

Accounting

Inland Empire/Desert Region (Riverside and San Bernardino counties)

This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

Summary

- Community college accounting programs provide the knowledge, skills, and abilities that prepare students for employment in four community college-level occupations and one bachelor's degree-level occupation, collectively referred to as the accounting occupational group.
- This report's employment demand and educational supply focus solely on the community college-level accounting jobs students are likely to obtain after completing a community college program.
- Community college-level accounting occupations are projected to have 1,979 annual job openings through 2025, increasing employment by 2% in the region.
- The median hourly earnings for community college-level occupations are between \$14.60 and \$27.04 per hour. The median hourly earnings for brokerage clerks are above the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- Regional community colleges have issued an annual average of 279 awards in accounting programs over the last three academic years. Other postsecondary education providers in the region issued 151 awards annually over the previous three academic years.
- The COE recommends expanding accounting programs. See the [recommendation section](#) for further detail.

Introduction

California Community College accounting (TOP 0502.00) programs prepare students for employment through instruction related to procedures to systematize information about transactions and activities into accounts and quantitative reports to verify accuracy of data by applying accounting, internal reporting, and decision making principles. These programs include accounting and financial reporting that assists in making internal management decisions (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by accounting programs lead to five distinct occupations, collectively referred to as the accounting occupational group in this report. The accounting occupational group is separated into community college-level and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying education levels.

The **community college-level occupations** in this report either require a high school diploma or some college, no degree in addition to on-the-job training. Between 32% and 49% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest level of educational attainment. The community college-level occupations included in the accounting occupational group are:

- Bookkeeping, Accounting, and Auditing Clerks (SOC 43-3031)
- Brokerage Clerks (43-4011)
- Payroll and Timekeeping Clerks (43-3051)
- Tax Preparers (13-2082)

The **bachelor's degree-level occupation** in this report typically requires workers to obtain a four-year degree prior to employment. The bachelor's degree-level occupation included in the accounting occupational group is:

- Accountants and Auditors (SOC 13-2011)

Accounting occupational group definitions are available in the Appendix section. This report's employment demand and educational supply focus solely on the community college-level jobs students are likely to obtain after completing a community college accounting program. The accountant bachelor's degree-level occupation illustrates opportunities available to students after completing a four-year program.

Job Counts and Projections

In 2020, there were 26,007 total accounting jobs in the region. Employment for the community college-level accounting occupational group is projected to increase by 2% through 2025, with 1,979 job openings projected annually. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 1: Five-year projections for the accounting occupational group, 2020-2025

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Accountants and Auditors	8,039	8,520	6%	3,846	769	33%
Bachelor's Degree-level Total	8,039	8,520	6%	3,846	769	33%
Bookkeeping, Accounting, and Auditing Clerks	14,926	15,206	2%	8,295	1,659	38%
Payroll and Timekeeping Clerks	1,720	1,745	1%	880	176	29%
Tax Preparers	1,168	1,190	2%	635	127	52%

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Brokerage Clerks	154	165	7%	87	17	27%
Community College-level Total	17,968	18,307	2%	9,897	1,979	38%
Total	26,007	26,827	3%	13,743	2,749	36%

Source: Emsi 2021.3

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time filling each occupation. Over the last 12 months, there were 3,279 job ads for the accounting occupational group in the region. There were insufficient job advertisements for brokerage clerks in the region to provide generalizable job advertisement information. As a result, the job ad search for brokerage clerks was expanded to the state level.

On average, regional employers fill online job advertisements for accounting workers in 23 days, five days shorter than the statewide time to fill. Job advertisements indicate that regional employers may face fewer challenges filling open positions than other employers in California.

Exhibit 2: Job ads and time to fill

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Accountants and Auditors	1,244	27	32
Bachelor's Degree-level Total	1,244	27	32
Bookkeeping, Accounting, and Auditing Clerks	1,718	21	24
Payroll and Timekeeping Clerks	225	23	24
Tax Preparers	91	15	17
Brokerage Clerks*	135	-	47
Community College-level Total	2,169	21	24
Total	3,279	23	28

Source: Burning Glass – Labor Insights

*California job advertisement information

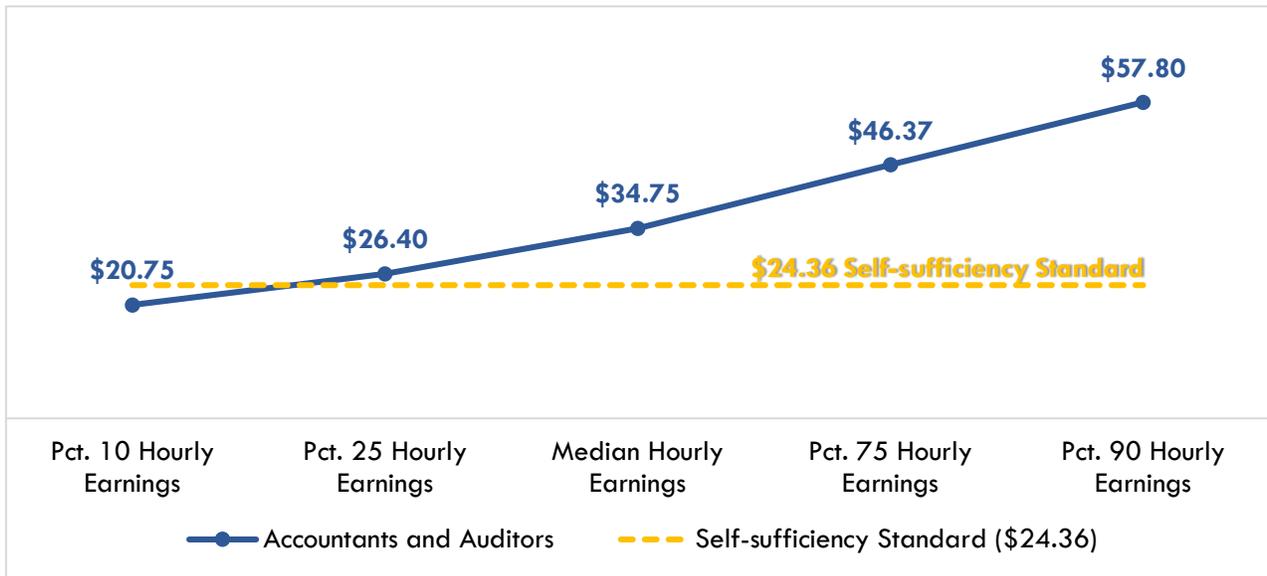
Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult

with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 3 displays the hourly earnings for the bachelor's degree-level accounting occupation. The 25th percentile hourly earnings for accountants and auditors surpass the regional self-sufficiency standard, indicating that at least the top 75% of workers earn a self-sustainable wage.

Exhibit 3: Hourly earnings by percentile for the bachelor's degree-level accounting occupation

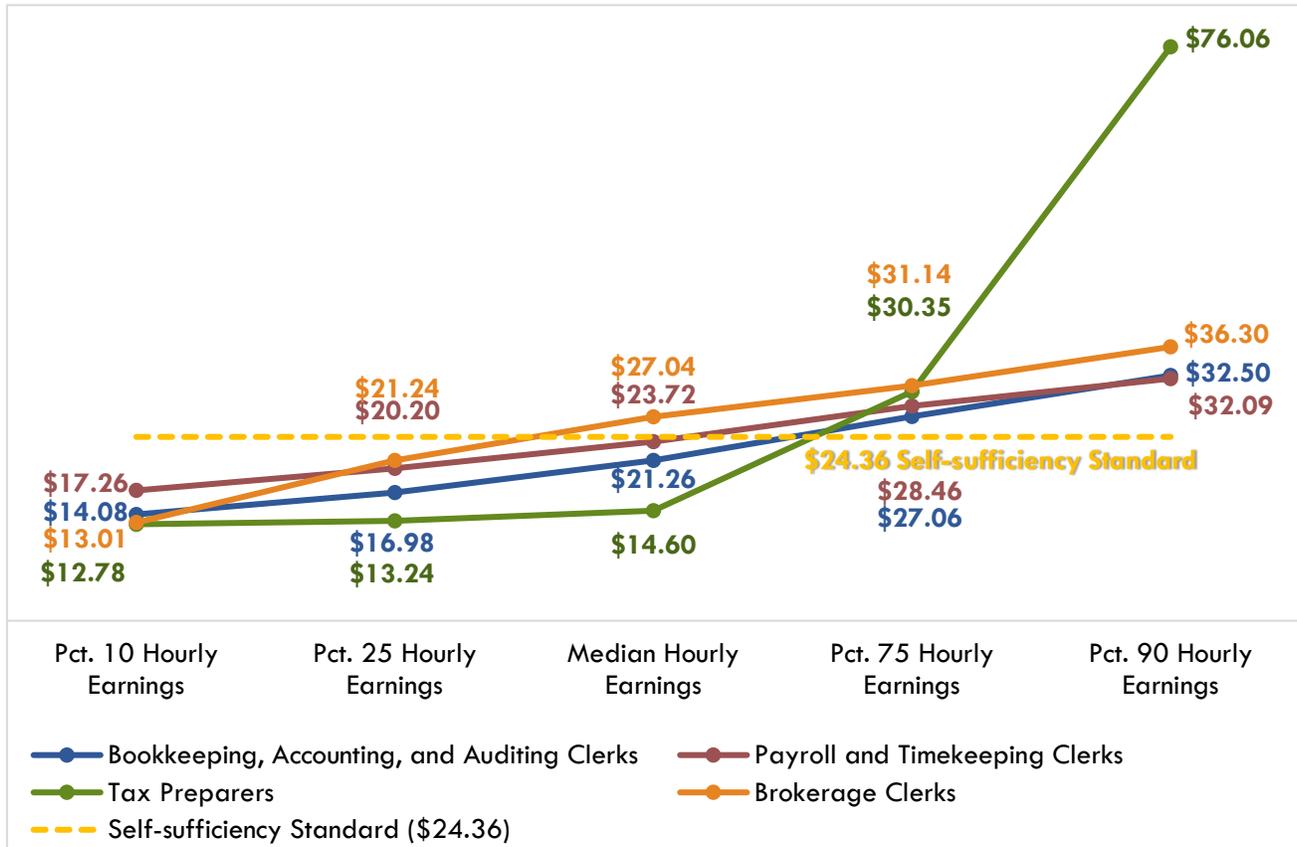


Source: Emsi 2021.3

According to the occupational guides developed by the California Labor Market Information Division, benefits for accountants and auditors generally include vacation, sick leave, group health insurance, and retirement plans (Detailed Occupational Guides, 2021).

Exhibit 4 displays the hourly earnings for the community college-level accounting occupational group. The median hourly earnings for brokerage clerks surpass the regional self-sufficiency standard. The 75th percentile hourly earnings for bookkeeping, accounting, and auditing clerks, tax preparers, and payroll and timekeeping clerks are above this standard, indicating that only the top 25% of workers earn a self-sustainable wage.

Exhibit 4: Hourly earnings by percentile for the community college-level accounting occupations



Source: Emsi 2021.3

Benefits information, typically provided by the California Labor Market Information Division's occupational guides, is not available for tax preparers, payroll and timekeeping clerks, and brokerage clerks. Benefits for full-time bookkeeping, accounting, and auditing clerks generally include medical and dental insurance, vacation, sick leave, and retirement benefits (Detailed Occupational Guides, 2021).

Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for the accounting occupational group over the last 12 months in the region. Online job ad salary information reveals that employers are willing to pay the community college-level accounting occupational group between \$45,000 and \$54,000 annually. The advertised earnings for tax preparers and brokerage clerks are above the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 55% (1,800 out of 3,279) of online job postings for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 5: Advertised salary information

Occupations	Number of job postings	Real-Time Salary Information				Average Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Bachelor's Degree-level Occupation						
Accountants and Auditors	545	5%	19%	43%	33%	\$73,000
Community College-level Occupations						
Bookkeeping, Accounting, and Auditing Clerks	1,101	18%	64%	14%	4%	\$45,000
Payroll and Timekeeping Clerks	111	14%	60%	21%	5%	\$45,000
Tax Preparers	25	12%	28%	48%	12%	\$54,000
Brokerage Clerks*	18	6%	56%	33%	5%	\$53,000

Source: Burning Glass – Labor Insights

*California job advertisement information

Employers, Skills, Education, and Work Experience

Exhibit 6 displays the employers that posted the most job ads during the last 12 months in the region.

Displaying employer names provides some insight into where students may find employment after completing a program. Intuit posted the most job advertisements for the accounting occupational group in the region.

Exhibit 6: Employers posting the most job ads for the accounting occupational group

Occupation	Top Employers	
Bachelor's Degree-level Occupation		
Accountants and Auditors (n=1,244)	<ul style="list-style-type: none"> Beech Valley Solutions Intuit San Manuel Casino Eide Billy Riverside County 	<ul style="list-style-type: none"> Prime Healthcare Services H&R Block Anthem Blue Cross Esri San Bernardino County
Community College-level Occupations		
Bookkeeping, Accounting, and Auditing Clerks (n=1,718)	<ul style="list-style-type: none"> Intuit Beech Valley Solutions Riverside County 	<ul style="list-style-type: none"> San Manuel Casino JHD Corporation
Payroll and Timekeeping Clerks (n=225)	<ul style="list-style-type: none"> Prime Healthcare Services Burlington Stores Val Verde Unified 	<ul style="list-style-type: none"> HR Direct Services Chino Valley Unified School District San Manuel Casino

Occupation	Top Employers
Tax Preparers (n=91)	<ul style="list-style-type: none"> • H&R Block • Jackson Hewitt Tax Service • Intuit
Brokerage Clerks* (n=135)	<ul style="list-style-type: none"> • Wells Fargo • Cushman & Wakefield • Lincoln Financial Group

Source: Burning Glass – Labor Insights

*California job advertisement information

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the accounting occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized to guide curriculum development.

Exhibit 7: Sample of in-demand skills from employer job ads

Occupation	Specialized skills	Employability skills
Bachelor's Degree-level Occupation		
Accountants and Auditors (n=1,218)	<ul style="list-style-type: none"> • Public Accounting • Budgeting • Financial Statements • Account Reconciliation • Generally Accepted Accounting Principles (GAAP) 	<ul style="list-style-type: none"> • Communication Skills • Detail-Oriented • Problem Solving • Research • Organizational Skills
Community College-level Occupations		
Bookkeeping, Accounting, and Auditing Clerks (n=1,654)	<ul style="list-style-type: none"> • Accounts Payable/Receivable • Data Entry • Customer Billing • Account Reconciliation • Invoice Processing 	<ul style="list-style-type: none"> • Detail-Oriented • Communication Skills • Organizational Skills • Problem Solving • Multi-Tasking
Payroll and Timekeeping Clerks (n=210)	<ul style="list-style-type: none"> • Accounting • Data Entry • Calculation • Deductions Knowledge • ADP Payroll 	<ul style="list-style-type: none"> • Detail-Oriented • Communication Skills • Typing • Research • Organizational Skills
Tax Preparers (n=88)	<ul style="list-style-type: none"> • Tax Returns • Customer Retention • Accounting • Bookkeeping • Audit Planning 	<ul style="list-style-type: none"> • Bilingual (English/Spanish) • Writing • Teamwork/Collaboration • Communication Skills • Research

Occupation	Specialized skills	Employability skills
Brokerage Clerks* (n=132)	<ul style="list-style-type: none"> Customer Service Scheduling Administrative Support Financial Advising Record Keeping 	<ul style="list-style-type: none"> Communication Skills Research Multi-Tasking Detail-Oriented Teamwork/Collaboration

Source: Burning Glass – Labor Insights
 *California job advertisement information

Exhibit 8 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the accounting occupational group. According to the Bureau of Labor Statistics, between 14%-49% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree."

Exhibit 8: Typical entry-level education, educational attainment, and minimum advertised education requirements

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Bachelor's Degree-level Occupation						
Accountants and Auditors	Bachelor's degree	14%	937	-	-	100%
Community College-level Occupations						
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	49%	1,227	60%	14%	26%
Payroll and Timekeeping Clerks	High school diploma or equivalent	48%	194	81%	7%	12%
Tax Preparers	High school diploma or equivalent	32%	81	49%	-	51%
Brokerage Clerks*	High school diploma or equivalent	41%	77	13%	10%	77%

Source: Emsi 2021.3, Burning Glass – Labor Insights
 *Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework
 **California job advertisement information

Exhibit 9 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads.

Exhibit 9: Work experience required and real-time work experience requirements

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job postings	0 – 2 years	3 – 5 years	6+ years
Bachelor’s Degree-level Occupation					
Accountants and Auditors	None	838	39%	56%	5%
Community College-level Occupations					
Bookkeeping, Accounting, and Auditing Clerks	None	1,643	56%	42%	2%
Payroll and Timekeeping Clerks	None	156	49%	46%	5%
Tax Preparers	None	51	24%	76%	-
Brokerage Clerks*	None	92	64%	35%	1%

Source: Emsi 2021.3, Burning Glass – Labor Insights

*California job advertisement information

Programs Completions and Student Outcomes

Exhibit 10 displays student completions for accounting (0502.00) programs over the last three academic years. Over the last three academic years, regional community colleges have issued 279 awards annually in accounting programs. Program completion and student outcome methodologies can be found in the appendix.

Exhibit 10: 2017-20, Annual average community college awards for accounting programs in the region

TOP 0502.00 - Accounting	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Credit Award, 6< 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
Barstow	9	-	3	1	-	13
Chaffey	37	4	3	1	-	45
Copper Mountain	-	1	1	1	-	3
Desert	8	9	-	-	-	17
Moreno Valley	6	8	-	-	3	17
Mt. San Jacinto	-	5	-	6	-	11
Norco	10	12	-	-	37	59
Riverside	14	17	-	-	16	47

TOP 0502.00 - Accounting	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Credit Award, 6 < 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
San Bernardino	42	11	-	-	13	67
Total	126	68	7	9	69	279

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11. Among the students exiting accounting programs in the region, 68% of students reported working in their field of study, the median annual earnings were \$31,586, and 60% attained a living wage. The outcome methodology is available in the appendix section of this report.

Exhibit 11: 0502.00 – Accounting strong workforce program outcomes

Strong Workforce Program Metrics: 0502.00 – Accounting Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	8,078	99,541
Completed 9+ career education units in one year (2019-20)	35%	33%
Perkins Economically disadvantaged students	84%	71%
Students who attained a noncredit workforce milestone in a year (2019-20)	44%	66%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	187	2,593
Transferred to a four-year institution (transfers)	774	11,935
Job closely related to the field of study (2017-18)	68%	72%
Median annual earnings (all exiters)	\$31,586	\$42,492
Median change in earnings (all exiters)	21%	23%
Attained a living wage (completers and skills-builders)	60%	59%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 12 displays awards reported by other postsecondary education providers in accounting (CIP 52.0301) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, five other postsecondary education institutions in the region have issued 150 bachelor's and master's degrees annually over the last three academic years.

Exhibit 12: Other educational provider accounting programs, three-year annual average credentials in the Inland Empire/Desert Region

52.0301 – Accounting	Master's Degree	Bachelor's Degree	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
California Baptist University	10	44	55
California State University-San Bernardino	44	1	45
La Sierra University	6	12	17
University of California-Riverside	11	-	11
University of Redlands	-	21	21
Total	72	78	150

Source: IPEDS

Exhibit 13 displays awards reported by other postsecondary education providers in accounting technology/technician and bookkeeping (CIP 51.0302) programs. On average, one other postsecondary education institution in the region has issued two awards annually over the last three academic years.

Exhibit 13: Other educational provider accounting technology/technician and bookkeeping training programs, three-year annual average credentials in the Inland Empire/Desert Region

52.0302 – Accounting Technology/Technician and Bookkeeping	Award <1 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Riverside County Office of Education – School of Career Education	2	2
Total	2	2

Source: IPEDS

Recommendation for Accounting Programs

Community college accounting programs provide the knowledge, skills, and abilities that prepare students for employment in four community college-level occupations and one bachelor's degree-level occupation, collectively referred to as the accounting occupational group. This report's employment demand and educational supply focus solely on the community college-level jobs students are likely to obtain after completing a community college accounting program. The accountant bachelor's degree-level occupation illustrates opportunities available students after completing a four-year program.

The community college-level accounting occupational group is expected to have 1,979 annual job openings and increase employment by 2% over the next five years in the region. The median hourly earnings for the community college-level accounting occupational group are between \$14.60 and \$27.04 per hour. Only the median hourly earnings for brokerage clerks exceed the \$24.36 per hour self-sustainable wage standard.

Regional community college accounting programs have issued 279 awards annually over the last three academic years. Among the students exiting accounting programs in the region, 68% of students reported working in their field of study, the median annual earnings were \$31,586, and 60% attained a living wage. Other postsecondary education providers have issued 152 awards annually over the last three academic years.

The Centers of Excellence recommends expanding accounting programs to meet regional demand for accounting workers. Colleges considering this program should partner with applicable employers to document their demand for accounting workers and the skills needed for students to earn self-sustainable earnings shortly after exiting this program.

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for accounting occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Bachelor's Degree-level

Accountants and Auditors (13-2011)

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

Sample job titles: Accountant, Accounting Officer, Audit Partner, Auditor, Certified Public Accountant (CPA), Cost Accountant, Financial Auditor, General Accountant, Internal Auditor, Revenue Tax Specialist

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 14%

Community College-level

Tax Preparers (13-2082)

Prepare tax returns for individuals or small businesses.

Sample job titles: Certified Income Tax Preparer (CTP), Corporate Tax Preparer, Enrolled Agent, Income Tax Preparer, Tax Advisor, Tax Associate, Tax Consultant, Tax Preparer, Tax Professional, Tax Specialist

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Between one and twelve months of on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 32%

Bookkeeping, Accounting, and Auditing Clerks (43-3031)

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Sample job titles: Account Clerk, Accounting Assistant, Accounting Associate, Accounting Clerk, Accounting Specialist, Accounting Technician, Accounts Payable Clerk, Accounts Payable Specialist, Accounts Payables Clerk, Accounts Receivable Clerk

Entry-Level Educational Requirement: Some college, no degree

Training Requirement: Between one and twelve months of on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 49%

Payroll and Timekeeping Clerks (43-3051)

Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.

Sample job titles: Accounting Technician, Human Resources Assistant (HR Assistant), Payroll Administrator, Payroll Assistant, Payroll Clerk, Payroll Coordinator, Payroll Representative, Payroll Specialist, Payroll Technician

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Between one and twelve months of on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 48%

Brokerage Clerks (43-4011)

Perform duties related to the purchase, sale, or holding of securities. Duties include writing orders for stock purchases or sales, computing transfer taxes, verifying stock transactions, accepting and delivering securities, tracking stock price fluctuations, computing equity, distributing dividends, and keeping records of daily transactions and holdings.

Sample job titles: Account Administrator, Client Associate, Client Service Associate, Operations Clerk, Operations Coordinator, Registered Account Administrator, Registered Sales Assistant, Sales Assistant, Sales Trader, Trading Assistant

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Between one and twelve months of on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 41%

Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included in each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job posting or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the accounting occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Accountants and Auditors (13-2011)	8,039	481	6%	769	\$20.57 to \$57.80	\$34.75	\$83,300	Bachelor's degree & None	None
Bachelor's Degree-level Total	8,039	481	6%	769	-	-	-	-	-
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	14,926	280	2%	1,659	\$14.08 to \$32.50	\$21.26	\$48,000	Some college, no degree & 1-12 months	None
Payroll and Timekeeping Clerks (43-3051)	1,720	25	1%	176	\$17.26 to \$32.09	\$23.72	\$50,800	High school diploma or equivalent & 1-12 months	None
Tax Preparers (13-2082)	1,168	22	2%	127	\$12.78 to \$76.06	\$14.60	\$63,500	High school diploma or equivalent & 1-12 months	None
Brokerage Clerks (43-4011)	154	11	7%	17	\$13.01 to \$36.30	\$27.04	\$53,600	High school diploma or equivalent & 1-12 months	None
Community College-level Total	17,968	339	2%	1,979	-	-	-	-	-
Total	26,007	820	3%	2,749	-	-	-	-	-

Source: Emsi 2021.3