

Labor Market Analysis for Program Recommendation:  
 1008.10/Commercial Dance  
 (Certificate of Achievement for-credit)  
 CVML Center of Excellence, March 2025



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"/>
<b>Program LMI Endorsement Criteria</b>			
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> There are projected to be 60 <b>annual job openings</b> throughout the SCV/SML subregion for <i>Dancers</i> and <i>Choreographers</i> , which <b>are more than the 2 awards (3-year average) conferred by educational institutions.</b>		
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Living Wage: (Entry-Level, 25 <sup>th</sup> )	<i>Comments:</i> <i>Dancers</i> and <i>Choreographers</i> have an entry-level hourly wage <b>above the SCV/SML living wage of \$16.08.</b>		
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
Education:	<i>Comments:</i> The typical entry-level education for <i>Dancers</i> is “no formal educational credential” and the typical entry-level education for <i>Choreographers</i> is a high school diploma or equivalent. Additionally, 30% <b>have completed some college or an associate degree as their highest level of education.</b>		
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
	<i>Comments:</i> N/A		

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the South Central Valley/Southern Mother Lode regional labor market related to the following occupations:

- Dancers (SOC 27-2031)
- Choreographers (SOC 27-2032)

Based on the available data, there appears to be a supply gap for *Dancers* and *Choreographers* in the SCV/SML subregion. Although both occupations have entry-level wages above the SCV/SML subregion’s living wage, the occupation *Dancers* has a typical entry level education of “no formal educational credential” and the occupation *Choreographers* has a typical entry level education of a high school diploma or equivalent. **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 *Dancers and Choreographers*.

### Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th percentile)	Typical Entry-Level Education	Community College Educational Attainment
Dancers (27-2031)	NCV/NML: 24 SCV/SML: 50	NCV/NML: 1 SCV/SML: 2	NCV/NML: \$29.61 SCV/SML: \$29.44	No formal educational credential	30%
Choreographers (27-2032)	NCV/NML: 3 SCV/SML: 10		NCV/NML: \$16.24 SCV/SML: \$20.01	High school diploma or equivalent	30%
<b>Total</b>	<b>87</b>				

#### Demand:

- The number of jobs for *Dancers* and *Choreographers* is projected to increase 6% through 2028, equating to 60 annual job openings (SCV/SML).
- *Dancers* and *Choreographers* have an entry-level hourly wage above the living wage of \$16.08 in the SCV/SML subregion.
- There were 13 online job postings for *Dancers* and *Choreographers* over the past 12 months.
- The typical entry-level education for *Dancers* is “no formal educational credential” and the typical entry level education for *Choreographers* is a high school diploma or equivalent.
- For *Dancers* and *Choreographers*, 30% of workers in the field have some community college training or an associate degree as their highest level of education.

#### Supply:

- Between 2020 and 2023, there was an average of 2 awards conferred by community colleges in the SCV/SML subregion.
- Between 2019 to 2022, there were no non-community college institutions in the SCV/SML subregion that conferred awards in relevant programs.

## Demand

### Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for *Dancers and Choreographers* from 2018 through 2028. Employment in these occupations experienced a 47% increase in 2021 (SCV/SML), compared to the 2% increase across all CA occupations. Notably, these occupations experienced a significant 174% increase in 2022 (SCV/SML), compared to the 5% increase across all CA occupations. Employment projections through 2028 for *Dancers and Choreographers* are projected to remain steady in the SCV/SML subregion.

**Exhibit 2: Annual Percent Change in Jobs for Dancers and Choreographers, 2018-2028**

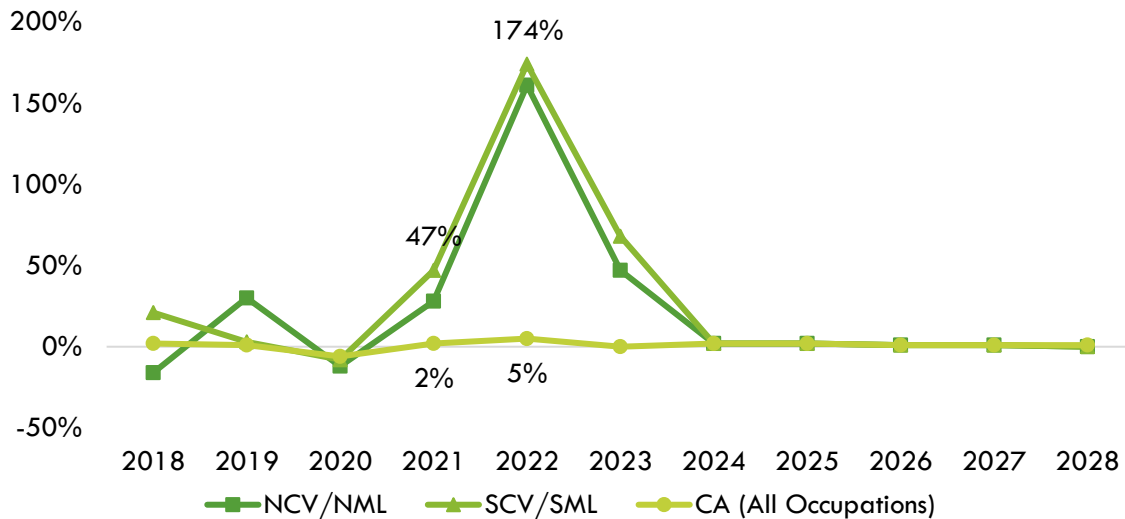


Exhibit 3 shows the five-year occupational demand projections for *Dancers and Choreographers*. In the SCV/SML subregion, the number of jobs for *Dancers and Choreographers* is projected to increase by 6% through 2028. There are projected to be 60 jobs available annually in the SCV/SML region.

**Exhibit 3: Occupational Demand in NCV/NML, SCV/SML and CVML<sup>1</sup>**

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
NCV/NML	154	163	9	6%	27
SCV/SML	346	365	19	6%	60
<b>CVML</b>	<b>500</b>	<b>528</b>	<b>28</b>	<b>6%</b>	<b>87</b>

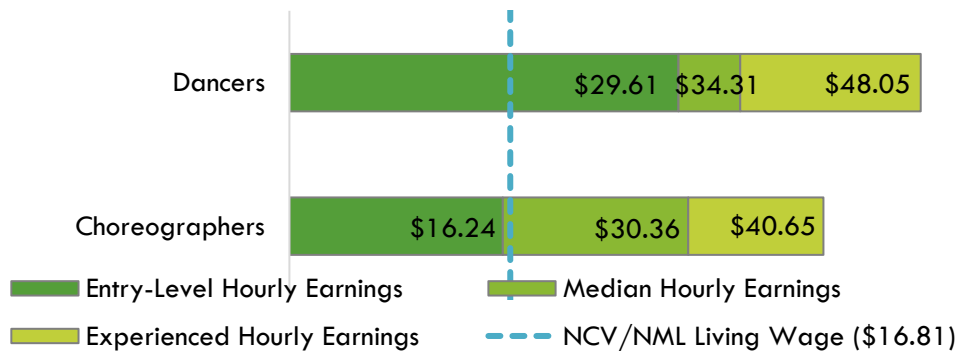
<sup>1</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## Wages:

The labor market endorsement in this report considers the entry-level hourly wages for *Dancers* and *Choreographers* as they relate to the subregions and region's living wage. NCV/NML, SCV/SML and CVML wages are included below to provide a complete analysis of the subregions and region.

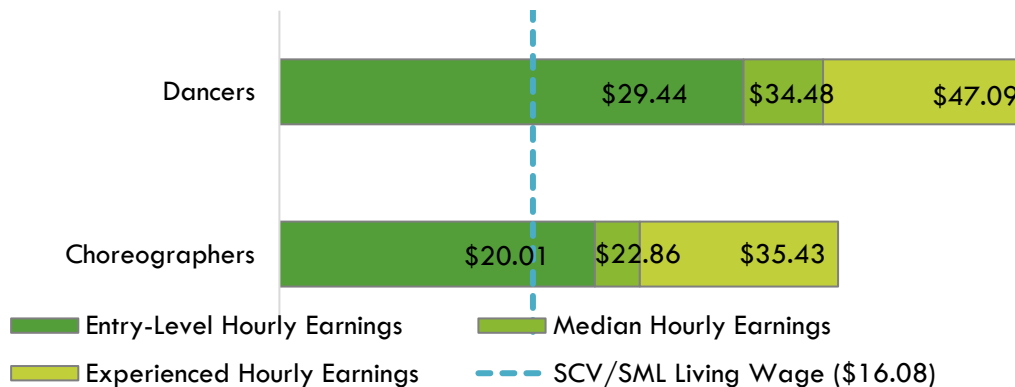
*Dancers* have an entry-level hourly wage (\$29.61) above the living wage for one adult in the NCV/NML subregion (\$16.81), but *Choreographers* have an entry-level hourly wage (\$16.24) below the living wage for one adult in the NCV/NML subregion (\$16.81). The NCV/NML average wage for these occupations is \$36.41, which is above the average statewide wage of \$33.23. Exhibit 4a shows the wage range for *Dancers and Choreographers* and how they compare to the NCV/NML subregion's living wage.

Exhibit 4a: Wages by Occupation in NCV/NML



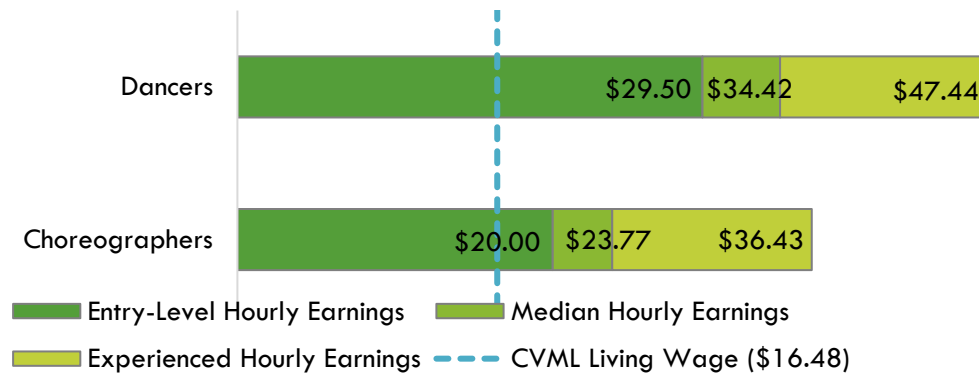
*Dancers* and *Choreographers* have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion (\$16.08). The SCV/SML average wage for these occupations is \$35.78, which is above the average statewide wage of \$33.23. Exhibit 4b shows the wage range for *Dancers and Choreographers* and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML



*Dancers and Choreographers* have an entry-level hourly wage above the living wage for one adult in the CVML region (\$16.48). The CVML average wage for these occupations is \$35.97, which is above the average statewide wage of \$33.23. Exhibit 5 shows the wage range for *Dancers and Choreographers* and how they compare to the CVML region’s living wage.

**Exhibit 5: Wages by Occupation in CVML**



### 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.<sup>2</sup> 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 13 online job postings for *Dancers and Choreographers* listed in the past 12 months. Exhibit 6 shows the job postings for the occupations in this report.

**Exhibit 6: Number of Job Postings by Occupation (n=13)**

Occupation	Job Postings	Percentage of Job Postings
Dancers	7	54%
Choreographers	6	46%

<sup>2</sup> K. R. Chowdhary, *Fundamentals of Artificial Intelligence* (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

The top employers in the region for *Dancers* and *Choreographers* by number of job postings, are shown in Exhibit 7. As shown below, employer job ads information is limited.

**Exhibit 7: Top Employers by Number of Job Postings (n=13)**

Employer	Job Postings	Percentage of Job Postings
Exeter Unified School District	4	31%
iDance	1	8%
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-

The top specialized, common, and software skills for *Dancers* and *Choreographers* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

**Exhibit 8: Top Skills by Number of Job Postings (n=13)**

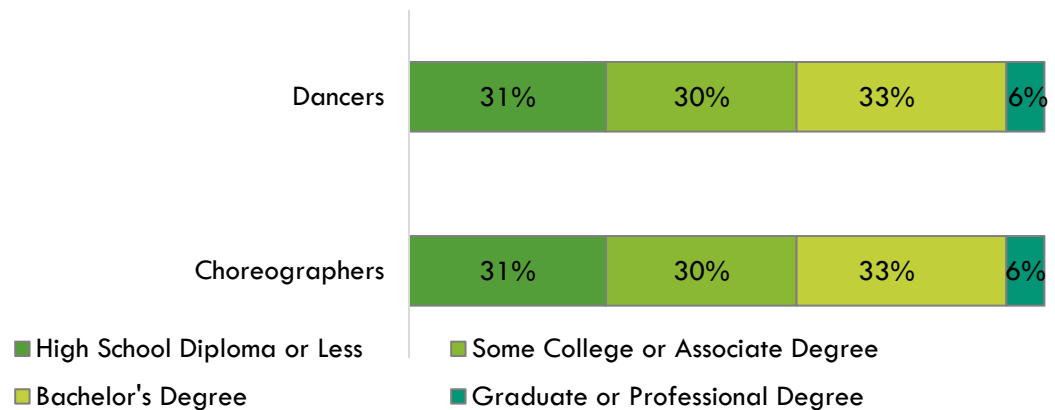
Top Specialized Skills	Top Common Skills	Top Software Skills
Choreography (4)	Teaching (5)	-
Alternative Education (4)	First Aid (4)	-
Cardiopulmonary Resuscitation (CPR) (4)	Communication (4)	-
Jazz (2)	Coordinating (4)	-
Hip-hop Dance (1)	-	-

## Educational Attainment:

The Bureau of Labor Statistics (BLS) lists “no formal educational credential” as the typical entry-level education for *Dancers*, and a high school diploma or equivalent as the typical entry-level education for *Choreographers*. National-level educational attainment data indicates that 30% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *Dancers* and *Choreographers*.

Of the 13 online job postings, 38% (equivalent to 5 postings) of cumulative job postings for *Dancers* and *Choreographers* listed a minimum education requirement in the SCV/SML subregion. Of those 5 postings, 80% (4) requested a high school diploma or GED.

**Exhibit 9: National-level Educational Attainment for Dancers and Choreographers**



# Educational Supply

## Community College Supply:

Exhibits 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the occupations included in this report. The only colleges with completions are San Joaquin Delta (North) and Fresno City (South).

### Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees) 2020-21 through 2022-23

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1006.00	Technical Theater	San Joaquin Delta	-	2	2	1
1008.10	Commercial Dance	N/A	-	-	-	-
		<b>Subtotal/Average</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>1</b>
<b>NCV/NML Supply Grand Total</b>			<b>-</b>	<b>2</b>	<b>2</b>	<b>1</b>

### Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees) 2020-21 through 2022-23

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1006.00	Technical Theater	Fresno City	2	1	4	2
1008.10	Commercial Dance	N/A	-	-	-	-
		<b>Subtotal/Average</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>2</b>
<b>SCV/SML Supply Grand Total</b>			<b>2</b>	<b>1</b>	<b>4</b>	<b>2</b>

Exhibit 11 shows the annual average community college awards by type from 2020-21 through 2022-23. Of the 2 awards conferred in the SCV/SML subregion, both awards were for an associate degree.

### Exhibit 11: Annual Average Community College (SCV/SML subregion) Awards by Type, 2020-2023



## Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for the commercial dance program at State Center Community College District (SCCCD), the SCV/SML subregion, the CVML region, and California. There are 3,160 commercial dance students statewide in the 2023-24 academic year. Statewide students that exited commercial dance programs in the 2022-23 academic year had median annual earnings of \$34,136, and 27% of commercial dance students attained a living wage. **There is no applicable data for Commercial Dance in the CVML region, SCV/SML subregion and districtwide.**

Exhibit 12: Commercial Dance (1008.10) Strong Workforce Program Metrics

SWP Metric	SCCCD	SCV/SML Region	CVML Region	California
SWP Students	N/A	N/A	N/A	3,160
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	N/A	N/A	N/A	19%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	N/A	N/A	40%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	N/A	N/A	1%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	N/A	N/A	N/A	5%
SWP Students with a Job Closely Related to Their Field of Study	N/A	N/A	N/A	60%
Median Annual Earnings for SWP Exiting Students	N/A	N/A	N/A	\$34,136 (\$16.41)
Median Change in Earnings for SWP Exiting Students	N/A	N/A	N/A	31%
SWP Exiting Students Who Attained the Living Wage	N/A	N/A	N/A	27%



2023-24



2022-23



2021-22



N/A

## Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the two occupations studied in this report. Exhibits 13a and 13b show the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest. Between 2019 and 2022, there were no non-community colleges in the NCV/NML and SCV/SML subregions that conferred awards in related training programs.

### Exhibit 13a: NCV/NML Subregional Non-Community College Awards, 2019-2022

No awards conferred in the NCV/NML subregion

### Exhibit 13b: SCV/SML Subregional Non-Community College Awards, 2019-2022

No awards conferred in the SCV/SML subregion

## Appendix A: Methodology

The CVML 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 CVML 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 CVML 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](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://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 CVML 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 <a href="https://lightcast.io/">https://lightcast.io/</a></p>
Living Wage	<p>The living wage is derived from the Insight Center's California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: <a href="https://selfsufficiencystandard.org/California/">https://selfsufficiencystandard.org/California/</a></p> <p>Wage figures are used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</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 <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a></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 <a href="https://www.onetonline.org/help/online/">https://www.onetonline.org/help/online/</a></p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a></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 <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a></p>
Student Metrics and Demographics	<p>DataVista, 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: <a href="https://datavista.cccco.edu/">https://datavista.cccco.edu/</a></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: <a href="https://www.census.gov/programs-surveys/acs">https://www.census.gov/programs-surveys/acs</a></p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: <a href="https://usa.ipums.org/usa/about.shtml">https://usa.ipums.org/usa/about.shtml</a></p>

For more information, please contact the Central Valley/Mother Lode Center of Excellence:

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