

Labor Market Analysis for Program Recommendation:
 3007.00/Cosmetology and Barbering
 (Cosmetology Associate in Science Degree (1,000 Hours))
 (Cosmetology Certificate (1,000 Hours))
 (Cosmetology Crossover to Barbering Certificate)
 Orange County Center of Excellence, May 2023



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input 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 6,926 annual job openings throughout Los Angeles and Orange counties for these cosmetology and barbering occupations, which is more than the 2,779 awards conferred by educational institutions .	

	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Living Wage: (Entry-Level, 25 th)	<i>Comments:</i> All annual job openings for these cosmetology and barbering occupations have entry-level hourly wages significantly below the OC living wage of \$20.63 . However, it is important to note that 83% of workers in these occupations are self-employed. Self-employed workers have different earnings dynamics than wage and salaried workers, making direct comparisons difficult. Due to the high percentage of self-employed workers, data appears to be significantly lower than both the living wage and minimum wage.	

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Education:	<i>Comments:</i> The typical entry-level education for these cosmetology and barbering occupations is a postsecondary nondegree award. Additionally, over one-third of workers in the field have completed some college or an associate degree as their highest level of education .	

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 two middle-skill occupations:

- Barbers (39-5011)
- Hairdressers, Hairstylists, and Cosmetologists (39-5012)

Based on the available data there appears to be a supply gap for these cosmetology and barbering occupations and typical education requirements for these occupations align with a community college education. However, entry-level wages are significantly below the living wage. **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
Barbers (39-5011)	534	345	OC: \$7.82	Postsecondary nondegree award	35%
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	6,391	2,434	OC: \$11.54	Postsecondary nondegree award	43%
Total	6,926	2,779	N/A	N/A	N/A

Demand:

- The number of jobs related to these cosmetology and barbering occupations are projected to increase 4% through 2026, equating to 6,926 annual job openings.
- Hourly entry-level wages for these cosmetology and barbering occupations range from \$7.82 to \$11.54 in Orange County; all annual job openings have entry-level wages above the living wage.
- There were 3,942 online job postings for these cosmetology and barbering occupations over the past 12 months. The highest number of postings were for hair stylists, stylists, and hair stylists/cosmetologists.
- The typical entry-level education for these cosmetology and barbering occupations is a postsecondary nondegree award.
- Between 35% and 43% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 947 awards conferred by 11 community colleges in Los Angeles and Orange Counties from 2018 to 2021.
- Non-community college institutions conferred an average of 1,832 awards from 2017 to 2020.
- Orange County community college students that exited cosmetology and barbering programs in the 2019-20 academic year had a median annual wage of \$18,576 after exiting the program and 13% attained the regional living wage.
- Throughout Orange County, 57% of students that exited their program in 2018-19 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 cosmetology and barbering occupations from 2016 through 2026. There was a 6% decline across all occupations from 2019 to 2020 due to the COVID-19 pandemic and employment in these cosmetology and barbering occupations declined at a slightly lower rate (3%) in Orange County. These cosmetology and barbering occupations are projected to grow at a similar rate for all occupations through 2026.

Exhibit 2: Annual Percent Change in Jobs for Cosmetology and Barbering Occupations, 2016-2026

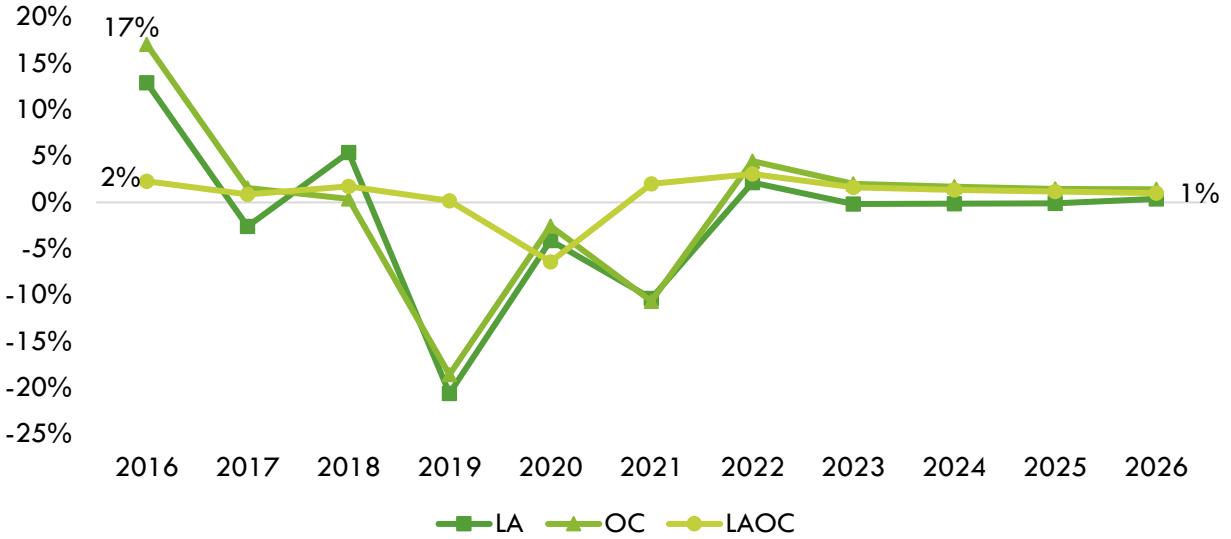


Exhibit 3 shows the five-year occupational demand projections for these cosmetology and barbering occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2026. There is projected to be 6,926 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties¹

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	31,817	32,494	678	2%	5,134
Orange	10,363	11,553	1,189	11%	1,791
Total	42,180	44,047	1,867	4%	6,926

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these cosmetology and barbering 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.

It is important to note that 83% of workers in these cosmetology and barbering occupations are considered self-employed. Self-employed workers have different earnings dynamics than wage and salaried workers, making direct comparisons difficult. Examples include deciphering what is a return to labor versus a return to capital, as well as showing possible negative earnings if expenses or investments exceed gross receipts.² For these reasons, wage data appears to be significantly lower than both the living wage and minimum wage.

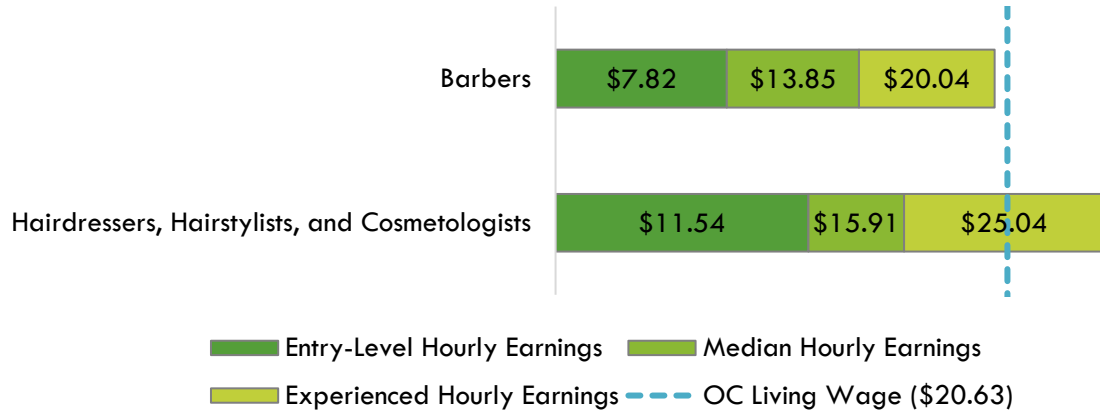
All annual openings for these cosmetology and barbering occupations have entry-level wages significantly below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages range between \$7.82 and \$11.54. Though experienced hourly earnings for *hairstylists*, *hairstylists*, and

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

² https://www.brookings.edu/wp-content/uploads/2019/11/201911_Brookings-Metro_low-wage-workforce_Ross-Bateman.pdf

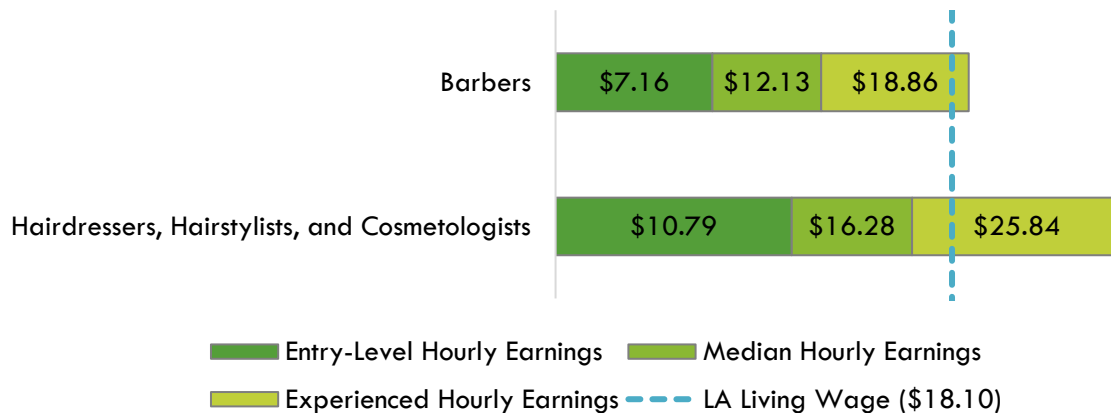
cosmetologists are \$25.04, which is above the living wage, experienced hourly earnings for barbers are \$20.04, which is below the living wage. Orange County’s average wages are above the average statewide wage of \$21.64 for these occupations. Exhibit 4 shows the wage range for each of these cosmetology and barbering occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



All annual openings for these cosmetology and barbering occupations have entry-level wages significantly below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$7.51 and \$12.76. Experienced hourly wages range from \$18.86 to \$23.02, which is above the living wage. Los Angeles County’s average wages are above the average statewide wage of \$21.64 for these occupations. Exhibit 5 shows the wage range for each of these cosmetology and barbering 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:

Important Online Job Postings Data Note: 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. 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 of phrases; determining differences

in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.³ For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Additionally, 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.

There were 3,942 online job postings related to these cosmetology and barbering occupations listed in the past 12 months. Exhibit 6 shows the number of job postings by occupation. Over 90% of job postings were for hairdressers, hairstylists, and cosmetologists.

Exhibit 6: Number of Job Postings by Occupation (n=3,942)

Occupation	Job Postings	Percentage of Job Postings
Hairdressers, Hairstylists, and Cosmetologists	3,609	92%
Barbers	333	8%
Total Postings	3,942	100%

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=3,942)

Employer	Job Postings	Percentage of Job Postings
Great Clips	819	21%
Sport Clips	493	13%
Regis Corporation	263	7%
Ulta Beauty	123	3%
Supercuts	113	3%
Disneyland Resort	70	2%
Urban Outfitters	41	1%
Windsor	40	1%
European Wax Center	39	1%
Saks Fifth Avenue	37	1%

The top specialized, soft, and 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=3,942)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Cosmetology (2,182)	Customer Service (1,536)	Adobe Photoshop (31)
Selling Techniques (329)	Interpersonal Communications (720)	JavaScript (Programming Language) (20)
Product Knowledge (266)	Communications (716)	Microsoft Excel (20)

³ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

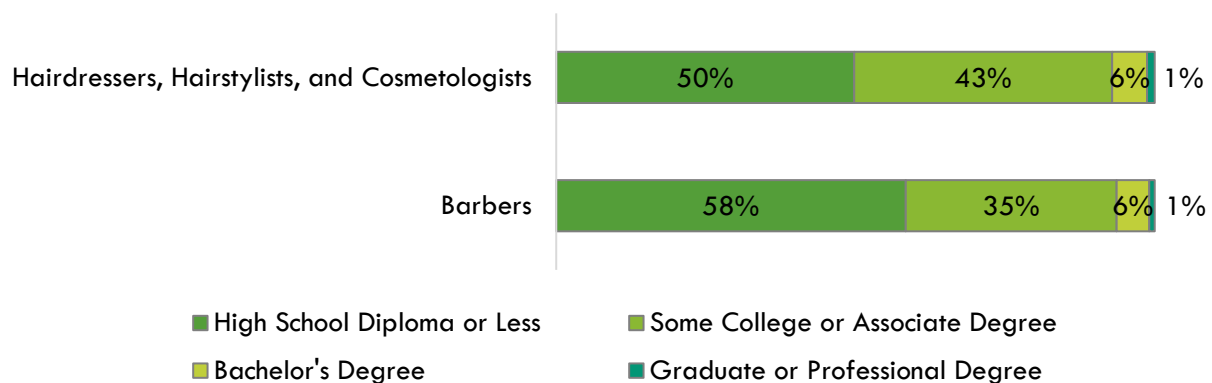
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Linens (181)	Sales (595)	Microsoft Office (18)
Merchandising (148)	Management (263)	Microsoft Outlook (18)
Cosmetics (138)	Professionalism (254)	Microsoft Word (15)
Business Development (125)	Detail Oriented (226)	DaVinci Resolve (Video Editing Software) (14)
Ear Piercing (123)	Sanitation (205)	Apple IOS (9)
Professional Hair Care (106)	Administrative Functions (202)	Design Software (9)
Wax (100)	Cleanliness (191)	Microsoft PowerPoint (7)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a postsecondary nondegree award as the typical entry-level education for these cosmetology and barbering occupations. The national-level educational attainment data indicates between 35% and 43% 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 6% of the cumulative job postings for these cosmetology and barbering occupations that listed a minimum education requirement in Los Angeles/Orange County, 94% (231) requested a high school diploma or an associate degree and 6% (14) requested a bachelor's degree.

Exhibit 9: National-level Educational Attainment for Occupations



Educational Supply

Community College Supply:

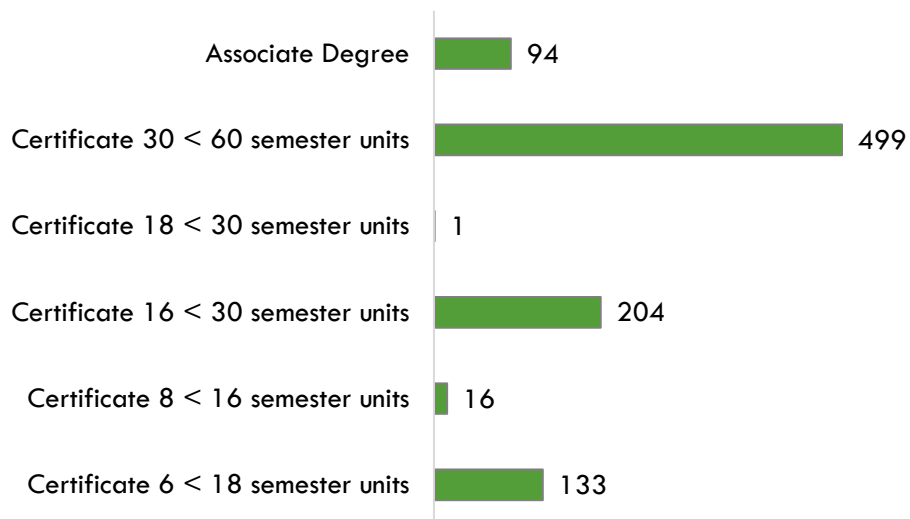
Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP code: Cosmetology and Barbering (3007.00). The colleges with the most completions in the region are: Saddleback, Citrus, and Fullerton. Over the past 12 months, there were two other related program recommendation requests 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
3007.00	Cosmetology and Barbering	Cerritos	122	86	77	95
		Citrus	177	143	137	152
		Compton	31	3	0	12
		El Camino	52	31	31	38
		LA Trade	98	62	86	82
		Pasadena	39	31	37	36
		Santa Monica	17	54	31	34
		LA Subtotal	536	410	399	449
		Fullerton	121	104	140	122
		Golden West	112	137	89	113
		Saddleback	251	354	70	225
		Santiago Canyon	26	79	10	38
		OC Subtotal	510	674	309	498
		Supply Subtotal/Average			1,046	1,084
Supply Subtotal/Average			1,046	1,084	708	947

Exhibit 11 shows the annual average community college awards by type from 2018-19 through 2020-21. The majority of the awards are for certificates between 30 and less than 60 semester units and certificates between 16 and less than 30 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 cosmetology and barbering programs in North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 1,048 cosmetology and barbering students in the 2019-20 academic year, 33% (350) attended a NOCCCD college.

Additionally, 63% of NOCCCD students that exited cosmetology and barbering programs in the 2018-19 academic year were employed in their field of study, which is slightly higher than Orange County (57%), but lower than statewide (70%). Median earnings for students that exited cosmetology and barbering programs are significantly below the living wage for NOCCCD, the Orange County Region, and statewide.

Exhibit 12: Cosmetology and Barbering (3007.00) Strong Workforce Program Metrics, 2020-21⁴

SWP Metric	NOCCCD	OC Region	California
SWP Students	350	1,048	4,747
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	87%	55%	59%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	135	246	986
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	Insufficient Data	Insufficient Data	40
SWP Students with a Job Closely Related to Their Field of Study (2018-19)	63%	57%	70%
Median Annual Earnings for SWP Exiting Students (2019-20)	\$18,620 (\$8.95)	\$18,576 (\$8.93)	\$20,400 (\$9.81)
Median Change in Earnings for SWP Exiting Students (2019-20)	31%	17%	19%
SWP Exiting Students Who Attained the Living Wage (2019-20)	Insufficient Data	13%	18%

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 cosmetology and barbering 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: Cosmetology/Cosmetologist, General (12.0401), Barbering/Barber (12.0402), Make-Up Artists/Specialists, and Hair Styling/Stylist and Hair Design (12.0407).

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 college institutions in the region conferred an average of 1,832 awards annually in related training programs.

⁴ All SWP metrics are for 2020-21 unless otherwise noted.

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
12.0401	Cosmetology/ Cosmetologist, General	ABC Adult School	9	12	7	9
		Academy for Salon Professionals	22	13	17	17
		Academy of Esthetics and Cosmetology	8	14	10	11
		Advance Beauty College	33	39	41	38
		Alhambra Beauty College	24	14	10	16
		American Beauty College	18	21	22	20
		Asian-American International Beauty College	87	25	40	51
		Aveda Institute-Los Angeles	49	36	37	41
		Baldwin Park Adult & Community Education	21	16	10	16
		Beyond 21st Century Beauty Academy	11	16	19	15
		Career Academy of Beauty	38	49	43	43
		Coastline Beauty College	40	17	19	25
		Coba Academy	24	10	9	14
		Colleen O'Haras Beauty Academy	18	16	0	11
		CRU Institute of Cosmetology and Barbering	1	0	0	0
		Diamond Beauty College	12	12	13	12
		Flair Beauty College	27	24	24	25
		International College of Beauty Arts & Sciences	46	27	19	31
		International School of Cosmetology	142	128	112	127
		John Wesley International Barber and Beauty College	3	5	2	3
		KC Beauty Academy	0	19	5	8
		Lancaster Beauty School	41	35	27	34
		Newberry School of Beauty	26	25	12	21
Palace Beauty College	19	18	19	18		

CIP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Paul Mitchell the School-Costa Mesa	81	89	100	90
		Paul Mitchell the School-Pasadena	84	83	62	76
		Paul Mitchell the School-Sherman Oaks	138	139	101	126
		Pomona Unified School District Adult and Career Education	24	25	15	21
		Professional Institute of Beauty	52	40	33	42
		Redondo Beach Beauty College	4	5	4	4
		Rosemead Beauty School	85	26	20	44
		Salon Success Academy-West Covina	1	6	7	5
		Santa Ana Beauty Academy	8	8	5	7
		Santa Ana Beauty College	126	29	29	61
		Thanh Le College School of Cosmetology	9	20	6	12
		Universal College of Beauty Inc-Los Angeles	4	10	4	6
		Victory Career College	3	7	7	6
		ZMS The Academy	12	2	6	7
		Supply Total/Average	1,350	1,080	916	1,113
12.0402	Barbering/Barber	Academy of Esthetics and Cosmetology	11	9	8	9
		Advance Beauty College	6	16	17	13
		Alhambra Beauty College	6	10	7	8
		American Beauty College	46	38	20	35
		Baldwin Park Adult & Community Education	11	11	20	14
		Beyond 21st Century Beauty Academy	3	1	0	1
		Borner's Barber College	12	13	8	11
		Career Academy of Beauty	0	0	0	0
		Coastline Beauty College	13	17	5	11
		Coba Academy	0	12	15	9

CIP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Colleen O'Haras Beauty Academy	13	7	0	7
		CRU Institute of Cosmetology and Barbering	24	31	33	29
		Flair Beauty College	0	0	0	0
		Hacienda La Puente Adult Education	0	6	29	12
		John Wesley International Barber and Beauty College	32	33	25	30
		KC Beauty Academy	0	1	0	0
		Lancaster Beauty School	21	24	16	20
		Newberry School of Beauty	29	16	16	20
		Palace Beauty College	14	7	4	9
		Paul Mitchell the School-Costa Mesa	34	39	30	34
		Paul Mitchell the School-Pasadena	3	7	11	7
		Paul Mitchell the School-Sherman Oaks	0	9	8	6
		Pomona Unified School District Adult and Career Education	0	7	12	6
		Redondo Beach Beauty College	0	0	0	0
		Salon Success Academy-West Covina	0	4	6	3
		Santa Ana Beauty Academy	1	2	2	2
		Santa Ana Beauty College	2	5	3	3
		Victory Career College	7	10	5	7
		ZMS The Academy	31	36	49	39
		Supply Total/Average	319	371	349	345
12.0406	Make-Up Artist/Specialist	Colleen O'Haras Beauty Academy	9	0	0	3
		Make-up Designory	596	513	0	370
		Supply Total/Average	605	513	0	373
12.0407	Hair Styling/Stylist and Hair Design	Santa Ana Beauty Academy	1	1	0	1
		Supply Total/Average	1	1	0	1
		Supply Total/Average	2,275	1,965	1,265	1,832

Regional Demographics

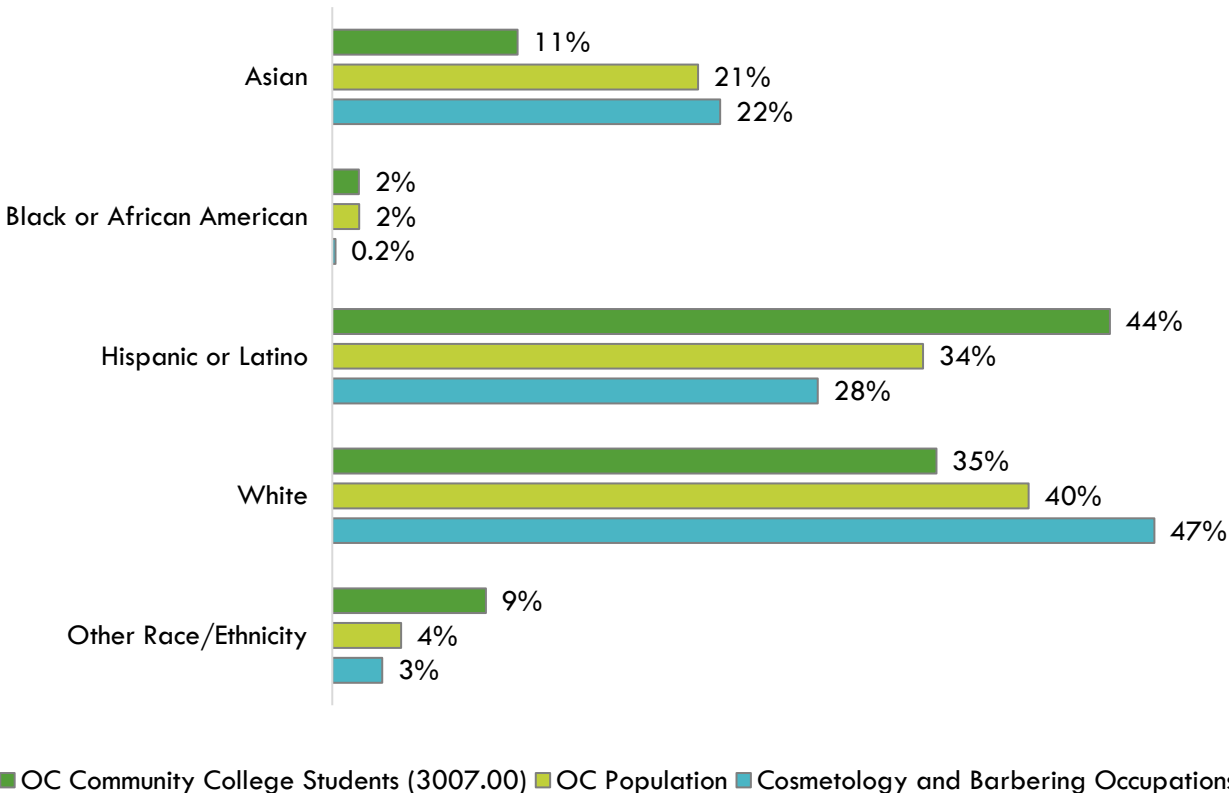
This section analyzes demographic data for Orange County community college students enrolled in cosmetology and barbering programs compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college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

Ethnicity:

Exhibit 14 shows the ethnicity of Orange County community college students enrolled in cosmetology and barbering programs compared to the overall Orange County population, as well as the two cosmetology and barbering occupations included in this report.

Notably, 47% of workers employed in these cosmetology and barbering occupations are white, which is higher than the population (40%) and community college cosmetology and barbering students (35%). Additionally, 22% of workers in these cosmetology and barbering occupations are Asian, which is similar to the population (21%), but significantly higher than community college cosmetology and barbering students (11%). Conversely, 44% of community college cosmetology and barbering students are Hispanic or Latino, which is significantly higher than the population (34%) and these cosmetology and barbering occupations (28%).

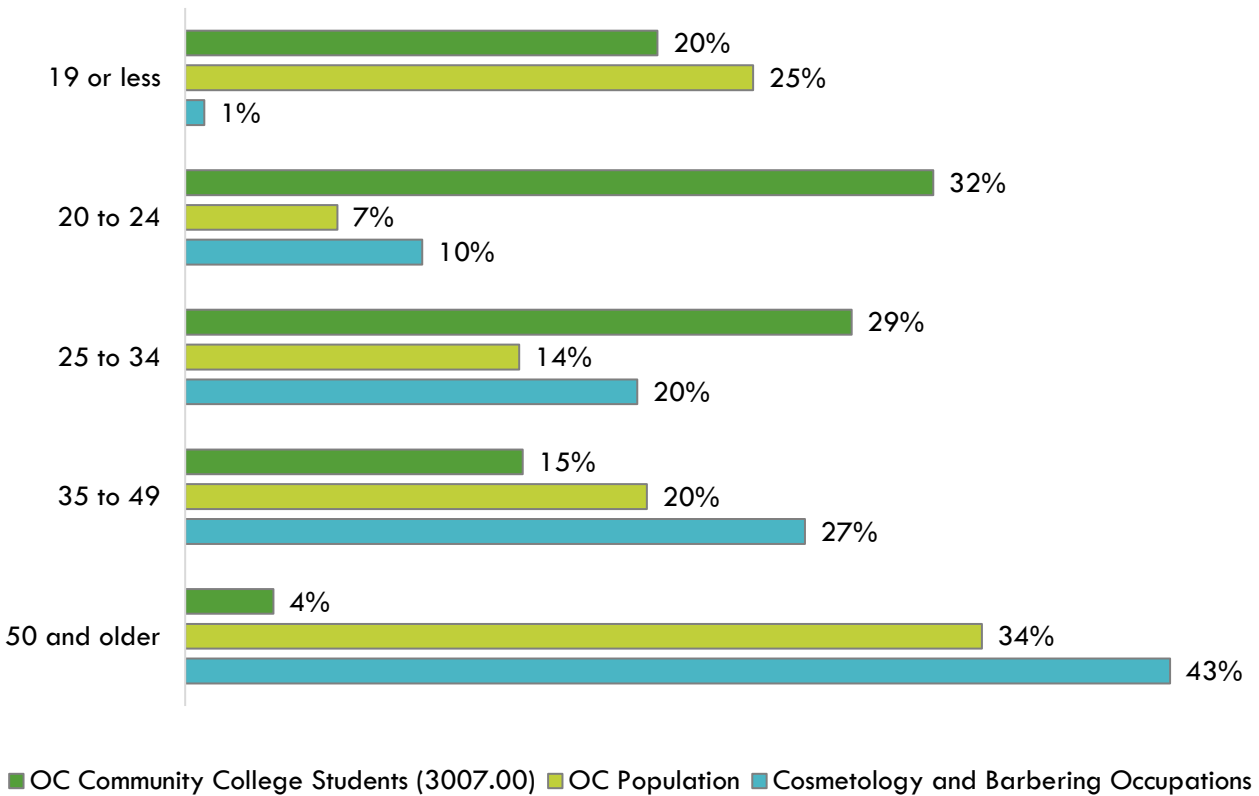
Exhibit 14: Program and County Demographics by Ethnicity



Age:

Exhibit 14 shows the age of Orange County community college students enrolled in cosmetology and barbering programs compared to the overall Orange County population, as well as the two cosmetology and barbering occupations included in this report. The majority (52%) of community college cosmetology and barbering students are 24 or less, which is significantly higher than both the population (32%), and these cosmetology and barbering occupations (11%). Conversely, 19% of cosmetology and barbering students are 35 and older, which is significantly lower than the population (54%) and these Cosmetology and barbering occupations (69%).

Exhibit 14: Program and County Demographics by Age

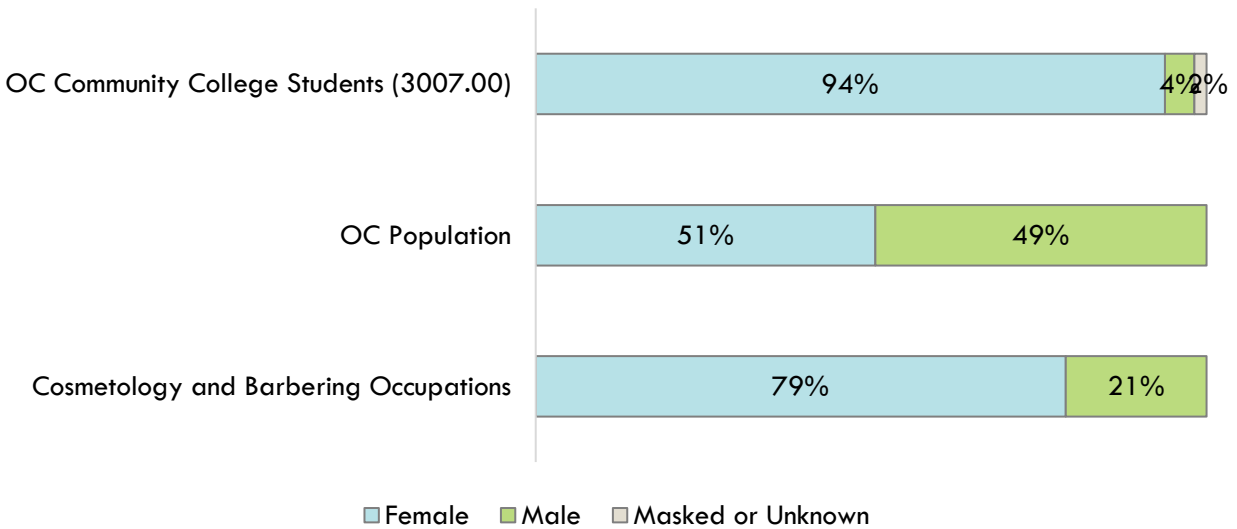


Sex:

Exhibit 15 shows the sex of Orange County community college students enrolled in cosmetology and barbering programs compared to the overall Orange County population as well as these two Cosmetology and barbering occupations.

Though the population is split nearly evenly, the vast majority (79%) of workers in these cosmetology and barbering occupations and community college cosmetology and barbering students (94%) are women.

Exhibit 15: Program and County Demographics by Sex



Appendix A: Methodology

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) 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.

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 https://lightcast.io/</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: https://insightccd.org/family-needs-calculator/</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 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>
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>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: https://www.calpassplus.org/LaunchBoard/Home.aspx</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: 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>

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