

# Labor Market Analysis for Program Recommendation: 2105.60/Modern Policing (Modern Policing, AS)

South Central Coast Center of Excellence, May 2025



FOR LABOR MARKET RESEARCH  
SOUTH CENTRAL COAST

On September 10, 2024, the California Community College Chancellor’s Office of Equitable Student Learning, Experience, and Impact released a memo announcing the availability of model curriculum for the Modern Policing Degree and a brand-new TOP code: 2105.60 (Modern Policing).

Currently, policing programs are categorized under various TOP codes such as 2105.00 (Administration of Justice) and Police Academy (2105.50). Therefore, the community college supply data in this report reflects all TOP codes that train for the policing occupations analyzed. Student outcomes data will not be available for the 2105.60 TOP code until Modern Policing programs are approved, and students enroll/complete them.

## 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 type="checkbox"/>	No <input checked="" type="checkbox"/>
Supply Gap:	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<i>Comments:</i> There is projected to be <b>626 annual job openings</b> in the South Central Coast (SCC) region for these modern policing occupations, which is <b>less than the 788 awards conferred by educational institutions</b> . However, the educational programs that train for these 3 occupations also train for 22 other related occupations that account for 2,671 annual openings. <b>Therefore, supply is overstated and there is likely a supply gap present for modern policing occupations.</b>	
Self-Sufficiency Standard Living Wage <sup>1</sup> :	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> <b>All (100%) annual job openings</b> for these modern policing occupations <b>have entry-level hourly wages above the Los Angeles County living wage of \$24.03.</b>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> All annual openings for these modern policing occupations typically require a <b>high school diploma or equivalent</b> . However, <b>between 41% and 49% of workers in the field have completed some college or an associate degree as their highest level of education.</b>	

### Additional Considerations

Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> N/A		

<sup>1</sup> 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 the living wage for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties, last updated in March 2024.

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) prepared this report to determine whether there is a supply gap in the SCC regional labor market related to three middle-skill occupations:

- *First-Line Supervisors of Police and Detectives (33-1012)*
- *Correctional Officers and Jailers (33-3012)*
- *Police and Sheriff's Patrol Officers (33-3051)*

These three occupations are most closely related to modern policing. However, the related TOP and CIP codes for these occupations train for 22 other related occupations, including public safety occupations such as Detectives and Criminal Investigators (33-9021) and Private Detectives and Investigators (33-9021), as well as occupations that may be involved in investigating financial and cybersecurity crimes such as Financial Examiners (13-2061) and Information Security Analysts (15-1212). For these reasons, supply is overstated for the three policing occupations analyzed in this report.

As a response to public interest in decreasing the use of force by law enforcement officials, California Assembly Bill 89 (AB 89), otherwise known as the Peace Officers Education and Age Conditions for Employment (PEACE) Act, was signed into law in 2022. AB 89 raised the minimum age for peace officers employed by an agency participating in the Peace Officers Standards and Training (POST) program from 18 to 21.<sup>2</sup> Currently, more than 600 agencies participate in the POST program.<sup>3</sup> Additionally, AB 89 directed the California Community College Chancellor's Office (CCCCO), with the advice of the POST Commission and other stakeholders, to develop a modern policing degree that included courses in psychology, communications, history, and other subject areas. The AB 89 task force met throughout 2022 and 2023 and submitted the California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations to the legislature in October 2023.<sup>4</sup> However, AB 89 was unclear on the adoption of new minimum education requirements for peace officers.<sup>5</sup>

Assembly Bill 992 (AB 992) was introduced in February 2025 to add clarity and additional specificity to the education requirements for peace officers in California. According to the Assembly's bill analysis, the bill would require, beginning in 2031, peace officers to obtain specific "degrees, certificates, or experiences," one of which is an associate degree.<sup>6</sup> Similar bills were introduced and passed during the previous legislative session, but were not sent to Governor Newsom's desk for approval for various reasons. As of May 2025, AB 992 was ordered to the Consent Calendar of the Assembly.<sup>7</sup>

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<sup>2</sup> [https://leginfo.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB89](https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB89)

<sup>3</sup> "About Us," Commission on Peace Officers Standards and Training, accessed June 25, 2024, <https://post.ca.gov/About-Us>.

<sup>4</sup> "California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations," California Community College Chancellor's Office, accessed June 25, 2024, [https://www.cccco.edu/-/media/CCCCO-Website/docs/report/2023-AB-89-Task-Force-Report-to-Legislature---FINAL.pdf?\\_ga=en&hash=734BC84521A88B49A0ADAD91AE1E289D031937C9](https://www.cccco.edu/-/media/CCCCO-Website/docs/report/2023-AB-89-Task-Force-Report-to-Legislature---FINAL.pdf?_ga=en&hash=734BC84521A88B49A0ADAD91AE1E289D031937C9)

<sup>5</sup> "AB 89 – Raises Minimum Age For Peace Officers; Launches Development Of A Community College Degree In Modern Policing," Liebert Cassidy Whitmore, last modified November 3, 2021, <https://www.lcwlegal.com/news/ab-89-raises-minimum-age-for-peace-officers-launches-development-of-a-community-college-degree-in-modern-policing/>.

<sup>6</sup> "AB 992: Peace Officers," Digital Democracy | CalMatters, accessed May 14, 2025, [https://calmatters.digitaldemocracy.org/bills/ca\\_202520260ab992](https://calmatters.digitaldemocracy.org/bills/ca_202520260ab992).

<sup>7</sup> *Ibid.*

Based on the available data there is likely a supply gap for these modern policing occupations. While the supply figures in this report are greater than demand, the educational programs that train for these three occupations also train for 22 other occupations that account for over 2,600 annual openings. Therefore, supply is overstated and there is likely a supply gap for modern policing occupations. Additionally, typical education requirements for these occupations align with a community college education, and all annual job openings have entry-level wages above 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 <sup>th</sup> Percentile)	Typical Entry-Level Education	Community College Educational Attainment
First-Line Supervisors of Police and Detectives (33-1012)	55	Accounted for Below	Northern LA: \$72.14	High school diploma or equivalent	41%
Correctional Officers and Jailers (33-3012)	166	1	Northern LA: \$33.19	High school diploma or equivalent	49%
Police and Sheriff's Patrol Officers (33-3051)	405	788	Northern LA: \$48.51	High school diploma or equivalent	47%
<b>Total</b>	<b>626</b>	<b>788</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

#### Demand:

- The number of jobs related to these modern policing occupations is projected to increase 2% through 2028 in the SCC region. There is projected to be 626 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for these modern policing occupations in Northern Los Angeles County range from \$33.19 to \$72.14; 100% of annual openings have entry-level wages above the Self-Sufficiency Standard living wage (\$24.03 for Los Angeles County).
- There were 287 online job postings for these modern policing occupations over the past 12 months. The highest number of postings were for sheriff's deputies, border patrol agents, and police officers.
- The typical entry-level education for these modern policing occupations is a high school diploma or equivalent.
- Between 41% and 39% of workers in the field have completed some college or an associate degree as their highest level of education.

## Supply:

- There was an average of 788 awards conferred by seven community colleges in the SCC Region from 2020 to 2023.
- Non-community college institutions conferred 1 related award from 2019 to 2022.
- Strong Workforce Program (SWP) metrics are currently unavailable for Modern Policing programs (2105.60), as it is still in the process of obtaining approvals across counties and the state of California. As a result, there is no reported data on student enrollment or program completions.

## Demand

### Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2018. Notably, employment for these modern policing occupations in Northern Los Angeles County declined 17% from 2018 to 2023, which is a larger decline when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. Santa Barbara was the only county with employment growth from 2018 to 2023 (5%). From 2023 to 2028, employment for these modern policing occupations is projected to steadily grow in all areas except Northern Los Angeles County, where employment is projected to remain flat.

Exhibit 2: Historical and Projected Employment for Modern Policing Occupations in the SCC Region, 2018-2028

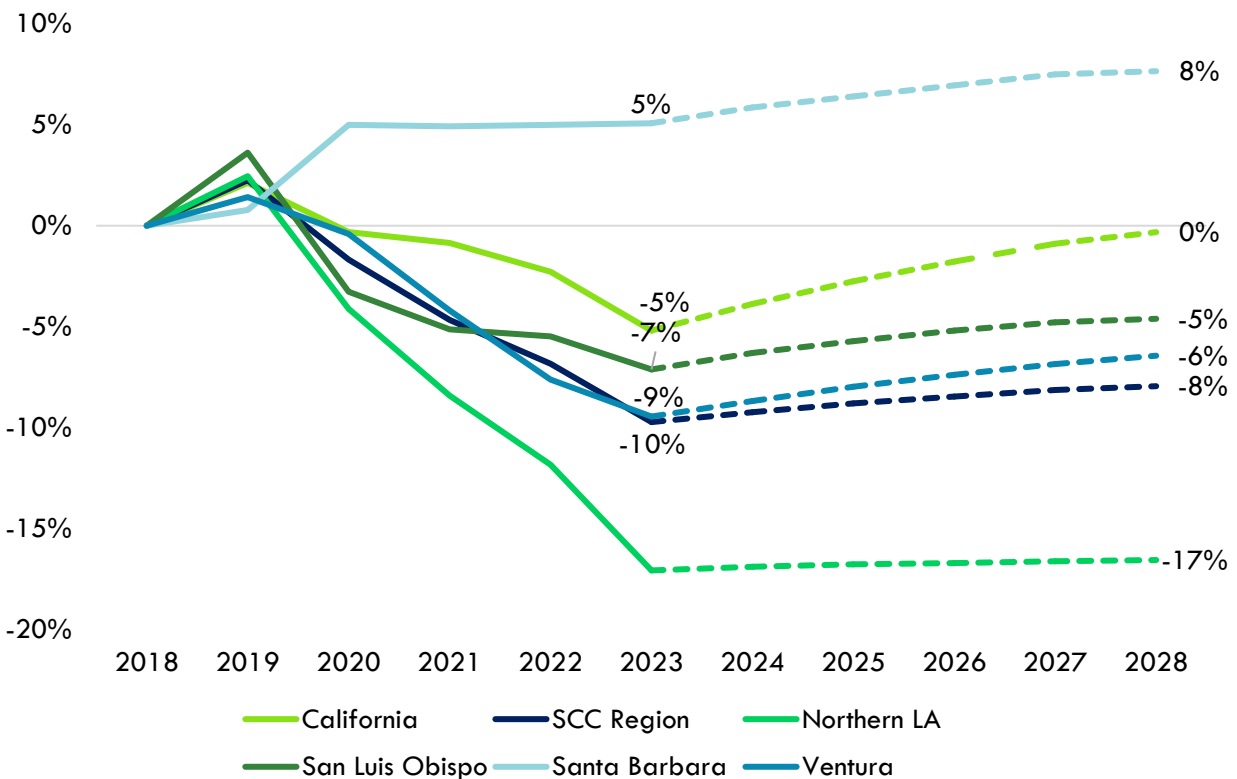


Exhibit 3 shows the five-year occupational demand projections for these modern policing occupations. In the SCC Region, the number of jobs related to these occupations is projected to increase 2% through 2028. There is projected to be 626 jobs available annually. Northern Los Angeles County has the highest number of jobs and annual openings, while employment is projected to remain relatively flat through 2028.

**Exhibit 3: Occupational Demand in SCC Region<sup>8</sup>**

<b>Geography</b>	<b>2023 Jobs</b>	<b>2028 Jobs</b>	<b>2023-2028 Change</b>	<b>2023-2028 % Change</b>	<b>Annual Openings</b>
Northern LA	2,739	2,755	16	1%	224
San Luis Obispo	1,591	1,634	43	3%	140
Santa Barbara	1,345	1,378	33	2%	117
Ventura	1,532	1,583	51	3%	129
<b>SCC Region</b>	<b>7,207</b>	<b>7,350</b>	<b>143</b>	<b>2%</b>	<b>626</b>

### Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these modern policing occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by College of the Canyons, which is in Los Angeles County. Wages for other counties are included below to provide a complete analysis of the SCC 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 each county’s living wage (last updated in March 2024). Additionally, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. 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 included in the exhibits below.

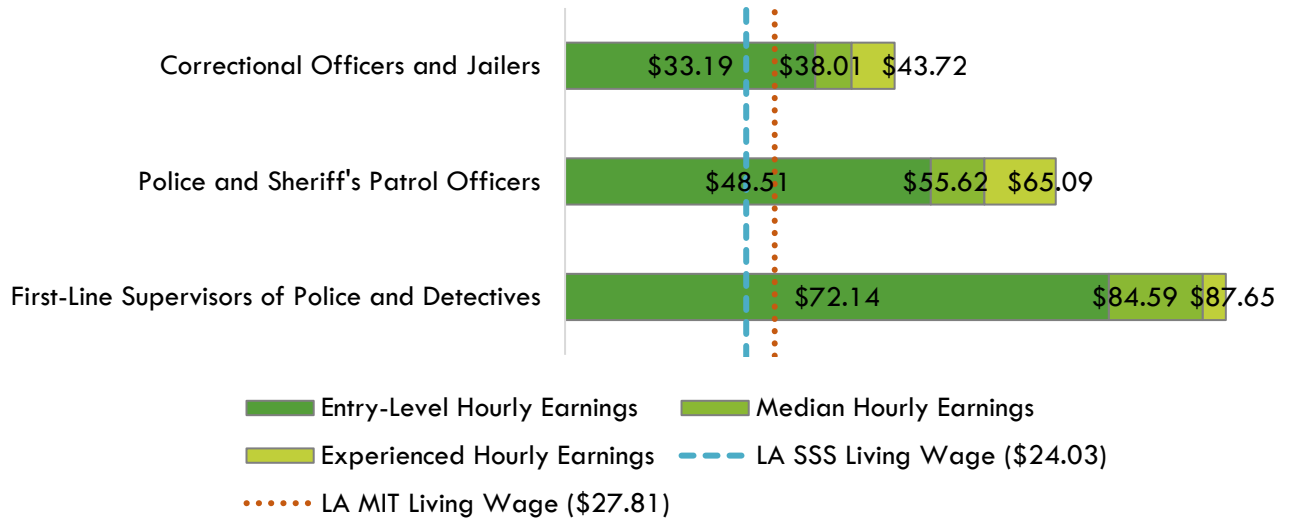
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<sup>8</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations. It is important to note that adding jobs, change, and annual openings for each geographic area may not add to the total listed in the SCC Region row. This is due to how data is reported at the county vs. ZIP code level. For more information, see Appendix A: Methodology.

### Northern Los Angeles

All (100%) annual openings for these modern policing occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$33.19 and \$72.14. Exhibit 4 shows the wage range for each of these modern policing occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

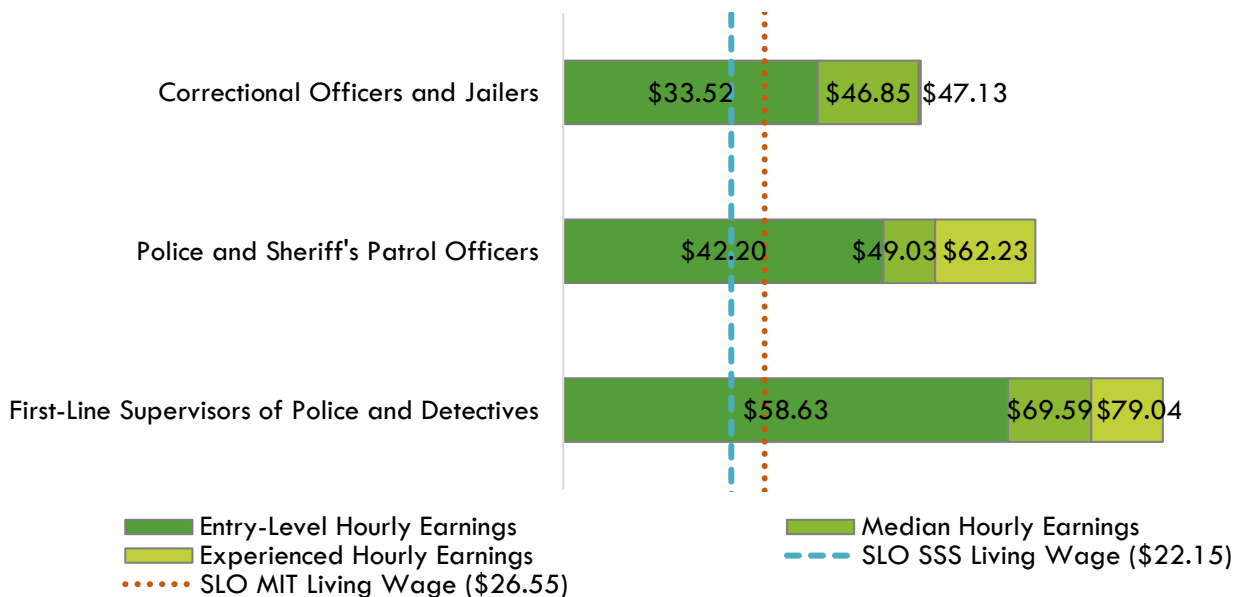
Exhibit 4: Wages by Occupation in Northern Los Angeles County



### San Luis Obispo

All (100%) annual openings for these modern policing occupations have entry-level hourly wages above the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$33.52 and \$58.63. Exhibit 5 shows the wage range for each of these modern policing occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

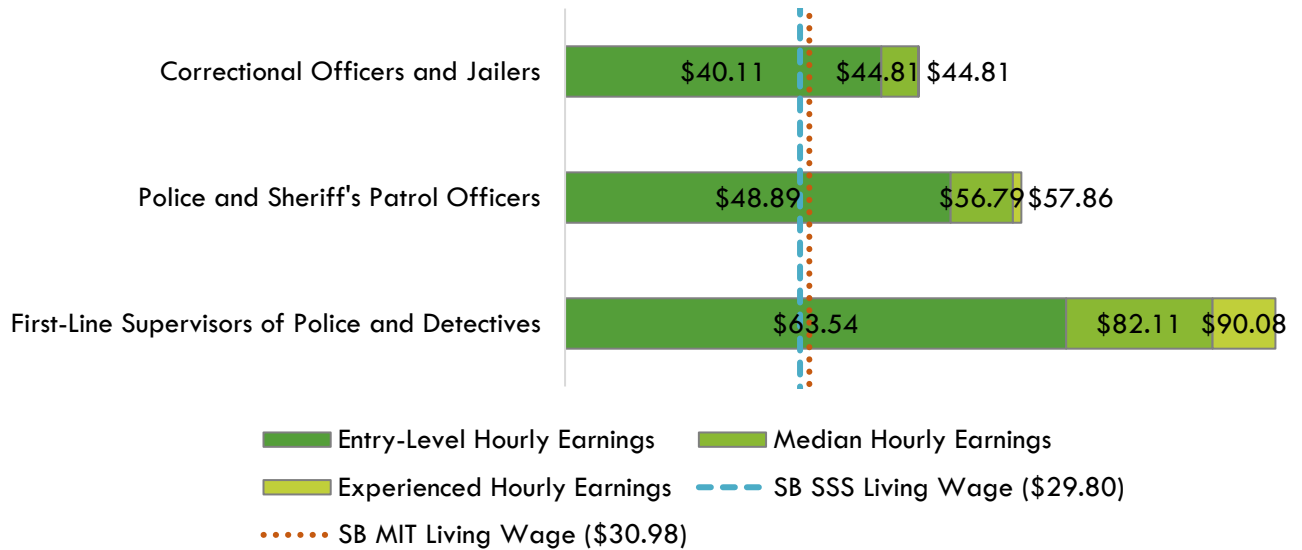
Exhibit 5: Wages by Occupation in San Luis Obispo County



## Santa Barbara

All (100%) annual openings for these modern policing occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Typical entry-level hourly wages range between \$40.11 and \$63.54. Experienced level wages are above the living wage for all four occupations. Exhibit 6 shows the wage range for each of these modern policing occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

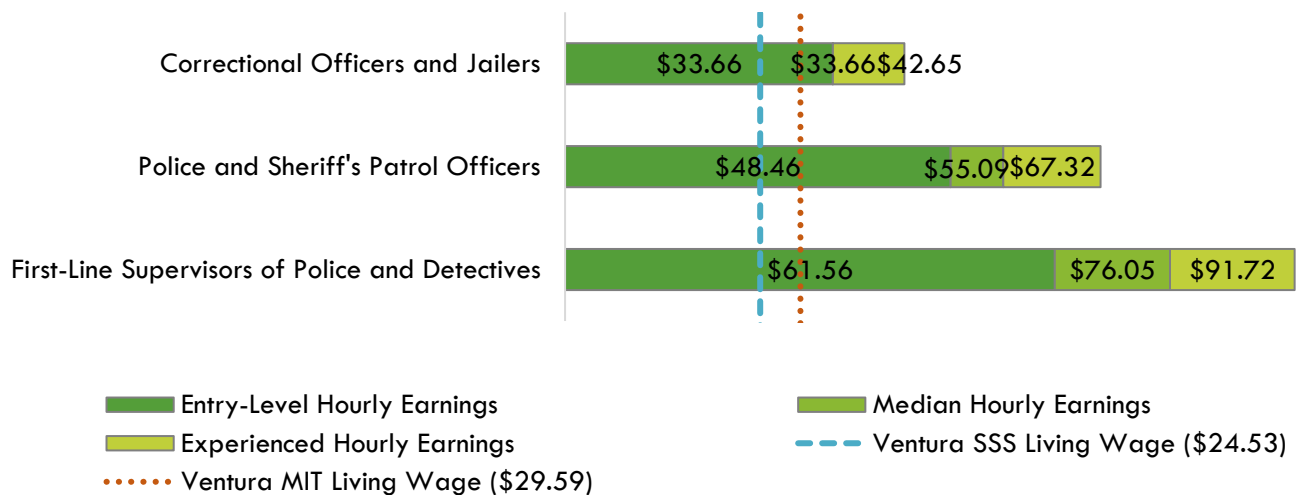
Exhibit 6: Wages by Occupation in Santa Barbara County



## Ventura

All (100%) annual openings for these modern policing occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-level hourly wages range between \$33.66 and \$61.56. Exhibit 7 shows the wage range for each of these modern policing occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Ventura County



### Job Postings:

There were 287 online job postings related to these modern policing occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by occupation. Approximately 34% of job postings were in San Luis Obispo County.

**Exhibit 8: Number of Job Postings by Sub-Region (n=287)**

County	Job Postings	Percentage of Job Postings
San Luis Obispo	98	34%
Ventura	95	33%
Santa Barbara	66	23%
Northern Los Angeles	28	10%
<b>Total Postings</b>	<b>287</b>	<b>100%</b>

Of the 287 postings, the majority (56%) were for *Police and Sheriff's Patrol Officers (33-3051)*, followed by *First-Line Supervisors of Police and Detectives (33-1012)*, as shown in Exhibit 9.

**Exhibit 9: Number of Job Postings by Occupation (n=287)**

Occupation	Job Postings	Percentage of Job Postings
Police and Sheriff's Patrol Officers	162	56%
First-Line Supervisors of Police and Detectives	97	34%
Correctional Officers and Jailers	28	10%
<b>Total Postings</b>	<b>287</b>	<b>100%</b>

The top employers in the region, by number of job postings, are shown in Exhibit 10.

**Exhibit 10: Top Employers by Number of Job Postings (n=287)**

Employer	Job Postings	Percentage of Job Postings
United States Department of Homeland Security	36	13%
County Of San Luis Obispo	28	10%
County Santa Barbara Health	18	6%
Ventura County	17	6%
County San Luis Obispo	13	5%
City Of Oxnard	9	3%
Leoforce	8	3%
City Of Morro Bay	7	2%
Ventura County Community College District	7	2%
Cal Poly San Luis Obispo	6	2%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 11.

**Exhibit 11: Top Skills by Number of Job Postings (n=287)**

<b>Top Specialized Skills</b>	<b>Top Soft Skills</b>	<b>Top Computer Skills</b>
Law Enforcement (136)	Communication (122)	Microsoft Office (19)
Law Enforcement Practices (58)	Investigation (99)	Microsoft Word (3)
Contraband Detection and Control (44)	Operations (86)	Operating Systems (3)
Crime Prevention (43)	Problem Solving (55)	Spreadsheets (3)
Patrolling (38)	Tactfulness (55)	Student Information Systems (3)
International Laws (34)	Management (53)	Active Directory (2)
Rehabilitation (31)	Good Driving Record (46)	Database Software (2)
Court Systems (29)	English Language (41)	ManageEngine AssetExplorer (2)
Criminal Justice (29)	Report Writing (41)	Microsoft Access (2)
Immigration Law (28)	Customer Service (39)	Microsoft File Compare (2)

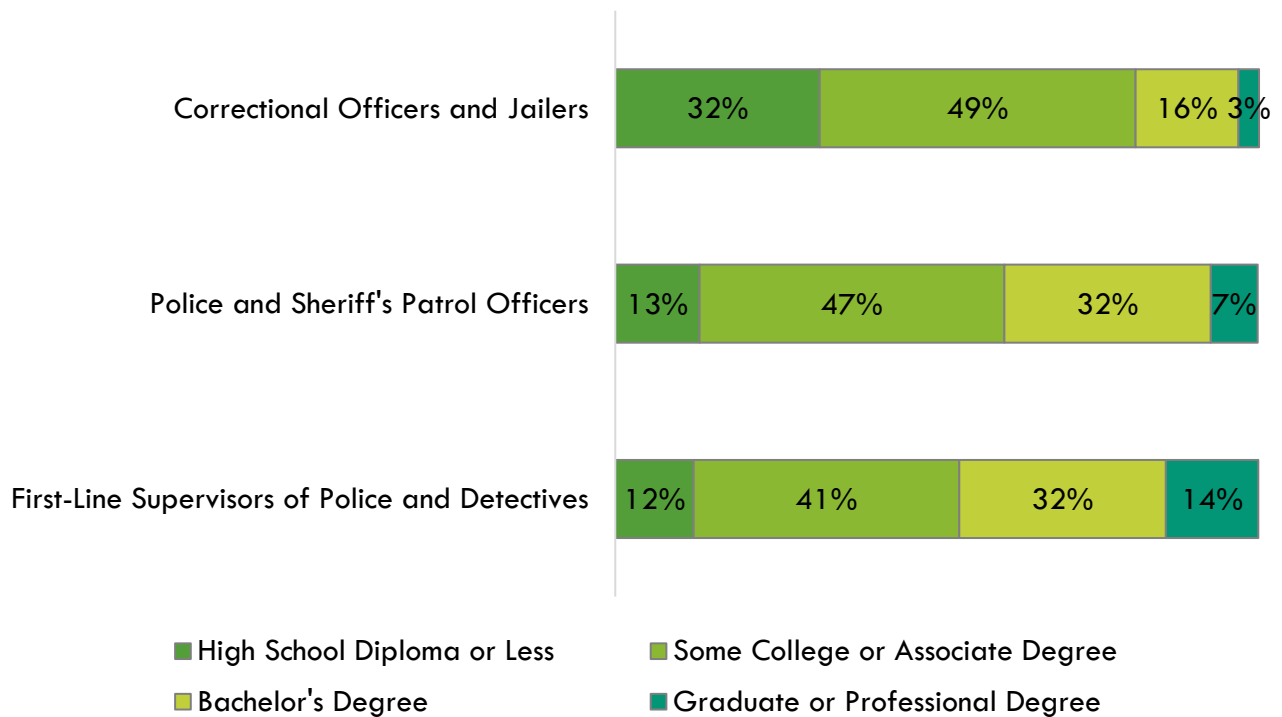
## Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for these modern policing occupations:

- High School Diploma or Equivalent
  - *First-Line Supervisors of Police and Detectives (33-1012)*
  - *Correctional Officers and Jailers (33-3012)*
  - *Police and Sheriff's Patrol Officers (33-3051)*

The national-level educational attainment data indicates between 41% and 49% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

**Exhibit 12: National-level Educational Attainment for Occupations**



Of the 72% of the cumulative job postings for these modern policing occupations that listed a minimum education requirement in the SCC Region, 71% (148) requested a high school diploma or an associate degree and 29% (59) requested a bachelor's degree.

# Educational Supply

## Community College Supply:

Exhibit 13 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Administration of Justice (2105.00)
- Police Academy (2105.50)

No awards were conferred for the following TOP codes:

- Corrections (2105.10)
- Probation and Parole (2105.20)
- Industrial and Transportation Security (2105.30)
- Forensics, Evidence, and Investigation (2105.40)
- Modern Policing (2105.60)

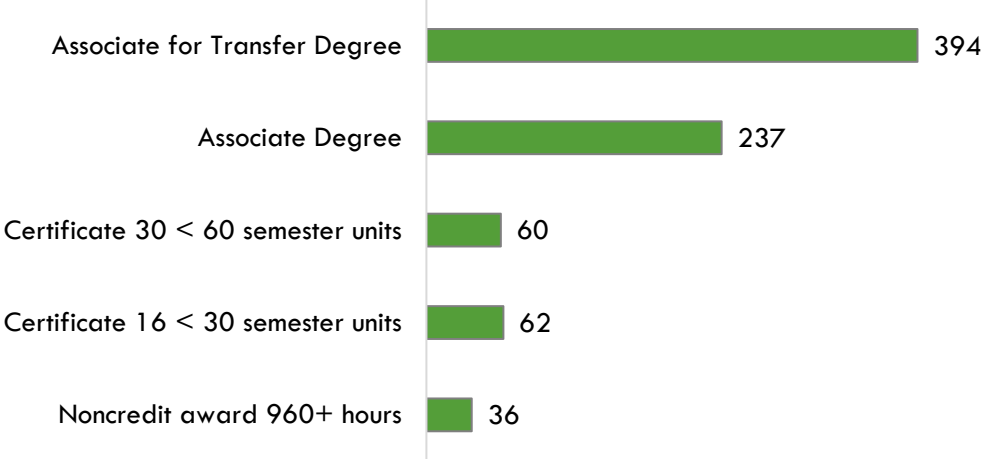
The college with the most completions in the region is Ventura (220), followed by Antelope Valley (146), and College of the Canyons (110).

**Exhibit 13: 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
2105.00	Administration of Justice	Allan Hancock	108	71	53	77
		Antelope Valley	140	177	119	145
		Canyons	141	102	86	110
		Cuesta	41	50	32	41
		Moorpark	106	82	79	89
		Santa Barbara	109	74	68	84
		Ventura	170	154	151	158
<b>Supply Subtotal/Average</b>			<b>815</b>	<b>710</b>	<b>588</b>	<b>704</b>
2105.50	Police Academy	Allan Hancock	22	2	42	22
		Ventura	37	68	80	62
<b>Supply Subtotal/Average</b>			<b>59</b>	<b>70</b>	<b>122</b>	<b>84</b>
<b>Supply Total/Average</b>			<b>874</b>	<b>780</b>	<b>710</b>	<b>788</b>

Exhibit 14 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 associate degrees, certificates between 16 and less than 30 semester units, and certificates between 30 and less than 60 semester units.

### Exhibit 14: Annual Average Community College Awards by Type, 2020-2023



### Community College Student Outcomes:

The Strong Workforce Program (SWP) metrics for Modern Policing programs (2105.60) at College of the Canyons (COC), the SCC Region, and California are currently unavailable as many programs are in the process of obtaining approval. As a result, there are no students that have enrolled in or completed Modern Policing programs.

## Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering modern policing training programs. Over the past three years (2019-2022), there was 1 award conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) code:

- Corrections (41.0102)

No awards were conferred for the following CIP codes:

- Criminal Justice and Corrections, General (43.0100)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)
- Juvenile Corrections (43.0110)
- Corrections and Criminal Justice, Other (43.0199)
- Security Science and Technology, General (43.0401)
- Law Enforcement Record-Keeping and Evidence Management (43.0115)
- Criminalistics and Criminal Science (43.0111)
- Law Enforcement Investigation and Interviewing (43.0114)
- Critical Incident Response/Special Police Operations (43.0119)
- Criminal Justice/Police Science (43.0107)

**Exhibit 15: Regional Non-Community College Awards, 2019-2022**

CIP Code	Program	College	2019- 2020 Awards	2020- 2021 Awards	2021- 2022 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College- Santa Maria	0	0	4	1
<b>Supply Total/Average</b>			<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>

## Regional Demographics

This section examines demographic data for occupational data and the SCC labor force to identify potential diversity and equity issues addressable by community college programs. As noted in the student outcomes section, student demographic data is unavailable because Modern Policing (2105.60) is a new TOP code. Therefore no students have enrolled in/completed Modern Policing courses/program yet.

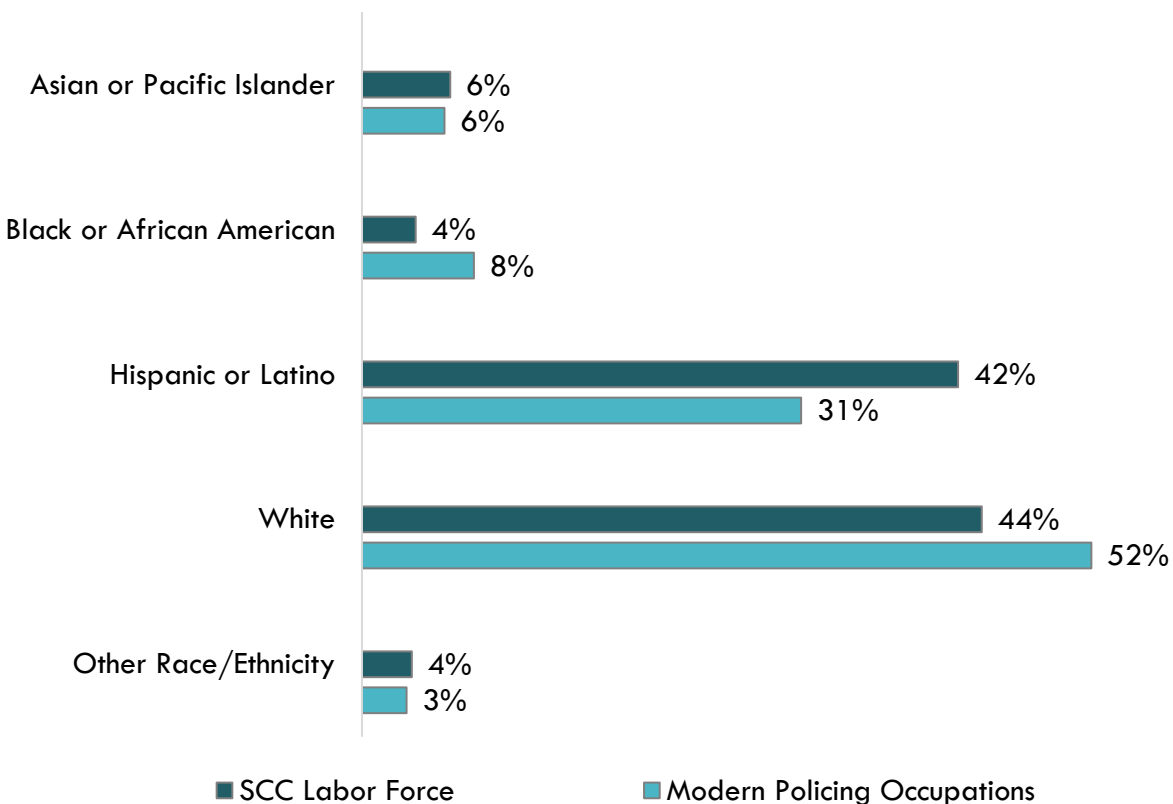
### Ethnicity:

Exhibit 16 compares the ethnicity of the overall SCC labor force, and occupation-specific data for the three modern policing occupations included in this report.

Notably, 52% of workers employed in these modern policing occupations are white, which is slightly higher than the labor force (44%).

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of Hispanic or Latino workers is *Correctional Officers and Jailers (33-3012)*, which has the lowest entry-level hourly wages out of all three modern policing occupations.

Exhibit 16: Program and County Demographics by Ethnicity

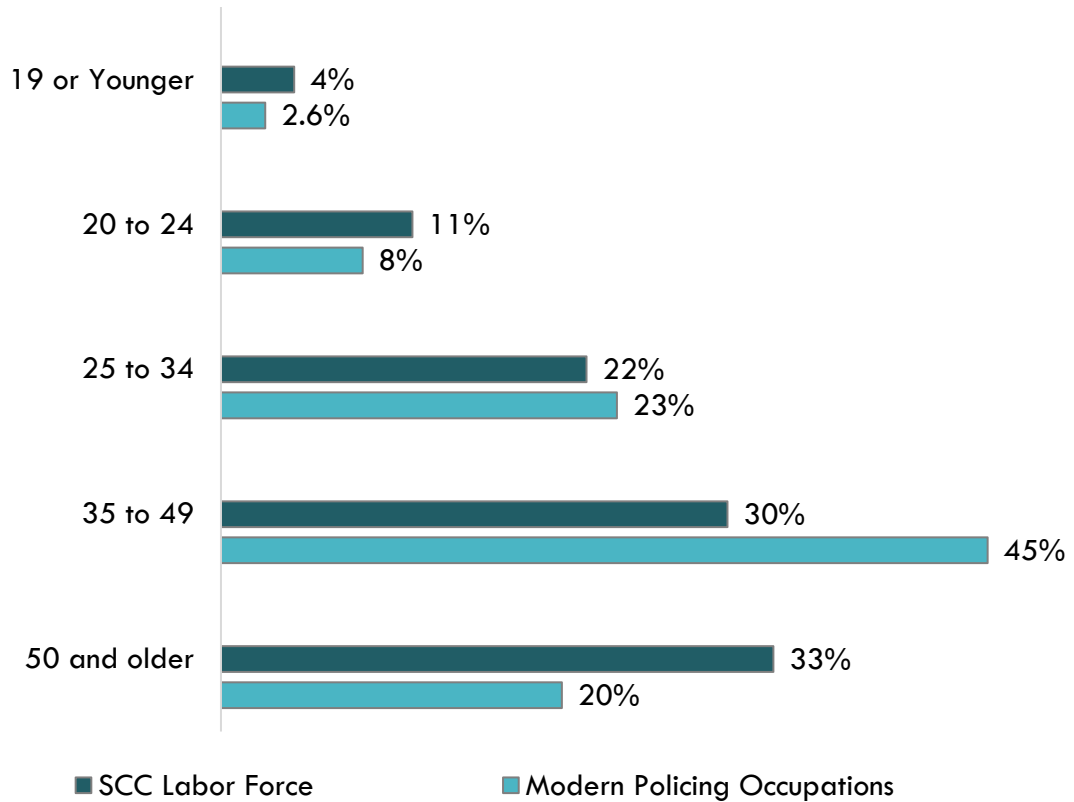


## Age:

Exhibit 17 compares the age of the overall SCC labor force and occupation-specific data for the three modern policing occupations included in this report.

The majority (68%) of workers in these modern policing occupations are between the ages of 25 to 49, which is higher than the labor force (52%).

Exhibit 17: Program and County Demographics by Age

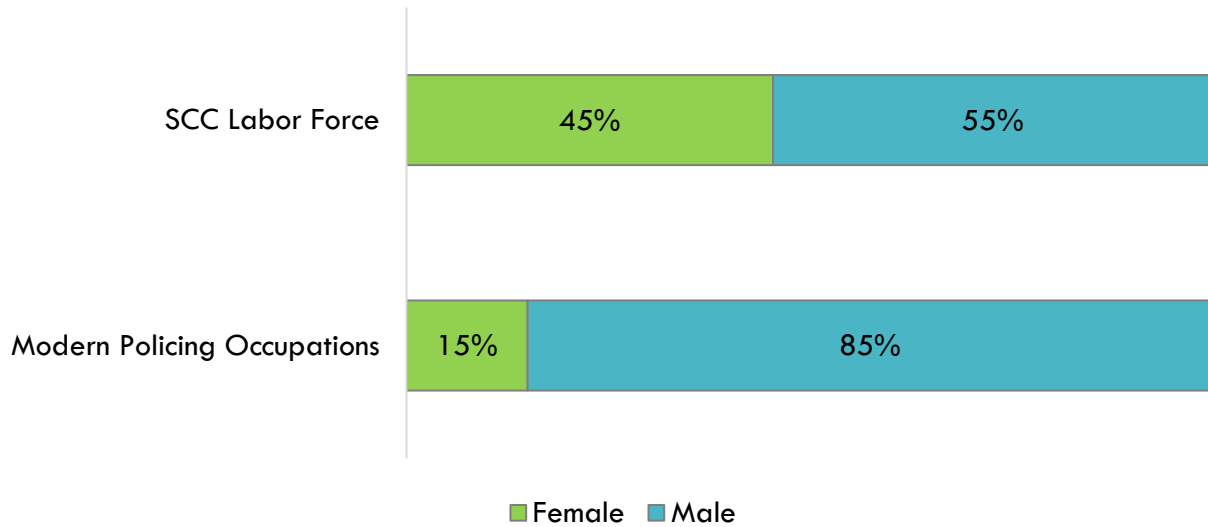


## Sex:

Exhibit 18 compares the sex of SCC labor force and occupation-specific data for these modern policing occupations.

There is a vast majority of male workers (85%) in these modern policing occupations, which contrasts with the labor force (55% men).

Exhibit 18: Program and County Demographics by Sex



## Appendix A: Methodology

### Traditional Labor Market Data

The SCC 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.

Data included in this analysis represents the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the SCC 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.

Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the SCC 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 SCC 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.

### Online Job Postings Data

Online job postings data, also known as 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. 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.

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.

Additionally, 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 or phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.<sup>9</sup> For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast’s database.

### Geography

The South Central Coast region encompasses San Luis Obispo, Santa Barbara, and Ventura counties, as well as parts of Northern Los Angeles County. The following 34 ZIP codes are used to define Northern Los Angeles County:

**Exhibit 19: Northern Los Angeles ZIP Codes**

ZIP Code	Primary City	ZIP Code	Primary City
91310	Castaic	93532	Lake Hughes
91321	Newhall	93534	Lancaster
91322	Newhall	93535	Lancaster
91350	Santa Clarita	93536	Lancaster
91351	Canyon Country	93539	Lancaster
91354	Valencia	93543	Littlerock
91355	Valencia	93544	Llano
91380	Santa Clarita	93550	Palmdale
91381	Stevenson Ranch	93551	Palmdale
91382	Santa Clarita	93552	Palmdale
91383	Santa Clarita	93553	Pearblossom
91384	Castaic	93563	Valyermo
91385	Valencia	93584	Lancaster
91386	Canyon Country	93586	Lancaster
91387	Canyon Country	93590	Palmdale
91390	Santa Clarita	93591	Palmdale
93510	Acton	93599	Palmdale

Though traditional labor market information is available at the ZIP code level, it does not always add up to data reported at the county level for multiple reasons:

- ZIP codes are not official geographically bounded areas, unlike states and counties.
- ZIP codes may cross county lines, such as ZIP code 93461, which is primarily in San Luis Obispo County, but also crosses into Kern County.

<sup>9</sup> K. R. Chowdhary, *Fundamentals of Artificial Intelligence* (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

For these reasons, the number of jobs and average annual openings for each county may not add up to the total for the SCC Region. However, considering jobseekers may cross county lines for opportunities, the traditional labor market data is reflective of opportunities available to jobseekers in the SCC Region.

Additionally, job postings data is available only at the city or county level. To analyze job postings for the entire SCC region, the SCC COE developed a list of cities available in Lightcast for analysis. Additionally, demographic data is not available at the ZIP code level but is available at the Census Bureau’s Public Use Microdata Area (PUMA) level. Demographic data was sourced via IPUMS and analyzed by the SCC COE. For more information, contact the SCC COE.

## 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.</p> <p>For more information, see <a href="https://lightcast.io/">https://lightcast.io/</a></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, childcare, health care, transportation, and taxes. Per the CCCCO, this report’s endorsement criteria uses the University of Washington’s Center for Women’s Welfare Self-Sufficiency Standard for a single adult last updated in March 2024.</p> <p>For more information, see: <a href="http://www.selfsufficiencystandard.org/California">http://www.selfsufficiencystandard.org/California</a></p> <p>The MIT Living Wage, updated on February 14, 2024, is a nationally recognized living wage metric and is provided for reference. For more information, see: <a href="https://livingwage.mit.edu/counties/06059">https://livingwage.mit.edu/counties/06059</a></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.</p> <p>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>

Data Type	Source
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, 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>
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>

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.

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