Labor Market Analysis for Program Recommendation: 0952.00/Construction Crafts Technology CIP: 46.0401/Building/Property Maintenance *(Facility Maintenance Technician Certificate)* *(Residential Construction Technician Certificate)*

Orange County Center of Excellence, May 2026

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met ☑	Partially Met ☐	Not Met ☐
Supply Gap:	There are projected to be **4,661 annual job openings** throughout Los Angeles and Orange counties for *maintenance and repair workers, general**, which **is more than the 228 awards conferred by educational institutions**.		
Self-Sufficiency Standard Living Wage[1]:	Met ☐	Partially Met ☐	Not Met ☑
	The typical entry-level wage for *maintenance and repair workers, general** is **$21.65**, which is **below the OC living wage of $27.13**.		
Education:	Met ☐	Partially Met ☑	Not Met ☐
	Typical education requirement for *maintenance and repair workers, general** is a high school diploma or equivalent; however, **38% of workers in the field have completed some college or an associate degree as their highest level of education.**		

Summary

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 and Orange counties regional labor market related to one below middle-skill occupation, denoted with an asterisk (*):

- *Maintenance and Repair Workers, General (49-9071)**

Based on the available data, there appears to be a supply gap for *maintenance and repair workers, general** and typical education requirements for this occupation align with a community college education; however, entry-level wages are below the Self-Sufficiency Standard living wage. **Therefore, due to most regional labor market criteria being met, the COE endorses this proposed program.**

[1] 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; Orange County's living wage of $27.13, was last updated in March 2024.

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

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
Maintenance and Repair Workers, General (49-9071)*	LA: 3,262 OC: 1,398	LA: 140 OC: 89	OC: $21.65	High school diploma or equivalent	38%
Total	**4,661**	**228**	**N/A**	**N/A**	**N/A**

Demand

- In Los Angeles and Orange counties, the number of jobs related to *maintenance and repair workers, general** is projected to increase 4% through 2029, equating to 4,661 annual job openings.
- Hourly entry-level wages for *maintenance and repair workers, general** are $21.65 in Orange County, which is below the Self-Sufficiency Standard living wage.
- There were 12,161 online job postings for *maintenance and repair workers, general** over the past 12 months. The highest number of postings were for maintenance technicians, maintenance mechanics, and field service technicians.
- The typical entry-level education for *maintenance and repair workers, general** is high school diploma or equivalent.
- Approximately 38% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 228 awards were conferred by 9 community colleges for this below middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 0 awards for this below middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited construction crafts technology programs had a median annual wage of $45,588 ($21.92 per hour) post-exit, and 38% attained the regional living wage.
- In 2021-22, 72% of Orange County construction crafts technology students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *maintenance and repair workers, general** from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2024, Orange County saw a fluctuation in employment for

this occupation—job levels grew 4% in 2021 and 3% in 2022, then declined 4% in 2023 and 1% in 2024. After a period of stagnation in 2025, Orange County job levels are projected to trend at a higher rate compared to the average for all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Maintenance and Repair Workers, General*, 2019-2029

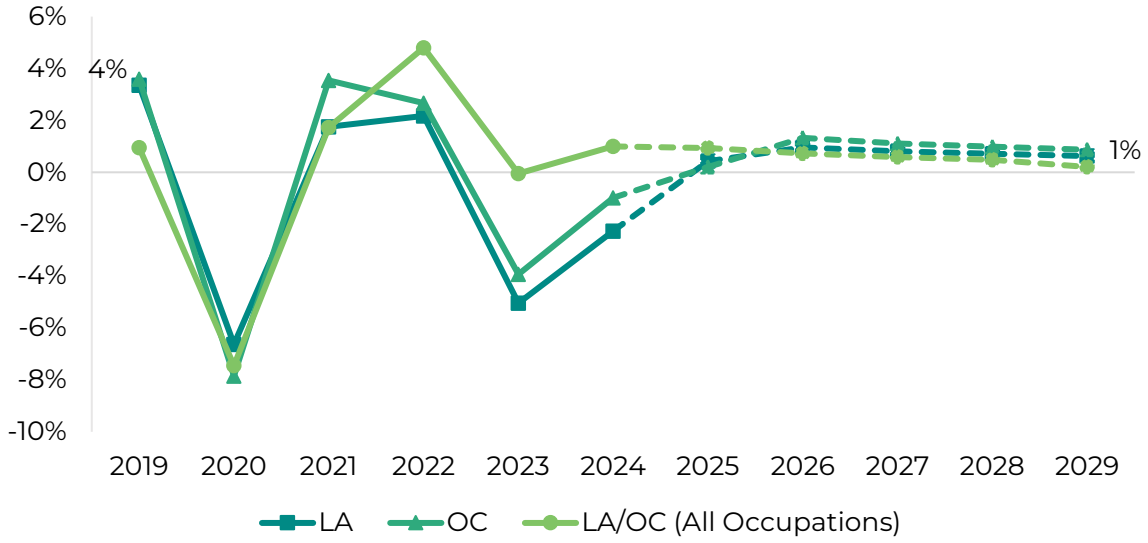


Exhibit 3 shows the five-year occupational demand projections for *maintenance and repair workers, general**. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase by 4% through 2029. There is projected to be 4,661 available annually.

Exhibit 3: Below Middle-Skill Occupational Demand in Los Angeles and Orange Counties[2]

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	32,434	33,597	1,163	4%	3,262
Orange	13,604	14,227	623	5%	1,398
Total	**46,038**	**47,824**	**1,785**	**4%**	**4,661**

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *maintenance and repair workers, general** 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.

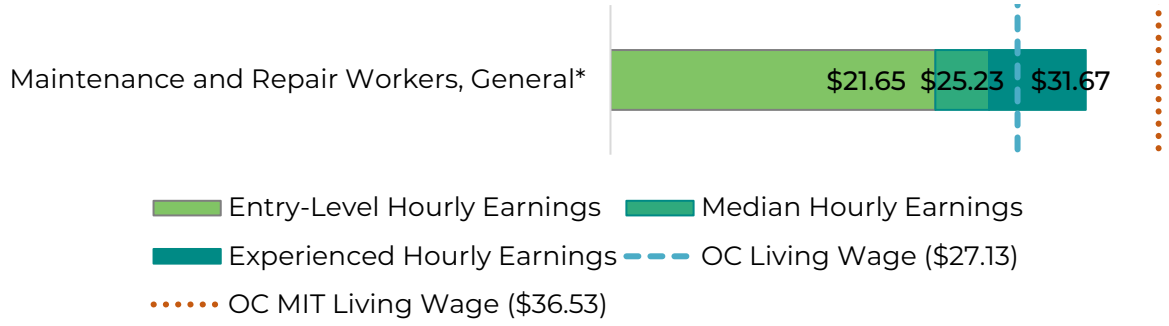
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is $36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

In Orange County, the typical entry-level wage for *maintenance and repair workers, general** is $21.65, which is below the Self-Sufficiency living wage of $27.13 for a single adult. Exhibit 4

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

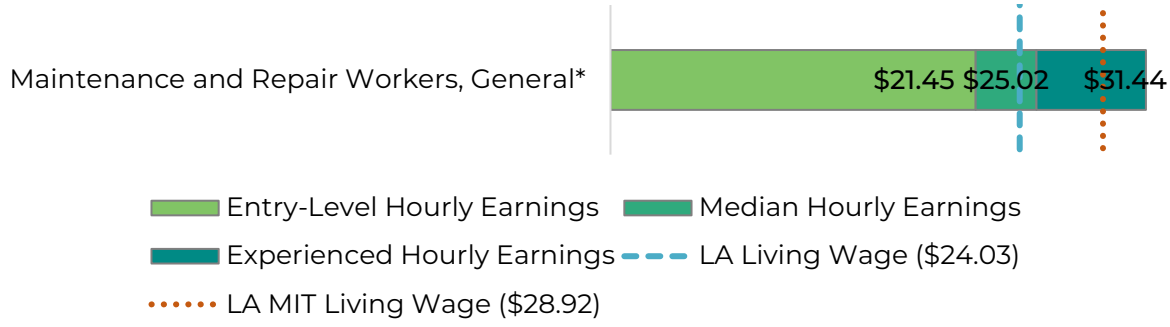
shows the wage range for *maintenance and repair workers, general** in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *maintenance and repair workers, general** is $21.45, which is below the Self-Sufficiency living wage of $24.03 for a single adult. Exhibit 5 shows the wage range for *maintenance and repair workers, general** in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



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

Exhibit 6 shows if the 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[3]. *Maintenance and repair workers, general** only met the criteria to be designated as a 2025 USN&WR Best Job.

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
Maintenance and Repair Workers, General*	☐	☐	☑

[3] "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs.

Job Postings

Important Job Postings Data Note: *There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.*

There were 12,161 online job postings related to *maintenance and repair workers, general** listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=12,161)

Occupation	Job Postings	Percentage of Job Postings
Maintenance and Repair Workers, General*	12,161	100%
Total Postings	**12,161**	**100%**

The top job titles for *maintenance and repair workers, general** in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Below Middle-Skill Occupation (n=12,161)

Job Titles	Job Postings	Percentage
Maintenance Technicians	3,581	29%
Maintenance Mechanics	709	6%
Field Service Technicians	593	5%
Handymen	473	4%
Apartment Maintenance Technicians	351	3%
Facilities Maintenance Technicians	302	2%
Floor Technicians	227	2%
Facilities Technicians	223	2%
Restoration Technicians	138	1%
Maintenance Engineers	115	1%

The top employers for *maintenance and repair workers, general** in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Below Middle-Skill Occupation (n=12,161)

Employer	Job Postings	Percentage of Job Postings
Aerotek	364	3%
Whole Foods	163	1%
Marriott International	94	>1%
Greystar	75	>1%
Volt	75	>1%
Healthcare Services Group	61	>1%
Greystar Management Services	56	>1%
Essex Property Trust	53	>1%
Jobot	52	>1%
JLL	50	>1%

The top specialized, soft, and computer skills for *maintenance and repair workers, general** listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

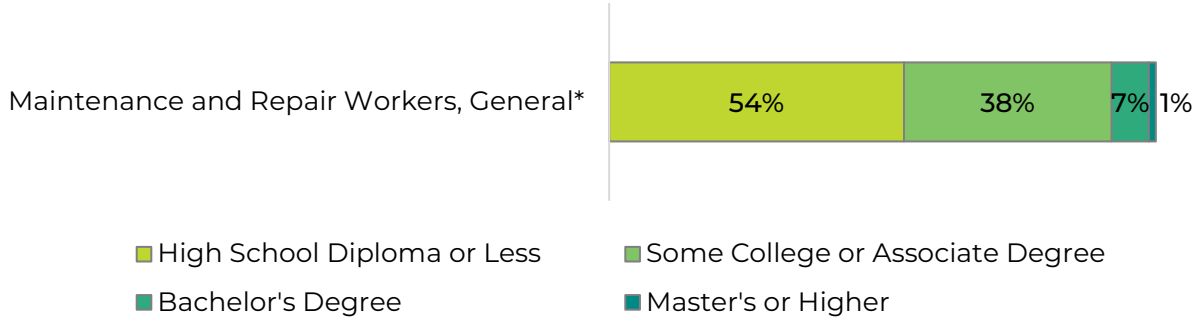
Exhibit 10: Top Skills by Number of Job Postings for the Below Middle-Skill Occupation (n=12,161)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Plumbing (4,759)	Troubleshooting (Problem Solving) (4,784)	Microsoft Office (664)
HVAC (3,609)	Communication (4,704)	Microsoft Excel (616)
Painting (3,262)	Customer Service (3,738)	Microsoft Outlook (500)
Carpentry (2,944)	Operations (2,264)	Inventory Control Systems (346)
Lifting Ability (2,655)	Problem Solving (2,203)	Microsoft Word (204)
Preventive Maintenance (2,591)	Detail Oriented (2,191)	Microsoft PowerPoint (203)
Facility Repair And Maintenance (1,878)	Management (2,029)	Yardi (Property Management Software) (120)
Power Tool Operation (1,875)	English Language (1,794)	Productivity Software (107)
Machinery (1,820)	Cleanliness (1,489)	R (Programming Language) (95)
Electrical Systems (1,600)	Professionalism (1,330)	Spreadsheets (88)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *maintenance and repair workers, general**. The national-level educational attainment data indicates that 38% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupation



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 46% (5,628) of job postings for *maintenance and repair workers, general** included a stated minimum education requirement:

- 96% (5,406) requested a high school diploma
- 3% (194) requested an associate degree

Educational Supply

The following supply tables display the total supply for *maintenance and repair workers, general** that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code: Construction Crafts Technology (0952.00)

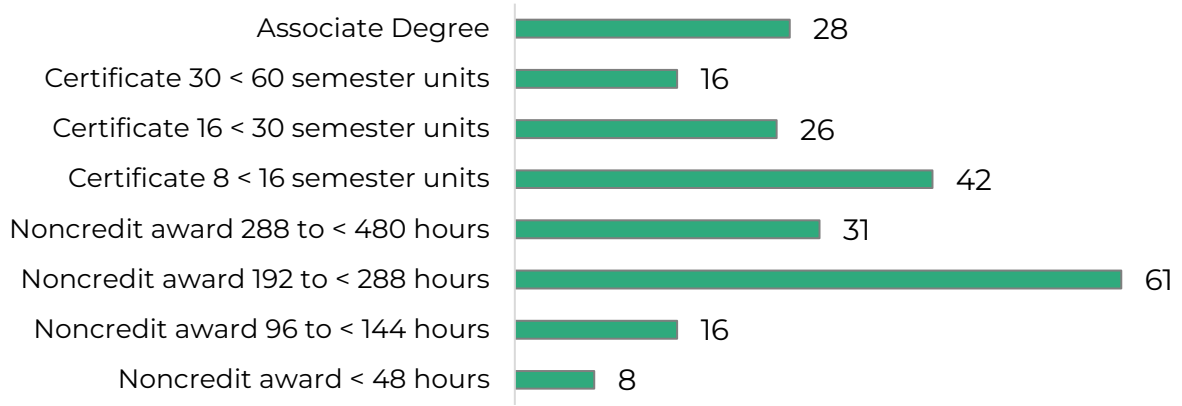
The colleges with the most completions in the region are LA Southwest (65), followed by Orange Coast (43), then Long Beach (35). Over the past 12 months, there has been one other related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0952.00	Construction Crafts Technology	El Camino	7	7	9	8
		LA Mission	0	11	0	4
		LA Southwest	23	75	97	65
		LA Trade	0	55	30	28
		Long Beach	40	30	34	35
		Pasadena	0	1	0	0
		LA Subtotal	**70**	**179**	**170**	**140**
		Fullerton	4	16	24	15
		Orange Coast	22	41	67	43
		Santa Ana	31	14	47	31
		OC Subtotal	**57**	**71**	**138**	**89**
		Supply Total/Average	**127**	**250**	**308**	**228**

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for noncredit award 192 to less than 288 hours, followed by certificate 8 less than 16 semester units and noncredit award 288 to less than 480 hours.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for construction crafts technology programs in the North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 641 Orange County construction crafts technology students in the 2023-24 academic year, 39% (248) attended an NOCCCD college.

NOCCCD students that exited construction crafts technology programs in the 2022-23 academic year had higher median annual earnings ($51,004 or $24.52 per hour) compared to all construction crafts technology students in Orange County ($45,588 or $21.92 per hour). An equal percentage of NOCCCD construction crafts technology students attained the living wage when compared to all construction crafts technology students in Orange County (38%).

Exhibit 14: Construction Crafts Technology (0952.00) Strong Workforce Program Metrics, 2021-24[4]

SWP Metric	NOCCCD	OC Region	California
SWP Students	248	641	4,793
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	55%	43%	35%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	83%	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	18	93	509
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	12	62
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	72%	71%
Median Annual Earnings for SWP Exiting Students (2022-23)	$51,004	$45,588	$50,764
Median Change in Earnings for SWP Exiting Students (2022-23)	30%	37%	31%
SWP Exiting Students Who Attained the Living Wage (2022-23)	38%	38%	50%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering related programs. However, during the last three years, no non-community college awards were granted under the related Classification of Instructional Programs (CIP) code: Building/Property Maintenance (46.0401).

[4] All SWP metrics are for 2023-24 unless otherwise noted.

Regional Demographics

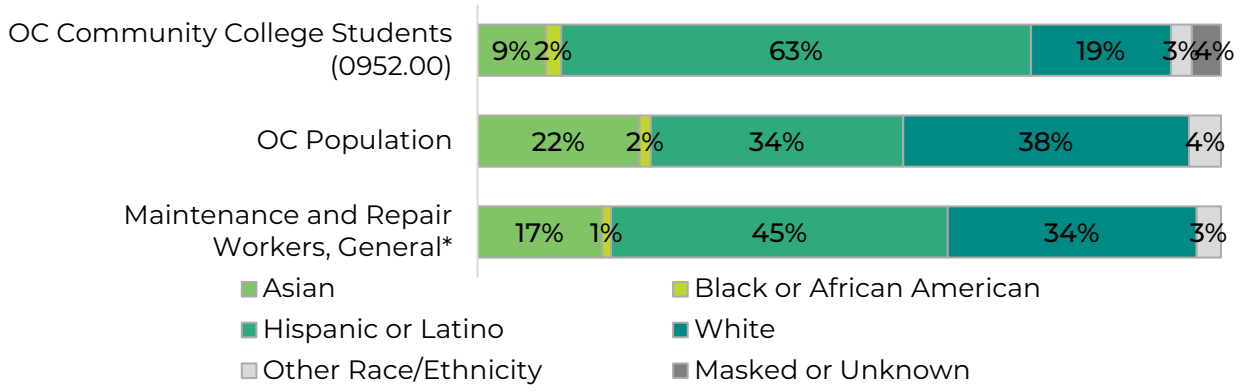
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 15 compares the ethnicity of Orange County community college students enrolled in construction crafts technology programs, the overall Orange County population, and occupation-specific data for *maintenance and repair workers, general**.

Nearly one-third (34%) of *maintenance and repair workers, general** are white, which is less than their representation among community college students (19%), suggesting that white workers may be entering these jobs through alternate training pathways. This may also be applicable to Asian individuals as they account for 17% of workers in the field but only 9% of community college students. In contrast, Hispanic or Latino individuals make up 45% of the workforce but account for 63% of program enrollment, indicating a potential disconnect between education and employment outcomes.

Exhibit 15: Program and County Demographics by Ethnicity

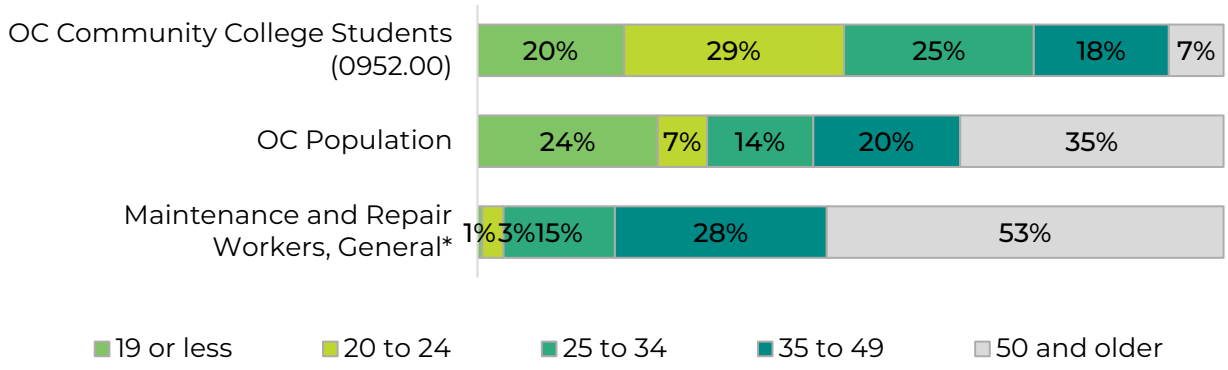


Age

Exhibit 16 compares the age of Orange County community college students enrolled in construction crafts technology programs, the overall Orange County population, and occupation-specific data for *maintenance and repair workers, general**.

Community college students enrolled in construction crafts technology programs skew younger, with 49% under age 25 compared to just 21% in the workforce. In contrast, 53% of workers are aged 50 or older, suggesting that these roles may require additional experience or advanced training prior to entry.

Exhibit 16: Program and County Demographics by Age

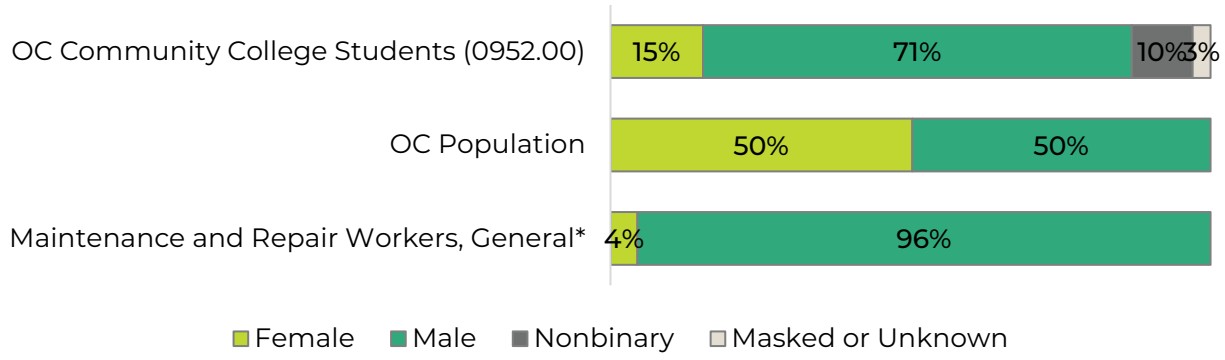


Sex

Exhibit 17 compares the sex of Orange County community college students enrolled in construction crafts technology programs, the overall Orange County population, and occupation-specific data for *maintenance and repair workers, general**.

Though the population is split evenly between women and men, only 4% of *maintenance and repair workers, general**, and 15% of community college students, are women.

Exhibit 17: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

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 have 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 each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The 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 throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.1), a labor market analytics firm.
Living Wage	Per the CCCCO'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 ($57,294 annually) in Orange County. The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is $36.53.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (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.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.

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