

Labor Market Analysis for Noncredit Program
 Recommendation: 3007.00/Cosmetology and
 Barbering (*Barbering Apprenticeship*)
 Orange County Center of Excellence, January 2024



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Supply Gap:	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<p><i>Comments:</i> There is projected to be 347 annual job openings throughout Los Angeles and Orange counties for <i>barbers</i>, which is less than the 811 awards conferred by educational institutions.</p> <p>However, supply is overstated because the COE is unable to isolate barbering-specific awards from other cosmetology awards (such as general cosmetology, esthetician, and hairstyling) under the 3007.00 (Cosmetology and Barbering) TOP code. There are 11 community colleges that offer programs that train for other occupations such as <i>hairdressers, hairstylists, and cosmetologists; manicurists and pedicurists; and skincare specialists</i>. However, the 811 awards represent only the four colleges that offer a barbering-specific program.</p>	
Living Wage: (Entry-Level, 25 th)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<p><i>Comments:</i> The entry-level wage for barbers is \$8.31, which is significantly below the OC living wage of \$20.63. However, it is important to note that 84% of <i>barbers</i> in the Los Angeles/Orange County region 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.</p>	
Education:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<p><i>Comments:</i> The typical entry-level education for <i>barbers</i> is a postsecondary nondegree award. More than one-third (35%) of workers in the field have completed some college or an associate degree as their highest level of education.</p>	

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 the following middle-skill occupation:

- Barbers (39-5011)

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor’s degree.

Based on the available data, there does not appear to be a supply gap for *barbers* in the region. However, supply is overstated because community college supply data for cosmetology and barbering are classified under a singular TOP code. The community college supply in this report represents the four community colleges that offer a barbering-specific program, but supply is overstated because these colleges offer other general cosmetology programs and the COE is unable to further isolate barbering-specific awards. Although the typical education requirements for *barbers* align with a community college education, entry-level wages are significantly below the living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *barbers*.

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)	LA: 277 OC: 70	LA: 287 OC: 524	OC: \$8.31	Postsecondary nondegree award	35%
Total	347	811	N/A	N/A	N/A

Demand:

- The number of jobs for *barbers* is projected to increase by 5% through 2027. There is projected to be 347 annual job openings.
- The entry-level hourly wage for *barbers* is \$8.31 in Orange County, which is significantly below the living wage of \$20.63.
- There were 178 online job postings for *barbers* over the past 12 months.
- The typical entry-level education for *barbers* is a postsecondary nondegree award.
- Approximately 35% 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 945 awards conferred by 11 community colleges across all cosmetology and barbering programs in Los Angeles and Orange Counties from 2019 to 2022. However, 53% (504) were conferred by colleges that offer barbering programs.
 - The COE is unable to further isolate the supply for *barbers* because these colleges offer other general cosmetology programs under the same TOP code. Therefore, supply is overstated.
- Non-community college institutions conferred an average of 307 awards from 2019 to 2021.
- Orange County community college students that exited cosmetology and barbering programs in the 2020-21 academic year had a median annual wage of \$26,910 after exiting the program and 23% of students attained the living wage.
- Throughout Orange County, 72% of cosmetology and barbering students that exited their program in 2019-20 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 *barbers* from 2017 through 2027. Employment for *barbers* increased 19% from 2019 to 2020 in Orange County, whereas there was a 7% decline across all occupations due to the COVID-19 pandemic. Notably, there was a 17% decrease in 2021 in Orange County. Employment for *barbers* is projected to grow at a similar rate when compared to all occupations through 2027.

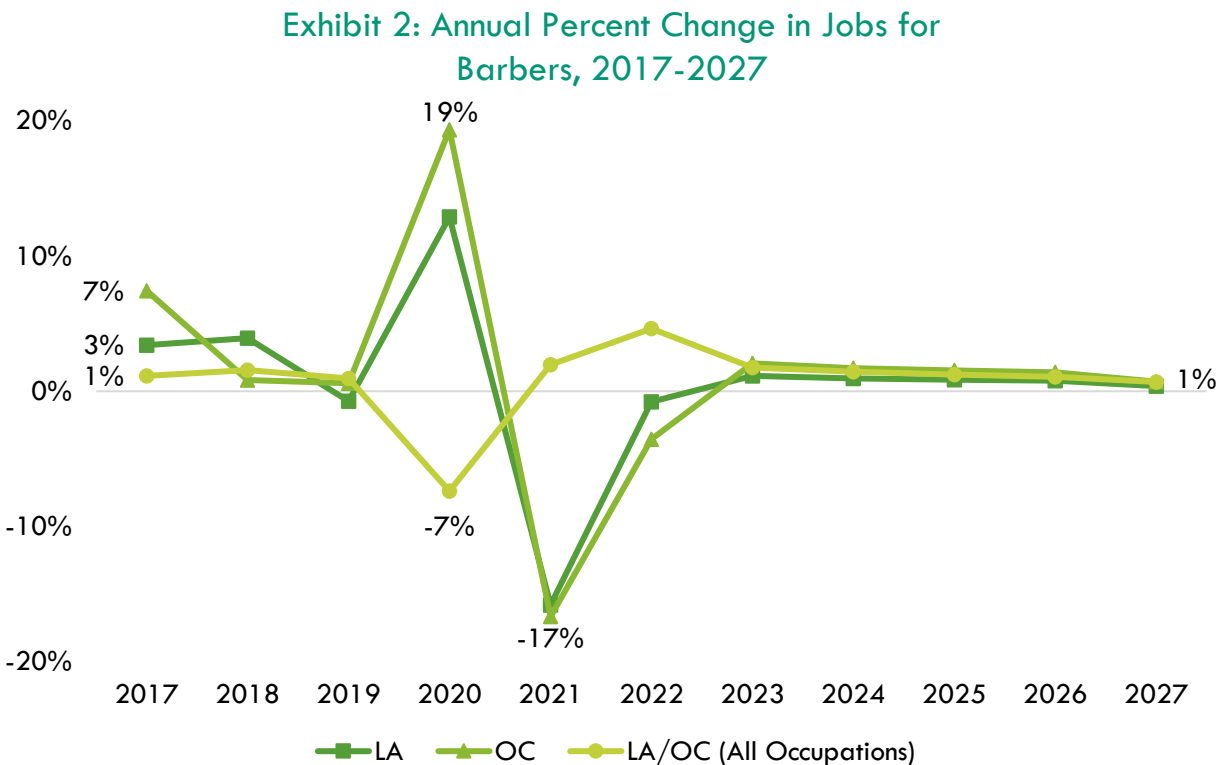


Exhibit 3 shows the five-year occupational demand projections for *barbers*. In Los Angeles/Orange County, the number of jobs related to *barbers* is projected to increase by 5% through 2027. There is projected to be 347 jobs available annually. Of those, 80% (277) are projected to be in Los Angeles County.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties¹

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	2,095	2,182	87	4%	277
Orange	486	523	37	8%	70
Total	2,581	2,705	124	5%	347

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.

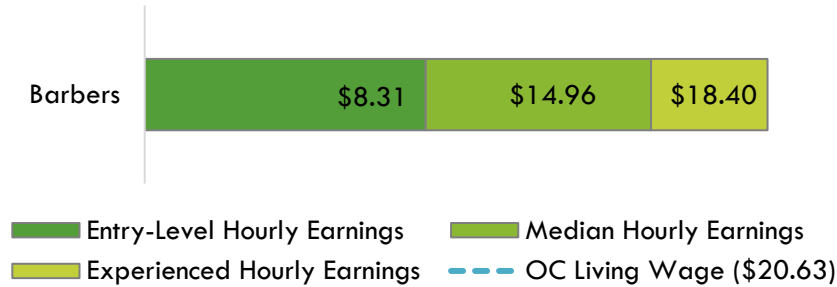
Wages:

The labor market endorsement in this report considers the entry-level hourly wage for *barbers* in Orange County, as it relates 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 84% of *barbers* in the Los Angeles/Orange County region 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.

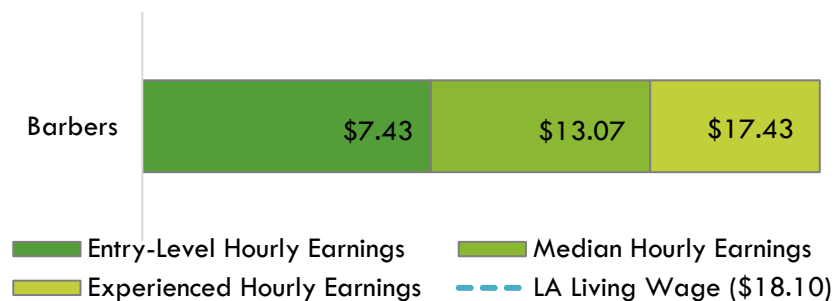
The typical entry-level hourly wage for *barbers* is \$8.31, which is significantly below the living wage for one adult (\$20.63 in Orange County). The experienced hourly wage is \$18.40, which is also below the living wage. Orange County's average wage (\$18.54) is above the average statewide wage of \$17.79 for this occupation. Exhibit 4 shows the wage range for *barbers* in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



The typical entry-level hourly wage for *barbers* is \$7.43, which is significantly below the living wage for one adult (\$18.10 in Los Angeles County). The experienced hourly wage is \$17.43, which is also below the living wage. Los Angeles County's average wage (\$18.04) is above the average statewide wage of \$17.79 for this occupation. Exhibit 5 shows the wage range for *barbers* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



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

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 178 online job postings related to barbers listed in the past 12 months, as shown in Exhibit 6.

Exhibit 6: Number of Job Postings by Occupation (n=178)

Occupation	Job Postings	Percentage of Job Postings
Barbers	178	100%

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

Exhibit 7: Top Employers by Number of Job Postings (n=178)

Employer	Job Postings	Percentage of Job Postings
Floyd’s 99 Barbershop	28	16%
Life Time	5	3%
Great Clips	4	2%
Hammer & Nails Grooming Shop for Guys	4	2%
Coba Academy	2	1%
Michael Vincent Academy	2	1%
The Barberhood	2	1%
Hall of Fadez Barbershop	2	1%

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

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown for *barbers* in Exhibit 8. Notably, there were no specific computer skills requested by employers for this occupation, as denoted by “N/A” in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=178)

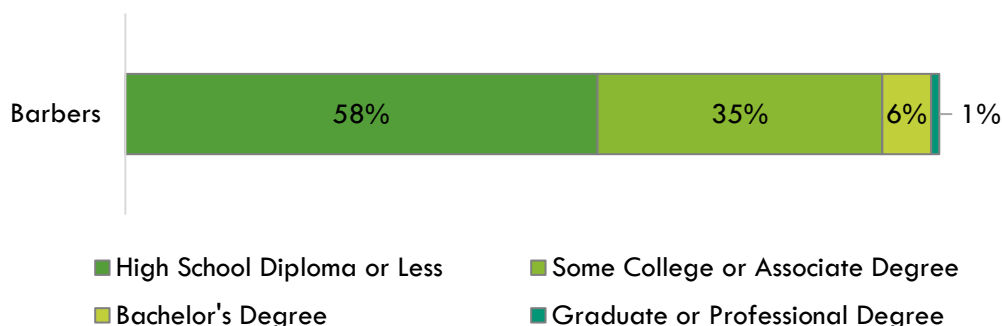
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Cosmetology (52)	Customer Service (57)	N/A
Ergonomics (11)	Communication (24)	N/A
Safety Standards (11)	Interpersonal Communications (10)	N/A
Hair Coloring (11)	Energetic (9)	N/A
Hairstyling (9)	Cleanliness (8)	N/A
Upselling (6)	Leadership (8)	N/A
Professional Hair Care (5)	Teaching (6)	N/A
Elderly Care (5)	Mentorship (6)	N/A
Calculations (5)	Detail Oriented (6)	N/A
Cosmetics (5)	Lifting Ability (5)	N/A

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a postsecondary nondegree award as the typical entry-level education for *barbers*. The national-level educational attainment data indicates that 35% of workers have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *barbers*.

Of the 8% of the cumulative job postings for *barbers* that listed a minimum education requirement in Los Angeles/Orange County, 93% (14) requested a high school diploma or GED, and 7% (1) requested a bachelor’s degree.

Exhibit 9: National-level Educational Attainment for Barbers



Educational Supply

Community College Supply:

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges that offer a barbering-specific program in the related TOP code: Cosmetology and Barbering (3007.00). It is important to note that 11 community colleges throughout the Los Angeles/County region offer programs under this TOP code but only four of them offer a barbering specific program. However, these four colleges offer other general cosmetology programs under the 3007.00 TOP code and the COE is unable to further isolate community college supply for barbers.

To determine which colleges offer barbering-specific programs, program data from the Chancellor's Office Curriculum Inventory (COCI) was analyzed for active or approved programs with "barber" in the local name. Once the list of colleges was determined, the COE extracted supply data for these specific colleges. However, because data is collected and reported by TOP code, the COE is unable to distinguish barbering awards from other general cosmetology awards listed under the same TOP code. Therefore, supply for barbers is overstated.

In the Los Angeles/Orange County region, 11 community colleges⁴ conferred an average of 945 cosmetology and barbering awards between 2019 and 2022. Of these, 504 were conferred by four community colleges that have offer barbering programs.

The college with the most completions in the region is Saddleback (198). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

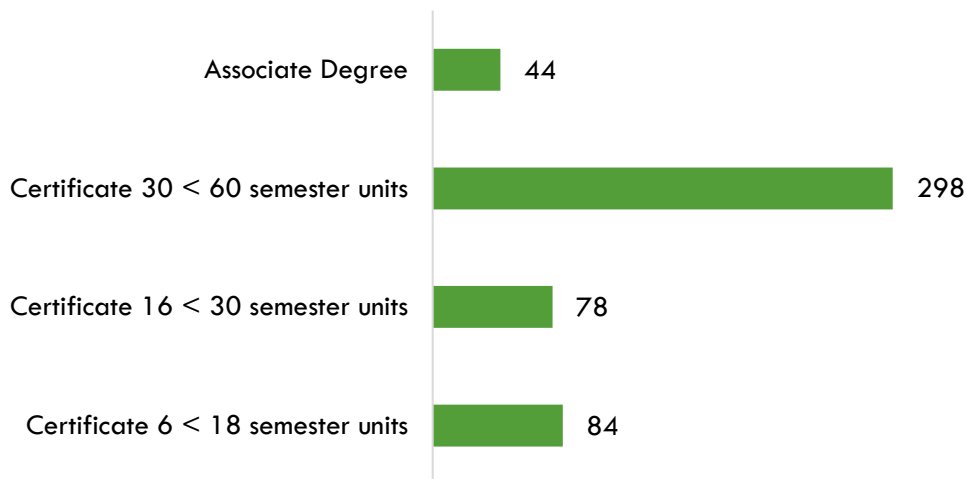
Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2019-2022

TOP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
3007.00	Cosmetology and Barbering*	LA Trade-Tech	62	86	101	83
		LA Subtotal	62	86	101	83
		Fullerton	104	140	142	129
		Golden West	137	89	55	94
		Saddleback	354	70	171	198
		OC Subtotal	595	299	368	421
Supply Total/Average			657	385	469	504

⁴ Cerritos, Citrus, Compton, El Camino, Fullerton, Golden West, LA Trade-Tech, Pasadena, Saddleback, Santa Monica, and Santiago Canyon.

Exhibit 11 shows the annual average community college awards by type from 2019-20 through 2021-22. The majority (298) of the awards are for certificates of 30 to less than 60 semester units, followed by certificates of 6 to less than 18 semester units (84).

Exhibit 11: Annual Average Community College Awards by Type, 2019-2022



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), Orange County, and California. Of the 1,048 cosmetology and barbering students in Orange County, 33% (350) attended a NOCCCD college.

NOCCCD students that exited cosmetology and barbering programs in the 2020-21 academic year had a 18% median change in earnings, which is lower than the state (31%). A higher percentage of NOCCCD cosmetology and barbering students (82%) reported being employed in their field of study compared to students throughout Orange County (72%) and the state (70%). Additionally, median annual earnings for NOCCCD students were \$23,512, which is below students throughout Orange County (\$26,910) and the state (\$26,320). All figures are significantly below the living wage.

Exhibit 12: Cosmetology and Barbering (3007.00) Strong Workforce Program Metrics, 2020-21⁵

SWP Metric	NOCCCD	OC Region	California
SWP Students	350	1,048	4,738
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	87%	67%	61%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	N/A	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	135	246	984
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	N/A	N/A	40
SWP Students with a Job Closely Related to Their Field of Study (2019-20)	82%	72%	70%

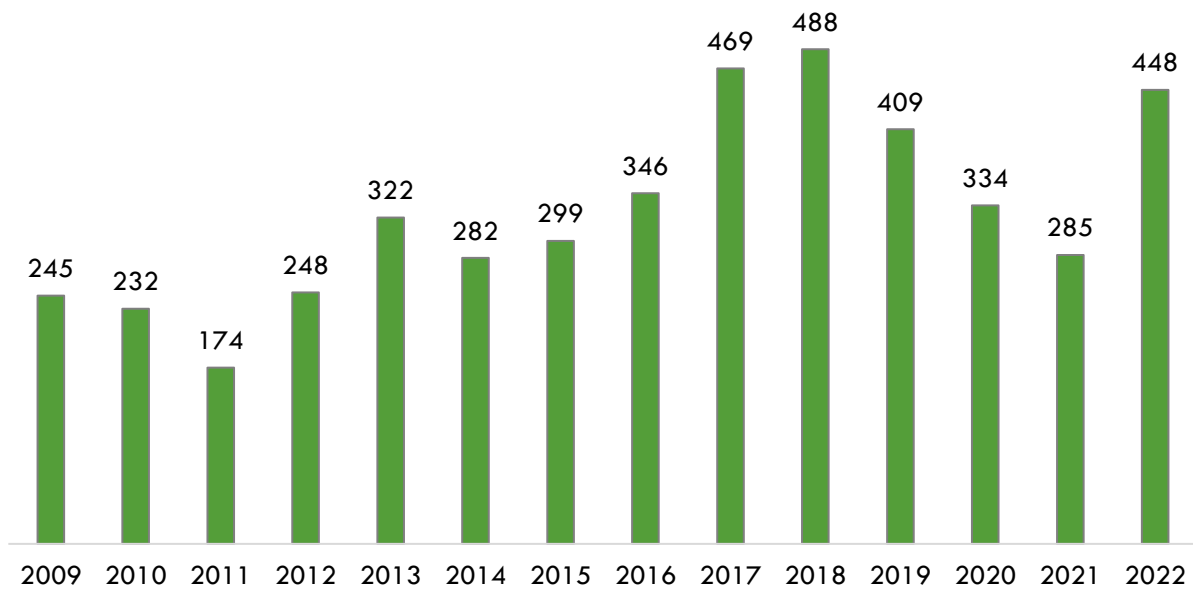
⁵ All SWP metrics are for 2020-21 unless otherwise noted.

SWP Metric	NOCCCD	OC Region	California
Median Annual Earnings for SWP Exiting Students	\$23,512 (\$11.30)	\$26,910 (\$12.93)	\$26,320 (\$12.65)
Median Change in Earnings for SWP Exiting Students	18%	40%	31%
SWP Exiting Students Who Attained the Living Wage	14%	23%	24%

Barbering Apprenticeships in California

According to data from the California Department of Apprenticeship Standards (DAS), there were a total of 15,968 apprenticeship completions in 2022 throughout the state. Of those, 3% (448) were related to barbering. Exhibit 13 shows the number of barbering apprenticeship completions in California from 2009 (the first year of available data) through 2022. As of 2022, the California Barbering and Cosmetology Unilateral Apprenticeship Committee has the most completions (142).⁶

Exhibit 13: Annual Barbering Apprenticeship Completions in California, 2009-2022



⁶https://public.tableau.com/app/profile/california.apprenticeship/viz/CompletionDashboard_16301020658110/CompletionDashboard

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 *barbers*. Exhibit 14 shows the annual and two-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Barbering/Barber (12.0402).

Due to different data collection periods, the most recent two-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community colleges in the region conferred an average of 307 awards annually in related training programs.

Exhibit 14: Regional Non-Community College Awards, 2019-2021

CIP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2-Year Award Average
12.0402	Barbering/Barber	Academy of Esthetics and Cosmetology	8	1	5
		Advance Beauty College	17	22	20
		Alhambra Beauty College	7	8	8
		American Beauty College	20	13	17
		Baldwin Park Adult & Community Education	20	14	17
		Beyond 21st Century Beauty Academy	-	3	2
		Borner's Barber College	8	2	5
		Career Academy of Beauty	-	-	-
		Coastline Beauty College	5	4	5
		Coba Academy	15	6	11
		CRU Institute of Cosmetology and Barbering	33	19	26
		Flair Beauty College	-	-	-
		Hacienda La Puente Adult Education	29	21	25
		John Wesley International Barber and Beauty College	25	24	25
		KC Beauty Academy	-	-	-
		Lancaster Beauty School	16	14	15
		Newberry School of Beauty	16	-	8
		Palace Beauty College	4	3	4
		Paul Mitchell the School-Costa Mesa	30	46	38
		Paul Mitchell the School-Pasadena	11	6	9
Paul Mitchell the School-Sherman Oaks	8	13	11		
Pomona Unified School District Adult and Career Education	12	4	8		

CIP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2-Year Award Average
		Redondo Beach Beauty College	-	-	-
		Salon Success Academy-West Covina	6	3	5
		Santa Ana Beauty Academy	2	1	2
		Santa Ana Beauty College	3	2	3
		Victory Career College	5	2	4
		ZMS The Academy	49	34	42
Supply Total/Average			349	265	307

Regional Demographics

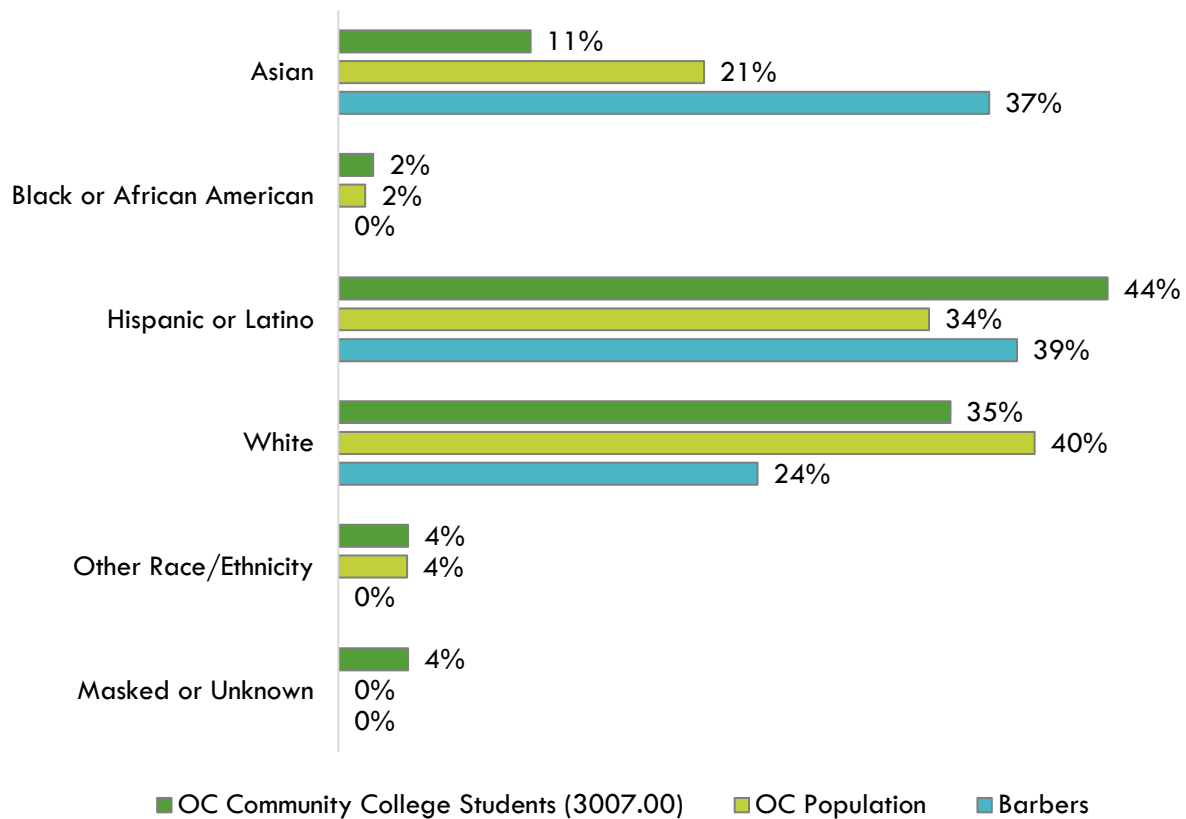
This section analyzes demographic data for Orange County community college students enrolled in cosmetology and barbering programs compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college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

As explained throughout this report, data for numerous cosmetology and barbering programs is collected and reported under the 3007.00 (Cosmetology and Barbering) TOP code. Therefore, student data presented below encompasses both cosmetology and barbering, rather than focusing exclusively on either specialization.

Ethnicity:

Exhibit 15 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 *barbers*. Notably, 39% of *barbers* are Hispanic or Latino, which is slightly higher than the population (34%), but lower than community college cosmetology and barbering students (44%). Also notable is the 37% of Asian workers in this occupation, which is significantly higher than the Orange County population (21%) and community college cosmetology and barbering students (11%).

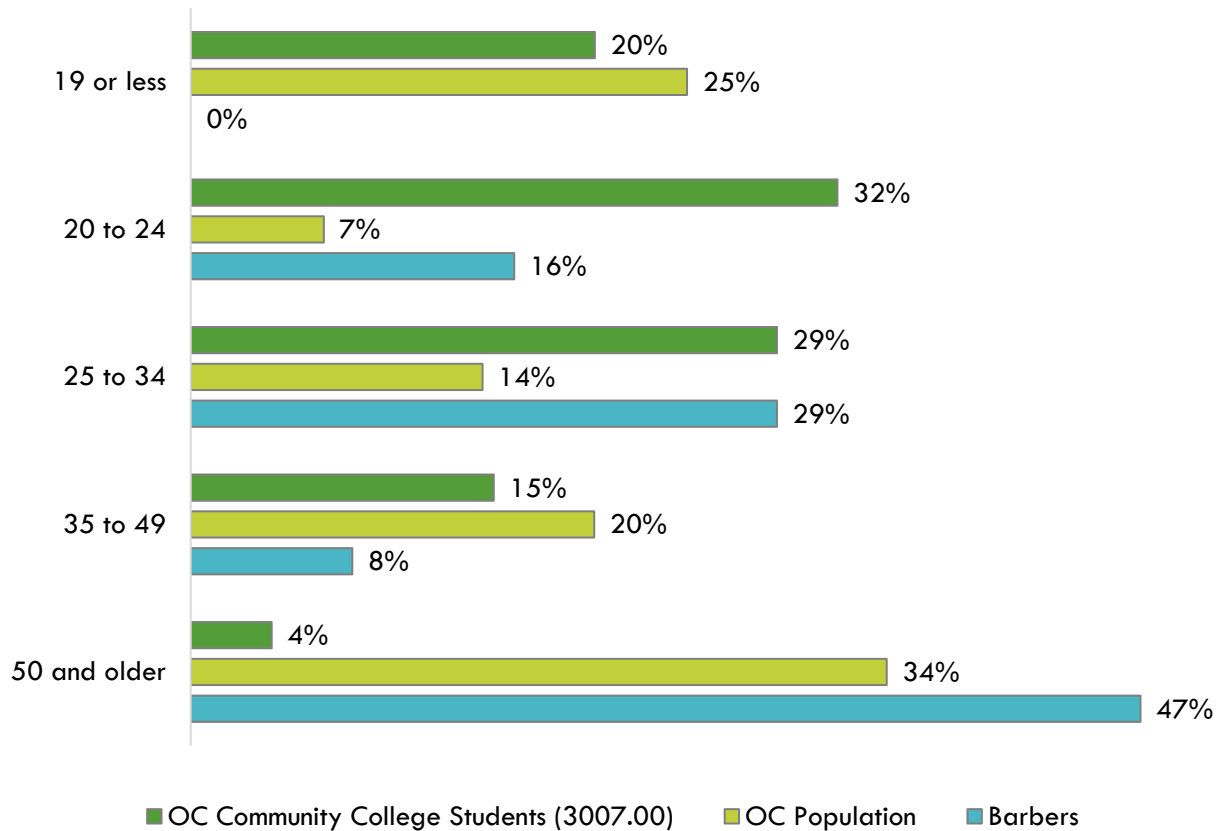
Exhibit 15: Program and County Demographics by Ethnicity



Age:

Exhibit 16 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 *barbers*. The plurality of *barbers* are 50 and older (47%), which is significantly higher than the population (34%) and community college cosmetology and barbering students (4%). Over 60% of community college cosmetology and barbering students are age 20 to 34, which is higher than the 45% of *barbers* in Orange County for this same age group.

Exhibit 16: Program and County Demographics by Age

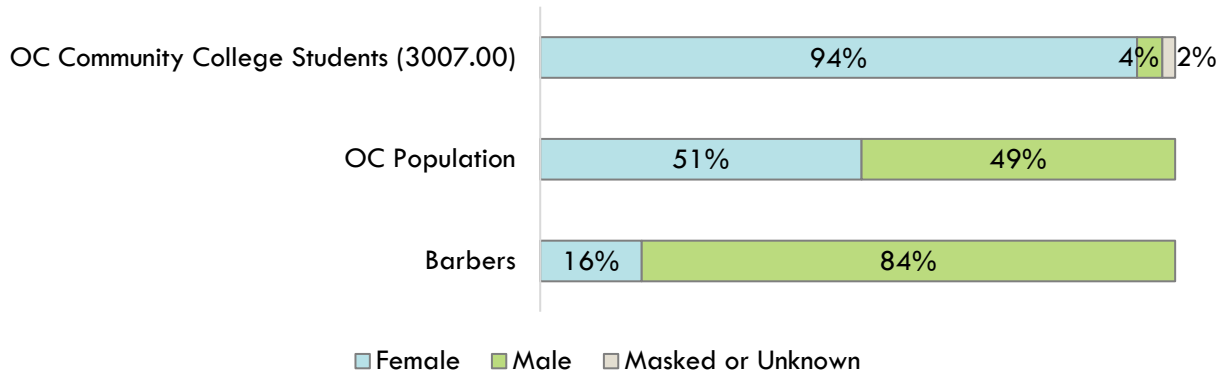


Sex:

Exhibit 17 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 *barbers*.

Though the Orange County population is split nearly evenly between men and women, 94% of cosmetology and barbering students are women. Conversely, 84% of *barbers* are men.

Exhibit 17: 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 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 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>

For more information, please contact the Orange County Center of Excellence:

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January 2024

