

Labor Market Analysis for Program Review:
 1 305.00 (Child Development/Early Care and Education)
 (Early Childhood Studies AS)
 (Early Childhood Studies COA)



FOR LABOR MARKET RESEARCH
 SOUTH CENTRAL COAST

South Central Coast Center of Excellence, April 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"/>
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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 3,173 annual job openings in the South Central Coast (SCC) region for these middle-skill early childhood occupations, which is more than the 1,020 awards conferred by educational institutions.	
Self-Sufficiency Standard Living Wage ¹ :	<i>Comments:</i> All (100%) of annual job openings for these middle-skill early childhood occupations have entry-level hourly wages significantly below the Santa Barbara County living wage of \$29.80.	
Education:	<i>Comments:</i> The majority (53%) of annual job openings for these middle-skill occupations typically require a high school diploma or equivalent. However, between 34% and 39% of workers in these middle-skill occupations 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			

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 five occupations:

- Middle-Skill
 - *Preschool Teachers, Except Special Education (25-2011)*
 - *Teaching Assistants, Except Postsecondary (25-9045)*
 - *Childcare Workers (39-9011)*
- Above Middle-Skill - denoted with an asterisk (*) throughout this report
 - *Education and Childcare Administrators, Preschool and Daycare (11-9031)**
 - *Kindergarten Teachers, Except Special Education (25-2012)**

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

The labor market endorsement in this report considers the data only for middle-skill occupations. Based on the available data there appears to be a supply gap for these middle-skill early childhood occupations, typical entry-level wages for these middle-skill occupations are above the living wage, and typical education requirements for these middle-skill occupations align with a community college education. **Therefore, due to all 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)	353	6	Santa Barbara: \$18.35	Associate degree	34%
Teaching Assistants, Except Postsecondary (25-9045)	1,152	123	Santa Barbara: \$18.58	Some college, no degree	39%
Childcare Workers (39-9011)	1,668	891	Santa Barbara: \$15.52	High school diploma or equivalent	37%
Middle-Skill Subtotal	3,173	1,020	N/A	N/A	N/A
Education and Childcare Administrators, Preschool and Daycare (11-9031)*	37	<i>Accounted for Above</i>	Santa Barbara: \$21.33	Bachelor's degree	12%
Kindergarten Teachers, Except Special Education (25-2012)*	55	<i>Accounted for Above</i>	Santa Barbara: \$38.32	Bachelor's degree	34%
Above Middle-Skill Subtotal	92	<i>Accounted for Above</i>	N/A	N/A	N/A
Total	3,265	1,020	N/A	N/A	N/A

Demand:

- The number of jobs related to these middle-skill early childhood occupations is projected to decline 1% through 2028 in the SCC region. There is projected to be 3,169 middle-skill annual job openings due to retirements and replacements.
- Hourly entry-level wages for these middle-skill early childhood occupations in Santa Barbara County range from \$24.74 to \$27.89; all middle-skill annual job openings have entry-level wages above the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 2,973 online job postings for these early childhood occupations over the past 12 months. Of those, 97% (2,888) were for the group of middle-skill occupations. The highest number of postings were for preschool teachers, paraprofessionals, and nannies.
- The typical entry-level education for these middle-skill occupations ranges from a high school diploma or equivalent to an associate degree.
- Between 34% and 39% of workers in these middle-skill occupations have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 955 awards conferred by all eight community colleges in the SCC Region from 2020 to 2023.
- Non-community college institutions conferred an annual average of 65 related awards from 2019 to 2022.
- SCC community college students that exited Child Development/Early Care and Education programs in the 2021-22 academic year had a median annual wage of \$31,328 (\$15.06 per hour) after exiting the program and 34% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 69% of Child Development/Early Care and Education students that exited their program in 2020-21 reported that they are working in a job closely related to their field of study.

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 early childhood occupations declined in all areas except for San Luis Obispo County – where employment remained flat – from 2018 to 2023. From 2023 to 2028, employment for these early childhood occupations is projected to slightly increase in all areas except Northern Los Angeles. However, employment is projected to remain below its 2018 levels for all areas except San Luis Obispo County.

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

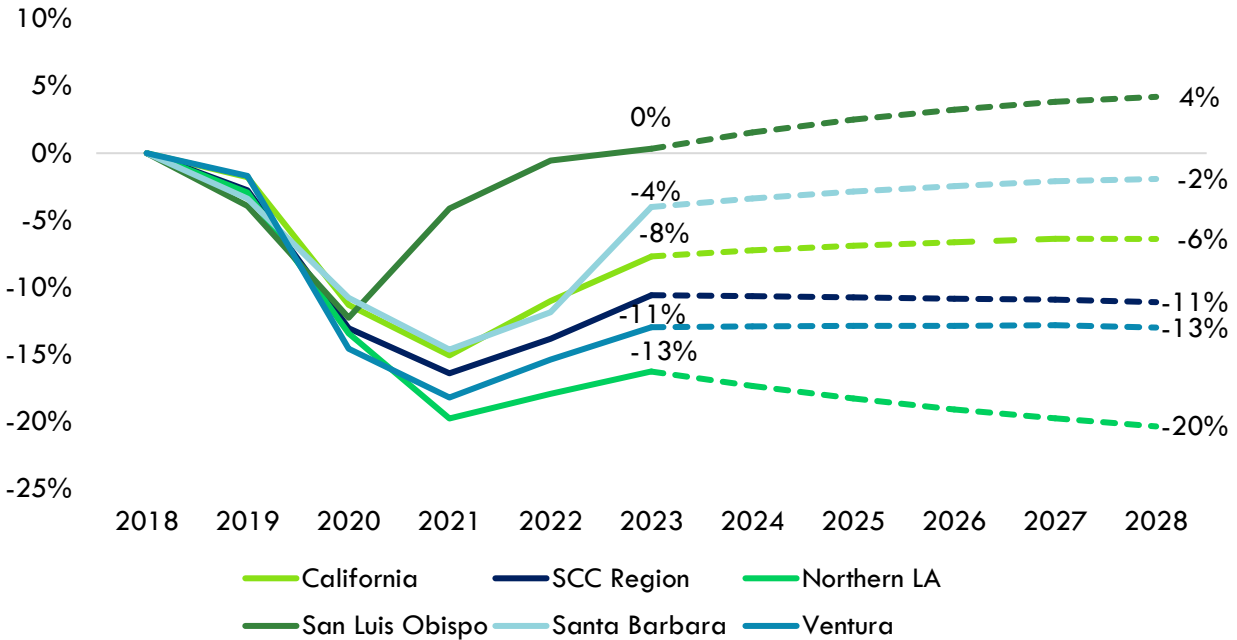


Exhibit 3 shows the five-year occupational demand projections for these early childhood occupations. In the SCC Region, the number of jobs related to these occupations is projected to remain relatively flat, with just a 0.6% decline through 2028. There is projected to be 3,265 jobs available annually. Of those, 97% (2,888) are for the middle-skill occupations. Additionally, Northern Los Angeles has the highest number of jobs and annual openings; however, employment is projected to decline 5% in Northern Los Angeles through 2028.

Exhibit 3: Occupational Demand in SCC Region²

Skill-Level	Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Middle-Skill	Northern LA	7,183	6,827	(356)	(5%)	1,012
	San Luis Obispo	2,642	2,744	102	4%	389
	Santa Barbara	5,645	5,767	123	2%	829
	Ventura	6,745	6,745	1	0%	939
Middle-Skill Subtotal		22,215	22,084	(131)	(1%)	3,169
Above Middle-Skill	Northern LA	169	166	(2)	(1%)	12
	San Luis Obispo	81	83	2	3%	6
	Santa Barbara	97	99	2	2%	7
	Ventura	163	160	(3)	(2%)	11
Above Middle-Skill Subtotal		509	508	(1)	(0.2%)	36
SCC Region		22,724	22,592	(132)	(0.6%)	3,265

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. 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.

Wages:

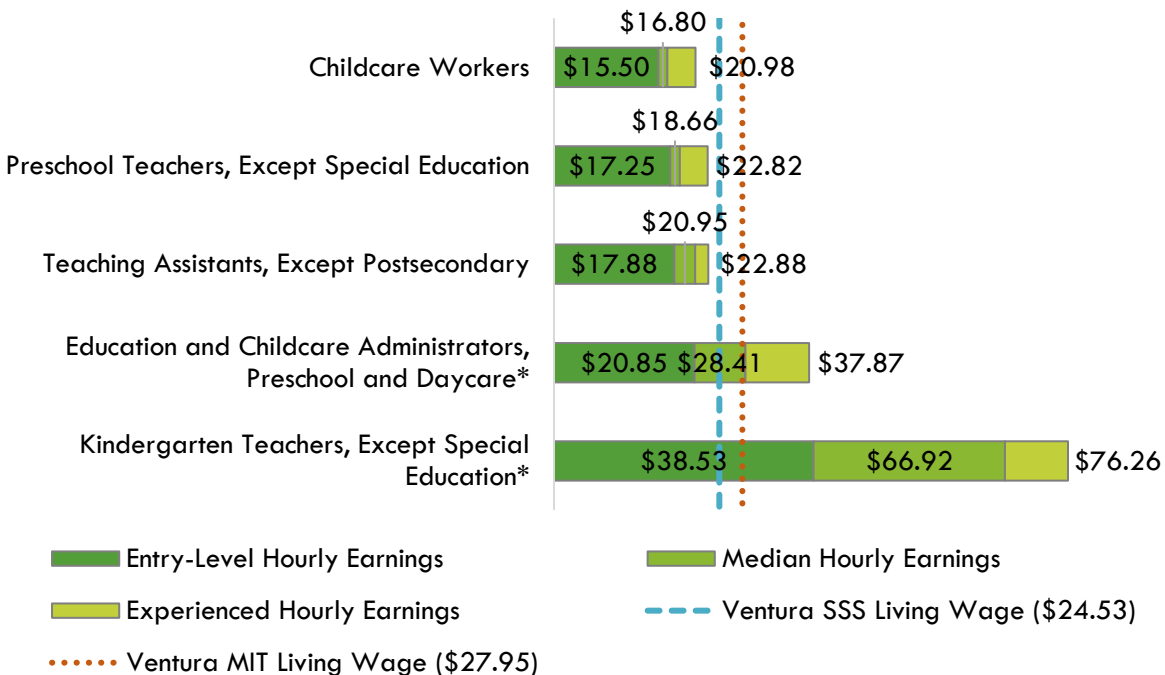
The labor market endorsement in this report considers the entry-level hourly wages for these early childhood occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Oxnard College, which is in Ventura County. Wages for other 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.

Ventura

Nearly all (98%) annual openings for these early childhood 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 \$15.50 and \$38.53. Notably wages are below living wage at all levels for the three middle-skill occupations. Exhibit 4 shows the wage range for each of these early childhood occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

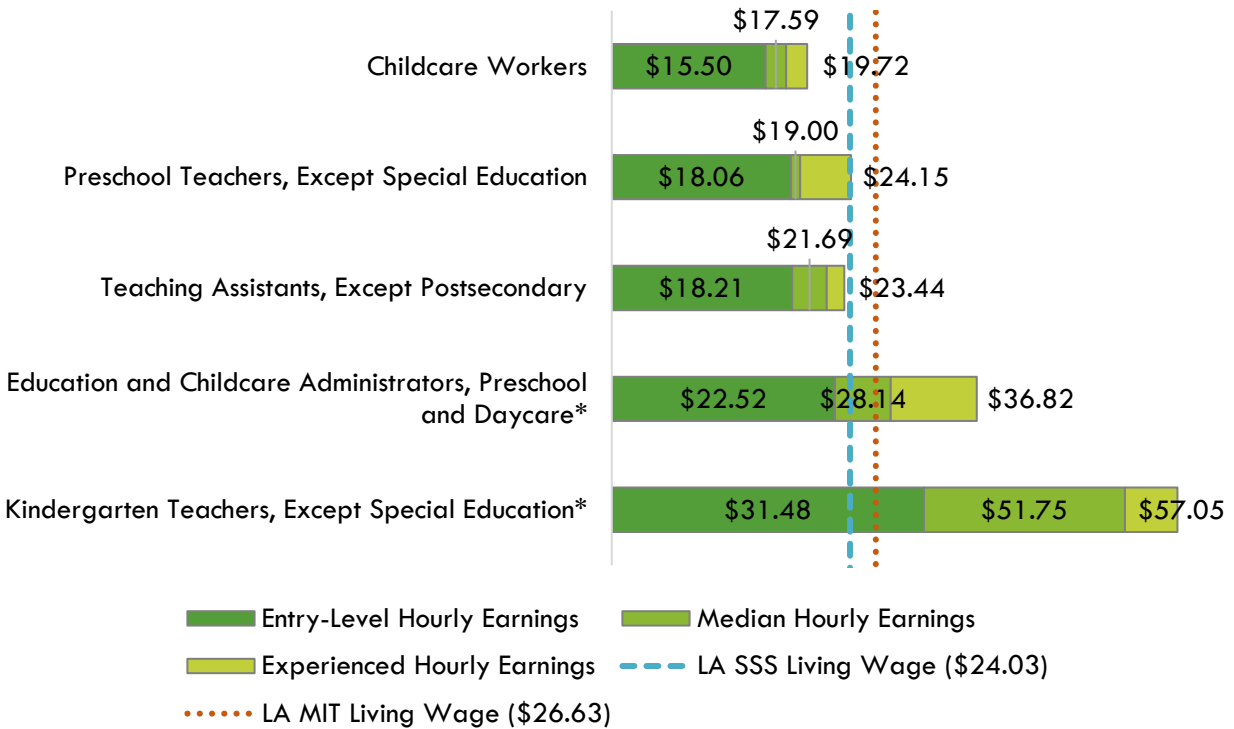
Exhibit 4: Wages by Occupation in Ventura County



Northern Los Angeles

Nearly all (99%) of annual openings for these early childhood occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$15.50 and \$31.48. Notably, only one middle-skill occupation – *Preschool Teachers, Except Special Education (25-2011)* – has experienced wages above the living wage; wages do not exceed the living wage at any level for the other two middle-skill occupations. Exhibit 5 shows the wage range for each of these early childhood occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

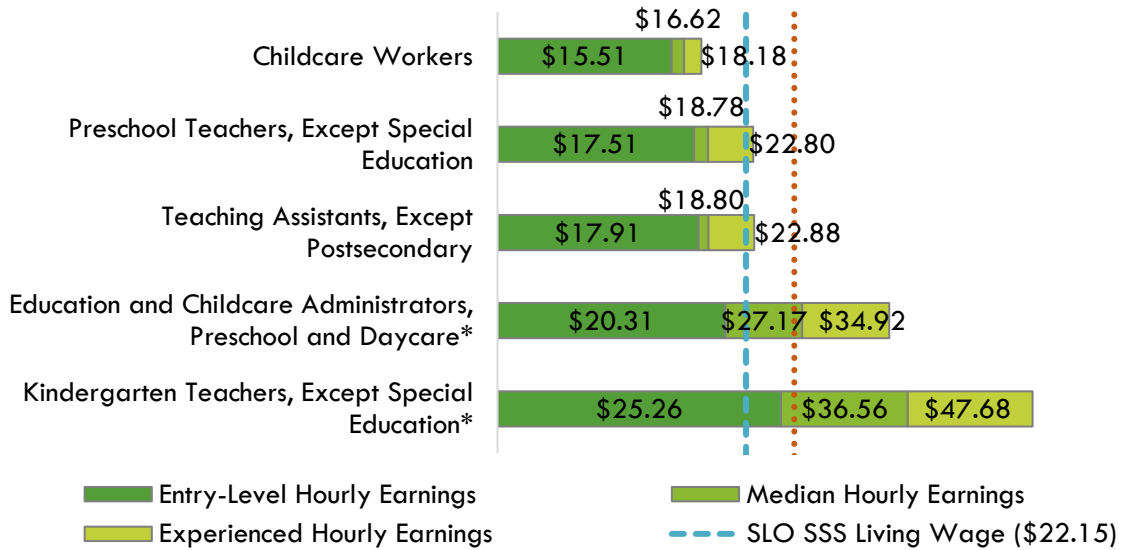
Exhibit 5: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

Nearly all (98%) of annual openings for these early childhood occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$15.51 and \$25.26. Notably, wages for *Childcare Workers (39-9011)* are below the living wage at all levels. Exhibit 6 shows the wage range for each of these early childhood occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

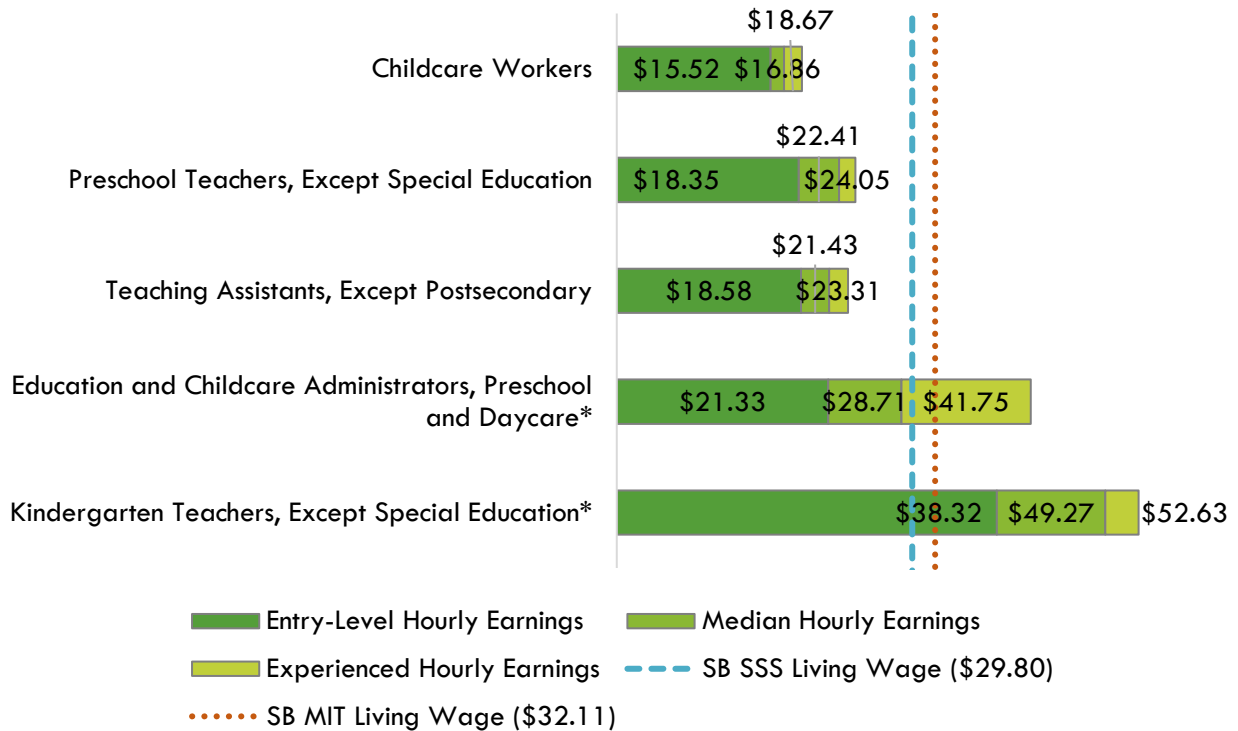
Exhibit 6: Wages by Occupation in San Luis Obispo County



Santa Barbara

Nearly all (98%) annual openings for these early childhood 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 \$15.52 and \$18.58. Notably wages are below living wage at all levels for the three middle-skill occupations. Exhibit 7 shows the wage range for each of these early childhood occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Santa Barbara County



Job Postings:

There were 2,973 online job postings related to these early childhood occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by occupation. Over one-third (36%) of job postings were in Ventura County and 25% were in Santa Barbara County.

Exhibit 8: Number of Job Postings by Sub-Region (n=2,973)

County	Job Postings	Percentage of Job Postings
Ventura	1,066	36%
Santa Barbara	745	25%
Northern Los Angeles	722	24%
San Luis Obispo	440	15%
Total Postings	2,973	100%

Of the 2,973 postings, the majority (51%) were for *Teaching Assistants, Except Postsecondary* (25-9045) and nearly one-third (32%) were for *Preschool Teachers, Except Special Education* (25-2011), as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=2,973)

Occupation	Job Postings	Percentage of Job Postings
Teaching Assistants, Except Postsecondary	1,521	51%
Preschool Teachers, Except Special Education	949	32%
Childcare Workers	418	14%
Education and Childcare Administrators, Preschool and Daycare*	66	2%
Kindergarten Teachers, Except Special Education*	19	1%
Total Postings	2,973	100%

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=2,973)

Employer	Job Postings	Percentage of Job Postings
Stepping Stones	116	4%
KinderCare Education	114	4%
Sunbelt Staffing	69	2%
Community Action Partnership Of San Luis Obispo	64	2%
Learning Care Group	62	2%
La Petite Academy	48	2%
Guidepost Montessori	47	2%
YMCA	44	1%
Amergis	35	1%
Santa Barbara County Education Office	35	1%

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=2,973)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Preschool Education (877)	Communication (918)	Microsoft Excel (64)
Child Development (858)	Teaching (812)	Microsoft Outlook (60)
Special Education (531)	English Language (446)	Microsoft Office (41)
Early Childhood Education (421)	Planning (356)	Student Information Systems (41)
Lesson Planning (384)	Writing (323)	Zoom (Video Conferencing Tool) (24)
Working With Children (380)	Confidentiality (304)	Microsoft PowerPoint (23)
Toileting (265)	Multilingualism (287)	Spreadsheets (19)
Classroom Management (255)	Management (252)	Google Workspace (17)
Individualized Education Programs (IEP) (240)	Clerical Works (239)	Microsoft Word (14)
Behavior Management (191)	Mathematics (239)	Learning Management Systems (12)

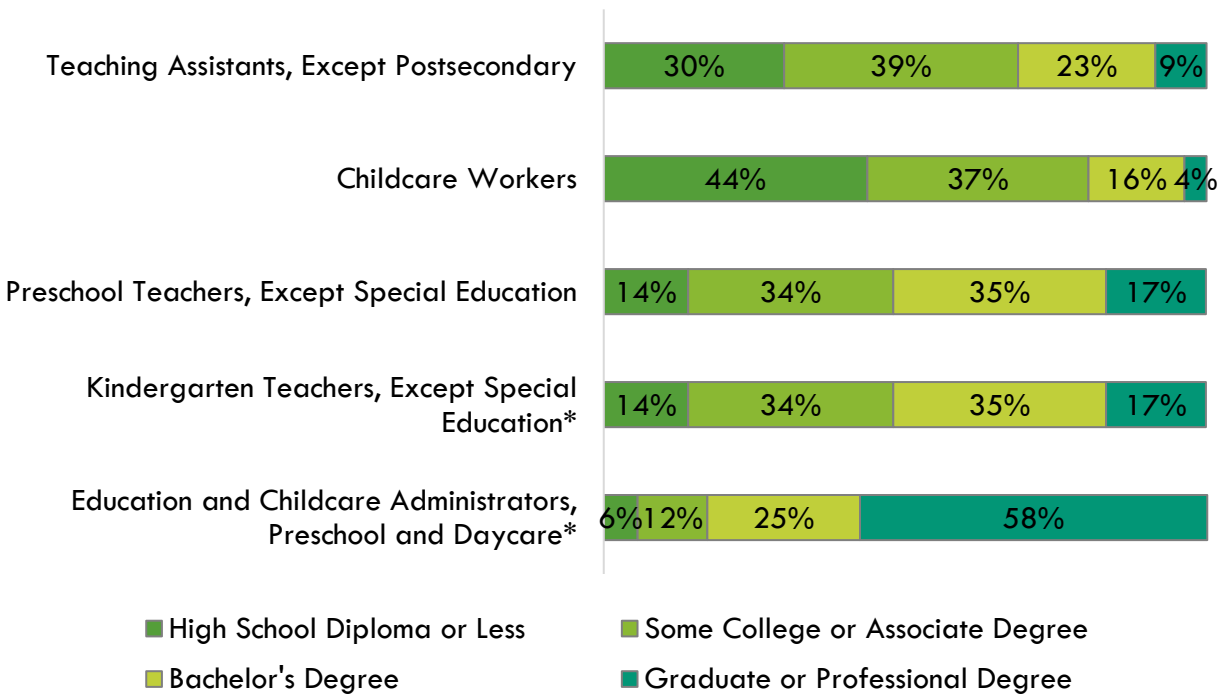
Educational Attainment:

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

- High School Diploma or Equivalent
 - *Childcare Workers (39-9011)*
- Some College, No Degree
 - *Teaching Assistants, Except Postsecondary (25-9045)*
- Associate Degree
 - *Preschool Teachers, Except Special Education (25-2011)*
- Bachelor's Degree
 - *Education and Childcare Administrators, Preschool and Daycare (11-9031)**
 - *Kindergarten Teachers, Except Special Education (25-2012)**

The national-level educational attainment data indicates between 34% and 37% of workers in the middle-skill occupations 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 51% of the cumulative job postings for these early childhood occupations that listed a minimum education requirement in the SCC Region, 87% (146) requested a high school diploma or an associate degree, 12% (181) requested a bachelor's degree, and 1% (15) requested a graduate or professional 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:

- Educational Aide (Teacher Assistant) (0802.00)
- Educational Aide (Teacher Assistant), Bilingual (0802.10)
- Child Development/Early Care and Education (1305.00)
- Child and Adolescent Development (1305.10)
- Children with Special Needs (1305.20)
- Preschool Age Children (1305.40)
- The School Age Child (1305.50)
- Child Development Administration and Management (1305.80)
- Infants and Toddlers (1305.90)

No awards were conferred under the following TOP codes:

- Special Education (0809.00)

The college with the most completions in the region is Cuesta (234), followed by Moorpark (216).

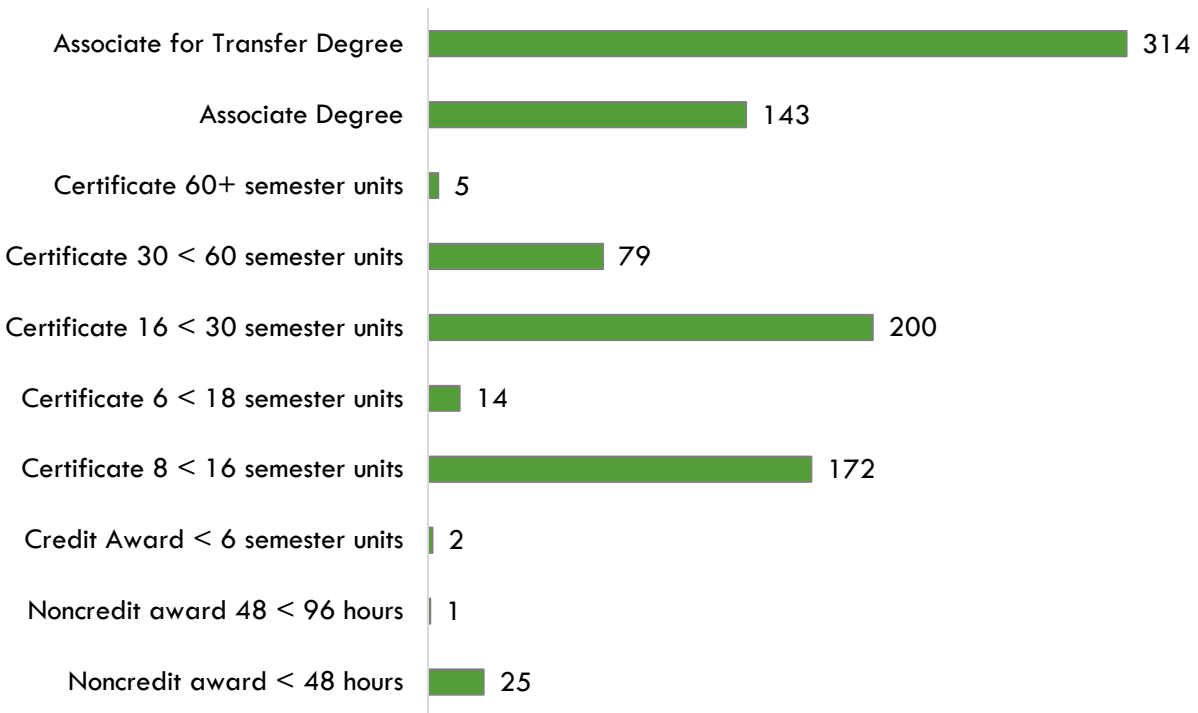
Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2020-2023

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Allan Hancock	0	2	0	1
		Antelope Valley	4	6	5	5
		Canyons	37	16	22	25
		Ventura	30	23	2	18
Supply Subtotal/Average			71	47	29	49
0802.10	Educational Aide (Teacher Assistant), Bilingual	Allan Hancock	0	0	1	0
		Supply Subtotal/Average			0	0
1305.00	Child Development/Early Care and Education	Allan Hancock	47	30	39	39
		Antelope Valley	60	147	98	102
		Canyons	39	46	39	41
		Cuesta	302	168	122	197
		Moorpark	166	185	121	157
		Oxnard	29	72	129	77
		Santa Barbara	69	41	88	66
		Ventura	56	51	54	54
Supply Subtotal/Average			768	740	690	733

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1305.10	Child and Adolescent Development	Cuesta	24	39	25	29
		Moorpark	75	65	35	58
		Oxnard	9	17	25	17
		Santa Barbara	0	0	4	1
Supply Subtotal/Average			108	121	89	106
1305.20	Children with Special Needs	Allan Hancock	3	1	1	2
		Canyons	3	3	0	2
		Cuesta	1	6	8	5
Supply Subtotal/Average			7	10	9	9
1305.40	Preschool Age Children	Canyons	20	28	21	23
		Moorpark	1	0	0	0
Supply Subtotal/Average			21	28	21	23
1305.50	The School Age Child	Antelope Valley	4	8	1	4
		Canyons	5	3	4	4
Supply Subtotal/Average			9	11	5	8
1305.80	Child Development Administration and Management	Canyons	3	5	2	3
		Cuesta	4	2	1	2
Supply Subtotal/Average			7	7	3	6
1305.90	Infants and Toddlers	Allan Hancock	2	2	6	3
		Canyons	9	20	10	13
		Santa Barbara	6	4	4	5
Supply Subtotal/Average			17	26	20	21
Supply Total/Average			1,008	990	867	955

Exhibit 14 shows the annual average community college awards by type from 2020-21 to 2022-23. Approximately one-third of the awards are for associate for transfer degrees, followed by certificates between 16 and less than 30 semester units.

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



Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Child Development/Early Care and Education programs at Ventura County Community College District (VCCCD), the SCC Region, and California. Of the 6,220 Child Development/Early Care and Education students throughout the region in the 2022-23 academic year, 38% (2,358) attended a VCCCD college.

VCCCD students that exited Child Development/Early Care and Education programs in the 2021-22 academic year had median annual earnings of \$32,180 (or \$15.47 per hour), which is nearly identical to Child Development/Early Care and Education students in the SCC Region (\$31,328 or \$15.06 per hour); both figures are slightly lower when compared to all Child Development/Early Care and Education students statewide (\$33,244 or \$15.98 per hour).

Exhibit 15: Child Development/Early Care and Education (1305.00) Strong Workforce Program Metrics, 2022-23³⁴

SWP Metric	VCCCD	SCC Region	California
SWP Students	2,358	6,220	89,841
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	19%	21%	21%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	94%	63%	76%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	7%	7%	6%

³ All SWP metrics are for 2022-23 unless otherwise noted. Metrics data is sourced from DataVista.

⁴ Data that is not available in DataVista is denoted in Exhibit 15 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

SWP Metric	VCCCD	SCC Region	California
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2021-22)	8%	8%	7%
SWP Students with a Job Closely Related to Their Field of Study (2020-21)	73%	69%	72%
Median Annual Earnings for SWP Exiting Students (2021-22)	\$32,180	\$31,328	\$33,244
Median Change in Earnings for SWP Exiting Students (2021-22)	45%	42%	39%
SWP Exiting Students Who Attained the Living Wage (2021-22)	39%	34%	43%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering early childhood training programs. Over the past three years (2019-2022), there were 65 awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Early Childhood Education and Teaching (13.1210)

No awards were conferred for the following CIP codes:

- Bilingual and Multilingual Education (13.0201)
- Educational Leadership and Administration, General (13.0401)
- Early Childhood Program Administration (13.0414)
- Special Education and Teaching, General (13.1001)
- Teacher Assistant/Aide (13.1501)
- Child Development (19.0706)
- Child Care and Support Services Management (19.0708)
- Child Care Provider/Assistant (19.0709)
- Early Childhood and Family Studies (19.0711)

Exhibit 16 shows the awards conferred by non-community college institutions from 2019 to 2022.

Exhibit 16: 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	California Polytechnic State University-San Luis Obispo	68	70	57	65
Supply Total/Average			68	70	57	65

Regional Demographics

This section examines demographic data for SCC community college students in Child Development/Early Care and Education programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

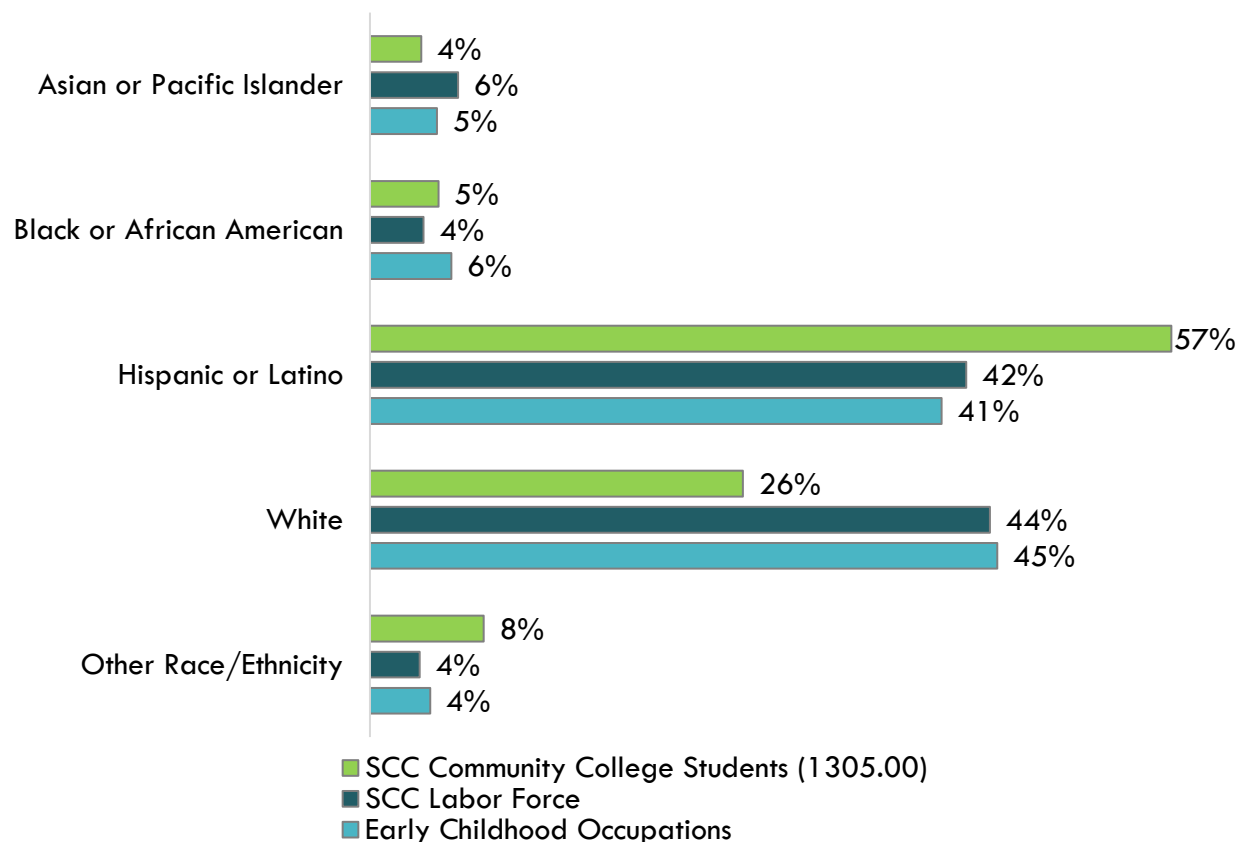
Ethnicity:

Exhibit 17 compares the ethnicity of SCC community college students enrolled in Child Development/Early Care and Education programs, the overall SCC labor force, and occupation-specific data for the five early childhood occupations included in this report.

Notably, 45% of workers employed in these early childhood occupations are white, which is nearly identical to the labor force (44%) but substantially higher than community college Website Design and Development students (26%). Conversely, 57% of community college Child Development/Early Care and Education are Hispanic or Latino, which is higher than the labor force (42%) and these early childhood occupations (41%).

Examining disaggregated data by occupation (not shown), 61% of *Education and Childcare Administrators, Preschool and Daycare (11-9031)** are white. This occupation also has the highest wages of all five occupations analyzed in this report. Conversely, 55% of *Childcare Workers (39-9011)* are Hispanic or Latino. This occupation has the lowest wages of all five occupations.

Exhibit 17: Program and County Demographics by Ethnicity

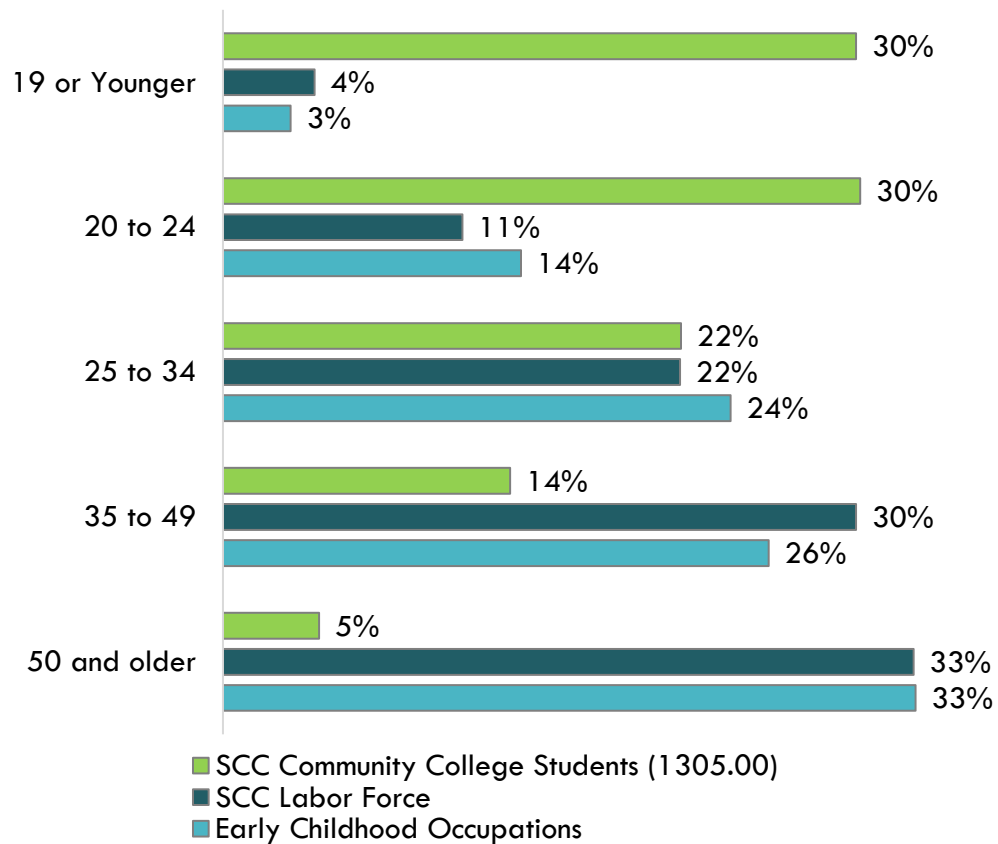


Age:

Exhibit 18 compares the age of SCC community college students enrolled in Child Development/Early Care and Education programs, the overall SCC labor force, and occupation-specific data for the five early childhood occupations included in this report.

One-third (33%) of workers in these early childhood occupations are age 50 and older, which is identical to the labor force (33%) but substantially higher than community college Child Development/Early Care and Education students (5%). Conversely, 60% of community college Child Development/Early Care and Education students are 24 or younger, which is significantly higher than the labor force (15%) and these early childhood occupations (17%).

Exhibit 18: Program and County Demographics by Age

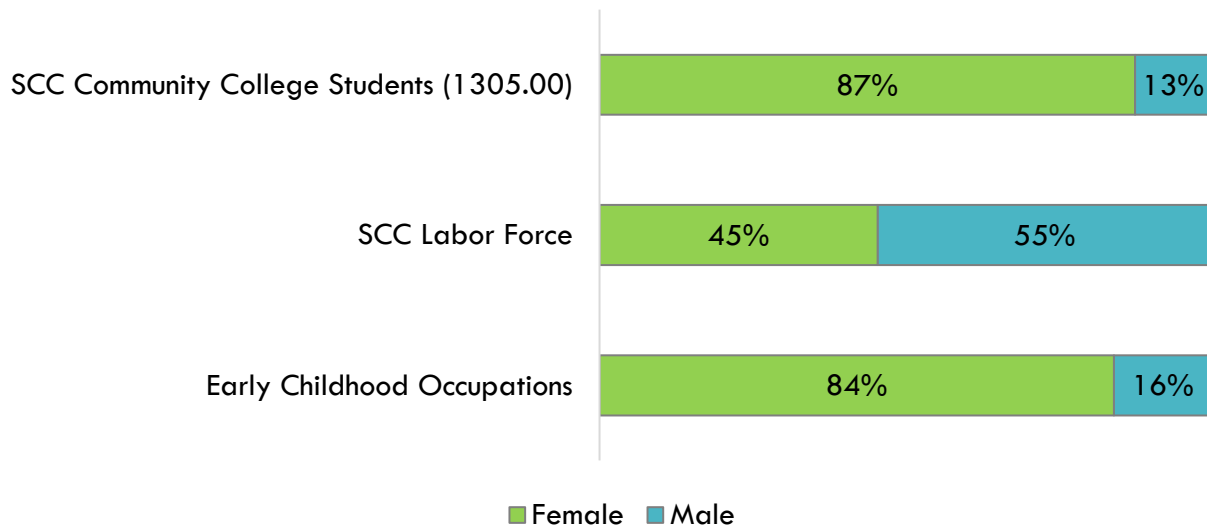


Sex:

Exhibit 19 compares the sex of SCC community college students enrolled in Child Development/Early Care and Education programs, the overall SCC labor force, and occupation-specific data for these early childhood occupations.

Women represent the vast majority of community college Child Development/Early Care students (87%) and workers in these early childhood occupations (84%), which sharply contrasts with the labor force (45% women).

Exhibit 19: 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) 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.

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.⁵ 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 20: 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.

⁵ 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 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, 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: http://www.selfsufficiencystandard.org/California</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: 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.</p> <p>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>

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: 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>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: https://datavista.cccco.edu/</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: 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>

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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