

Labor Market Analysis for Program Recommendation:  
 2105.00/Administration of Justice  
 (Sergeant Supervisory Certificate of Achievement)  
 Orange County Center of Excellence, October 2022



## 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:		<i>Comments:</i> there is projected to be <b>2,517 annual job openings</b> throughout Los Angeles and Orange counties for these police occupations, which is <b>less than the 3,309 awards conferred by educational institutions</b> . However, the oversupply is within the COE’s acceptable margin (25% over or under the number of annual job openings) and is therefore considered “supply met” rather than a “supply gap”.
Living Wage: (Entry-Level, 25 <sup>th</sup> )	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
		<i>Comments:</i> <b>All annual job openings</b> for these police occupations <b>have entry-level hourly wages above the OC living wage of \$20.63</b> .
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
		<i>Comments:</i> Though these police occupations typically require a high school diploma, <b>more than one-third of workers in the field have completed some college or an associate degree as their highest level of education</b> .

### Emerging Occupation(s)

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<i>Comments:</i> N/A	

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to four middle-skill occupations:

- First-Line Supervisors of Police and Detectives (33-1012)
- Police and Sheriff’s Patrol Officers (33-3051)

Based on the available data there does not appear to be a supply gap for these police occupations. However, the oversupply is within the COE’s acceptable margin and is considered “supply met” rather than a “supply gap”. All annual job openings have entry-level wages above the living wage and typical education requirements for these occupations align with a community college education. **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)	261	49	OC: \$58.49	High school diploma or equivalent	41%
Police and Sheriffs Patrol Officers (33-3051)	2,257	3,260	OC: \$43.97	High school diploma or equivalent	47%
<b>Total</b>	<b>2,517</b>	<b>3,309</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### Demand:

- The number of jobs related to these police occupations are projected to increase 4% through 2026, equating to 2,517 annual job openings for these police occupations.
- Hourly entry-level wages for these police occupations range from \$43.97 to \$58.49 in Orange County; all annual job openings have entry-level wages above the living wage.
- There were 2,016 online job postings for these police occupations over the past 12 months. The highest number of postings were for border patrol agents, public safety officers, and marine interdiction agents.
- The typical entry-level education for these polices occupations is a high school diploma or equivalent.
- Between 41% and 47% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

### Supply:

- There was an average of 3,274 awards conferred by 26 community colleges in Los Angeles and Orange Counties from 2018 to 2021.
- Non-community college institutions conferred an average of 35 awards from 2017 to 2020.
- Orange County community college students that exited administration of justice programs in the 2018-2019 academic year had a median annual wage of \$92,892 after exiting the program and 75% attained the regional living wage.
- Throughout Orange County, 49% of administration of justice students that exited their program in 2017-18 reported that they are working in a job closely related to their field of study.

## Demand

### Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for these police occupations from 2016 through 2026. Employment occupations declined 5% from 2019 to 2020 due to the COVID-19 pandemic, which is less than the 7% decline across all occupations during that period. Employment in these police occupations continued to decline through 2021 but are projected to grow 1%, a slightly higher rate than all occupations through 2026.

## Exhibit 2: Annual Percent Change in Jobs for Police Occupations, 2016-2026

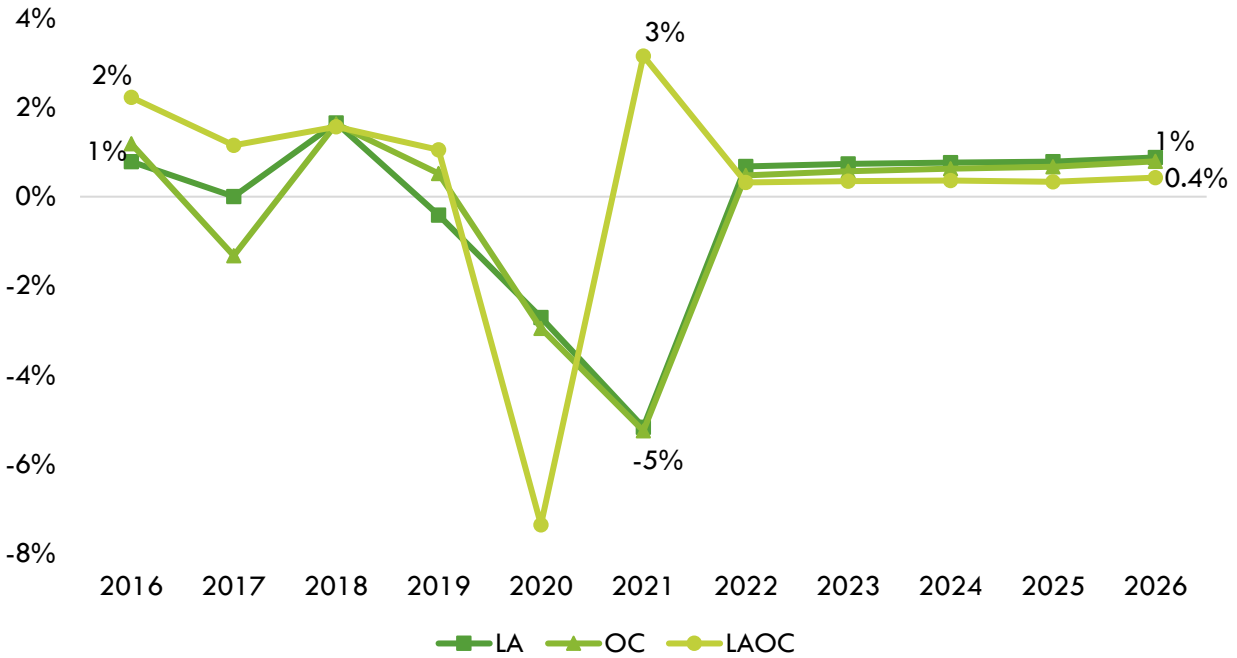


Exhibit 3 shows the five-year occupational demand projections for these police occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2026. There is projected to be 2,517 jobs available annually.

## Exhibit 3: Occupational Demand in Los Angeles and Orange Counties<sup>1</sup>

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	24,851	25,821	969	4%	2,071
Orange	5,465	5,638	173	3%	446
<b>Total</b>	<b>30,316</b>	<b>31,459</b>	<b>1,143</b>	<b>4%</b>	<b>2,517</b>

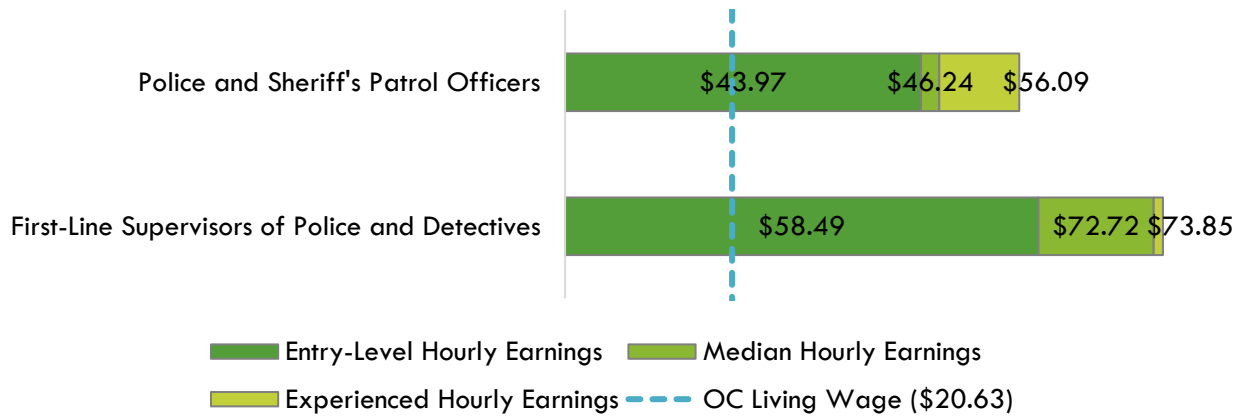
## Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these police occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region.

All annual openings for these police occupations have entry-level wages above the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages range between \$43.97 and \$58.49. However, Orange County's average wages are below the average statewide wage of \$51.83 for these occupations. Exhibit 4 shows the wage range for each of these police occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

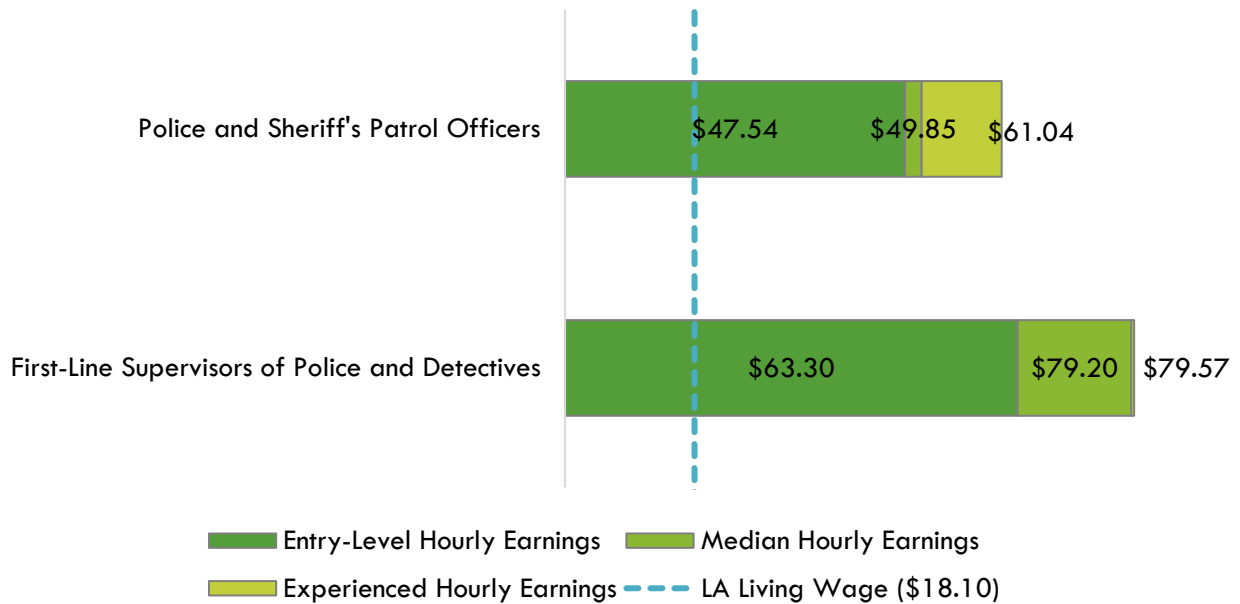
<sup>1</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

### Exhibit 4: Wages by Occupation in Orange County



All annual openings for these police occupations have entry-level wages above the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$47.54 and \$63.30. Los Angeles County's average wages are higher than the average statewide wage of \$51.83 for these occupations. Exhibit 5 shows the wage range for each of these police occupations in Los Angeles County how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

### Exhibit 5: Wages by Occupation in Los Angeles County



## Job Postings:

There were 2,016 online job postings related to these police occupations listed in the past 12 months. Exhibit 6 shows the number of job postings by occupation. Nearly all job postings (94%) were for *police and sheriff's patrol officers*.

**Exhibit 6: Number of Job Postings by Occupation (n=2,016)**

Occupation	Job Postings	Percentage of Job Postings
Police and Sheriff's Patrol Officers	1,899	94%
First-Line Supervisors of Police and Detectives	117	6%
<b>Total Postings</b>	<b>2,016</b>	<b>100%</b>

The top employers in the region, by number of job postings, are shown in Exhibit 7.

**Exhibit 7: Top Employers by Number of Job Postings (n=2,016)**

Employer	Job Postings	Percentage of Job Postings
U.S. Customs And Border Protection	463	23%
Prime Healthcare Services	61	3%
Allied Universal	48	2%
City Of Glendale, Ca	29	1%
Seattle Colleges Foundation	27	1%
California State University	26	1%
Providence	26	1%
Private Sector Security	25	1%
Securitas	23	1%
City Of Glendale	19	1%

The top specialized, soft, and software/computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

**Exhibit 8: Top Skills by Number of Job Postings (n=2,016)**

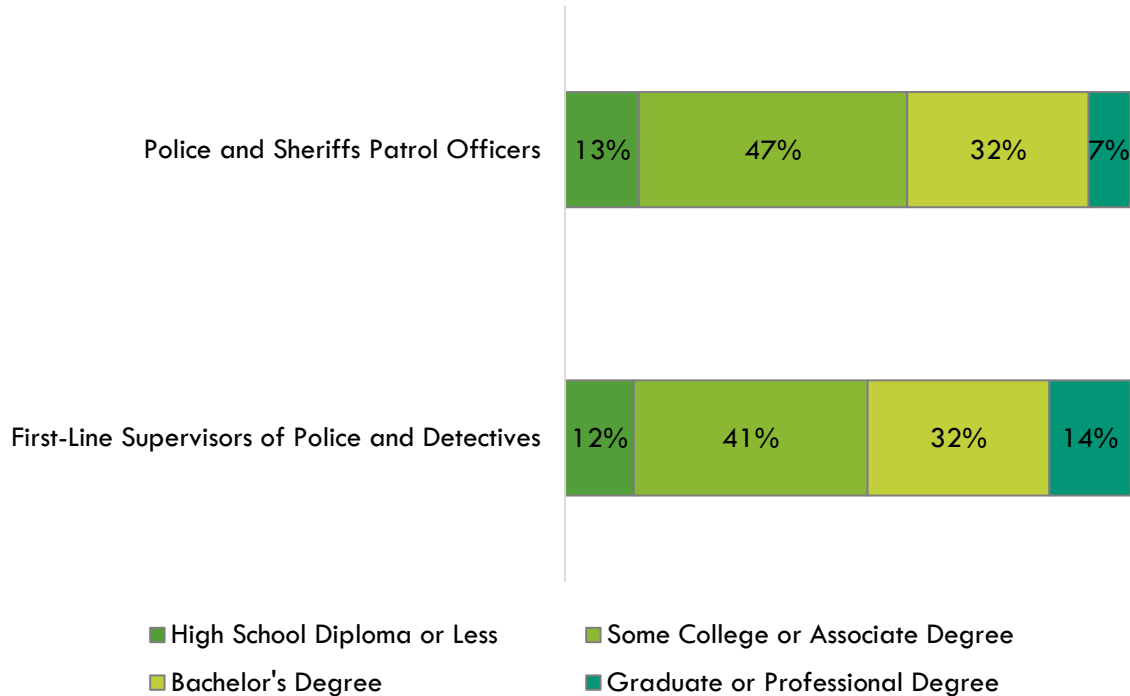
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Law Enforcement (944)	Valid Driver's License (979)	Global Positioning Systems (103)
Workplace Safety (356)	Operations (774)	Microsoft Excel (101)
Criminal Justice (292)	Communications (592)	Microsoft Office (53)
Patrolling (292)	Investigation (532)	Microsoft Outlook (50)
Rehabilitation (278)	Customer Service (531)	Microsoft Word (46)
Structured Interview (267)	Management (485)	Microsoft PowerPoint (24)
Crime Prevention (248)	Tactfulness (432)	Communications Protocols (11)
Self Defense (244)	English Language (372)	Database Application (10)
All Terrain Vehicles (240)	Report Writing (370)	Operating Systems (9)
Border Control (236)	Spanish Language (351)	Database Software (6)

## Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for both occupations analyzed in this report. However, the national-level educational attainment data indicates between 41% and 47% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Of the 66% of the cumulative job postings for these police occupations that listed a minimum education requirement in Los Angeles/Orange County, 71% (942) requested a high school diploma or an associate degree and 29% (381) requested a bachelor's degree.

Exhibit 9: National-level Educational Attainment for Occupations



# Educational Supply

## Community College Supply:

Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Administration of Justice (2105.00), Corrections (2105.10), Forensics, Evidence, and Investigation (2105.40), and Police Academy (2105.40). The colleges with the most completions in the region are: East LA, Citrus, and Rio Hondo. Over the past 12 months, there was one other related program recommendation request from regional community colleges.

**Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2018-2021**

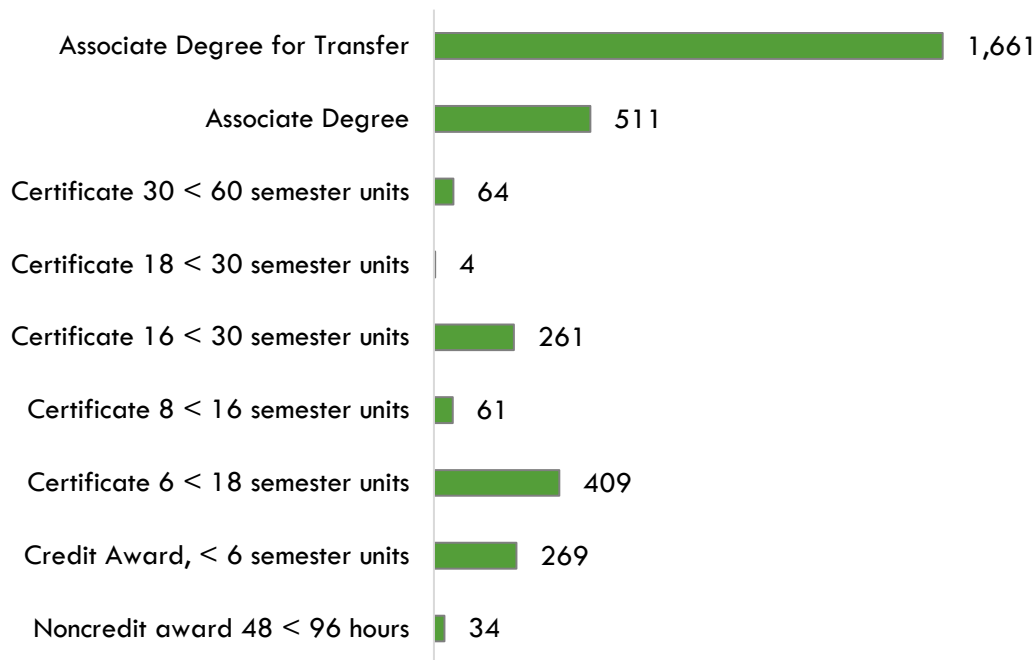
TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average		
2105.00	Administration of Justice	Cerritos	115	111	121	116		
		Citrus	199	224	253	226		
		Compton	22	16	22	19		
		East LA	964	786	491	747		
		El Camino	116	117	112	114		
		Glendale	38	33	47	39		
		LA City	38	39	52	43		
		LA Harbor	60	39	56	51		
		LA Mission	44	51	54	49		
		LA Pierce	117	117	86	107		
		LA Southwest	36	39	36	37		
		LA Trade	13	21	19	18		
		LA Valley	37	54	51	47		
		Long Beach	129	152	150	144		
		Mt San Antonio	96	87	112	99		
		Pasadena	120	145	127	131		
		Rio Hondo	126	159	186	157		
		Santa Monica	14	22	46	27		
		West LA	68	108	141	105		
		<b>LA Subtotal</b>	<b>2,352</b>	<b>2,320</b>	<b>2,162</b>	<b>2,276</b>		
		Coastline	32	23	25	27		
		Cypress	14	40	47	33		
		Fullerton	123	111	152	129		
		Golden West	139	182	159	159		
		Irvine	58	59	74	64		
		Santa Ana	104	97	80	94		
		<b>OC Subtotal</b>	<b>470</b>	<b>512</b>	<b>537</b>	<b>506</b>		
		<b>Supply Subtotal/Average</b>			<b>2,822</b>	<b>2,832</b>	<b>2,699</b>	<b>2,782</b>

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
2105.10	Corrections	Citrus	5	18	14	13
		East LA	35	31	6	23
		LA Trade	0	6	1	2
		Rio Hondo	0	6	4	3
		<b>LA Subtotal</b>	<b>40</b>	<b>61</b>	<b>25</b>	<b>41</b>
		Golden West	2	0	0	1
		Saddleback	1	1	6	3
		Santa Ana	5	0	7	4
		<b>OC Subtotal</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>8</b>
<b>Supply Subtotal/Average</b>			<b>48</b>	<b>62</b>	<b>38</b>	<b>49</b>
2105.40	Forensics, Evidence, and Investigation	East LA	35	31	28	31
		El Camino	6	4	6	5
		Long Beach	15	23	22	20
		<b>LA Subtotal</b>	<b>56</b>	<b>58</b>	<b>56</b>	<b>56</b>
		-	-	-	-	-
		<b>OC Subtotal</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Supply Subtotal/Average</b>			<b>56</b>	<b>58</b>	<b>56</b>	<b>56</b>
2105.50	Police Academy	East LA	370	354	234	319
		LA Mission	0	3	0	1
		Rio Hondo	0	66	96	54
		<b>LA Subtotal</b>	<b>370</b>	<b>423</b>	<b>330</b>	<b>374</b>
		Golden West	4	23	11	13
		<b>OC Subtotal</b>	<b>4</b>	<b>23</b>	<b>11</b>	<b>13</b>
<b>Supply Subtotal/Average</b>			<b>374</b>	<b>446</b>	<b>341</b>	<b>387</b>
<b>Supply Total/Average</b>			<b>3,300</b>	<b>3,398</b>	<b>3,134</b>	<b>3,274</b>



Exhibit 11 shows the annual average community college awards by type from 2018-19 through 2020-21. The majority of the awards are for associate degrees for transfer, followed by associate degrees and certificates between 6 and less than 18 semester units.

### Exhibit 11: Annual Average Community College Awards by Type, 2018-2021



### Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for administration of justice programs in Coast Community College District (Coast CCD), the Orange County Region, and California. Of the 10,157 administration of justice students in the 2019-20 academic year, 15% (1,559) attended a Coast CCD college.

Though Coast CCD students that exited administration of justice programs in the 2018-19 academic year had lower median annual earnings (\$62,372) compared to all administration of justice students in Orange County (\$92,892), these earnings are higher than all administration of justice students throughout the state (\$49,944). A similar percentage of Coast CCD administration of justice students attained the living wage (73%) when compared to all administration of justice students in Orange County (75%); both figures are higher than the statewide percentage (64%).

### Exhibit 12: Administration of Justice (2105.00) Strong Workforce Program Metrics, 2019-20<sup>2</sup>

SWP Metric	Coast CCD	OC Region	California
SWP Students	1,559	10,157	95,026
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	9%	7%	18%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	52%

<sup>2</sup> All SWP metrics are for 2019-20 unless otherwise noted.

SWP Metric	Coast CCD	OC Region	California
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	118	392	6,660
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2018-19)	95	448	5,270
SWP Students with a Job Closely Related to Their Field of Study (2017-18)	75%	49%	59%
Median Annual Earnings for SWP Exiting Students (2018-19)	\$62,372 (\$29.99)	\$92,892 (\$44.66)	\$49,944 (\$24.01)
Median Change in Earnings for SWP Exiting Students (2018-19)	12%	10%	19%
SWP Exiting Students Who Attained the Living Wage (2018-19)	73%	75%	64%

### Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for these police occupations. Exhibit 13 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Corrections (43.0102), Criminal Justice/Law Enforcement Administration (43.0103), Criminal Justice/Safety Studies (43.0104), and Criminal Justice/Police Science (43.0107). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community colleges in the region conferred an average of 35 awards annually in related training programs.

**Exhibit 13: Regional Non-Community College Awards, 2017-2020**

CIP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College-Lancaster	0	0	14	4
<b>Supply Subtotal/Average</b>			<b>0</b>	<b>0</b>	<b>14</b>	<b>4</b>
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln University	1	2	1	1
		University of Antelope Valley	9	2	0	4
<b>Supply Subtotal/Average</b>			<b>10</b>	<b>4</b>	<b>1</b>	<b>5</b>
43.0104	Criminal Justice/Safety Studies	Platt College-Anaheim	7	7	16	10
		Platt College-Los Angeles	14	8	19	13
<b>Supply Subtotal/Average</b>			<b>21</b>	<b>15</b>	<b>35</b>	<b>23</b>
43.0107	Criminal Justice/Police Science	East San Gabriel Valley Regional Occupational Program	9	0	0	3
<b>Supply Subtotal/Average</b>			<b>9</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Supply Total/Average</b>			<b>40</b>	<b>19</b>	<b>50</b>	<b>35</b>

## Regional Demographics

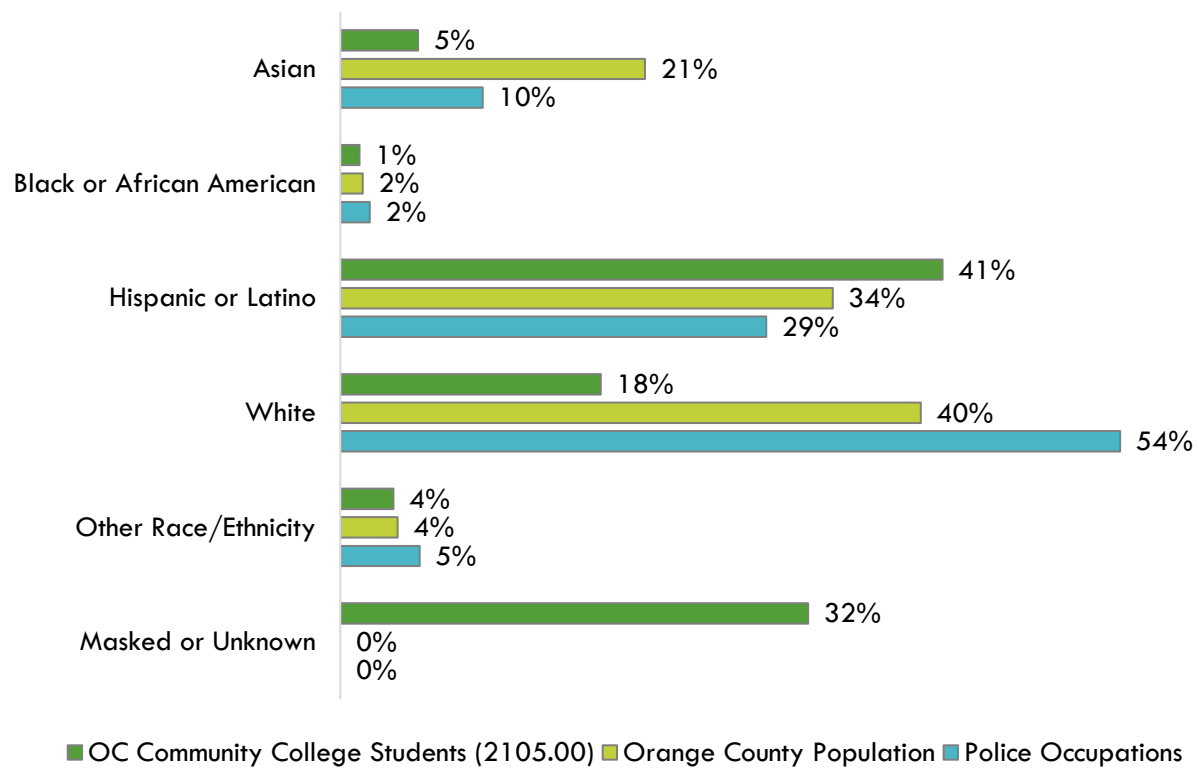
This section analyzes demographic data for Orange County community college students enrolled in administration of justice compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college programs.

### Ethnicity:

Exhibit 14 shows the ethnicity of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population, as well as the two police occupations included in this report. Notably, 54% of workers employed in these police occupations are White, which is much higher than the population (40%) and community college administration of justice students (18%). Conversely, 41% of community college administration of justice students are Hispanic or Latino, which is higher than both the population (34%), and these police occupations (29%). Notably, the ethnicity of 32% of community college administration of justice students is masked or unknown.

Examining disaggregated data for each occupation (not shown), 67% of *first-line supervisors of police and detectives* are white, which is significantly higher than *police and sheriff's patrol officers* (51%). Though both occupations have a similar percentage of Hispanic or Latino as well as Black or African American workers, 11% of *police and sheriff's patrol officers* are Asian while only 0.1% of *first-line supervisors of police and detectives* are Asian.

Exhibit 14: Program and County Demographics by Ethnicity

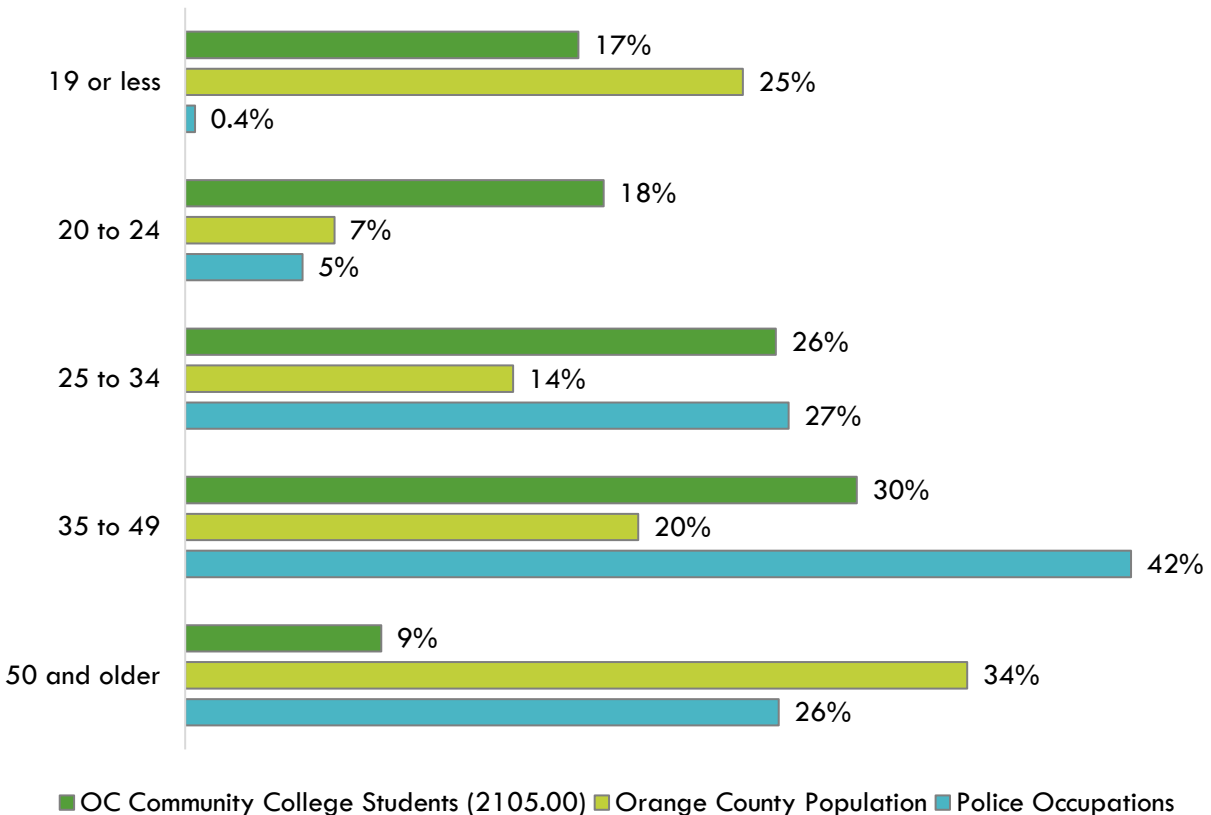


## Age:

Exhibit 14 shows the age of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population, as well as the two police occupations included in this report. The majority of workers (68%) in these police occupations are 35 and older, which is significantly higher than the population (54%) community college administration justice students (38%). Only 5.4% of workers in these occupations are 24 or less.

Examining disaggregated data for each occupation (not shown), nearly all *first-line supervisors of police and detectives* are 35 and older (97%); the majority of workers in this occupations are 50 and older (52%). Conversely, 36% of *police and sheriff's patrol officers* are 34 or less.

Exhibit 14: Program and County Demographics by Age

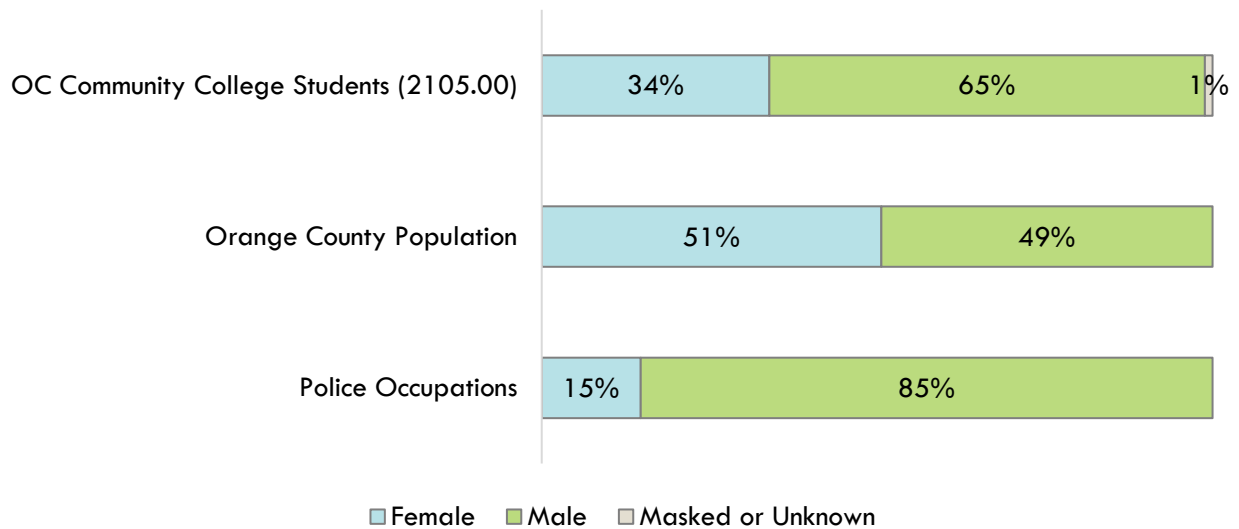


## Sex:

Exhibit 15 shows the sex of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population as well as these police occupations.

Though the population is split nearly evenly between men and women, the majority of workers in these police occupations (85%) as well administration of justice students (65%) are men. Examining disaggregated data for each occupation (not shown), 92% of *first-line supervisors of police and detectives* and 84% of *police and sheriff's patrol officers* are men.

Exhibit 15: Program and County Demographics by Sex



## Appendix A: Methodology A

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the OC 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 OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

## Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see <a href="https://lightcast.io/">https://lightcast.io/</a></p>
Living Wage	<p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, child care, health care, transportation, and taxes. For more information, see: <a href="https://insightccd.org/family-needs-calculator/">https://insightccd.org/family-needs-calculator/</a></p> <p>The living wage for one adult in Orange County is \$20.63 per hour (\$42,910.40 annually). This figure is used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a></p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see <a href="https://www.onetonline.org/help/online/">https://www.onetonline.org/help/online/</a></p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a></p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a></p>
Student Metrics and Demographics	<p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: <a href="https://www.calpassplus.org/LaunchBoard/Home.aspx">https://www.calpassplus.org/LaunchBoard/Home.aspx</a></p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: <a href="https://www.census.gov/programs-surveys/acs">https://www.census.gov/programs-surveys/acs</a></p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: <a href="https://usa.ipums.org/usa/about.shtml">https://usa.ipums.org/usa/about.shtml</a></p>

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