



CENTER OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

**LOS ANGELES**

## **Workforce Supply & Demand for Paralegal Jobs in LA County**

Labor Market Supply and Demand Analysis for Bachelor of Science in  
Paralegal Studies at East LA College

*Prepared by: Los Angeles Center of Excellence for Labor Market Research  
October 2024*



# Table of Contents

**Key Findings** ..... 3

**Introduction** ..... 4

**Key Occupation** ..... 5

**Labor Market Demand** ..... 5

    Historical employment ..... 5

    Projected annual job openings ..... 6

    Average hourly wages ..... 6

    Industry employment ..... 8

    Job postings ..... 8

**Educational Supply: Training Programs** ..... 10

    Bachelor’s degrees ..... 10

    Sub-baccalaureate awards ..... 11

**Gap Analysis** ..... 12

**Recommendations & Discussion** ..... 13

**Methodology** ..... 14

**Appendix** ..... 15

## Key Findings

### Demand:

- **Employment**—Employment for the target occupation has grown by 78% over the last 20 years in LA County.
- **Job openings**—Over the next five years, jobs for the target occupation is projected to grow by 11%, resulting in nearly 1,700 jobs available annually in Los Angeles County.
- **Wages**—Average hourly wages for the target occupation are \$0.71 higher than the average across all occupations at the 10<sup>th</sup> percentile, \$0.76 higher at the 25<sup>th</sup> percentile, \$0.68 higher at the median, \$0.65 higher at the 75<sup>th</sup> percentile. At the 90<sup>th</sup> percentile, *paralegals and legal assistants* earn \$5.81 less per hour compared to the average regional worker, on average.
- **Job postings**—Of the employers posting job ads for *paralegals and legal assistants*, the majority preferred a candidate with a bachelor’s degree (64%).
- **Advertised Salaries**—The *paralegal and legal assistant* employers seeking candidates with a bachelor’s degree are advertising annual salaries that are more than \$8,700 per year higher (\$70,912) than those seeking candidates with a high school diploma or associate degree (\$62,208), a 14% difference.

### Supply:

- **Awards**—Over the past three years, educational providers in the region conferred an average of 22 bachelor’s degrees and 465 sub-baccalaureate awards in programs related to legal studies.

### Gap Analysis:

- **Supply of workers**—With 22 average annual bachelor’s degrees and 465 sub-baccalaureate awards issued in the county and 1,696 projected job openings for the target occupation, there is a potential supply gap of 1,209 unfilled *paralegal and legal assistant* jobs in LA County.
- **Employer preferences**—The majority of prospective employers (64%) prefer a bachelor’s degree for employment.

## Introduction

The A.A. Degree in Paralegal Studies was approved and first offered at East Los Angeles College (ELAC) in Spring 2024. The Law and Paralegal Studies programs were designed so that students have the option of simultaneously completing the "Law, Public Policy, and Society" A.A. Degree for Transfer (AD-T), together with the "Paralegal Studies" A.A. Degree (CTE). This empowers students to obtain above-median salary employment as a Paralegal professional to support themselves and their families, while simultaneously pursuing completion of a bachelor's degree and graduate degree (Law School, Juris Doctor degree). Ultimately, students in this pathway can transition seamlessly from the Paralegal profession into the Law profession as an Attorney.

There are NO CSUs nor UCs offering a Paralegal Studies Bachelor's Degree. The nearest community college offering a Paralegal Studies Bachelor of Arts Degree is Santa Ana College in Orange County, which launched its program this year (2024).

ELAC has sufficient law classes in the Business Department for the Paralegal A.A. Degree; and combined with law-related courses from multiple disciplines and departments across the ELAC campus (Administration of Justice, CAOT, Social Sciences, etc.) there are sufficient courses for the Paralegal B.A. Degree.

The ELAC Law and Paralegal programs are steadily growing. The ELAC Law and Paralegal High School Dual-Enrollment programs are also growing. A new Law Professor was hired to meet the increasing demand for the two degrees. All of ELAC's Law Professors are also licensed attorneys in good standing with the State Bar of California.

The key occupation that would benefit from holding a paralegal studies bachelor's degree is:

- **Paralegals and Legal Assistants (23-2011)** Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.<sup>1</sup>

The purpose of this study is to determine whether there is demand in the statewide and regional labor market for *paralegals and legal assistants* that is not being met by the supply from relevant training programs. More specifically, this report addresses the labor market components of Assembly Bill 927, which require evidence of unmet workforce needs related to East LA College's proposed Bachelor of Science in Paralegal Studies.<sup>2</sup>

---

<sup>1</sup> [Paralegals and Legal Assistants \(U.S. Bureau of Labor Statistics\)](#)

<sup>2</sup> [AB-927 Public postsecondary education: community colleges: statewide baccalaureate degree program](#)

## Key Occupation

The key occupation analyzed in this report was selected from the 2018 Standard Occupational Classification (SOC) system. This target occupation is classified under the legal occupations major group (23-0000). This occupation typically requires an associate degree for employment and no previous work experience.

### Exhibit 1: Key occupation

SOC Code	Description	Typical Entry-Level Education	Work Experience Required
23-2011	Paralegals and Legal Assistants	Associate degree	None

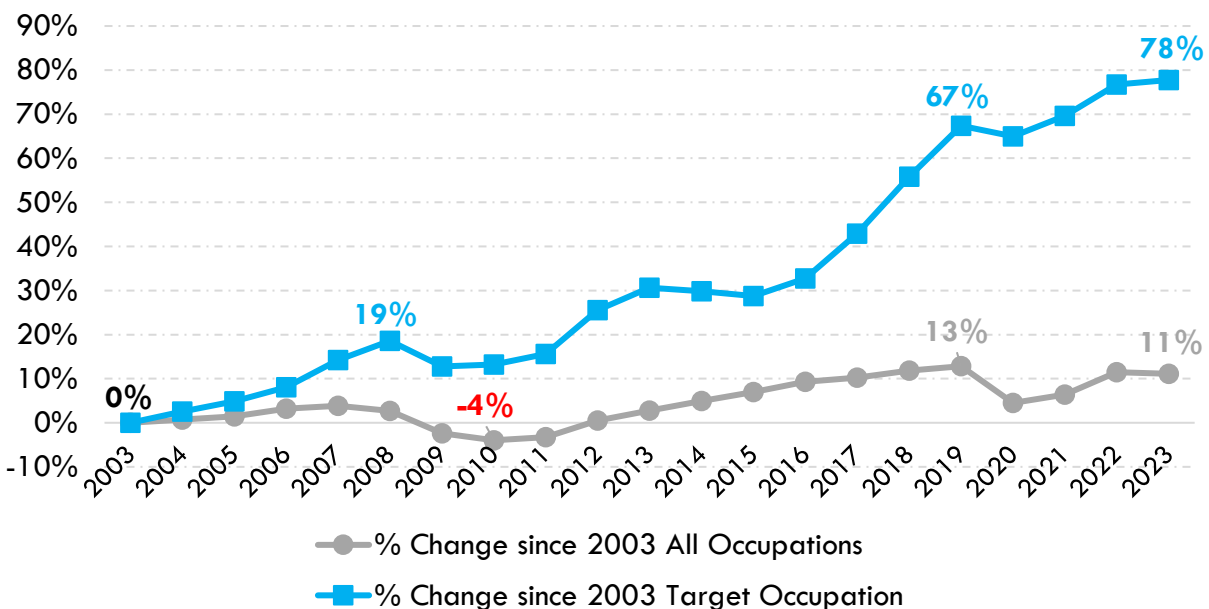
Source: [2018 Standard Occupational Classification \(SOC\) system](#)

## Labor Market Demand

### Historical employment

Exhibit 2 demonstrates that since 2003, employment for the target occupation in the report has increased by 78%, while employment across all occupations has grown by 11% in Los Angeles County. This target occupation has mainly experienced positive growth over the past 20 years, decreasing slightly through the Great Recession (2007-2009) and in 2020, following the COVID-19 pandemic. Even after a slight dip in 2020, the number of jobs for this target occupation has outpaced the average across all occupations, growing by 13% between 2020 and 2023. Since 2003, the number of jobs in Los Angeles County has increased by 11%, only dipping below the number of 2003 jobs during the Great Recession (2007-2009).

### Exhibit 2: Percent change in employment since 2003



Source: Lightcast, Datarun 2024.3

### Projected annual job openings

Exhibit 3 displays detailed 2023 job counts, projected employment figures through 2028, five-year percentage change in employment, and projected annual job openings for the target occupation. Los Angeles County will have nearly 1,700 annual job openings through 2028. This occupation is projected to grow by 11% through 2028 in LA County. In California, nearly 5,000 job openings are projected to be available annually, signaling that one-third of job openings in California for *paralegals and legal assistants* are in LA County. This occupation is expected to grow by 8% throughout the state, surpassing 44,700 jobs by 2028.

**Exhibit 3: Occupational demand in Los Angeles County and California**

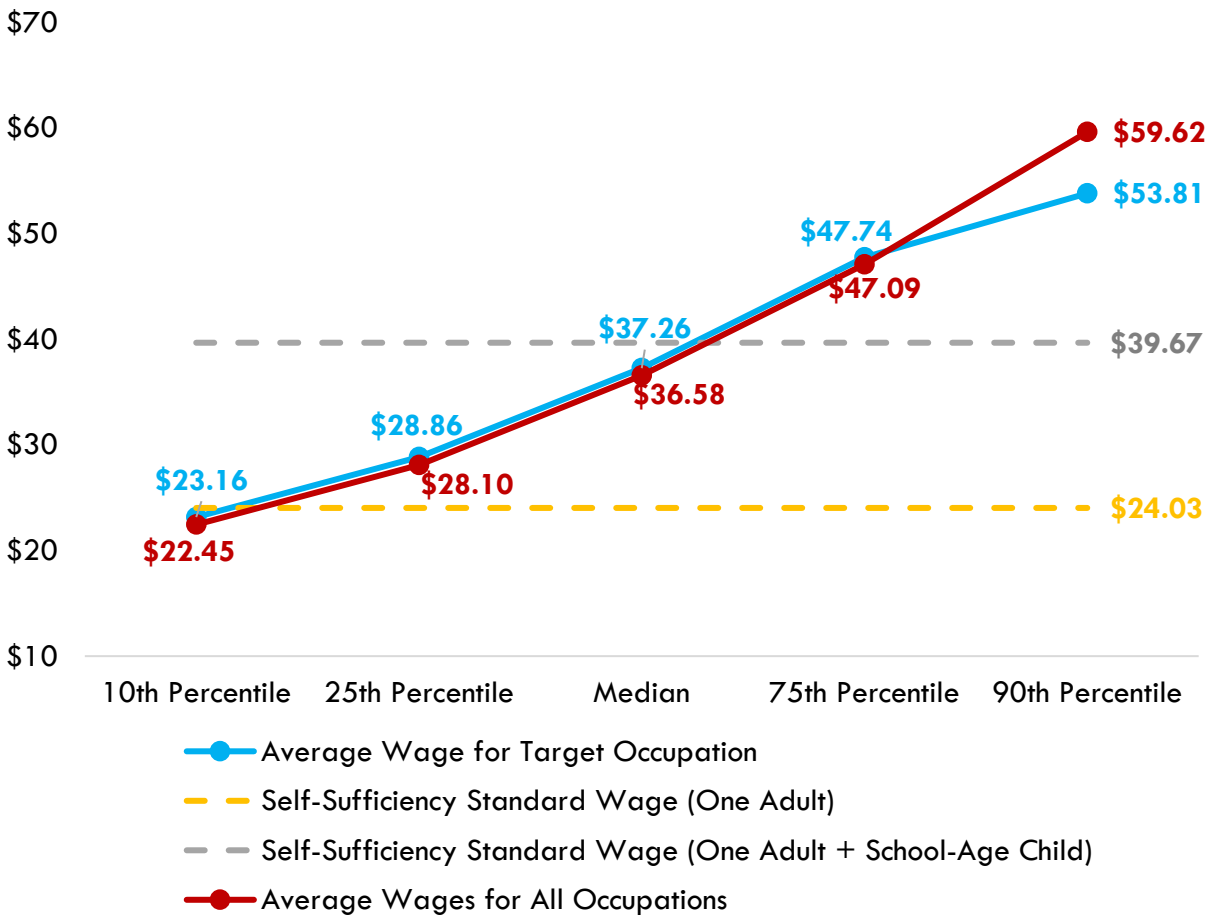
SOC	Occupation	Region	2023 Jobs	2028 Jobs	5-Year % Change	Annual Openings
23-2011	Paralegals and Legal Assistants	Los Angeles	13,246	14,684	11%	1,696
		California	41,525	44,708	8%	4,999

Source: Lightcast, Datarun 2024.3

### Average hourly wages

The average hourly wage for the target occupation in Los Angeles County at the 10th, 25th, median, 75th, and 90th percentile is displayed in Exhibit 4. At the lowest percentile available (i.e., the 10th), workers employed as *paralegals and legal assistants* earn \$0.71 per hour more than the regional average across all occupations. The wages for the target occupation are similar to the regional average wages across all occupations. Progressing to the 25th percentile, this target occupation earns \$0.76 per hour more than the average worker in the region, \$0.68 more at the median level, and \$0.65 more at the 75th percentile. At the 90th percentile, *paralegals and legal assistants* earn nearly \$6.00 less than the typical regional worker, on average. While earnings may vary depending on employer, industry, and city of employment, these represent average wages across Los Angeles County.

**Exhibit 4: Hourly wage range for the target occupation**



Source: Lightcast, Datarun 2024.3 and the [Self-Sufficiency Standard for California](#)

Detailed 25<sup>th</sup> percentile, median, and 75<sup>th</sup> percentile hourly and median annual wages are displayed in Exhibit 5 for the target occupation as well as the average across all occupations in Los Angeles County.

**Exhibit 5: 25<sup>th</sup> percentile, median, and 75<sup>th</sup> percentile hourly and median annual earnings for the target occupation compared to average across all occupations in LA County**

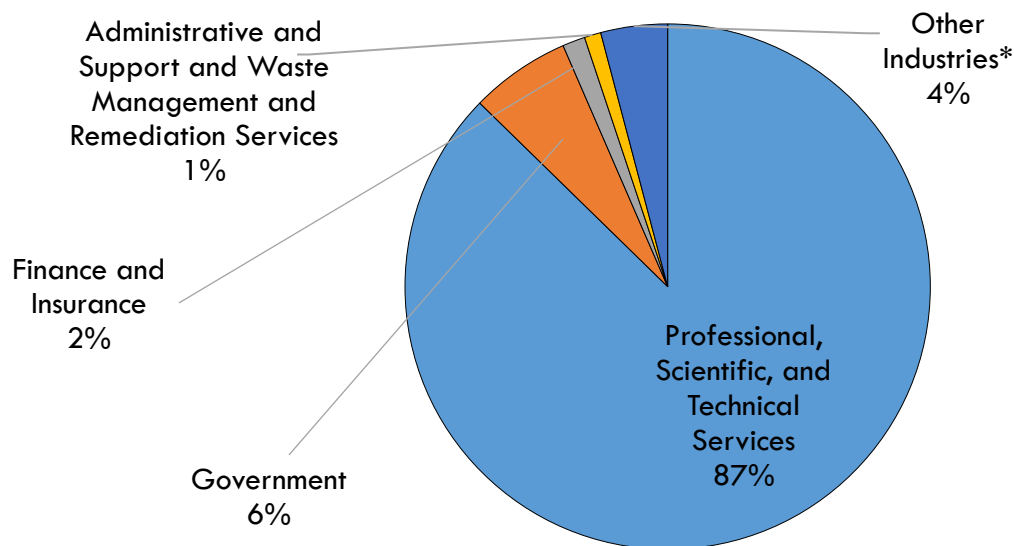
SOC Code	Description	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings	75 <sup>th</sup> Percentile Hourly Earnings	Median Annual Earnings
23-2011	Paralegals and Legal Assistants	\$28.86	\$37.26	\$47.74	\$77,498
-	Avg. for all occupations	\$28.10	\$36.58	\$47.09	\$76,089

Source: Lightcast, Datarun 2024.3

## Industry employment

Exhibit 6 displays the portion of the target occupation working within each industry sector. Unsurprisingly, *professional, scientific, and technical services (NAICS 54)* holds the largest share of workers in this target occupation (87%), followed by *government (6%)*. Together, these two industry sectors comprise 93% of all employment for the target occupation in Los Angeles County. The largest share of employment within the *professional, scientific, and technical services* sector is within *officers of lawyers (NAICS 541110)*. The largest share of employment within the *government* sector is the *local government, excluding education and hospitals (NAICS 903999)*.

**Exhibit 6: Industry concentration of target occupations in 2023**



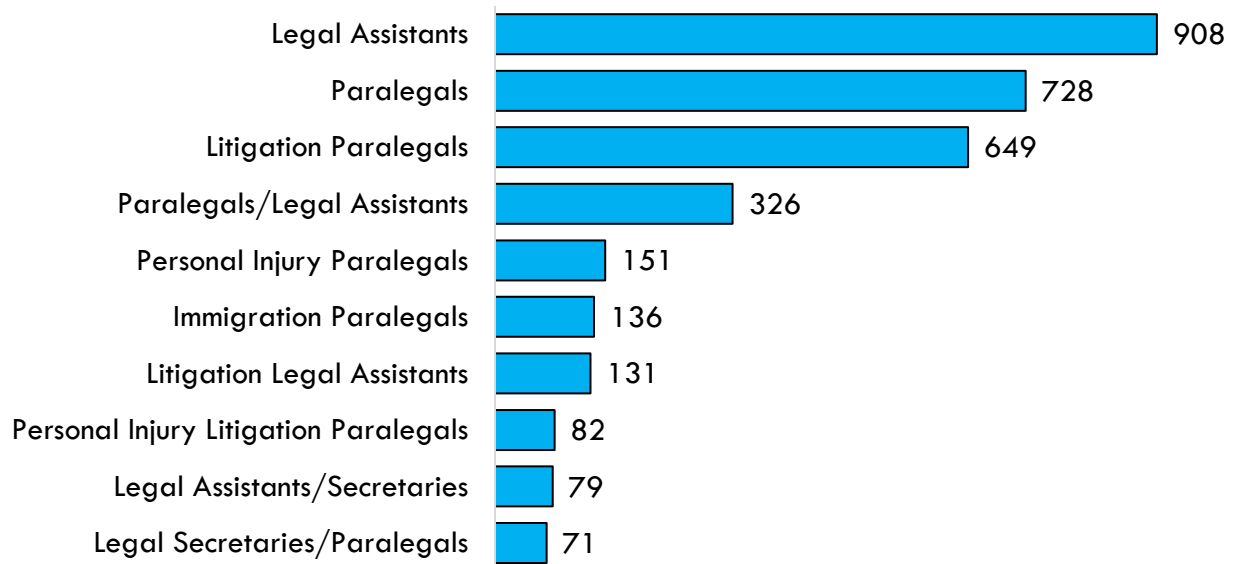
\*Other Industries include Management of Companies and Enterprises (0.9%), Information (0.8%), Health Care and Social Assistance (0.5%), Other Services (except Public Administration) (0.5%), Real Estate and Rental and Leasing (0.4%), Manufacturing (0.3%), Wholesale Trade (0.3%), Educational Services (0.1%), Educational Services (0.1%), Construction (0.1%), Retail Trader (0.1%), and Utilities (0.1%).

Source: *Lightcast, Datarun 2024.3*

## Job postings

Over the last 12 months (October 2023 - September 2024), there were 5,051 unique online job postings for the target occupation in Los Angeles County. The number of job postings by job title appears in Exhibit 7. The most common job titles from job postings were legal assistants, paralegals, litigation paralegals, and paralegals/legal assistants. The employers posting the most job ads during this timeframe were Robert Half, Adams & Martin Group, GPAC, AppleOne, and Jobot. The skills sought most frequently in these job ads were related to lawsuits, legal discovery, legal pleadings, legal depositions, and legal research.

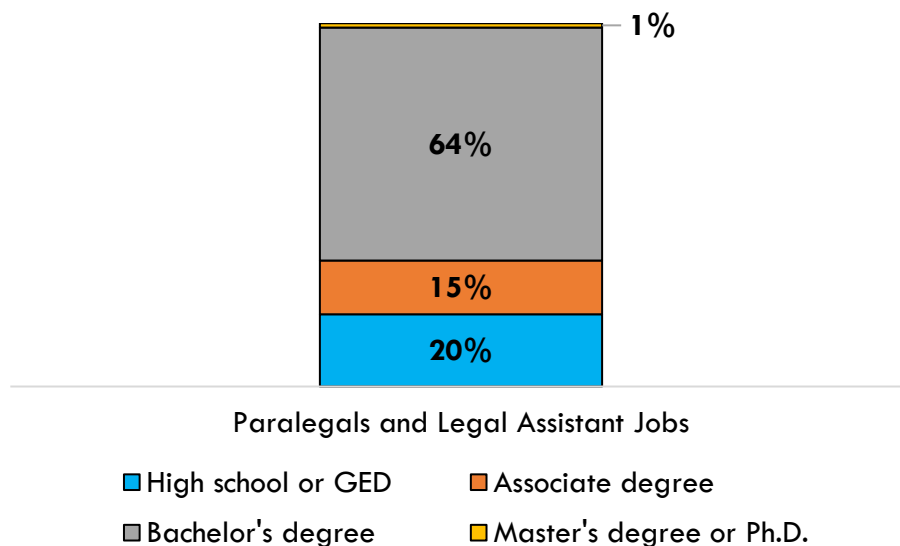
**Exhibit 7: Job postings by job title in Los Angeles County (October 2023 – September 2024)**



Source: Lightcast job posting data

Of all the job postings that listed a minimum educational requirement, most employers sought candidates with bachelor’s degrees (64% of the total). Exhibit 8 shows a breakdown of education levels listed in job postings for *paralegal and legal assistant* jobs. There were 35% of job postings that desired a candidate holding less than a bachelor’s degree: 20% requested a high school diploma or GED, while 15% of job postings desired an associate degree. Only 1% of the job postings desired a candidate with a master’s degree or Ph. D. In Los Angeles County, there were 1,390 job postings that required a bachelor’s degree for entry for this target occupation.

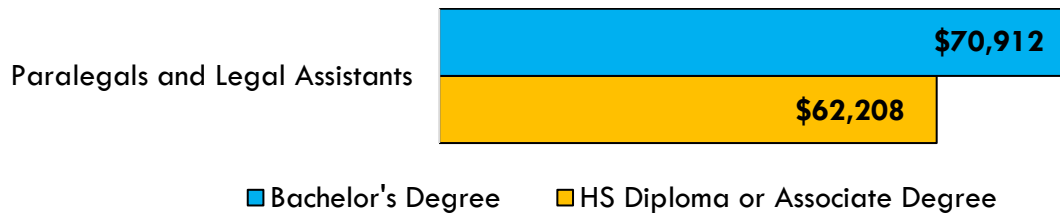
**Exhibit 8: Education breakdown in job postings in Los Angeles County**



Source: Lightcast job posting data

Taking a closer look at job postings that listed a bachelor’s degree as the required level of education versus postings that listed a high school diploma or associate degree, employers seeking candidates with a bachelor’s degree for *paralegal and legal assistant* jobs are advertising annual salaries that are more than \$8,700 per year higher than those seeking candidates with a high school diploma or associate degree. Exhibit 9 demonstrates that regional employers posting *paralegal and legal assistant* job ads are willing to pay 14% more for candidates with a bachelor’s degree than for candidates with a high school diploma or associate degree.

**Exhibit 9: Annual median advertised salary by education level in Los Angeles County**



Source: *Lightcast job postings data*

**Educational Supply: Training Programs**

*Bachelor’s degrees*

In Los Angeles County, awards training for the target occupation have been conferred at four 4-year colleges (see Exhibit 10 below for summary data and Appendix for details). Between 2020 and 2022, there was an average of 22 bachelor’s degrees awarded annually in Los Angeles County.

**Exhibit 10: LA County bachelor’s degrees in legal programs, 2020 to 2022**

Program (CIP)	2019-20	2020-21	2021-22	3-Year Average
Legal Studies (CIP 22.0000)	29	21	15	22
Legal Assistant/Paralegal (CIP 22.0302)	1	-	-	0
<b>Total</b>				<b>22</b>

Source: [National Center for Education Statistics’ Integrated Postsecondary Education Data System](#)

In California, bachelor’s degrees related to the target occupation have been issued at nine 4-year colleges (see Exhibit 11). Between 2020 and 2022, an average of 347 bachelor’s degrees were awarded annually at colleges throughout the state. Only 6% of the targeted awards conferred in California were at colleges in Los Angeles County (22 of 347 awards).

### Exhibit 11: California bachelor's degrees, 2020 to 2023

Program (CIP)	2019-20	2020-21	2021-22	3-Year Average
Legal Studies (CIP 22.0000)	315	343	309	322
Legal Assistant/Paralegal (CIP 22.0302)	14	21	39	25
			<b>Total</b>	<b>347</b>

Source: [National Center for Education Statistics' Integrated Postsecondary Education Data System](#)

#### Sub-baccalaureate awards

For a comprehensive regional supply analysis, it is important to consider the sub-baccalaureate supply for programs that train for the target occupation in LA County, especially since this occupation does not necessarily require a bachelor's degree for employment at this time. Currently, there are 10 community colleges and four other postsecondary institutions in LA County that issue sub-baccalaureate awards for legal studies programs. Sub-baccalaureate awards include associate degrees, certificates, and non-credit awards that typically take fewer than four years to complete.

### Exhibit 12: LA County sub-baccalaureate degrees, 2020-2023

Program (CIP or TOP)	2019-20	2020-21	2021-22	2022-23	3-Year Average
Paralegal (TOP 1402.00)		382	408	343	378
Law, General (TOP 1401.00)		45	56	49	50
Legal Assistant/Paralegal (CIP 22.0302)	38	42	33		38
				<b>Total</b>	<b>465</b>

Source: [California Community Colleges Chancellor's Office Management Information Systems Data Mart](#) & [National Center for Education Statistics' Integrated Postsecondary Education Data System](#)

In California, sub-baccalaureate degrees that train for the target occupation have been awarded in the past three years at 53 different community colleges, and at 12 other postsecondary institutions. Between 2021 and 2023, there was an average of 1,523 sub-baccalaureate awards conferred annually at 53 community colleges. Due to different data collection periods, data for 4-year colleges throughout the state is available from 2020 to 2022. Between 2020 and 2022, there was an average of 93 sub-baccalaureate awards conferred annually at 12 different 4-year colleges. 29% of legal studies-related awards conferred in California were at colleges in Los Angeles County (465 of 1,616 awards). Sub-baccalaureate awards include associate degrees, certificates, and non-credit awards that take fewer than four years to complete.

### Exhibit 13: California sub-baccalaureate degrees, 2020-2023

Program (CIP or TOP)	2019-20	2020-21	2021-22	2022-23	3-Year Average
Paralegal (TOP 1402.00)		1,274	1,310	1,274	1,286
Law, General (TOP 1401.00)		210	246	255	237
Legal Assistant/Paralegal (CIP 22.0302)	90	97	91		93
				<b>Total</b>	<b>1,616</b>

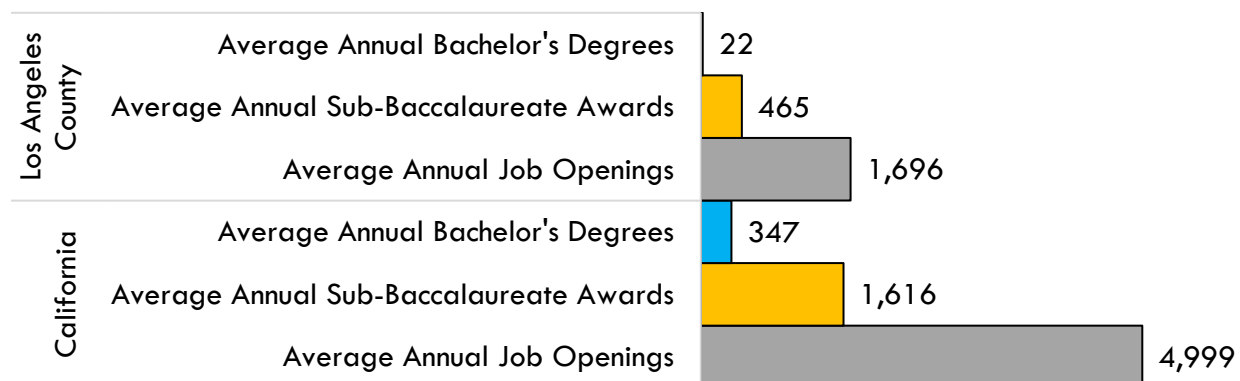
Source: [California Community Colleges Chancellor's Office Management Information Systems Data Mart](#) & [National Center for Education Statistics' Integrated Postsecondary Education Data System](#)

### Gap Analysis

Breaking down the educational supply and occupational demand for this target occupation in Los Angeles County highlights the potential need for a paralegal bachelor's program. With 22 average annual bachelor's degrees awarded, 465 average sub-baccalaureate awards and 1,696 job openings for *paralegals and legal assistants*, the supply gap for this target occupation is 1,209 potential unfilled jobs. Furthermore, job posting data from *paralegal and legal assistant* employers shows that the majority of employers prefer a candidate with a bachelor's degree for employment. This projected workforce shortage facing Los Angeles County requires the attention of all regional education and training providers.

In California as a whole, there is a more pronounced gap between the average annual job openings and the annual awards conferred. While 4,999 *paralegal and legal assistant* jobs are projected to be available annually in California, only 347 annual bachelor's awards and 1,616 sub-baccalaureate awards are conferred annually in related programs. Therefore, a statewide projected workforce shortage of 3,036 unfilled annual job openings for the target occupation is undoubtedly a cause for conversation and planning among education and training providers.

### Exhibit 14: Supply and demand gap analysis for paralegals and legal assistants



Source: Lightcast, Datarun 2024.3; [California Community Colleges Chancellor's Office Management Information Systems Data Mart](#); [National Center for Education Statistics' Integrated Postsecondary Education Data System](#)

## Recommendations & Discussion

This report demonstrates that the demand for projected jobs related to the target occupation is unmet by the talent supply from related education and training programs over the next five years, both in Los Angeles County and California as a whole. While this is a strong starting point for engaging in meaningful discussion about the prospects of a community college baccalaureate program that will help bridge the gap between talent supply and occupational demand in the labor market, it is not sufficient based on legislation.

Therefore, this report can be used as a launch board to validate these findings from traditional labor market information and job postings with regional employers and training providers in an effort to validate the following (sub-bullets summarize key points of support from this report):

- **Evidence that employers are having difficulty filling positions that require a baccalaureate degree.**
  - With 5,051 job postings for the target occupation in Los Angeles County over the last year, there is strong evidence that regional employers are actively seeking qualified individuals for these jobs. 64% of these job postings are seeking candidates with a bachelor's degree.
- **Evidence that employers are willing to pay baccalaureate degree holders more than those with a related associate degree or no postsecondary degree.**
  - Regional employers seeking candidates with a bachelor's degree are advertising annual salaries that are 14% higher, or more than \$8,700 higher per year, than those seeking candidates with a high school diploma or associate degree.
- **Evidence that employers prefer candidates with the proposed baccalaureate degree.**
  - The majority of job postings for regional *paralegal and legal assistant* employers were seeking candidates with a bachelor's degree (64% of total), demonstrating that employers posting job ads prefer candidates with a bachelor's degree for these jobs.
- **Evidence of job placement and/or promotion opportunities for candidates with a baccalaureate degree.**
  - Evidence of this criterion requires additional information from regional employers.
- **Evidence that the occupation/field of the proposed baccalaureate degree will provide higher-wage job opportunities.**
  - Average hourly wages for *paralegals and legal assistants* are \$0.71 higher than the average across all occupations at the 10<sup>th</sup> percentile, \$0.76 higher at the 25<sup>th</sup> percentile, \$0.68 higher at the median, and \$0.65 higher at the 75<sup>th</sup> percentile. On average, *paralegal and legal assistants* earn \$5.81 less than average regional worker at the 90<sup>th</sup> percentile. However, it is worth reiterating that regional employers seeking candidates with a bachelor's degree are advertising annual salaries that are 14% higher, or more than \$8,700 higher per year, than those seeking candidates with a high school diploma or associate degree.

## Methodology

This report has three primary objectives:

1. Assess and quantify the labor market demand for target occupation in Los Angeles County and California.
2. Assess and quantify the educational supply for such jobs.
3. Calculate the potential unmet workforce demand for these jobs.

For the first objective, the most recent datarun (2024.3) from Lightcast was analyzed using 2023 as a base year and a five-year projection period through 2028. This five-year period approximates the time it takes for a typical community college training program to be developed, approved, and for the first cohort of students to enroll, complete the program, and enter the workforce. The average annual job openings for the target occupation was the primary metric analyzed for this objective.

The second objective was calculated using the National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS). This dataset was queried for the number of bachelor's degrees issued from educational institutions in Los Angeles County and California during the most recent three academic years available (2021-23 for TOP programs and 2020-22 for CIP programs). Reporting in IPEDS is organized by Classification of Instructional Programs (CIP). The California Community Colleges Chancellor's Office Management Information Systems Data Mart was queried for sub-baccalaureate awards. Reporting in this system is organized by the Taxonomy of Programs (TOP).

The third objective was achieved by calculating the difference between the sum of job openings and the number of baccalaureate awards issued from related bachelor's-level programs, and sub-baccalaureate awards from related programs. This calculation determines whether there is demand in the labor market for bachelor's level candidates that is not being met by the bachelor's supply from educational programs that align with the relevant occupations.

## Appendix

**Table A: Los Angeles County bachelor's degrees issued for legal programs**

CIP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
22.0000 - Legal Studies	University of La Verne	19	17	14	17
	Scripps College	7	4	1	4
	Pitzer College	3	-	-	1
22.0302 - Legal Assistant/ Paralegal	University of La Verne	1	-	-	0
<b>Total</b>		<b>30</b>	<b>21</b>	<b>15</b>	<b>22</b>

**Table B: California bachelor's degrees issued for legal programs**

CIP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
22.0000 - Legal Studies	University of California-Berkeley	154	171	169	165
	University of California-Santa Cruz	118	131	115	121
	University of La Verne	19	17	14	17
	University of Massachusetts Global	13	16	9	13
	Scripps College	7	4	1	4
	University of California-Santa Barbara	1	4	1	2
	Pitzer College	3	-	-	1
22.0302 - Legal Assistant/ Paralegal	University of Massachusetts Global	11	18	18	16
	National University	2	3	10	5
	Northcentral University	-	-	11	4
	University of La Verne	1	-	-	0
<b>Total</b>		<b>329</b>	<b>364</b>	<b>348</b>	<b>347</b>

**Table C: Los Angeles County sub-baccalaureate awards issued for legal programs**

TOP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1401.00 - Law, General	East LA		29	32	32	31
	LA City		15	16	7	13
	Pasadena		-	6	3	3
	West LA		1	2	4	2
	LA Pierce		-	-	3	1
1402.00 - Paralegal	Pasadena		68	94	70	77
	Cerritos		56	66	40	54
	Mt San Antonio		63	41	40	48

TOP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
	West LA		38	47	55	47
	El Camino		42	39	38	40
	LA City		43	38	33	38
	East LA		31	41	40	37
	LA Mission		36	36	22	31
	LA Trade-Tech		5	6	5	5
<b>TOP Subtotals</b>		<b>-</b>	<b>427</b>	<b>464</b>	<b>392</b>	<b>428</b>
CIP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
22.0302 - Legal Assistant/ Paralegal	Fremont University	20	18	11		16
	Downey Adult School	12	19	14		15
	Abraham Lincoln University	6	5	2		4
	University of La Verne	-	-	6		2
<b>CIP Subtotals</b>		<b>38</b>	<b>42</b>	<b>33</b>	<b>-</b>	<b>38</b>
<b>GRAND TOTAL</b>		<b>465</b>	<b>506</b>	<b>425</b>	<b>-</b>	<b>465</b>

**Table D: California sub-baccalaureate awards issued for legal programs**

TOP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1401.00 - Law, General	Canyons		32	37	24	31
	East LA		29	32	32	31
	San Joaquin Delta		30	37	17	28
	Sacramento City		13	13	32	19
	Santa Ana		18	15	18	17
	Fresno City		11	12	17	13
	LA City		15	16	7	13
	Chaffey		13	13	11	12
	Folsom Lake		6	7	5	6
	Sequoias		7	3	7	6
	Moorpark		5	5	6	5
	Cuesta		8	5	1	5
	Fullerton		1	6	6	4
	Southwestern		3	6	4	4
	San Diego Miramar		3	4	5	4
	Mt. San Jacinto		1	1	8	3
	Pasadena		-	6	3	3
	Hartnell		1	2	5	3
Victor Valley		1	-	7	3	

TOP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
	San Mateo		2	3	2	2
	West LA		1	2	4	2
	Palomar		2	4	1	2
	Deanza		-	1	5	2
	Oxnard		1	2	3	2
	San Diego City		1	4	1	2
	MiraCosta		2	1	2	2
	Cerro Coso		-	-	4	1
	Contra Costa		2	1	1	1
	San Jose City		-	3	1	1
	Cypress		-	-	3	1
	Golden West		1	2	-	1
	Irvine		1	-	2	1
	LA Pierce		-	-	3	1
	Riverside		-	-	3	1
	West Valley		-	2	1	1
	Canada		-	1	1	1
	Woodland		-	-	2	1
	Bakersfield		-	-	1	0
	1402.00 - Paralegal	American River		69	84	113
Pasadena			68	94	70	77
Santa Ana			86	73	66	75
San Diego Miramar			81	60	55	65
Deanza			68	52	62	61
Fullerton			76	41	57	58
Coastline			48	51	69	56
Cerritos			56	66	40	54
Fresno City			50	51	60	54
Mt San Antonio			63	41	40	48
Oxnard			57	41	44	47
West LA			38	47	55	47
Irvine			26	60	45	44
El Camino			42	39	38	40
LA City			43	38	33	38
East LA			31	41	40	37
Evergreen Valley			44	30	38	37
Chaffey			27	51	29	36
Canyons			28	33	46	36
LA Mission			36	36	22	31
Merritt		36	24	32	31	

TOP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
	West Valley		28	28	25	27
	Cerro Coso		21	29	16	22
	Southwestern		22	24	14	20
	Cuesta		19	23	15	19
	Cuyamaca		15	16	21	17
	Riverside		22	17	12	17
	San Francisco		23	14	13	17
	Canada		13	14	12	13
	Allan Hancock		5	17	11	11
	Sequoias		8	8	16	11
	Santa Rosa		10	7	11	9
	Mt. San Jacinto		1	12	14	9
	Chabot Hayward		-	12	12	8
	Victor Valley		1	14	9	8
	Skyline		5	12	6	8
	LA Trade-Tech		5	6	5	5
	San Joaquin Delta		2	4	8	5
	Palomar		1	-	-	0
<b>TOP Subtotals</b>		<b>-</b>	<b>1,484</b>	<b>1,556</b>	<b>1,529</b>	<b>1,523</b>
CIP - Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
22.0302 - Legal Assistant/ Paralegal	MTI College	17	22	18		19
	Fremont University	20	18	11		16
	Downey Adult School	12	19	14		15
	National University	7	10	13		10
	South Coast College	10	2	11		8
	Empire College	7	9	-		5
	Santa Barbara Business College-Bakersfield	8	7	-		5
	Abraham Lincoln University	6	5	2		4
	University of Massachusetts Global	3	3	6		4
	Northcentral University	-	2	5		2
	University of La Verne	-	-	6		2
	Humphreys University-Stockton and Modesto Campuses	-	-	5		2
	<b>CIP Subtotals</b>		<b>90</b>	<b>97</b>	<b>91</b>	<b>93</b>
<b>GRAND TOTAL</b>		<b>1,574</b>	<b>1,653</b>	<b>1,620</b>	<b>1,616</b>	<b>1,574</b>

## **About the Centers of Excellence for Labor Market Research**

The Centers of Excellence (COE) is a statewide initiative supported by the California Community Colleges' Economic and Workforce Development program. The COE research team represents expertise in labor market analysis with a focus on research design, educational and training program mapping, and identifying skill sets for emerging occupations as well as geospatial analysis. The COE maintains strategic alliances with research organizations whose relationships and technical expertise enhance COE research efforts and with industry associations that assist in validating research findings, ensuring that the most recent industry and labor market conditions are captured. COE studies are used to inform policy discussions, industry-wide legislative efforts, and regional workforce and economic development strategies, as well as guide program and resource development efforts by the California Community Colleges. These reports can be accessed at [www.coecc.net](http://www.coecc.net).