

Labor Market Analysis for Noncredit Program
 Recommendation
 1299.00/Other Health Occupations
 (Lactation Education Consultant - Pathway from
 Noncredit to Credit)



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 checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<p><i>Comments:</i> there is projected to be 990 middle-skill annual job openings throughout Los Angeles and Orange counties for <i>healthcare support workers, all other</i>, which is more than the 711 awards conferred by educational institutions. However, it is important to note that <i>healthcare support workers, all other</i> includes a variety of job titles including birth attendant, formula technician, nutrition aide, prosthetic assistant, and more. Since this occupation does not solely include lactation education consultants, demand is overstated.</p>	
Living Wage: (Entry-Level, 25 th)	<p><i>Comments:</i> Entry-level hourly wages for healthcare support workers, all other, are \$18.35, which is below the OC living wage of \$20.63. However, these wages reflect all <i>healthcare support workers, all other</i> and not solely lactation education consultants. An analysis of online job postings, as well as other data sources, indicate that the median salary for lactation education consultants is approximately \$41.00. Additionally, wages for lactation education consultants may vary based on employment setting (such as a hospital versus a private practice).</p>	<p>No <input checked="" type="checkbox"/></p>
Education:	<p><i>Comments:</i> The typical entry-level education for <i>healthcare support workers, all other</i> is a high school diploma or equivalent. However, over 40% of workers in the field have completed some college or an associate degree as their highest level of education.</p>	<p>No <input type="checkbox"/></p>

Emerging Occupation(s)

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<p><i>Comments:</i> Currently, there is no singular occupation specifically for lactation education consultants in the federal Bureau of Labor Statistics (BLS) Standard Occupational Classification System (SOC). According to O*NET data, lactation education consultants fall under one middle-skill occupation: <i>Healthcare Support Workers, All Other</i> (31-9099) and one above middle-skill occupation: <i>Health Education Specialists</i> (21-1091). However, these occupations include several other job titles that are unrelated to lactation education consultants and traditional labor market data is overstated when considering lactation education consultants.</p>		

To better understand employer need for lactation education consultants, this report includes an analysis of job postings that requested two common lactation consultant certifications: Certified Lactation Counselor (CLC) and International Board Certified Lactation Consultant (IBCLC).

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 occupations:

- Middle-Skill
 - Healthcare Support Workers, All Other (31-9099)
- Above Middle-Skill – denoted with an asterisk (*) throughout this report.
 - Health Education Specialists (21-1091)*

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 appears to be a supply gap for *healthcare support workers, all other* - the middle-skill occupation - in the region. It is important to note that this occupation includes a variety of job titles and not solely lactation education consultants; therefore, demand for lactation education consultants is overstated. Additionally, typical education requirements for this occupation align with a community college education. However, typical entry-level hourly wages are 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 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
Healthcare Support Workers, All Other (31-9099)	LA: 718 OC: 272	LA: 378 OC: 333	OC: \$18.35	High school diploma or equivalent	42%
Middle-Skill Total	990	711	N/A	N/A	N/A
Health Education Specialists (21-1091)*	LA: 241 OC: 69	Accounted for Above	OC: \$22.05	Bachelor's degree	25%
Above Middle-Skill Total	310	Accounted for Above	N/A	N/A	N/A
Total	1,300	711	N/A	N/A	N/A

Demand:

- The number of jobs related to *healthcare support workers, all other* is projected to increase 8% through 2027. There is projected to be 990 annual job openings due to new job growth, retirements, and replacements.
- Hourly entry-level wages for *healthcare support workers, all other* are \$18.35 in Orange County, which is above the living wage of \$20.63.
 - However, these wages reflect all *healthcare support workers, all other* and not solely lactation education consultants. An analysis of online job postings, as well as other data sources, indicate that the median salary for lactation education consultants is approximately \$41.00. Additionally, wages for lactation education consultants may vary based on employment setting (such as a hospital versus a private practice).
- There were 271 online job postings that requested lactation consultant certifications over the past 12 months. The top job titles were lactation consultants, mother-baby registered nurses, and registered nurses (IBCLC).
- The typical entry-level education for *healthcare support workers, all other* is a high school diploma or equivalent.
- Approximately 42% of *healthcare support workers, all other* have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 628 awards conferred by 16 community colleges in Los Angeles and Orange Counties from 2019 to 2022.
 - However, only one college – Santiago Canyon – offers a program specifically for lactation educators and specialists. Therefore, supply is overstated.
- There were 83 awards conferred by a single non-community college institution from 2019 to 2021. However, this program is unrelated to lactation education consultants and supply is overstated.
- Orange County community college students that exited other health occupations programs in the 2020-21 academic year had a median annual wage of \$35,568 after exiting the program and 41% attained the regional living wage.
- Throughout Orange County, 83% of other health occupations students that exited their program in 2019-20 reported that they are working in a job closely related to their field of study. However, this figure represents only five students.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for both occupations researched in this report from 2017 through 2027. Despite a 7% decline in employment across all occupations from 2019 to 2020 due to the COVID-19 pandemic, employment in these occupations increased 3% during the same period. Employment sharply increased in 2021 and is projected to grow at a slightly higher rate compared to all occupations through 2027.

Exhibit 2: Annual Percent Change in Jobs for Lactation Education Consultant Occupations, 2017-2027

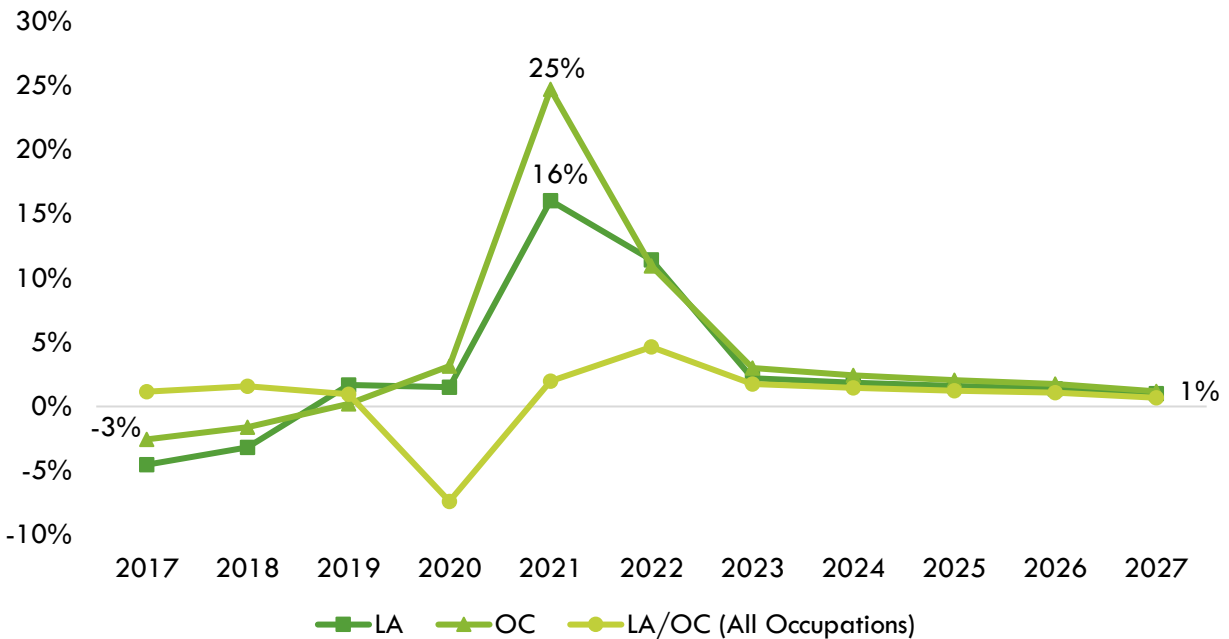


Exhibit 3 shows the five-year occupational demand projections for *healthcare support workers, all other*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase 8% through 2027. There is projected to be 990 jobs available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties¹

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	4,461	4,797	336	8%	718
Orange	1,595	1,771	176	11%	272
Total	6,056	6,568	512	8%	990

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.

Exhibit 4 shows the five-year occupational demand projections for *health education specialists*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 1% through 2027. There is projected to be 310 jobs available annually due to retirements and replacements.

Exhibit 4: Above Middle-Skill Occupational Demand in Los Angeles and Orange Counties

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	1,805	1,989	183	10%	241
Orange	515	569	54	10%	69
Total	2,320	2,557	237	10%	310

Wages:

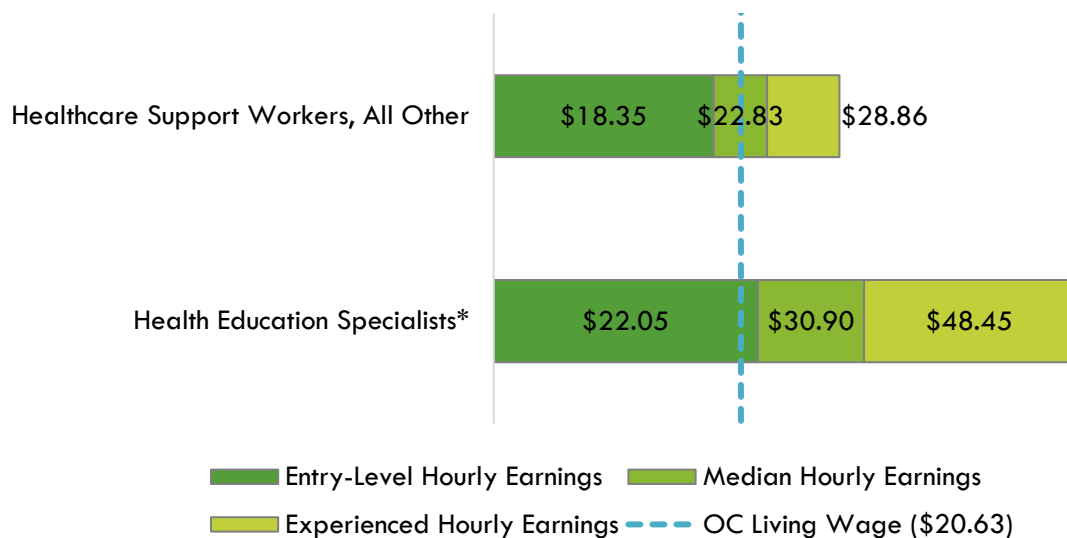
The labor market endorsement in this report considers the entry-level hourly wages for these occupations in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region.

It is important to note that these wages for *healthcare support workers, all other* and *health education specialists* represent all job titles that fall under those occupations and not solely lactation education consultants. In addition to the traditional wages for these occupations, this section includes wage information specifically for lactation education specialists.

Occupation Wages

Entry-level hourly earnings for *healthcare support workers, all other*, the sole middle-skill occupation, are \$18.35, which is below the living wage for one adult (\$20.63 in Orange County). Orange County’s average wages (\$28.86) are nearly identical to the average statewide wage of \$28.61 for *healthcare support workers, all other*. Exhibit 5, shows the wage range for each of these occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

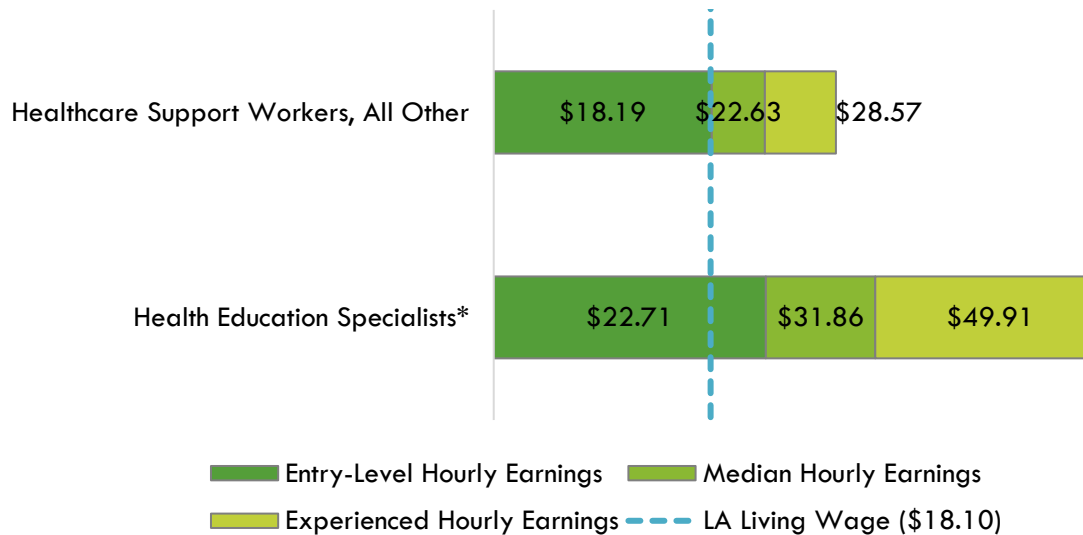
Exhibit 5: Wages by Occupation in Orange County



Entry-level hourly earnings for *healthcare support workers, all other*, the sole middle-skill occupation, are \$18.19, which is just above the living wage for one adult (\$18.10 in Los Angeles County). Los Angeles County’s average wages (\$25.11) are below the average statewide wage of \$28.61 for *healthcare*

support workers, all other. Exhibit 6 shows the wage range for each of these occupations in Los Angeles County how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in Los Angeles County



Lactation Education Consultant Wages

To better understand wages specifically for lactation education consultants, this section includes an analysis of advertised salaries from online job postings, a review of salary information from ZipRecruiter, and results from a survey conducted by the United States Lactation Consultant Association in 2019.

Notably, the data from these sources suggest that wages specifically for lactation education consultants are significantly higher than those for *healthcare support workers, all other* and *health education specialists*. Of the 271 online job postings, 42% (114) included a salary range. The median advertised salary was \$85,248 for these 114 postings. Exhibit 7 shows the number of job postings for each salary range. Of the 114 postings, 66% were in the range of \$23.56 to \$49.52.

Exhibit 7: Advertised Salary Range in Online Job Postings for Lactation Education Consultants (n=114)



According to data from ZipRecruiter the average hourly pay for a lactation consultant is \$42.00 in Orange County and \$38.39 in California.² Additionally, the United States Lactation Consultant Association conducted a survey of lactation consultants in 2019. There were 346 respondents to the survey, with the majority (89%) held an International Board Certified Lactation Consultant (IBCLC) certification. Notably, the survey results indicate that wages differ significantly for IBCLC-certified lactation consultants employed in a private practice versus those employed in a hospital. For California specifically, average hourly pay was \$51.29 for IBCLC-certified lactation consultants in a private practice versus \$73.75 for a hospital-based IBCLC.³

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 or phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.⁴ 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.

To better understand employer need for lactation education consultants, this section includes an analysis of online job postings that specifically requested two common lactation education consultant certifications: Certified Lactation Counselor (CLC)⁵ and International Board Certified Lactation Consultant (IBCLC).⁶

Over the past 12 months, There were 271 online job postings that specifically requested at least one of these certifications. Of those, 51% (139) were for *health education specialists* and 25% (68) were for *registered nurses*. Exhibit 7 shows the top occupations by number of job postings.

Exhibit 8: Number of Job Postings by Occupation (n=271)

Occupation	Job Postings	Percentage of Job Postings
Health Education Specialists	139	51%
Registered Nurses	68	25%
Dietitians and Nutritionists	17	6%
Medical and Health Services Managers	9	3%
Child, Family, and School Social Workers	5	2%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3	1%
Dietetic Technicians	3	1%
Managers, All Other	2	1%

² <https://www.ziprecruiter.com/Salaries/Lactation-Consultant-Salary--in-California>

³ <https://uslca.org/wp-content/uploads/2020/06/2019-Lactation-Care-Provider-Demographic-Survey.pdf>

⁴ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

⁵ <https://www.alpp.org/certifications/certifications-clc/>

⁶ <https://iblce.org/>

Occupation	Job Postings	Percentage of Job Postings
Instructional Coordinators	2	1%
Nurse Practitioners	2	1%

The top employers that requested these certifications in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 9: Top Employers by Number of Job Postings (n=271)

Employer	Job Postings	Percentage of Job Postings
Kaiser Permanente	123	45%
Hoag Health System	18	7%
Heluna Health	11	4%
Valley Presbyterian Hospital	9	3%
Antelope Valley Hospital	7	3%
Citrus Valley Health Partners	7	3%
University of California	7	3%
Child Care Resource Center	6	2%
CommonSpirit Health	5	2%
Mahmee	5	2%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown for these middle-skill occupations in Exhibit 9.

Exhibit 10: Top Skills by Number of Job Postings (n=271)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Adult Education (121)	Teaching (142)	Microsoft PowerPoint (105)
Nursing (119)	Customer Service (131)	Microsoft Excel (104)
Postpartum Care (117)	Computer Literacy (119)	Microsoft Word (17)
Target Audience (95)	Verbal Communication Skills (115)	Microsoft Outlook (15)
Cardiopulmonary Resuscitation (CPR) (93)	Microsoft PowerPoint (105)	Learning Management Systems (6)
Clinical Practices (85)	Microsoft Excel (104)	Google Workspace (4)
Organizational Performance (85)	Communication (91)	Canva (Software) (3)
Pediatrics (56)	Management (78)	Thinkific (3)
Bilingual (Spanish/English) (52)	Planning (60)	Zoom (Video Conferencing Tool) (3)
Continuing Education (43)	Writing (53)	Epic EMR (2)

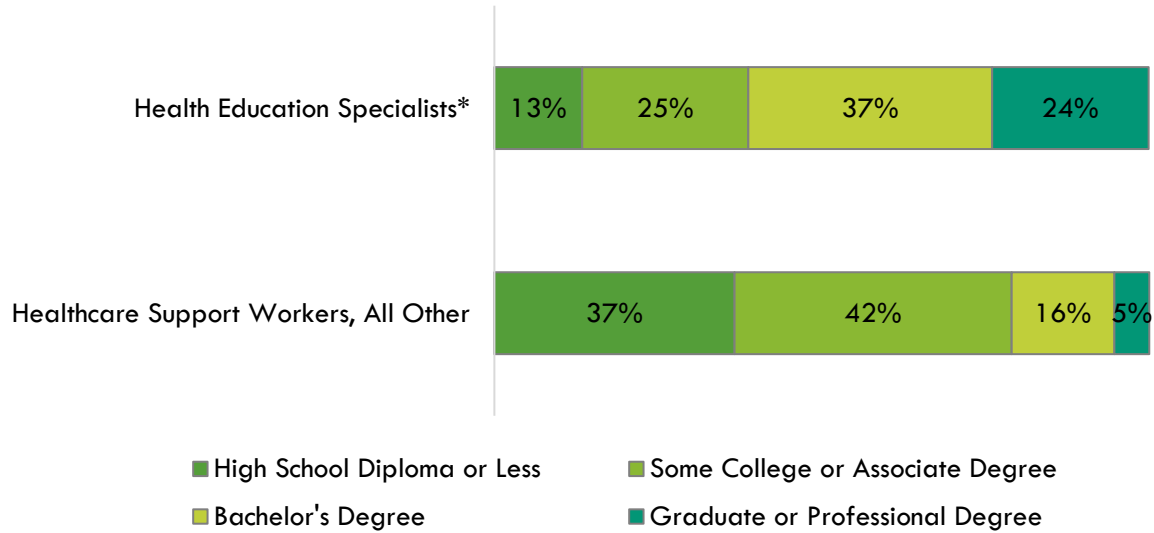
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *healthcare support workers, all other*; and a bachelor's degree for *health education specialists*. The national-level educational attainment data indicates 42% of *healthcare support workers, all other* and 25% of *health education specialists* have completed some college or an associate degree as their highest

level of education. Exhibit 10 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Of the 53% of the cumulative job postings that requested lactation education consultant certifications and that listed a minimum education requirement in Los Angeles/Orange County, 57% (118) requested a high school diploma or an associate degree and 43% (88) requested a bachelor's or master's degree.

Exhibit 11: National-level Educational Attainment for Occupations



Educational Supply

Community College Supply:

Exhibit 11 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Health Occupations, General (1201.00) and Other Health Occupations (1299.00). It is important to note that though these TOP codes are directly related to the occupations analyzed in this report, only one college – Santiago Canyon – has a program that is specifically related to lactation education counselors and specialists. Therefore, the supply figures in Exhibit 11 are overstated for lactation education counselor.

Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

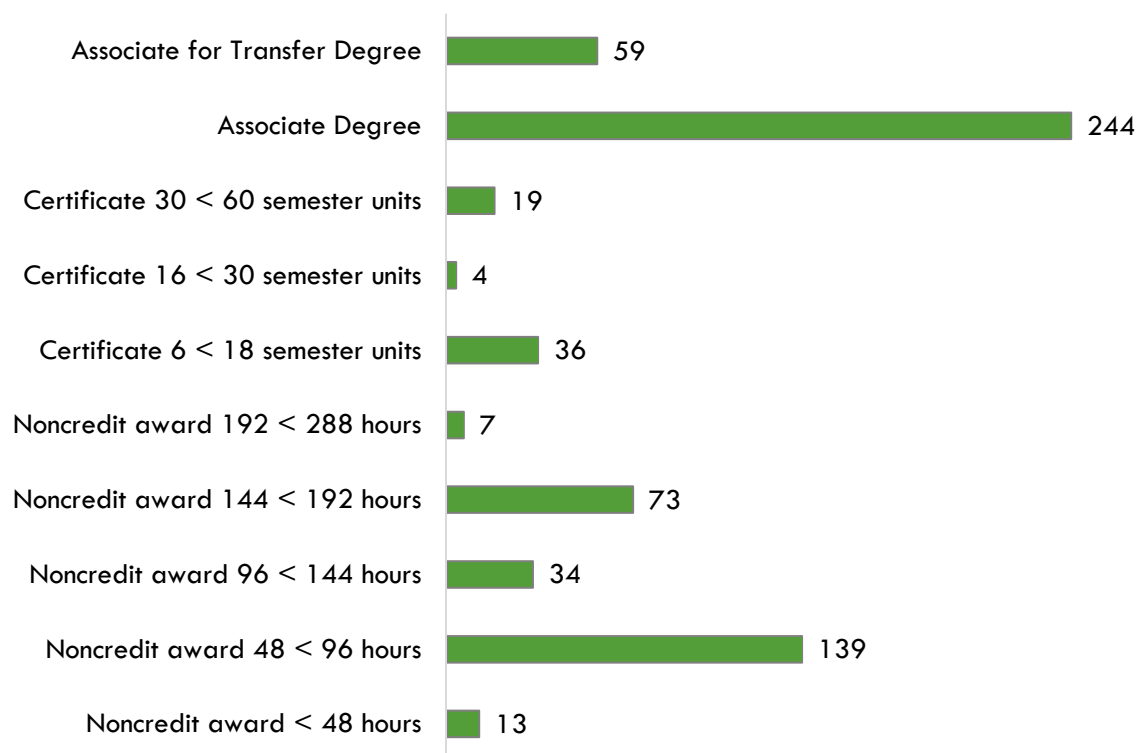
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2019-2022

TOP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
1201.00	Health Occupations, General	Citrus	0	5	6	4
		East LA	26	19	44	29
		LA City	1	65	55	40
		LA Mission	10	29	20	20
		LA Southwest	0	2	4	2
		LA Trade	8	3	2	5
		Long Beach	4	19	16	13
		Mt San Antonio	1	6	8	5
		Pasadena	37	32	66	45
		West LA	1	5	6	4
		LA Subtotal	88	185	227	167
		Cypress	6	12	16	11
		Irvine	0	1	1	1
		Orange Coast	2	1	2	2
		Saddleback	228	235	229	230
		OC Subtotal	236	249	248	244
		Supply Subtotal/Average			324	434
1299.00	Other Health Occupations	East LA	45	0	38	28
		LA Southwest	23	36	85	48
		Mt San Antonio	104	19	35	52
		LA Subtotal	172	55	158	128
		North Orange Adult	0	16	25	14
		Orange Coast	10	15	35	20
		Santiago Canyon	18	86	61	55

TOP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
		OC Subtotal	28	117	121	89
		Supply Subtotal/Average	200	172	279	217
		Supply Total/Average	524	606	754	628

Exhibit 12 shows the annual average community college awards by type from 2019-20 through 2021-22. The plurality of the awards are for associate degrees, followed by noncredit awards between 48 and 49 hours.

Exhibit 13: Annual Average Community College Awards by Type, 2019-2022



Community College Student Outcomes:

Exhibit 13 shows the Strong Workforce Program (SWP) metrics for other health occupations programs in Rancho Santiago Community College District (RSCCD), the Orange County Region, and California. Of the 374 other health occupations students in Orange County in 2020-21, 37% (139) attended an RSCCD college.

Additionally, RSCCD students that exited other health occupations programs in the 2020-21 academic year had median earnings of \$35,676, which is nearly identical when compared to students throughout Orange County (\$35,568). However, both figures are lower when compared to students statewide (\$41,046). All RSCCD students reported they were employed in their field of study. However, this figure represents only three total students.

Exhibit 14: Other Health Occupations (1299.00) Strong Workforce Program Metrics, 2020-21⁷

SWP Metric	RSCCD	OC Region	California
SWP Students	139	374	4333
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	11%	18%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	78%	81%	87%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	79	109	180
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	Insufficient Data	Insufficient Data	182
SWP Students with a Job Closely Related to Their Field of Study (2019-20)	100%	83%	83%
Median Annual Earnings for SWP Exiting Students	\$35,676 (\$17.15)	\$35,568 (\$17.10)	\$41,046 (\$19.73)
Median Change in Earnings for SWP Exiting Students	5%	25%	13%
SWP Exiting Students Who Attained the Living Wage	40%	41%	60%

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 occupations. Exhibit 14 shows the number of awards conferred in the related CIP code: Allied Health and Medical Assisting Services, Other (51.0899).

Due to different data collection periods, the most recent two-year period of available data is from 2019 to 2021. Between 2019 and 2021, only one institution conferred 83 total awards. However, this program is not specifically related to lactation education specialists and supply is overstated.

Exhibit 15: Regional Non-Community College Awards, 2019-2021

TOP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2-Year Award Average
51.0899	Allied Health and Medical Assisting Services, Other	High Desert Medical College	71	95	83
Supply Subtotal/Average			71	95	83

⁷ All SWP metrics are for 2020-21 unless otherwise noted.

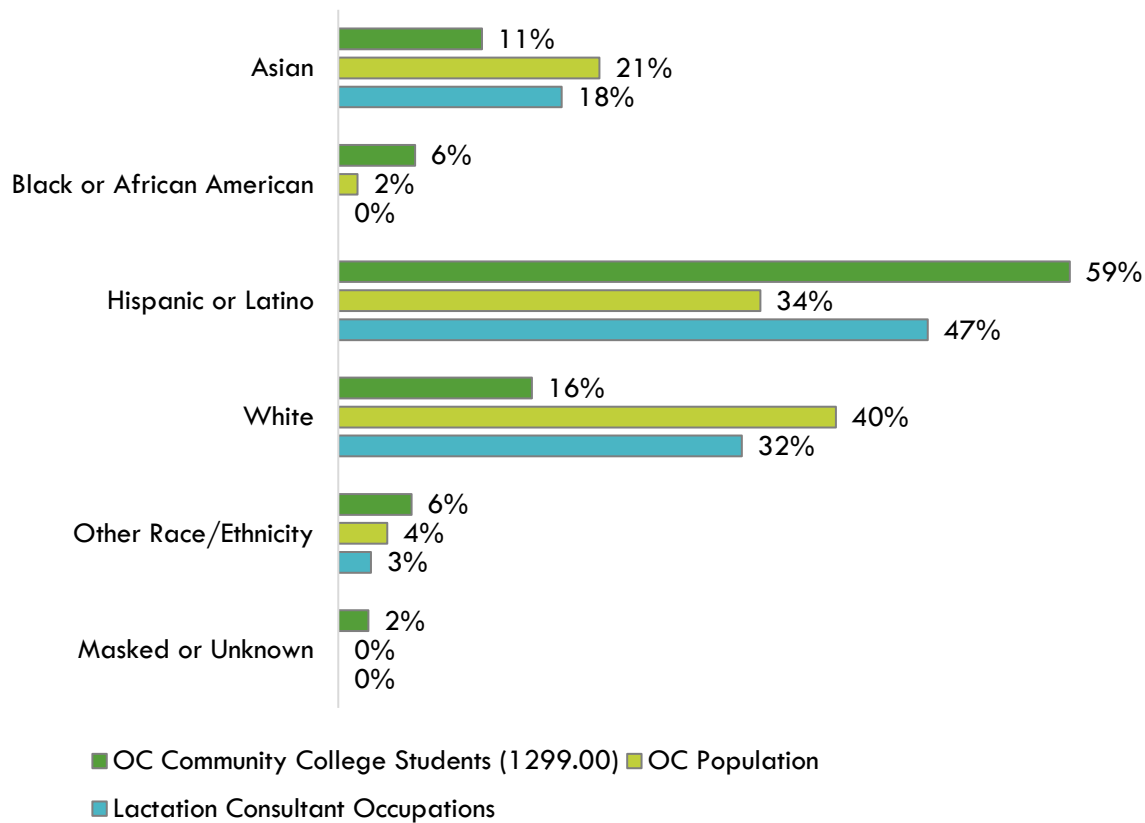
Regional Demographics

This section analyzes demographic data for Orange County community college students enrolled in other health occupations 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 15 shows the ethnicity of Orange County community college students enrolled in other health occupations programs compared to the overall Orange County population, as well as the two occupations included in this report. Notably, 59% of community college other health occupations students are Hispanic or Latino, which is higher than both workers employed in these occupations (47%) and the population (34%).

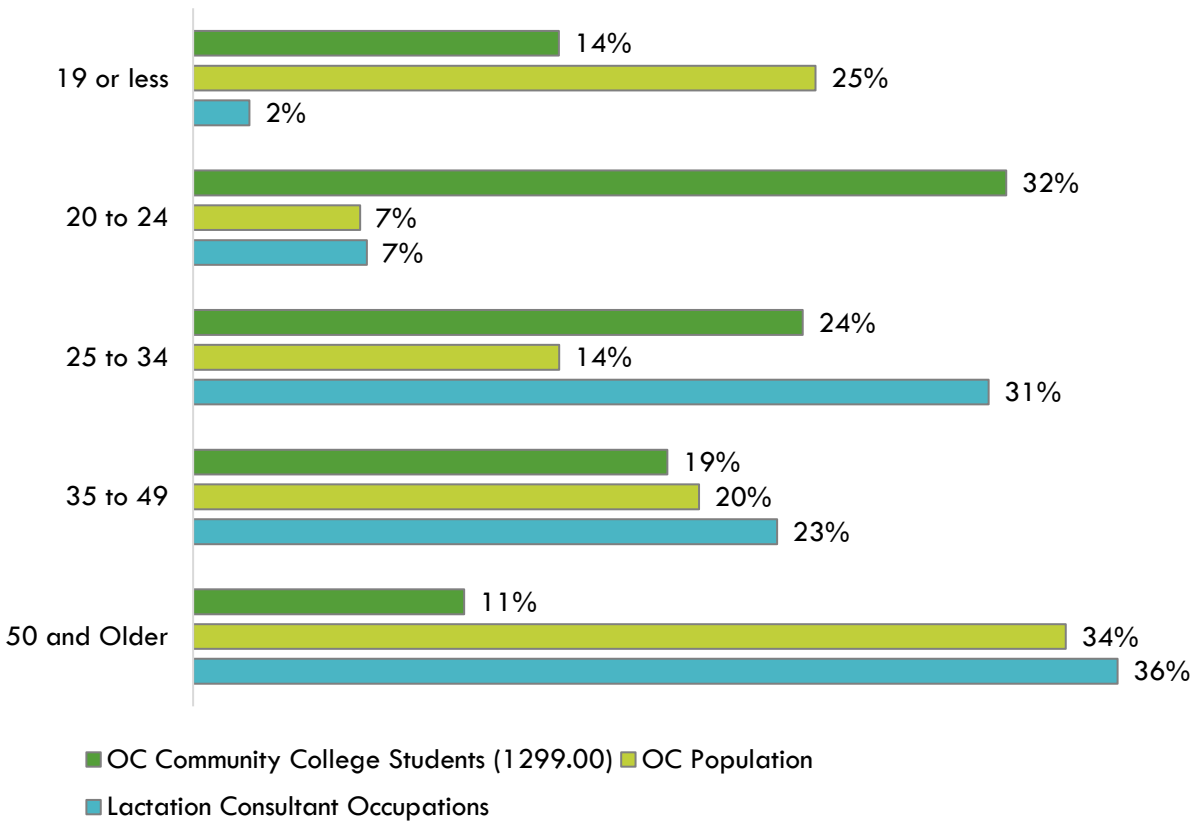
Exhibit 16: Program and County Demographics by Ethnicity



Age:

Exhibit 16 shows the age of Orange County community college students enrolled in other health occupations programs compared to the overall Orange County population, as well as the two occupations included in this report. The plurality of workers in these occupations are 50 and older (36%), which is only slightly higher than the population (34%) but significantly higher than community college other health occupations students (11%). Conversely, 47% of community college other health occupations students are 24 or less, which is significantly higher than the population (32%) and these occupations (9%).

Exhibit 17: Program and County Demographics by Age

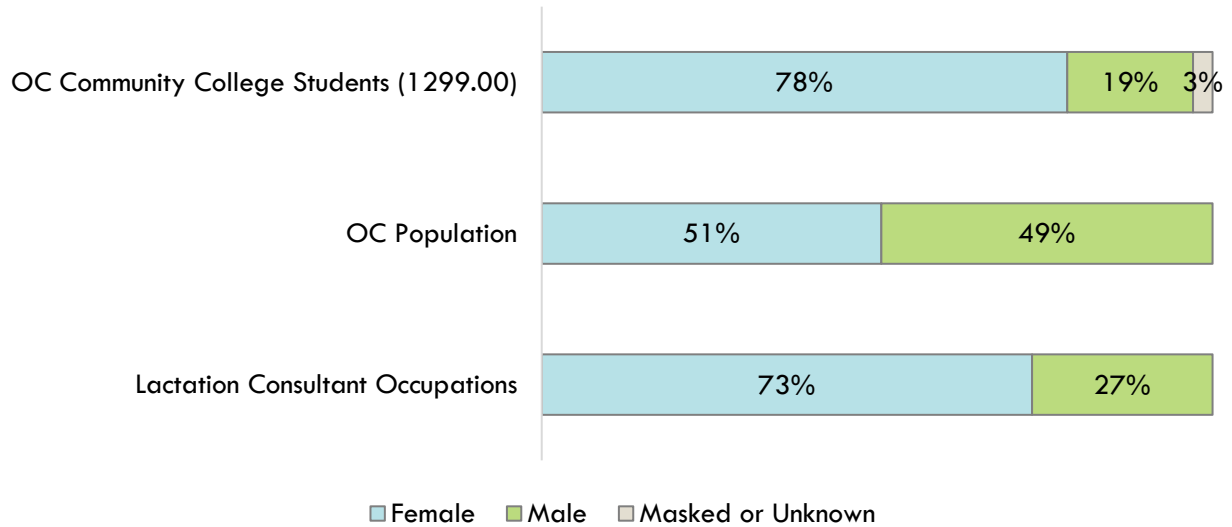


Sex:

Exhibit 17 shows the sex of Orange County community college students enrolled in other health occupations programs compared to the overall Orange County population as well as these occupations.

Though the Orange County population is split nearly evenly between men and women, 78% of health occupations students and 73% of workers in these occupations are women.

Exhibit 18: 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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