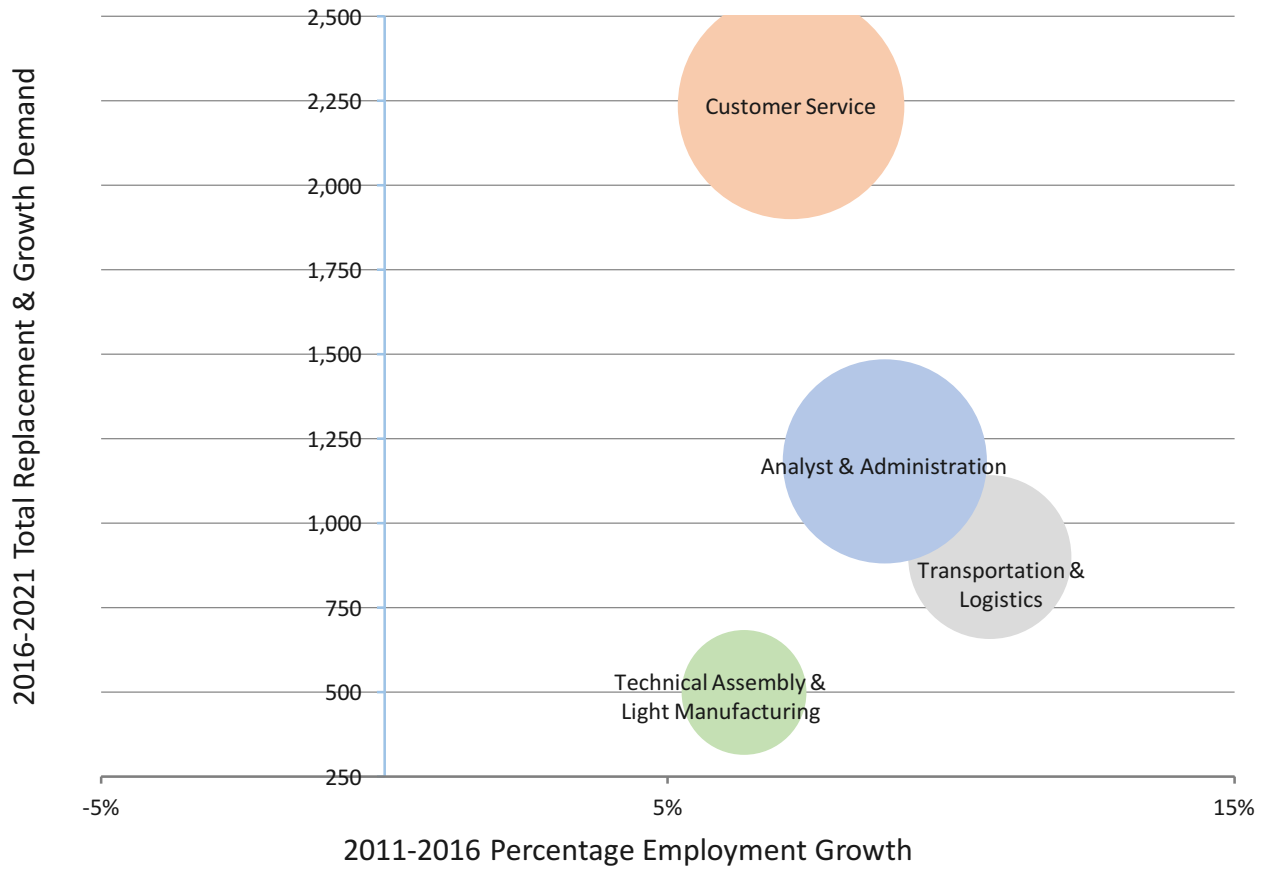
**Technical Assembly & Light Manufacturing positions** – includes team assemblers, general maintenance and repair workers, electrical and electronic equipment assemblers, food processing workers, production workers, etc. Technical Assembly & Light Manufacturing positions represent nearly 3,600 workers in the first quarter of 2016 in the region. The cluster is expected to require approximately 500 workers through replacement demand (460) and growth demand (40) by 2021.

**Transportation & Logistics positions** – includes stock clerks and order fillers, bus drivers, laborers and material movers, shipping, receiving, and traffic clerks, etc. The occupational cluster employs just over 6,000 workers in South Santa Barbara County with the expectation of nearly 800 positions requiring replacement workers over the next 5 years. The cluster is anticipated to grow by over 100 total positions by 2021.

**Analyst & Administration positions** – includes human resource workers, computer support specialists, credit analysts, library technicians, payroll and timekeeping clerks, data entry and information processing workers, office clerks, etc. This cluster employs approximately 9,500 workers in South Santa Barbara County as of the first quarter of 2016. Over the next five years the cluster is expected to grow by over 300 total positions with a replacement demand of over 850 workers.



**Figure 7: South Santa Barbara County Potential AWD Occupational Clusters by Total Replacement and Growth Demand from 2016 to 2021 and Growth from 2011 to 2016<sup>11</sup>**



<sup>11</sup> JobsEQ Covered Employment



## APPENDIX A: PROGRAM DATABASE

**Table 4. List of Programs and Resources for Adults with Disabilities**

Type	Institution	Address	Zip	Programs	Program Description
Support	United Cerebral Palsy WORK, Inc.	423 W. Victoria St	93101	Supported and Independent Living, Applied Abilities, Residential Services, Individual Employment, Health and Wellness, Mentorship	Support services for living include apartment search, housemate matching, finance, housekeeping, medical oversight, access to community resources, socialization, shopping and meal prep; UCP also offers group homes to assist with transition into independent living; applied abilities program fosters development of unique abilities via access to community resources, advocacy, educational opportunities, health and wellness activities, and social enrichment; personalized job development and placement services; mentorship programs for personal development, guidance, and discussion
Education	Santa Barbara City College, Disabled Student Programs and Services	721 Cliff Dr	93109	Assistive Technology Lab, Writing/Reading Strategies	Students learn a variety of math and language strategies to promote self-monitoring, organization, study skills and test-taking techniques relative to reading, writing, math concepts and computation. DSPS offers a class that provides small group instruction and practice in critical reading and writing strategies that promote success in academic classes.
Support	Tri-Counties Regional Center	520 East Montecito St	93103	Residential Care, Day Programs and Social Activities, Behavioral Support, Health/ Medical Services, Transportation, Transition Services, Employment Services	Licensed residential homes that support independent living; day programs that provide activities and training opportunities; transportation is provided to day services and specially scheduled activities and events when needed; transition services for young adults finishing high school; employment services; social activities
Support	PathPoint	315 West Haley St, Suite 102	93101	Behavioral Health, Employment Services, Independent Living, Community Access, Project SEARCH, Senior Community Service Employment	Provide low-cost housing to assist individuals with basic self-care and homecare; employment, job placement, and training services; social interaction and activities; Project SEARCH is a one-year internship program with hands-on training in participating hospitals -- serves young adults with disabilities and graduates receive follow-on services to assist in job retention; work-based job training for low-income, unemployed seniors
Support	City of Santa Barbara, Parks and Recreation	100 E. Carillo St	93101	Recreational and social activities for adults with disabilities	Activities vary by season; promotes community interaction, socialization, and friendship development
Support	Santa Barbara Special Needs Adaptive Programs (sbSNAP)			Community calendar and resource list that compiles information on agencies, organizations, classes/ recreational activities, and support groups	



Support	Santa Barbara County Special Education Local Plan Area	401 North Fairview Ave	93117	Responsible for implementation and oversight of Special Education Local Plan; ensures that individuals with disabilities receive free and appropriate public education	Mandated agency by CA Department of Education to provide oversight, guidance, training, and support to local education providers, parents, guardians, and community to identify and provide best practice individualized education plan services for students with disabilities
Education	Carpinteria Unified School District	1400 Linden Ave	93103	Offer educational programs for adults with disabilities -- 18 to 22 year olds	
Education	Santa Barbara Unified School District	720 Santa Barbara St	93101	Offer educational programs for adults with disabilities -- 18 to 22 year olds	
Education	Santa Barbara County Education Office	4400 Cathedral Oaks Rd	93160	Offer educational programs for adults with disabilities -- 18 to 22 year olds	
Support	Department of Rehabilitation	509 E Montecito St # 101	93101	Offers employment and independent living resources for adults with disabilities	Serves approximately 1,200 people with disabilities in Santa Barbara. Each person receives an Individual Plan for Employment from their Vocational Rehabilitation Counselor; plan may involve training and/or job placement. In addition to in-house employment services, DOR also purchases job placement services with PathPoint, UCP Work Incorporated, Mental Wellness Center, Goodwill, and individual service providers. DOR also has cooperative contract with SB Unified School District that provides job placement services to students with disabilities. DOR funds two types of placement services: Employment Services and Supported Employment Services. The former deals with preparation, placement, and retention, while the latter is for individuals with significant disabilities that require job coaching and ongoing support.
Support	Mental Wellness Center	617 Garden St	93101	Residential and support services, as well as education and advocacy	Peer-supported workshops, social skill development, technology skills, art, community access, independent living transition, education for junior high students on mental health issues
Support	Santa Barbara County Behavioral Health	300 N San Antonio Rd Bldg 3	93110	Support services for behavioral health, drug rehabilitation, youth transition services	Supported employment and education, vocational skills enhancement, medication support, counseling, peer support, social skills development
Support	Jodi House	625 Chapala St	93101	Support services for individuals who have suffered brain injuries	Support Living Services: training, support and supervision to maximize independent living; Community Reintegration: develop independent living in by participating in community life, ensure access to housing, medical care, transportation, education, recovery programs,



					and personal assistance; Vocational Support: prevocational and educational services
Support	Koegel Autism Center	5290 Overpass Rd #231	93111	Program that focuses on behavior modification therapy	Offer private pay services, but received a grant from Department of Rehabilitation allowing them to offer free services to individuals over 18 to improve social and behavioral skills in order to find employment
Support	California Children's Services	345 Camino del Remedio	93110	Medical care for children either at risk or have serious, chronic, and disabling physical conditions or diseases	Diagnostic and Treatment Programs: evaluations by medical specialists and case management; Medical Therapy Program: physical and occupational therapy for neuromuscular or orthopedic conditions; High Risk Infant Follow-Up: offers high risk infants comprehensive development evaluations--goal is to refer infants and toddlers with delays to early developmental services and prevent serious physical disability
Support	Santa Barbara Cottage Rehabilitation Hospital	2415 De La Vina	93105	Medical rehabilitation program for survivors of stroke, brain and spinal cord injury, orthopedic injury, and other disabling conditions	Adaptive Driving, Aquatic Therapy, Assistive Technology, Occupational and Physical Therapy, Psychology Services, Recreation Therapy, Speech Language Pathology



## APPENDIX B: TRAINING & EDUCATION DATABASE

**Table 5: Relevant Associate's and Certificate Programs**

Type	Institution	Address	Zip	Programs	Program Description
Associate's Degree	Santa Barbara City College	721 Cliff Drive	93109	Economics, General	A general program that focuses on the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro- and macroeconomics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.
Associate's Degree & Certificate	Santa Barbara City College	722 Cliff Drive	93109	Business Administration and Management, General	A program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision-making.
Associate's Degree	Santa Barbara City College	723 Cliff Drive	93109	Accounting Technology/Technician and Bookkeeping	A program that prepares individuals to provide technical administrative support to professional accountants and other financial management personnel. Includes instruction in posting transactions to accounts, record-keeping systems, accounting software operation, and general accounting principles and practices.
Associate's Degree & Certificate	Santa Barbara City College	724 Cliff Drive	93109	Computer Systems Networking and Telecommunications	A program that focuses on the design, implementation, and management of linked systems of computers, peripherals, and associated software to maximize efficiency and productivity, and that prepares individuals to function as network specialists and managers at various levels. Includes instruction in operating systems and applications; systems design and analysis; networking theory and solutions; types of networks; network management and control; network and flow optimization; security; configuring; and troubleshooting.
Associate's Degree & Certificate	Santa Barbara City College	725 Cliff Drive	93109	Administrative Assistant and Secretarial Science, General	A program that generally prepares individuals to perform the duties of administrative assistants and/or secretaries and stenographers. Includes instruction in business communications, principles of business law, word processing and data entry, office machines operation and maintenance, office procedures, public relations, secretarial accounting, filing systems and records management, and report preparation.
Associate's Degree	Santa Barbara City College	726 Cliff Drive	93109	Computer and Information Systems Security/Information Assurance	A program that prepares individuals to assess the security needs of computer and network systems, recommend safeguard solutions, and manage the implementation and maintenance of security devices, systems, and procedures. Includes instruction in computer architecture, programming, and systems analysis; networking; telecommunications; cryptography; security system design; applicable law and regulations; risk assessment and policy analysis; contingency planning; user access issues; investigation techniques; and troubleshooting.
Associate's Degree	Santa Barbara City College	727 Cliff Drive	93109	Computer Science	A program that focuses on computer theory, computing problems and solutions, and the design of computer systems and user interfaces from a scientific perspective. Includes instruction in the principles of



					computational science, computer development and programming, and applications to a variety of end-use situations.
Associate's Degree	Santa Barbara City College	721 Cliff Drive	93109	Information Technology	A program that focuses on the design of technological information systems, including computing systems, as solutions to business and research data and communications support needs. Includes instruction in the principles of computer hardware and software components, algorithms, databases, telecommunications, user tactics, application testing, and human interface design.
Associate's Degree & Certificate	Santa Barbara City College	722 Cliff Drive	93109	Building Construction Technology	A program that prepares individuals to apply technical knowledge and skills to residential and commercial building construction and remodeling. Includes instruction in construction equipment and safety; site preparation and layout; construction estimating; blueprint reading; building codes; framing; masonry; heating, ventilation, and air conditioning; electrical and mechanical systems; interior and exterior finishing; and plumbing.
Associate's Degree & Certificate	Santa Barbara City College	723 Cliff Drive	93109	Sales, Distribution, and Marketing Operations, General	A program that focuses on the general process and techniques of direct wholesale and retail buying and selling operations and introduces individuals to related careers. Includes instruction in the principles of entrepreneurial economics, basic sales skills, the distribution channels for goods and services, and supervised practical application experiences.
Associate's Degree & Certificate	Santa Barbara City College	724 Cliff Drive	93109	Biological and Physical Sciences	A program that is either a general synthesis of one or more of the biological and physical sciences, or a specialization which draws from the biological and physical sciences.
Associate's Degree & Certificate	Santa Barbara City College	725 Cliff Drive	93109	Health Information/Medical Records Technology/Technician	A program that prepares individuals, under the supervision of health information administrators and other professionals, to construct medical records and clinical databases, perform manipulations on retrieved data, control the security and quality of records, and supervise data entry and technical maintenance personnel. Includes instruction in clinical and biomedical science data and information requirements, database management, data coding and validation, information security, quality control, health information content and structure, medical business procedures, and legal requirements.
Associate's Degree	Santa Barbara City College	726 Cliff Drive	93109	Radiologic Technology/Science - Radiographer	A program that prepares individuals, under the supervision of physicians, to provide medical imaging services to patients and attending health care professionals. Includes instruction in applied anatomy and physiology, patient positioning, radiographic technique, radiation biology, safety and emergency procedures, equipment operation and maintenance, quality assurance, patient education, and medical imaging/radiologic services management.
Associate's Degree	Santa Barbara City College	727 Cliff Drive	93109	Mathematics, General	A general program that focuses on the analysis of quantities, magnitudes, forms, and their relationships, using symbolic logic and language. Includes instruction in algebra, calculus, functional analysis, geometry, number theory, logic, topology and other mathematical specializations.
Associate's Degree	Santa Barbara City College	728 Cliff Drive	93109	Pre-Engineering	program that prepares individuals for admission or transfer to a baccalaureate-level program in any of the fields of engineering.





Associate's Degree	Santa Barbara City College	729 Cliff Drive	93109	Chemistry, General	A general program that focuses on the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.
Associate's Degree & Certificate	Santa Barbara City College	730 Cliff Drive	93109	Sociology	A program that focuses on the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.
Associate's Degree	Santa Barbara City College	731 Cliff Drive	93109	Physics, General	A general program that focuses on the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.
Associate's Degree & Certificate	Santa Barbara City College	732 Cliff Drive	93109	Animation, Interactive Technology, Video Graphics and Special Effects	A program that prepares individuals to use computer applications and related visual and sound imaging techniques to manipulate images and information originating as film, video, still photographs, digital copy, soundtracks, and physical objects in order to communicate messages simulating real-world content. Includes instruction in specialized camerawork and equipment operation and maintenance, image capture, computer programming, dubbing, CAD applications, and applications to specific commercial, industrial, and entertainment needs.
Associate's Degree	Santa Barbara City College	733 Cliff Drive	93109	Biology/Biological Sciences, General	A general program of biology at the introductory, basic level or a program in biology or the biological sciences that is undifferentiated as to title or content. Includes instruction in general biology and programs covering a variety of biological specializations.
Associate's Degree	Santa Barbara City College	734 Cliff Drive	93109	Graphic Design	A program that prepares individuals to apply artistic and computer techniques to the interpretation of technical and commercial concepts. Includes instruction in computer-assisted art and design, printmaking, concepts sketching, technical drawing, color theory, imaging, studio technique, still and life modeling, multimedia applications, communication skills and commercial art business operations.
Associate's Degree & Certificate	Santa Barbara City College	735 Cliff Drive	93109	Interior Design	A program in the applied visual arts that prepares individuals to apply artistic principles and techniques to the professional planning, designing, equipping, and furnishing of residential and commercial interior spaces. Includes instruction in computer applications, drafting, and graphic techniques; principles of interior lighting, acoustics, systems integration, and color coordination; furniture and furnishings; textiles and their finishing; the history of interior design and period styles; basic structural design; building codes and inspection regulations; and applications to office, hotel, factory, restaurant and housing design.
Associate's Degree & Certificate	Santa Barbara City College	736 Cliff Drive	93109	Hospitality Administration/Management, General	A program that prepares individuals to serve as general managers and directors of hospitality operations on a system-wide basis, including both travel arrangements and promotion and the provision of traveler facilities. Includes instruction in principles of operations in the travel and tourism, hotel and lodging facilities, food



services, and recreation facilities industries; hospitality marketing strategies; hospitality planning; management and coordination of franchise and unit operations; business management; accounting and financial management; hospitality transportation and logistics; and hospitality industry policies and regulations.

Associate's Degree & Certificate	Santa Barbara City College	737 Cliff Drive	93109	Automobile/Automotive Mechanics Technology/Technician	A program that prepares individuals to apply technical knowledge and skills to repair, service, and maintain all types of automobiles. Includes instruction in brake systems, electrical systems, engine performance, engine repair, suspension and steering, automatic and manual transmissions and drive trains, and heating and air condition systems.
Associate's Degree & Certificate	Santa Barbara City College	738 Cliff Drive	93109	Drafting and Design Technology/Technician, General	A program that prepares individuals to generally apply technical skills to create working drawings and computer simulations for a variety of applications. Includes instruction in specification interpretation, dimensioning techniques, drafting calculations, material estimation, technical communications, computer applications, and interpersonal communications.
Associate's Degree	Santa Barbara City College	739 Cliff Drive	93109	Environmental Studies	A program that focuses on environment-related issues using scientific, social scientific, or humanistic approaches or a combination. Includes instruction in the basic principles of ecology and environmental science and related subjects such as policy, politics, law, economics, social aspects, planning, pollution control, natural resources, and the interactions of human beings and nature.
Associate's Degree	Santa Barbara City College	740 Cliff Drive	93109	Film/Cinema/Video Studies	A program in the visual arts that focuses on the study of the history, development, theory, and criticism of the film/video arts, as well as the basic principles of film making and film production.
Associate's Degree & Certificate	Santa Barbara City College	741 Cliff Drive	93109	Real Estate	A program that prepares individuals to develop, buy, sell, appraise, and manage real estate. Includes instruction in land use development policy, real estate law, real estate marketing procedures, agency management, brokerage, property inspection and appraisal, real estate investing, leased and rental properties, commercial real estate, and property management.