

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> there is projected to be 13,740 annual job openings throughout Los Angeles and Orange counties for these early childhood education occupations, which is more than the 6,479 awards conferred by educational institutions.	
Self-Sufficiency Standard Living Wage ¹ :	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> all annual job openings for these early childhood education occupations have entry-level hourly wages significantly below the OC living wage of \$27.13.	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> though the majority (83%) of annual job openings for these early childhood education occupations typically require a high school diploma, between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education.	

Additional Considerations			
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> N/A		
OC Resilient Job(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> See Resilient Jobs and US News & World Report Best Jobs		
U.S. News & World Report 2025 Best Jobs List ² :	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> See Resilient Jobs and US News & World Report Best Jobs		

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to two middle-skill occupations:

- *Preschool Teachers, Except Special Education (25-2011)*
- *Childcare Workers (39-9011)*

¹ At the direction of the California Community College Chancellor's Office, the living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage, to determine Orange County's living wage of \$27.13, last updated in March 2024.

² "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

Based on the available data there appears to be a supply gap for these early childhood education occupations and typical education requirements for these occupations align with a community college education. However, all annual job openings have entry-level wages significantly below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Preschool Teachers, Except Special Education (25-2011)	LA: 1,799	LA: 1,253			
	OC: 508	OC: 601	OC: \$17.35	Associate degree	30%
	<i>TTL: 2,307</i>	<i>TTL: 1,854</i>			
Childcare Workers (39-9011)	LA: 9,537	LA: 3,856		High school diploma or equivalent	
	OC: 1,896	OC: 769	OC: \$15.50		36%
	<i>TTL: 11,433</i>	<i>TTL: 4,625</i>			
Total	13,740	6,479	N/A	N/A	N/A

Demand:

- The number of jobs related to these early childhood education occupations is projected to decrease by 1% through 2028, equating to 13,740 annual job openings.
- Hourly entry-level wages for these early childhood education occupations range from \$15.50 to \$17.35 in Orange County; all annual job openings have entry-level wages significantly below the Self-Sufficiency Standard living wage.
 - It is important to note that 24% of these early childhood education occupations are considered to be self-employed throughout Los Angeles and Orange counties and as such may have different earning patterns than those of regular employees.
- There were 6,968 online job postings for these early childhood education occupations over the past 12 months. The highest number of postings were for preschool teachers, nannies, and child care teachers.
- The typical entry-level education for these early childhood education occupations ranges from a high school diploma to an associate degree.
- Between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 4,635 awards conferred by 26 community colleges in Los Angeles and Orange Counties from 2020 to 2023.
- Non-community college institutions conferred an average of 1,844 awards from 2019 to 2022.
- Orange County community college students that exited child development/early care and education programs in the 2020-21 academic year had a median annual wage of \$34,672 (\$16.67 per hour) after exiting the program and 26% attained the regional living wage.

- Throughout Orange County, 72% of child development/early care and education programs students that exited their program in 2019-20 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for these early childhood education occupations from 2018 through 2028. Though there was a 7% decline across all occupations in Los Angeles and Orange counties from 2019 to 2020 due to the COVID-19 pandemic, employment these early childhood education occupations decreased by 10% during the same period.

In the two years preceding the pandemic, employment for these occupations fluctuated in Orange County, with a decrease in 2019 following an increase in 2018. After a decrease in employment in 2020 to 2021, and an increased through 2023, employment for these occupations in Orange County is projected to grow through 2028, experiencing a similar rate relative to all occupations in Los Angeles and Orange counties.

Exhibit 2: Annual Percent Change in Jobs for Early Childhood Education Occupations, 2018-2028

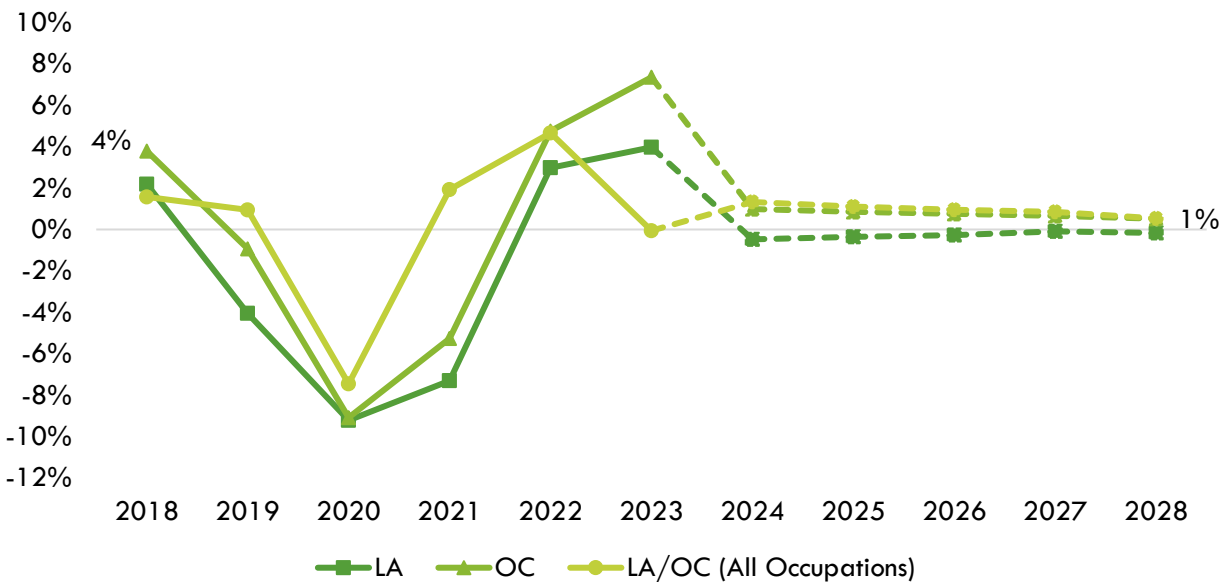


Exhibit 3 shows the five-year occupational demand projections for these early childhood education occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 1% through 2028. There is projected to be 13,740 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties³

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	71,086	69,364	(1,722)	(2%)	11,336
Orange	14,906	15,365	459	3%	2,404

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Total	85,992	84,729	(1,263)	(1%)	13,740

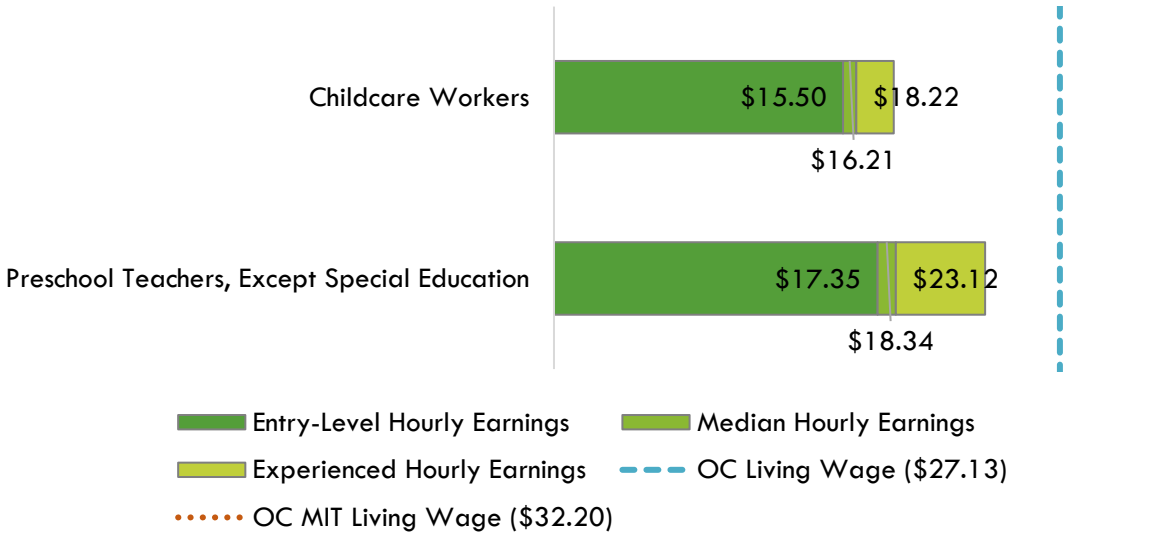
Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these early childhood education occupations in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

At the direction of the California Community College Chancellor’s Office, the living wage endorsement criteria in this report uses the University of Washington’s Center for Women’s Welfare Self-Sufficiency Standard, which the COE refers to as a living wage, to determine Orange County’s living wage of \$27.13, last updated in March 2024. Additionally, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. Currently, the MIT Living Wage in Orange County is \$32.20. Both figures, which account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, are notated in the exhibits below.

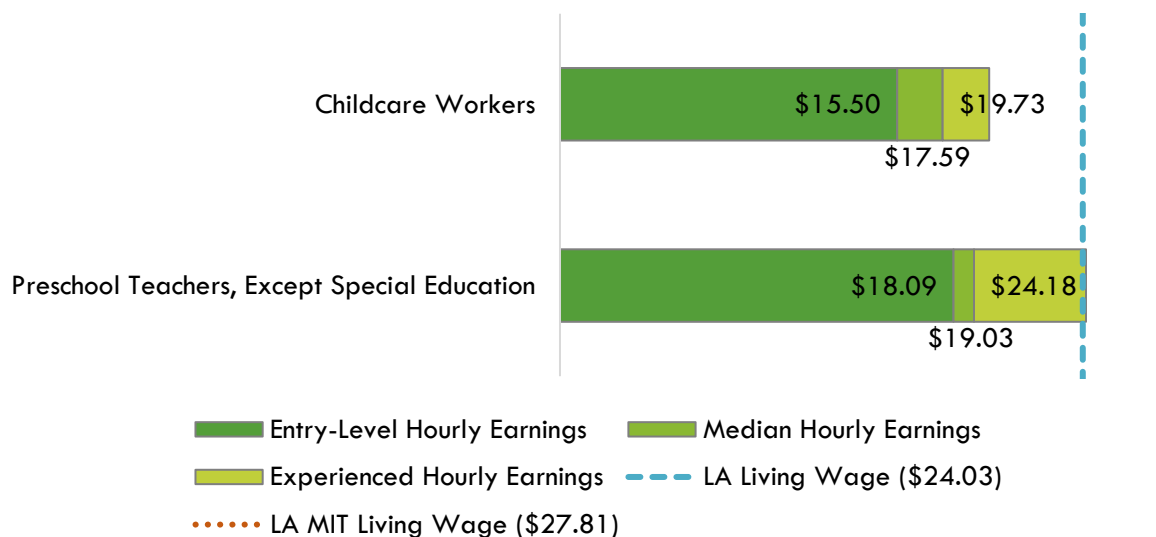
All annual openings for these early childhood education occupations have entry-level, median, and experienced wages are below the Self-Sufficiency Standard living wage for one adult (\$27.13 in Orange County). Entry-level wages range between \$15.50 and \$17.35, median wages range between \$16.21 and \$18.34, and experience wages range between \$18.22 and \$23.12. Orange County’s average wages of \$18.67 are below to the average statewide wage of \$19.78 for these occupations. Exhibit 4 shows the wage range for each of these early childhood education occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



All annual openings for these early childhood education occupations have entry-level and median wages below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Entry-level wages range between \$15.50 and \$18.09, and median wages range between \$17.59 and \$19.03. Experience wages for *preschool teachers, except special education* are \$24.18, which is slightly above the living wage. Los Angeles County’s average wages of \$19.32 are slightly below the average statewide wage of \$19.78 for these occupations. Exhibit 5 shows the wage range for each of these early childhood education occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs:

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job. None of these occupations met the criteria for any of these designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Childcare Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preschool Teachers, Except Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Postings:

Important Online Job Postings Data Note: Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences

in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.⁴ For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 6,968 online job postings related to these early childhood education occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. The majority (66%) of job postings were for preschool teachers, except special education.

Exhibit 7: Number of Job Postings by Occupation (n= 6,968)

Occupation	Job Postings	Percentage of Job Postings
Preschool Teachers, Except Special Education	4,570	66%
Childcare Workers	2,398	34%
Total Postings	6,968	100%

The top employers in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Employers by Number of Job Postings (n= 6,968)

Employer	Job Postings	Percentage of Job Postings
KinderCare Education	356	5%
Bright Horizons	253	4%
Learning Care Group	170	2%
Educated Nannies	94	1%
At Pace Ltd	87	1%
Estatejobs.Com	79	1%
Childtime Learning Centers	76	1%
YMCA	74	1%
Crunch Care	72	1%
Kid Care	68	1%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 9.

Exhibit 9: Top Skills by Number of Job Postings (n= 6,968)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Preschool Education (2,875)	Communication (2,037)	Microsoft Office (65)
Child Development (2,628)	Teaching (1,967)	Microsoft Excel (58)
Early Childhood Education (1,166)	English Language (850)	Microsoft Outlook (45)

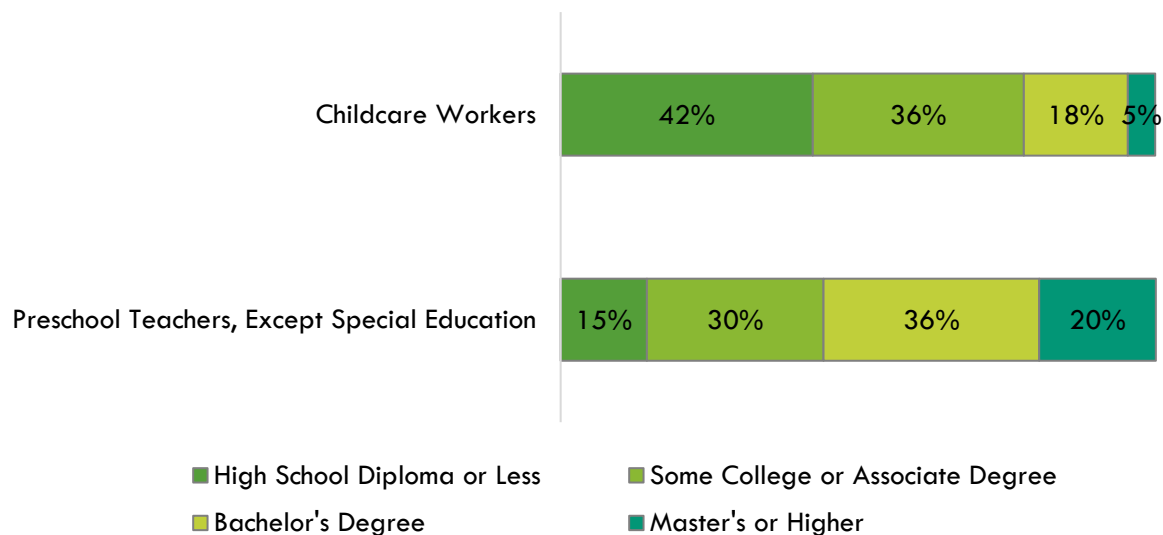
⁴ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lesson Planning (911)	Planning (822)	Zoom (Video Conferencing Tool) (32)
Working With Children (836)	Customer Service (612)	Microsoft PowerPoint (24)
Classroom Management (529)	Organizational Skills (574)	Microsoft Word (22)
Diaper Changing (441)	Leadership (564)	Spreadsheets (12)
Housekeeping (413)	Multitasking (515)	Adobe Photoshop (11)
Developmental Psychology (332)	Interpersonal Communications (508)	Canva (Software) (10)
Meal Planning and Preparation (330)	Lifting Ability (491)	Google Workspace (9)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *childcare workers* and an associate degree for *preschool teachers, except special education*. However, the national-level educational attainment data indicates between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 10 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 10: National-level Educational Attainment for Occupations



Of the 42% of the cumulative job postings for these early childhood education occupations that listed a minimum education requirement in Los Angeles/Orange County, 75% (2,185) requested a high school diploma or an associate degree and 23% (686) requested a bachelor's degree.

Educational Supply

The following supply tables displays the total supply for these early childhood education occupations that align with these TOP/CIP codes and program needs.

Community College Supply:

Exhibit 11 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Child Development/Early Care and Education (1305.00)
- Preschool Age Children (1305.40)
- The School Age Child (1305.50)
- Child Development Administration and Management (1305.80)
- Infants and Toddlers (1305.90)

The colleges with the most completions in the region are East LA, Santa Monica, and LA Mission. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 11: Regional Community College Awards (Certificates and Degrees), 2020-2023

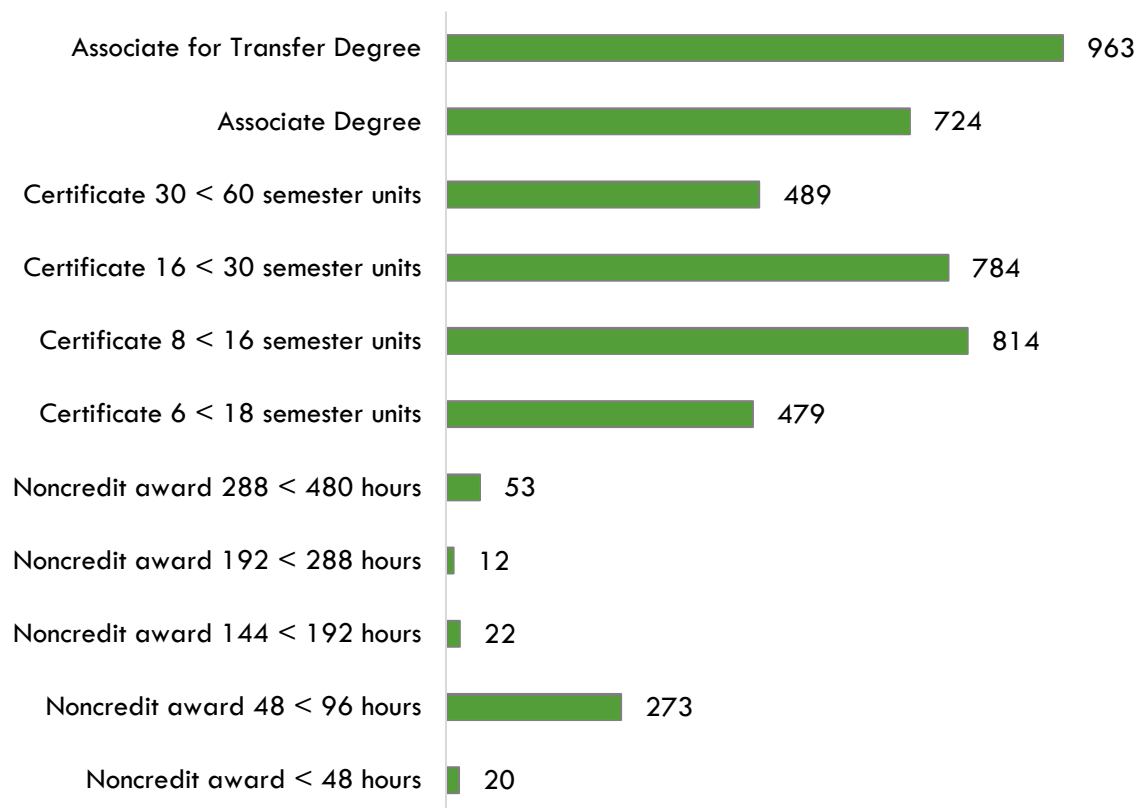
TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1305.00	Child Development/Early Care and Education	Cerritos	128	275	370	258
		Citrus	193	184	109	162
		Compton	32	42	33	36
		East LA	568	602	455	542
		El Camino	192	188	186	189
		Glendale	28	26	26	27
		LA City	200	191	167	186
		LA Harbor	43	51	44	46
		LA Mission	206	337	332	292
		LA Pierce	128	85	83	99
		LA Southwest	88	53	32	58
		LA Trade	169	105	98	124
		LA Valley	161	135	170	155
		Long Beach	151	146	140	146
		Mt San Antonio	219	261	231	237
		Pasadena	129	94	59	94
		Rio Hondo	296	234	188	239
		Santa Monica	425	426	246	366
		West LA	66	52	42	53
				LA Subtotal	3,422	3,487
		Fullerton	53	46	49	49

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Irvine	61	130	72	88
		North Orange Adult	63	32	129	75
		Orange Coast	16	12	47	25
		Saddleback	126	151	100	126
		Santa Ana	59	57	189	102
		Santiago Canyon	1	4	21	9
		OC Subtotal	379	432	607	473
Supply Subtotal/Average			3,801	3,919	3,618	3,779
1305.40	Preschool Age Children	LA Mission	16	34	51	34
		LA Pierce	161	130	148	146
		LA Valley	80	94	107	94
		LA Subtotal	257	258	306	274
		Fullerton	11	11	8	10
		Orange Coast	16	27	91	45
		Santa Ana	53	64	47	55
		Santiago Canyon	17	9	64	30
		OC Subtotal	97	111	210	139
Supply Subtotal/Average			354	369	516	413
1305.50	The School Age Child	El Camino	12	14	16	14
		Glendale	2	2	3	2
		LA Mission	4	9	6	6
		LA Pierce	20	14	34	23
		LA Valley	13	19	23	18
		Mt San Antonio	0	1	1	1
		LA Subtotal	51	59	83	64
		Santa Ana	0	3	1	1
		OC Subtotal	0	3	1	1
Supply Subtotal/Average			51	62	84	66
1305.90	Infants and Toddlers	Cerritos	0	3	0	1
		East LA	13	7	11	10
		Glendale	5	6	10	7
		LA City	29	31	28	29
		LA Mission	10	14	19	14
		LA Pierce	34	29	32	32
		LA Valley	0	1	1	1
		Mt San Antonio	0	3	1	1

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Pasadena	5	7	1	4
		Rio Hondo	7	3	5	5
		LA Subtotal	103	104	108	105
		Irvine	3	4	2	3
		Orange Coast	2	4	3	3
		Saddleback	18	12	15	15
		Santa Ana	142	149	7	99
		Santiago Canyon	2	5	100	36
		OC Subtotal	167	174	127	156
		Supply Subtotal/Average	270	278	235	261
		Supply Total/Average	4,610	4,730	4,541	4,627

Exhibit 12 shows the annual average community college awards by type from 2020-21 to 2022-23. The plurality of the awards are for associate for transfer degrees, followed by certificates between 8 and less than 16 semester units and certificates between 16 and less than 30 semester units.

Exhibit 12: Annual Average Community College Awards by Type, 2020-2023



Community College Student Outcomes:

Exhibit 13 shows the Strong Workforce Program (SWP) metrics for child development/early care and education programs in Rancho Santiago Community College District (RSCCD), the Orange County Region, and California. Of the 7,586 Orange County child development/early care and education students in the 2021-22 academic year, 36% (2,739) attended an RSCCD college.

RSCCD students that exited child development/early care and education programs in the 2021-22 academic year had lower median annual earnings (\$33,156 or \$15.94 per hour) compared to all child development/early care and education students in Orange County (\$34,672 or \$16.67 per hour). A lower percentage of RSCCD child development/early care and education students attained the living wage (27%) when compared to all child development/early care and education students in Orange County (32%).

Exhibit 13: Child Development/Early Care and Education (1305.00) Strong Workforce Program Metrics, 2021-22⁵

SWP Metric	RSCCD	OC Region	California
SWP Students	2,739	7,586	90,133
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	17%	20%	21%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	96%	92%	76%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	50	243	6,125
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	133	656	8,524
SWP Students with a Job Closely Related to Their Field of Study (2019-20)	50%	72%	72%
Median Annual Earnings for SWP Exiting Students (2020-21)	\$33,156 (\$15.94)	\$34,672 (\$16.67)	\$31,124 (\$14.96)
Median Change in Earnings for SWP Exiting Students (2020-21)	22%	26%	28%
SWP Exiting Students Who Attained the Living Wage (2020-21)	27%	32%	40%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering child development/early care and education programs. Exhibit 14 displays the annual and three-year average awards granted by these institutions under the related to Classification of Instructional Programs (CIP) codes:

- Early Childhood Education and Teaching (13.1210)
- Child Development (19.0706)
- Child Care and Support Services Management (19.0708)

No awards were conferred under the following related CIP codes:

- Teacher Assistant/Aide (13.1501)
- Child Care Provider/Assistant (19.0709)
- Early Childhood and Family Studies (19.0711)

⁵ All SWP metrics are for 2021-22 unless otherwise noted.

Exhibit 14: Regional Non-Community College Awards, 2019-2022

CIP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
13.1210	Early Childhood Education and Teaching	American Jewish University	18	26	64	36
		Bethesda University	2	1	4	2
		Biola University	0	1	3	1
		California State University-Dominguez Hills	194	225	243	221
		California State University-Fullerton	516	510	527	518
		California State University-Los Angeles	391	384	402	392
		California State University-Northridge	344	392	400	379
		Mount Saint Mary's University	3	4	2	3
		Pacific Oaks College	94	106	112	104
		University of Massachusetts Global	51	62	68	60
		Vanguard University of Southern California	7	7	4	6
		Supply Subtotal/Average			1,620	1,718
19.0706	Child Development	Mount Saint Mary's University	27	18	11	19
		University of La Verne	67	61	68	65
		Whittier College	24	19	23	22
Supply Subtotal/Average			118	98	102	106
19.0708	Child Care and Support Services Management	University of La Verne	16	15	16	16
Supply Subtotal/Average			16	15	16	16
Supply Total/Average			1,754	1,831	1,947	1,844

Regional Demographics

This section examines demographic data for Orange County community college students in child development/early care and education programs compared to the OC population, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

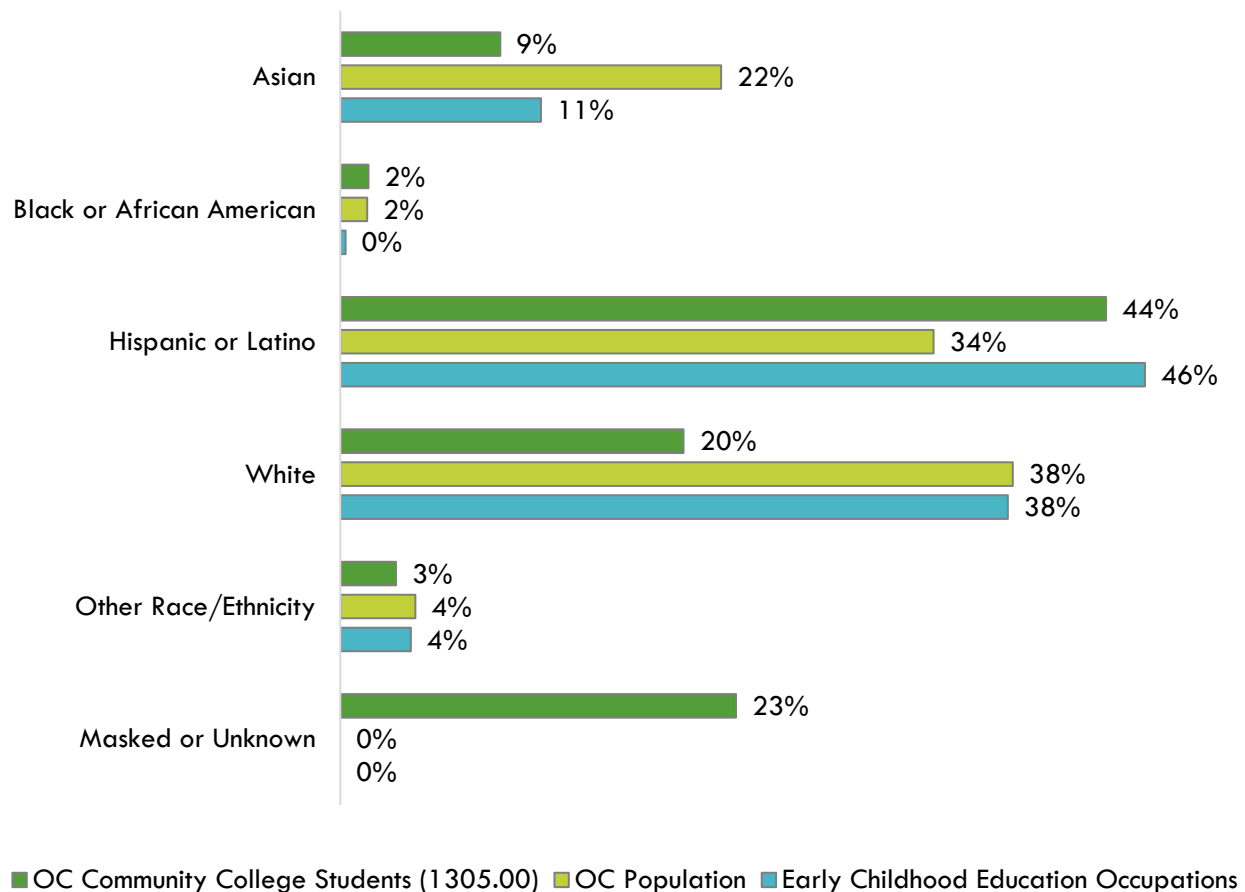
Ethnicity:

Exhibit 15 compares the ethnicity of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for the two early childhood education occupations included in this report.

Notably, 46% of workers employed in these early childhood education occupations are Hispanic or Latino, which is more than the population (34%) but only slightly higher than community college child development/early care and education students (44%). Conversely, 38% of workers in the field are white, which is aligned with the population (38%) but much higher than community college child development/early care and education students (20%).

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of Hispanic or Latino workers is *childcare workers* (55%), which has the lowest entry-level wages of the two early childhood education occupations. *Preschool teachers, except special education* has the highest percentage of white workers (51%). This occupation also has the highest entry-level education requirements and has the highest entry-level wages of the two early childhood education occupations.

Exhibit 15: Program and County Demographics by Ethnicity



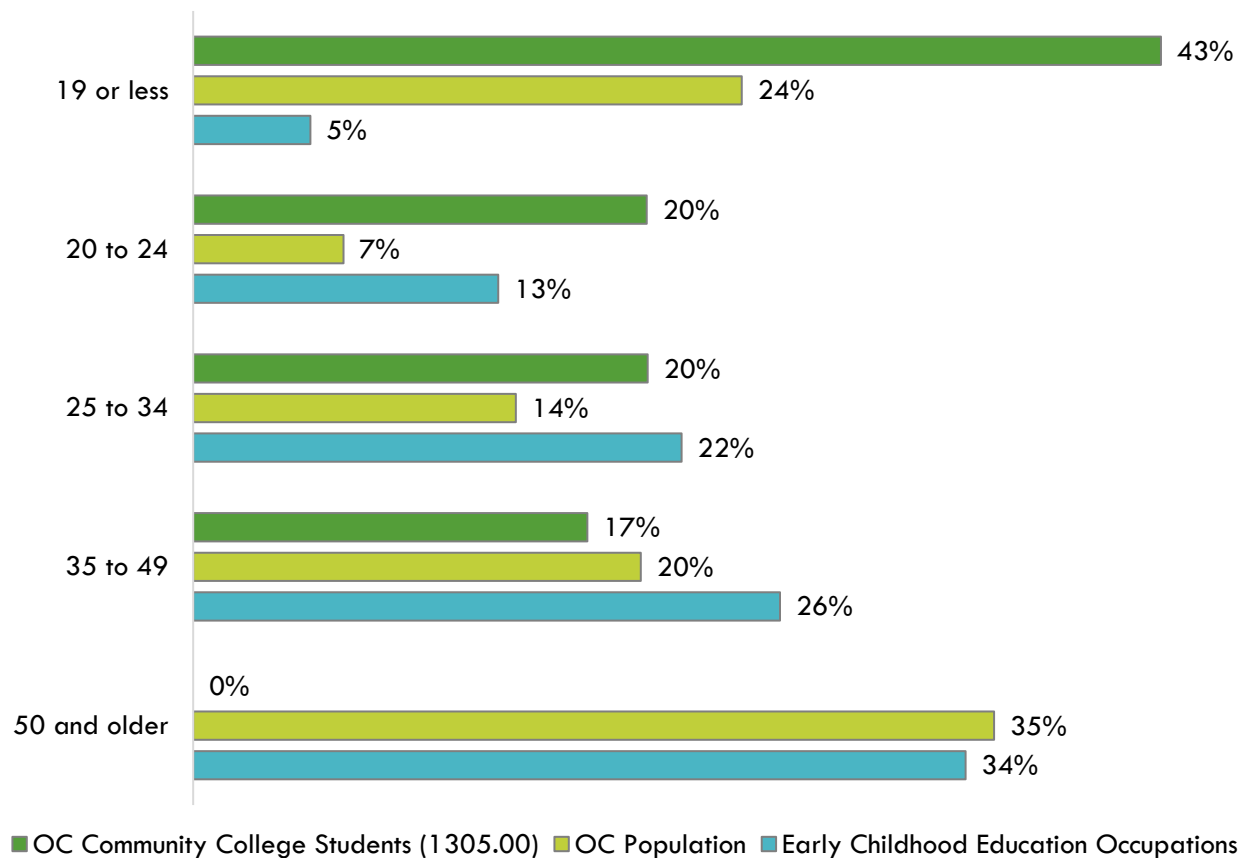
Age:

Exhibit 16 compares the age of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for the two early childhood education occupations included in this report.

Nearly 60% of workers in these early childhood education occupations are age 35 and older, which is higher than the population (55%) and significantly higher than community college child development/early care and education students (17%).

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of individuals aged 34 and younger is *childcare workers* (41%). This occupation also has the lowest entry-level education requirements and has the lowest entry-level wages of the two early childhood education occupations. Conversely, the occupation with the highest percentage of individuals aged 35 and older is *preschool teachers, except special education* (62%), which has the highest entry-level education requirements and has the highest entry-level wages of all the two early childhood education occupations.

Exhibit 16: Program and County Demographics by Age



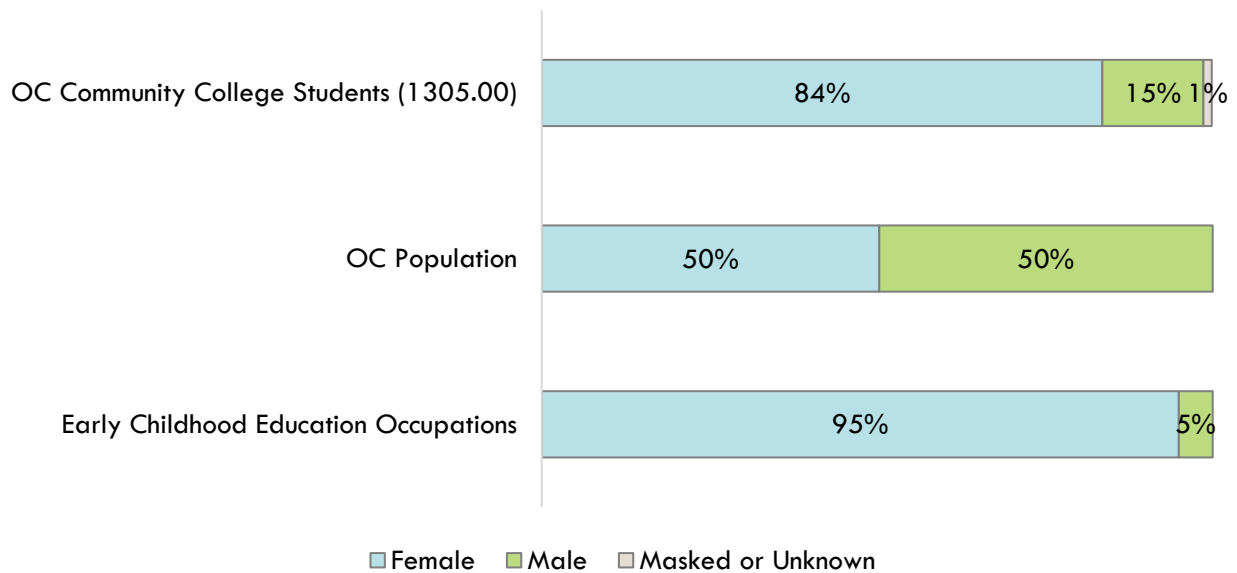
Sex:

Exhibit 17 compares the sex of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for these early childhood education occupations.

Though the population is split evenly between women and men, only 15% of community college child development/early care and education students and 5% of workers in the field are men.

Examining disaggregated data for each occupation (not shown), both occupations have a small percentage of men with 7% for *childcare workers* and less than 1% for *preschool teachers, except special education*.

Exhibit 17: Program and County Demographics by Sex



Appendix A: Methodology

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p>
Living Wage	<p>“Living Wage” measures the income necessary for an individual or family to afford basic expenses by assessing the costs such as housing, food, child care, health care, transportation, and taxes.</p> <p>Per the CCCCCO’s this report’s endorsement criteria uses the University of Washington’s Center for Women’s Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$56,451 annually) in Orange County. For more information, see: http://www.selfsufficiencystandard.org/California</p> <p>The MIT Living Wage, updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$32.20. For more information, see: https://livingwage.mit.edu/counties/06059</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
Student Metrics and Demographics	<p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx</p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

For more information, please contact the Orange County Center of Excellence:

Jesse Crete, Ed. D., Director
 crete_jesse@rscdd.edu

Danielle O. Alarid, Interim Director of Special Programs
 alarid_danielle@rscdd.edu

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