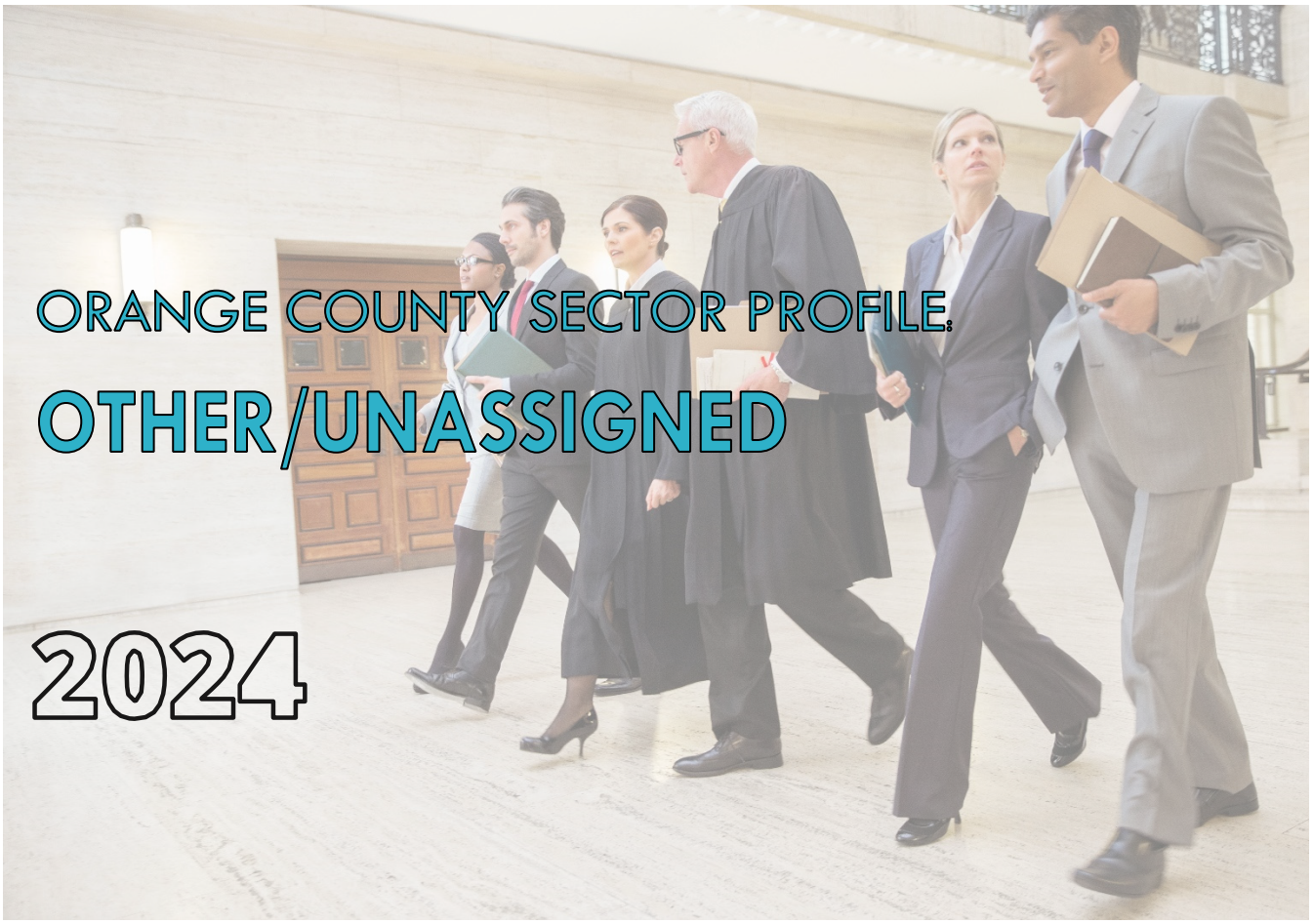
CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
ORANGE COUNTY



ORANGE COUNTY SECTOR PROFILE:

OTHER/UNASSIGNED

2024

ORANGE COUNTY REGIONAL CONSORTIUM | WORKFORCE DEVELOPMENT ALLIANCE

California Community Colleges

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Supplemental Appendices[1] are available as a companion to this report and include the following:

Appendix D: Other Demand – Labor Market Data

Appendix E: Other Supply – Community College and Non-Community College Awards

INTRODUCTION

This report is the eighth in a series of 12 sector profiles that aim to provide a comprehensive analysis of Orange County's occupational landscape. This series dives into each of the 12 community college sectors, offering historical and projected occupational insights while building upon foundational research established through the Orange County Labor Market Overview.[2] This sector profile focuses on the sector known as Other/Unassigned (Other), which the Orange County Region has ranked sixth out of the 12 sectors based on the Orange County Labor Market Overview and corresponding region-wide survey of community colleges and key partners.

The "Other" sector serves as a catch-all category for occupations that do not fit neatly into one of the other 11 defined sectors. It encompasses a diverse range of occupations across various fields such as science, law, arts, sports, and various trades. This includes occupations such as *Aerospace Engineers (17-2011)*^, *Lawyers (23-1011)*^#, and *Natural Sciences Managers (11-9121)*^ at the above middle-skill level, which require advanced education and specialized expertise. Middle-skill occupations, such as *Paralegals and Legal Assistants (23-2011)*#, *Exercise Trainers and Group Fitness Instructors (39-9031)*, and *Interpreters and Translators (27-3091)*, combine practical skills with technical knowledge and often require vocational training or an associate degree. Meanwhile, below middle-skill jobs like *Cashiers (41-2011)**, *Maids and Housekeeping Cleaners (37-2012)**, and *Parking Attendants (53-6021)** provide entry-level opportunities with minimal training requirements. Despite their differences, each of these occupations play an important part in supporting the overall economy and society. This sector's broad and varied nature ensures that it captures professions that are crucial yet do not align perfectly with more conventional classifications.

The Other Sector is comprised of 102 occupations, 31 of which were highlighted in the Orange County Labor Market Overview. These 102 occupations account for 13% of the total number of occupations in the federal Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) system and 7% (7) are on the U.S. News & World Report's 100 Best Jobs of 2024 list.[3]

Occupations are denoted throughout this report in italics, with their corresponding SOC code in parentheses, with below middle-skill occupations denoted with an * and above middle-skill occupations denoted with a ^ and occupations that are on the U.S. News & World Report's 2024 100 Best Jobs list denoted by #, such as *Technical Writers (27-3042)*^#.

By examining key aspects such as occupational trends, major employers, skills, program completions, and opportunities, the OC COE seeks to highlight underlying dynamics and intricacies shaping the Other Sector in Orange County. Community colleges and regional stakeholders can use this information for strategic planning and data-informed decision making to address workforce needs in this sector.

OTHER OCCUPATIONAL DATA ANALYSIS

Orange County's Occupational Landscape

The Other Sector is comprised of 102 occupations that accounted for 199,116 jobs in 2022, representing 11% of all jobs in Orange County. These jobs are expected to grow by 7% through 2027, resulting in 32,165 projected annual openings. Because the Other Sector does not crosswalk to a singular industry, it is impossible to quantify the actual number of establishments related to this sector.

Other Sector Key Facts

199,116
Number of Jobs in 2022

13,075
5-Year Change through 2027

7%
5-Year Percent Change

32,165
Annual Openings

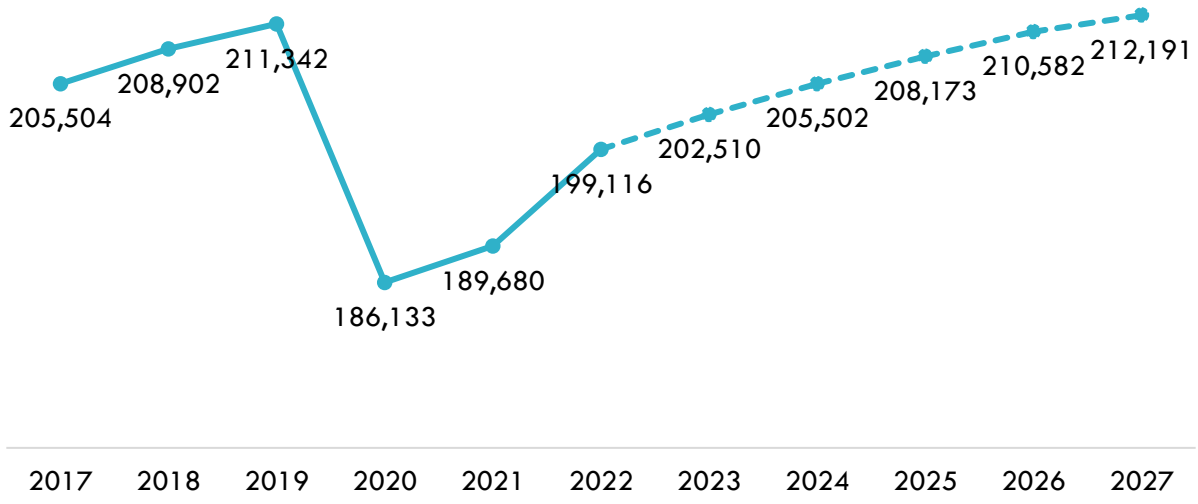
N/A
Establishments

$3.22 - $62.65
Occupational Entry-Level Wage Range

Historical and Projected Employment

Over a 10-year period, from 2017 projected through 2027, Other Sector jobs have been and are projected to continue steadily rising at a consistent pace, except in 2020 due to the COVID-19 pandemic-related economic downturn (Exhibit 1).

Exhibit 1: Historical and Projected Other Sector Employment in Orange County (2017-2027)



The 102 occupations in the Other Sector are categorized into 43 above middle-skill, 15 middle-skill, and 44 below middle-skill occupations (Exhibit 2). In 2022, the 44 below middle-skill occupations accounted for 140,365 jobs, constituting over 70% of the total Other Sector workforce; followed by the 43 above middle-skill occupations, with 40,063 jobs, representing 20% of the total workforce (Exhibit 3).

Exhibit 2: Skill-Level for Other Sector Occupations

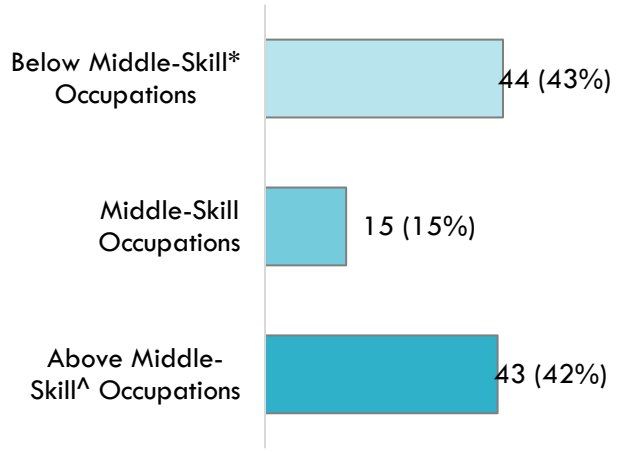
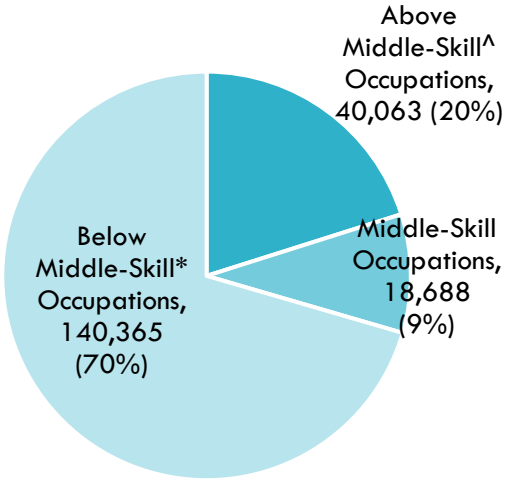


Exhibit 3: Breakdown of 2022 Jobs for Other Sector Occupations by Skill-Level



*Note: Throughout this report, Below Middle-Skill Occupations are denoted with an * and Above Middle-Skill Occupations are denoted with a ^.*

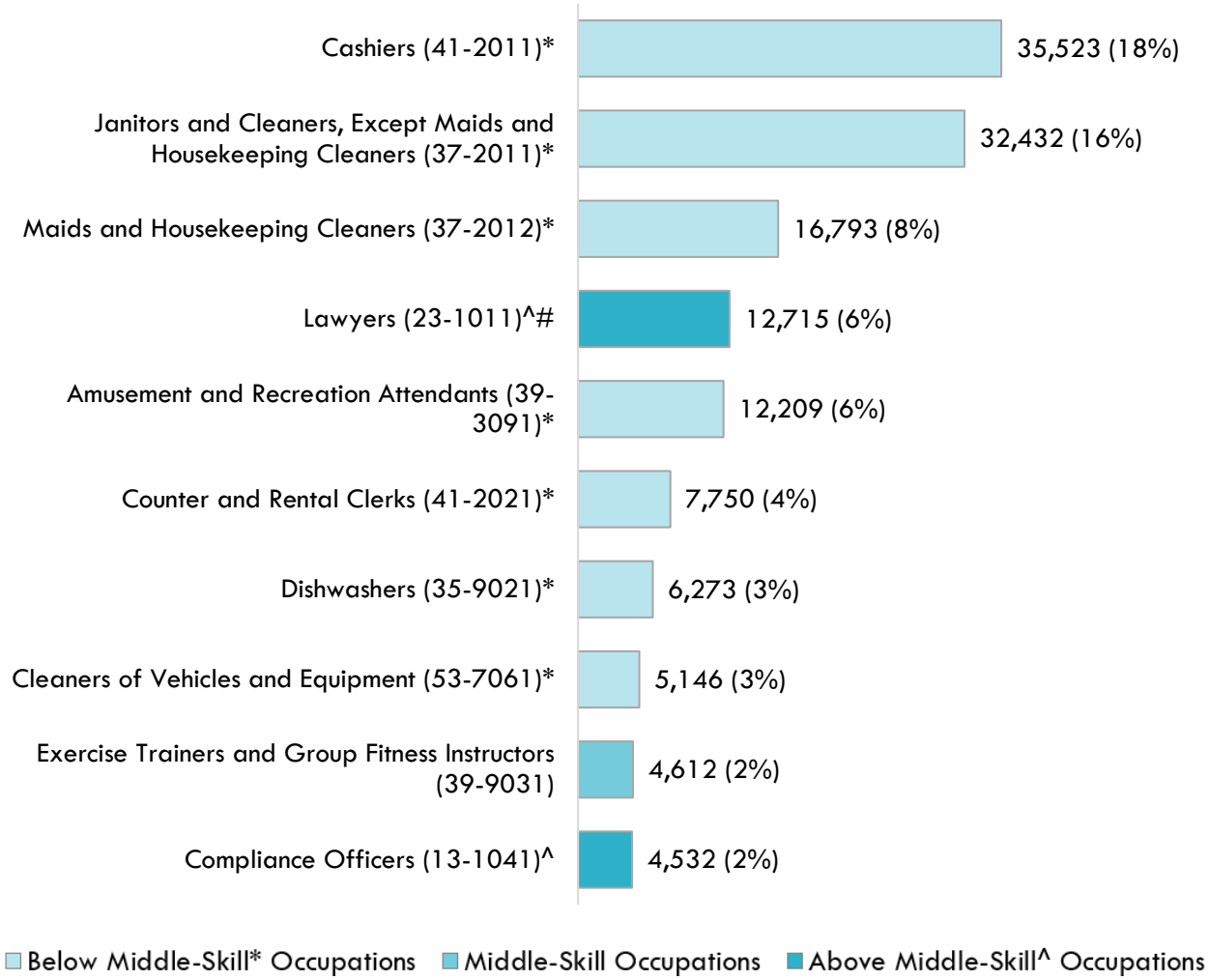
Trends In Occupational Demand

Regionally, the 102 occupations in this sector accounted for nearly 200,000 jobs in 2022 and are estimated to have over 32,000 annual openings through 2027 in Orange County. Jobs in this sector are projected to grow at a comparable rate compared to all occupations in Orange County through 2027 and nearly one-fourth (23%) of the occupations have entry-level wages above the MIT Living Wage for Orange County of $30.48.[4] Nearly three-fourths of Other Sector jobs (70%) are for below middle-skill occupations and another 20% of jobs are for above middle-skills occupations.

Jobs

Jobs equate to the number of people currently in an occupation as opposed to unmet demand, which refers to the number of people still needed in an occupation. Comprising 18% of all jobs in the Other Sector, *Cashiers (41-2011)**, a below middle-skill occupation, ranks first with the most jobs (35,523), followed by *Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)**, a below middle-skill occupation (32,432), and *Maids and Housekeeping Cleaners (37-2012)**, another below middle-skill occupation (16,793). All top 10 Other Sector jobs, 2022 are shown in Exhibit 4.

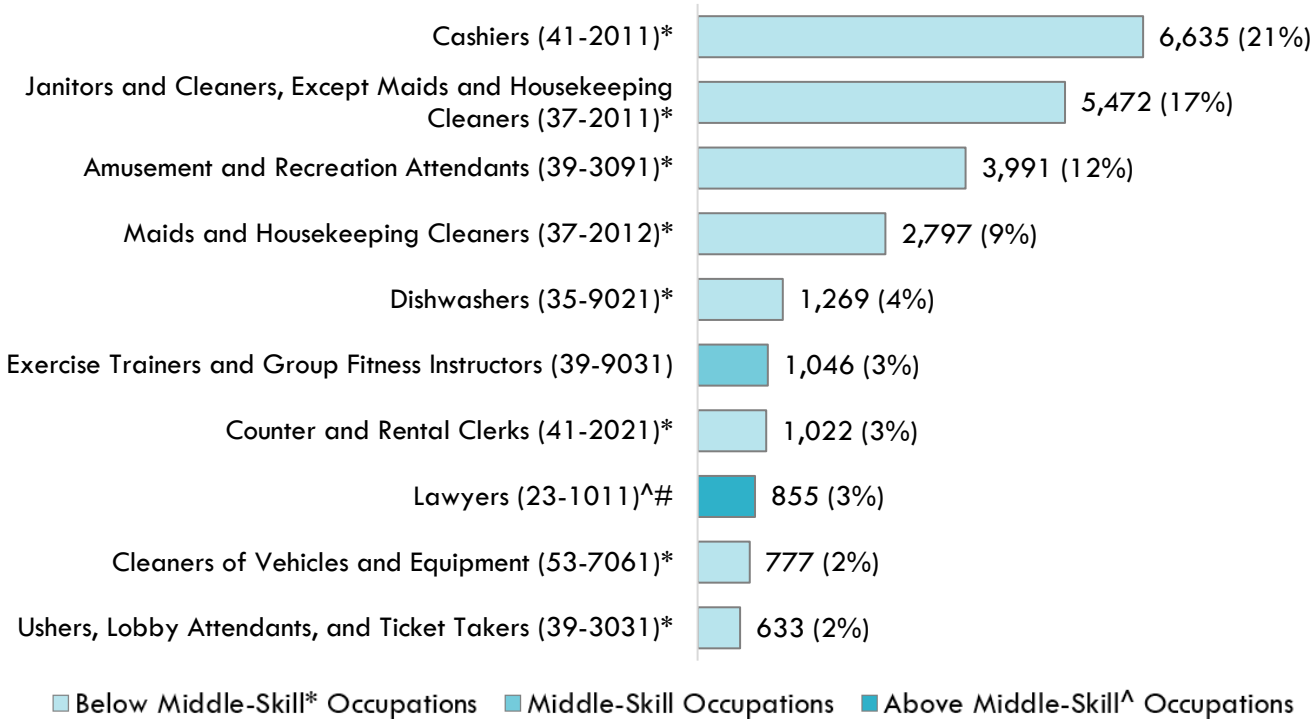
Exhibit 4: Top 10 Other Sector Jobs, 2022



Annual Openings

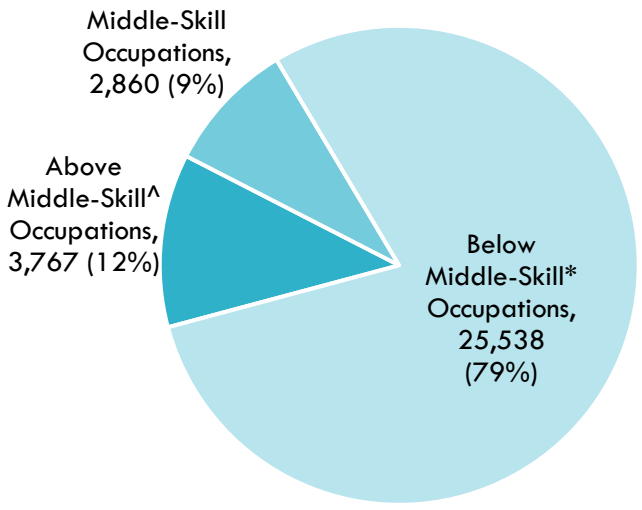
There are 32,165 Other Sector annual openings, also known as "demand" or "unmet demand", in Orange County. *Cashiers (41-2011)** account for the largest percentage of Other Sector annual openings (21%), with *Ushers, Lobby Attendants, and Ticket Takers (39-3031)** (2%) rounding out the sector's top 10 annual openings, as shown in Exhibit 5.

Exhibit 5: Top 10 Annual Openings by Other Sector Occupation



Below-middle-skill occupations comprise 79% of all annual openings in the Other Sector followed by above middle-skill occupations (12%). Exhibit 6 shows the annual openings by skill-level.

Exhibit 6: Distribution of All Other Sector Annual Openings by Skill-Level

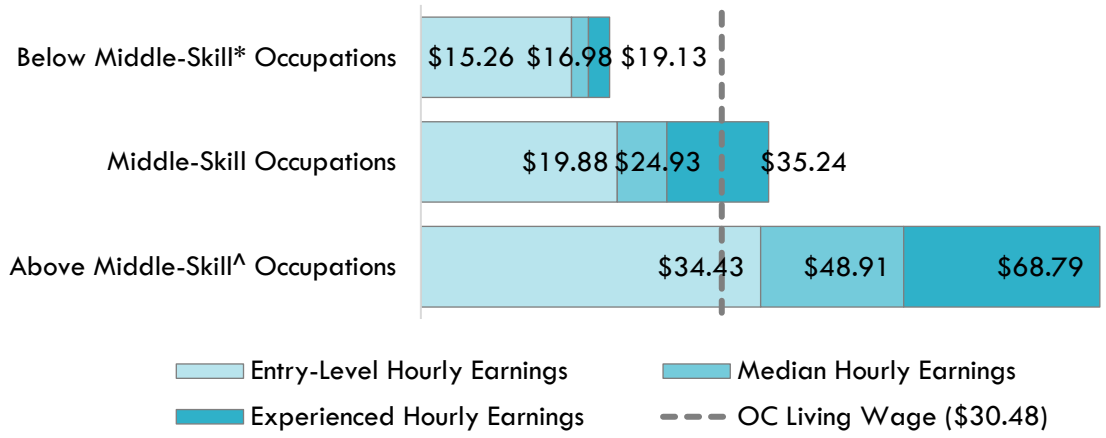


Earnings

In Orange County, the MIT Living Wage for one adult is $30.48 per hour, which is the floor benchmark for wages in the county. Of the 102 occupations in this sector, nearly one-fourth (23) have entry-level wages above Orange County's living wage. Entry-level wages across all 102 Other Sector occupations range from $3.22 to $62.65 per hour, with *Craft Artists (27-1012)** and *Mathematicians (15-2021)^* at the lower- and upper-ends of this range, respectively.

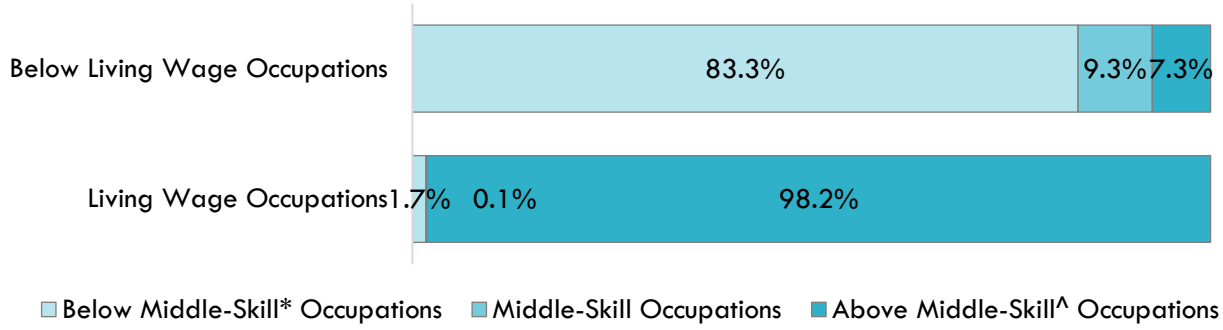
To better understand Other Sector wages in Orange County, wages are weighted by the number of 2022 jobs. This accounts for wage variation between occupations by normalizing the data based on the number of jobs. It adjusts for situations like a large number of low-wage jobs, a small number of high-wage jobs, or any combination of the two. Exhibit 7 shows the full spectrum of weighted wages (from entry-level to experienced) by skill level for the 102 Other Sector occupations, ranging from below-middle-skill entry-level wages of $15.26 to above middle-skill experienced wages of $68.79.

Exhibit 7: Other Sector Occupational Wages by Skill Level, Weighted by 2022 Jobs



Notably, only 5% of the annual job openings in this sector have entry-level wages above the living wage; 98.2% are for above middle-skill occupations, 1.7% are for below middle-skill occupations, and only 0.1% are for middle-skill occupations, as shown in Exhibit 8.

Exhibit 8: Comparison of Living Wages by Other Sector Annual Openings and Skill Level

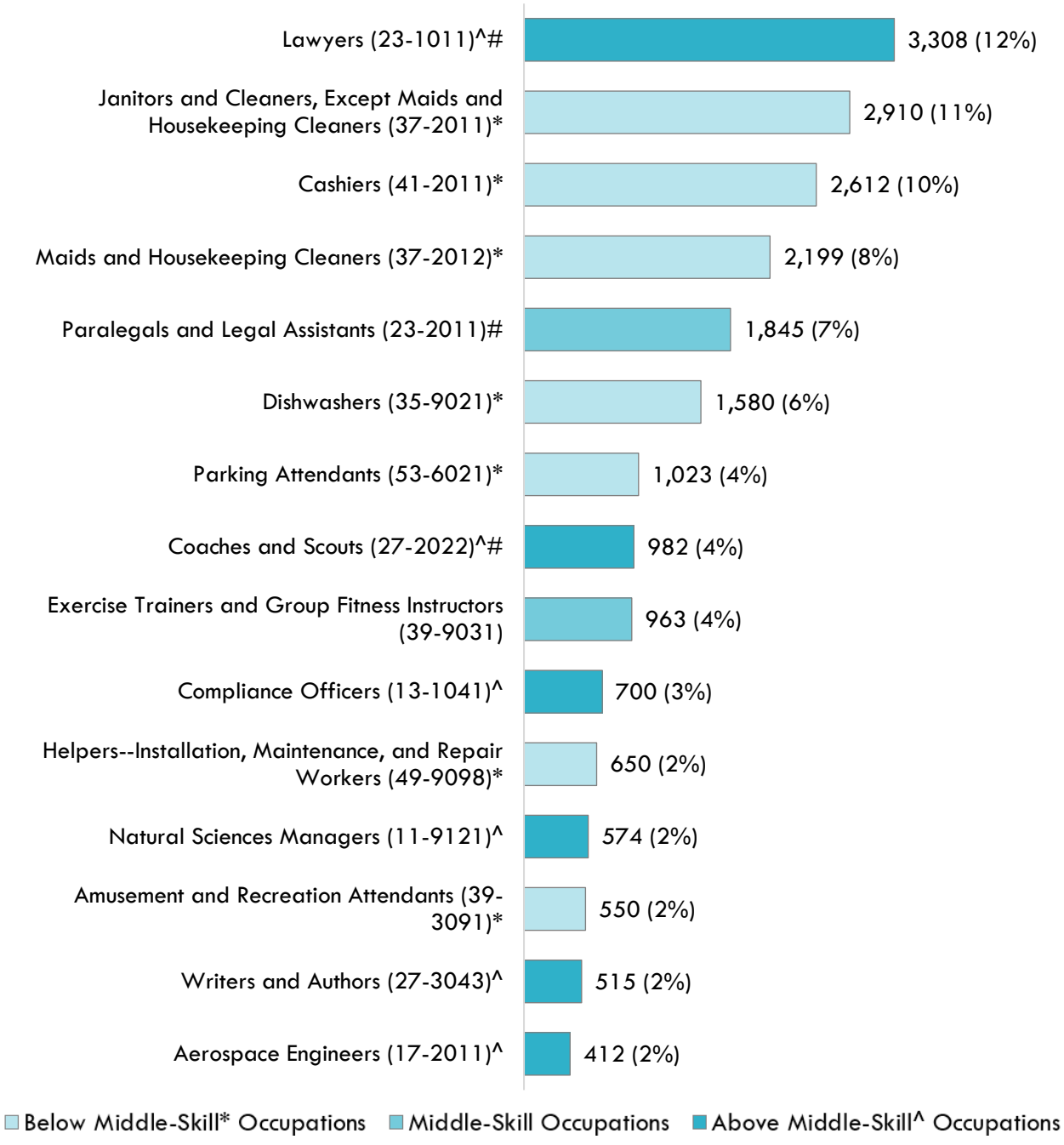


JOB POSTINGS INFORMATION

Job Postings in Orange County

Over the past 12 months (September 2023 – August 2024), there were 26,905 employer job postings within Orange County for all Other Sector occupations. Exhibit 9 shows the 15 occupations with the highest number of job postings, which represents approximately 77% of all job postings within the sector. Most notably, *Lawyers (23-1011)^#*, an above middle-skill occupation, comprises 12% of the job postings, followed by *Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)**, a below middle-skill occupation, which comprises 11% of the job postings.

Exhibit 9: Top 15 Other Sector Occupations by Number of Job Postings



Top Employers

Orange County's Other Sector employers are very diverse, as shown in Exhibit 10. Employers with postings for below middle-skill occupations, such as Marriott International, Nordstrom, and ABM Industries, generally require employees to perform tasks that demand basic training and customer service skills. Employers with postings for middle-skill occupations include a mix of fitness and health clubs, staffing agencies, and large corporations, such as 24-Hour Fitness, GPAC, and Disney – these require more specialized skills, vocational training, apprenticeship, and/or an associate degree. Employers in the above middle-skill category offer jobs that demand higher levels of expertise, often requiring advanced degrees, extensive experience, and/or professional certifications. These jobs include managerial positions, specialized technical jobs, and professional services; employers include AbbVie and Edwards Lifesciences. Robert Half and GPAC are the two employers that appear in the middle skill and above middle-skill categories, offering a wide range of job opportunities; University of California appear in the below middle-skill and above middle-skill categories. No employer appears in all three categories.

Exhibit 10: Top 10 Other Sector Regional Employers with the Most Job Postings by Skill Level

Below Middle-Skill*	Middle-Skill	Above Middle-Skill^
1. Marriott International	1. 24 Hour Fitness	1. GPAC
2. University of California	2. Robert Half	2. University of California
3. Towne Park	3. Adams & Martin Group	3. Jobot
4. Hilton	4. LA Fitness	4. CyberCoders
5. ABM Industries	5. GPAC	5. Actalent
6. Nordstrom	6. YMCA	6. Supernal
7. Kroger	7. Life Time	7. Mission Recruiting
8. Sprouts Farmers Market	8. AppleOne	8. AbbVie
9. Hyatt	9. Crunch	9. Robert Half
10. LAZ Parking	10. Disney	10. Edwards Lifesciences

Top Job Titles

Below middle-skill job titles predominantly encompass those requiring manual skills, such as Dishwashers, Cashiers, and House Cleaners, which often demand a combination of physical labor, basic technical knowledge, and on-the-job training. Middle-skill job titles consist of roles that require technical expertise but may not necessarily demand advanced degrees, including Legal Assistants and Personal Trainers, reflecting a need for specialized knowledge and training. Above middle-skill job titles incorporate professions with a higher degree of technical complexity and require advanced education or specialized training, such as Attorneys and Clinical Research Coordinators, indicating a demand for advanced technical skills and analytical capabilities. Job titles by skill level are shown in Exhibit 11.

Exhibit 11: Top Other Sector Job Titles in Orange County by Skill Level

Below Middle-Skill *	Middle-Skill	Above Middle-Skill^
1. Dishwashers	1. Legal Assistants	1. Associate Attorneys
2. Cashiers	2. Paralegals	2. Litigation Attorneys
3. Housekeepers	3. Litigation Paralegals	3. Attorneys
4. Janitors	4. Legal Secretaries	4. Clinical Research Coordinators
5. Cleaners	5. Paralegals/Legal Assistants	5. Workers' Compensation Attorneys
6. Admitting Workers	6. Personal Trainers	6. Swim Instructors
7. Custodians	7. Pilates Instructors	7. Litigation Associate Attorneys
8. Environmental Services Technicians	8. Group Fitness Instructors	8. Civil Litigation Attorneys
9. Room Attendants	9. Fitness Trainers	9. Technical Writers
10. House Cleaners	10. Fitness Instructors	10. Regulatory Affairs Specialists

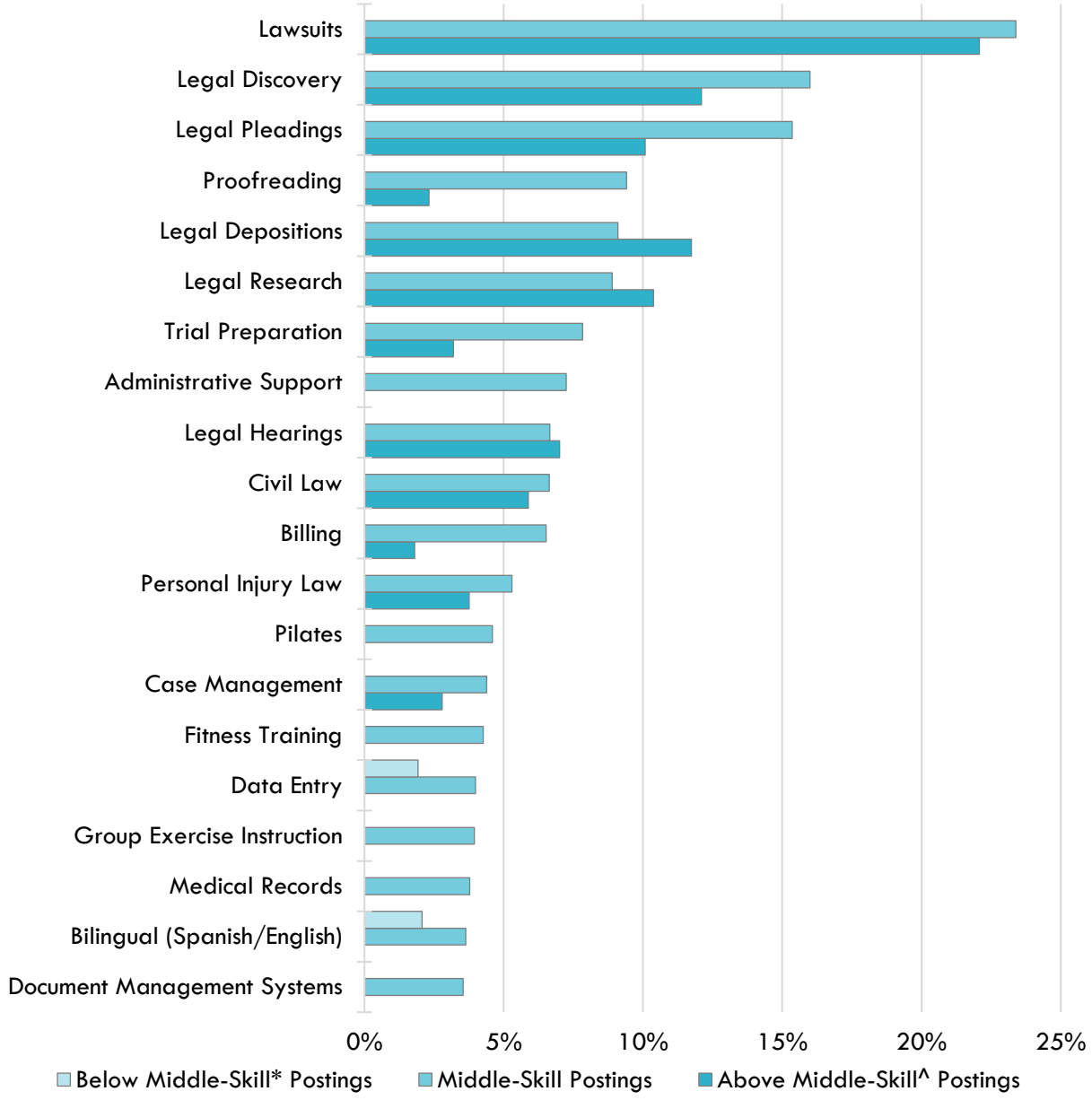
Skills in Job Postings

There are three types of skills listed in job postings: specialized ("technical" or "hard"), common ("soft" or "human"), and computer skills.

Top Specialized Skills

Among the 20 specialized skills listed for occupations in the Other Sector, none are common across all three occupational skill levels. Lawsuits (23%), legal discovery (16%) and legal pleadings (15%) are the highest requested skills in middle-skill postings, indicating their significance in jobs requiring higher level technical expertise, such as *Paralegals and Legal Assistants (23-2011)*#. Conversely, skills like legal depositions (12%) and legal research (10%) are slightly higher in job postings for above middle-skill occupations, such as *Lawyers (23-1011)*^#. Notably, only two skills appear in the below middle-skill postings category: data entry (2%) and bilingual (Spanish/English) (2%), as shown in Exhibit 12.

Exhibit 12: Top 20 Specialized Skills in Other Sector Occupations



Top Common Skills

Among the top 10 common skills for occupations in the Other Sector, listed in Exhibit 13, communication skills are the most frequently demanded overall, peaking at 40% in middle-skill postings, 38% in above middle-skill postings, and 25% in below middle-skill postings. Customer service is more highly requested for middle-skill (22%) and below middle-skill postings (38%) than in above middle-skill postings (12%). Also notable is filing, which is requested in 23% of middle-skill and 4% of above middle-skill postings, but not listed in below middle-skill postings. Above middle-skill postings rank communication (38%), writing (24%), and detail oriented (20%) as the most requested common skills. Writing is considerably higher in above middle-skill than in middle-skill (13%) and below middle-skill (4%).

Exhibit 13: Top 10 Common Skills in Other Sector Occupations

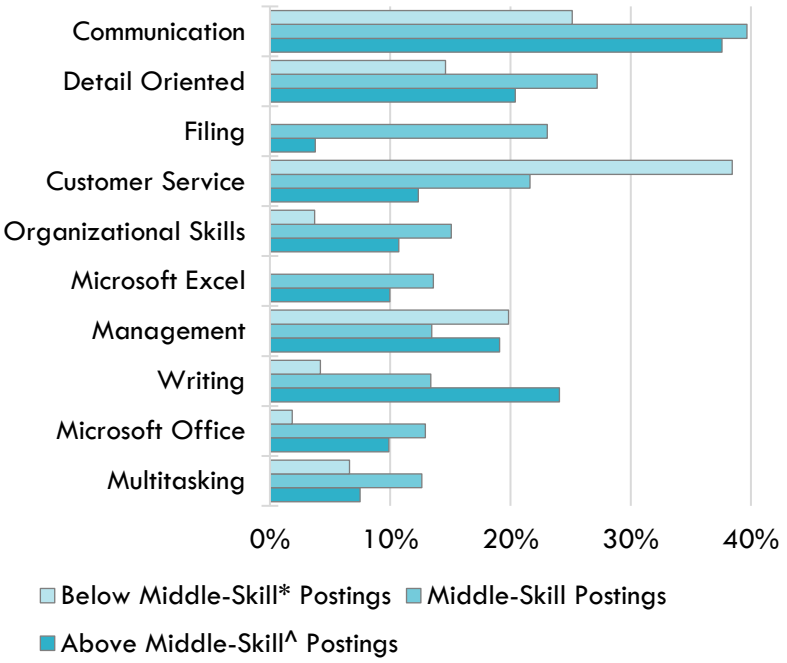
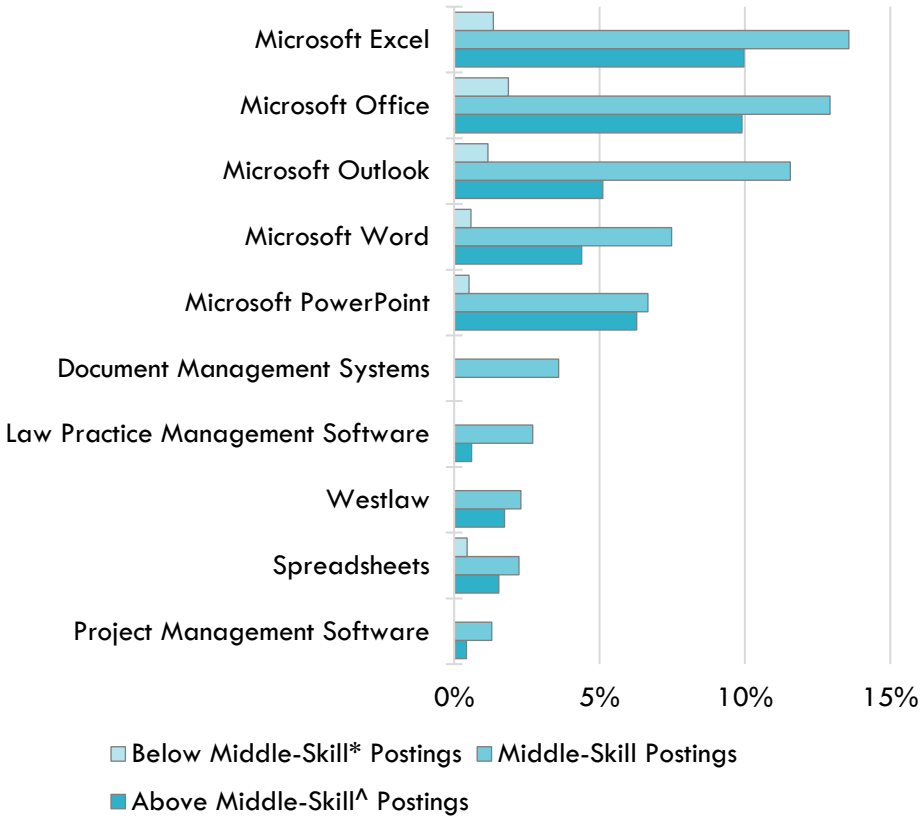


Exhibit 14: Top 10 Computer Skills in Other Sector Occupations



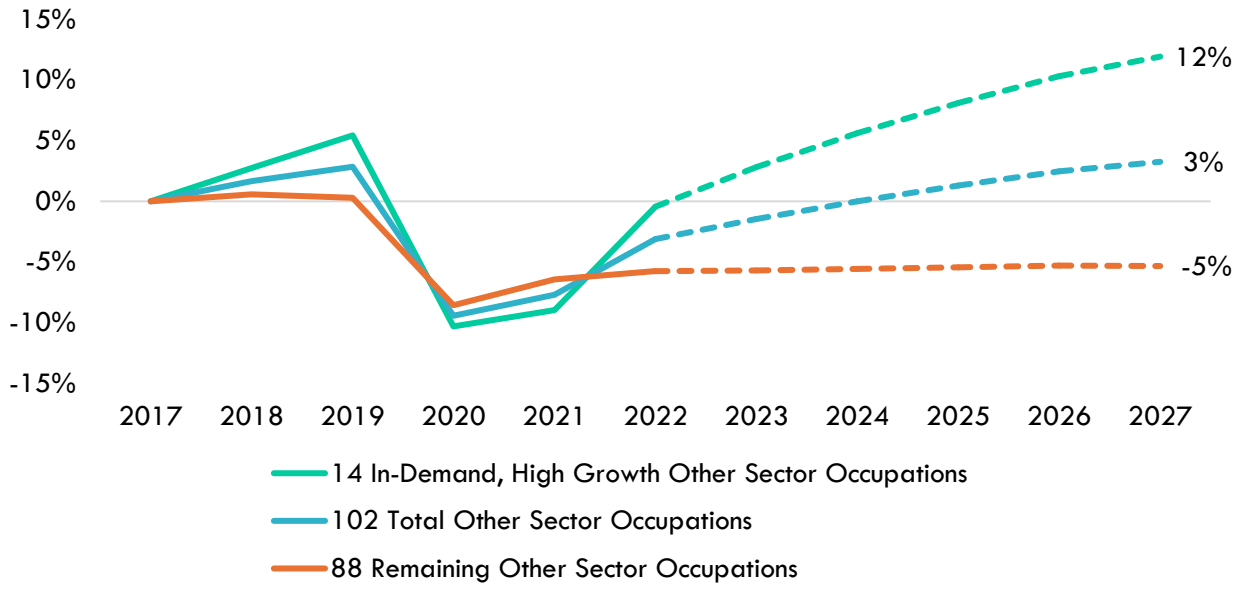
Top Computer Skills

Computer skills are not requested nearly as often as those in the previous skills categories within the Other Sector. However, in general, they are most frequently requested in above middle-skill and middle-skill job postings. Microsoft Excel is mentioned the most often with 14% of middle-skill postings, 10% of above middle-skill postings, and 1% of below middle-skill postings requesting it. Notably, Document Management Systems does not appear in above middle-skill postings or below middle-skill postings. The top 10 computer skills are shown in Exhibit 14.

KEY OCCUPATIONS DRIVING EMPLOYMENT

There are 14 Other Sector key occupations driving employment, 14% of the total 102 occupations in the sector, that have a significant number of jobs and annual openings and are projected to have high growth through 2027. These 14 key occupations are anticipated to drive employment with a projected 12% increase from 2017 to 2027; during the same period, employment for all other occupations in the Other Sector is projected to decline 5%, as shown in Exhibit 15.

Exhibit 15: Other Sector Employment Change, 2017-2027

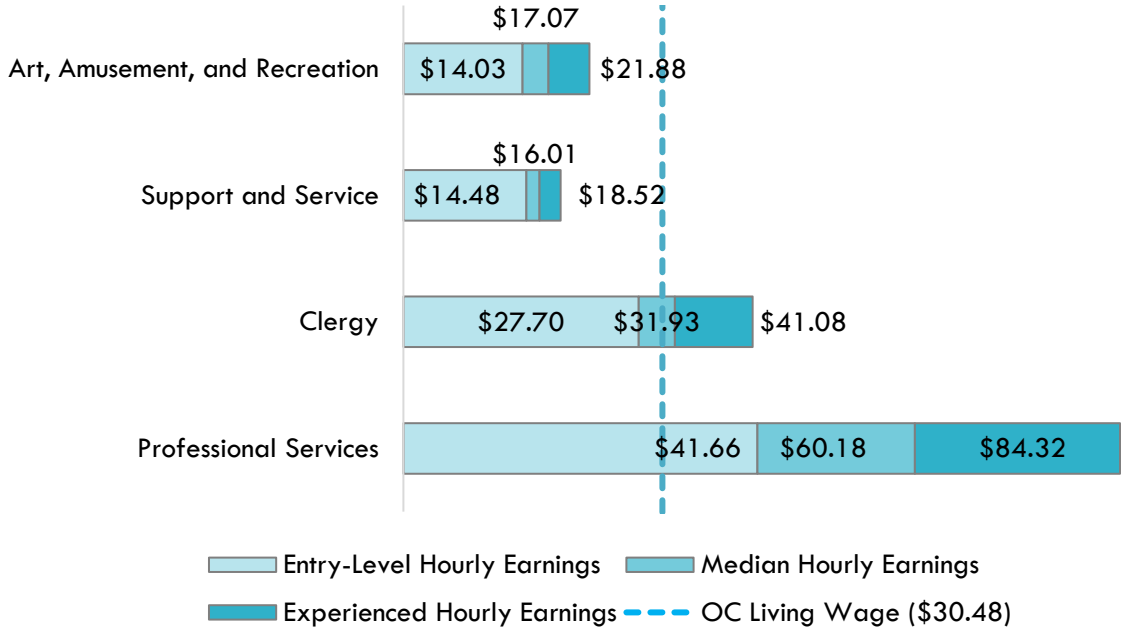


Key occupations driving employment in the Other Sector can be grouped into four broad categories:

Art, Amusement, and Recreation	• *Fine Artists, Including Painters, Sculptors, and Illustrators (27-1013)^* • *Coaches and Scouts (27-2022)^#* • *Ushers, Lobby Attendants, and Ticket Takers (39-3031)** • *Amusement and Recreation Attendants (39-3091)** • *Exercise Trainers and Group Fitness Instructors (39-9031)*
Clergy	• *Clergy (21-2011)^*
Professional Services	• *Lawyers (23-1011)^#* • *Paralegals and Legal Assistants (23-2011)#* • *Interpreters and Translators (27-3091)*
Support and Service	• *Dishwashers (35-9021)** • *Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)** • *Maids and Housekeeping Cleaners (37-2012)** • *Laundry and Dry-Cleaning Workers (51-6011)** • *Parking Attendants (53-6021)**

Wages for these high-growth occupations vary greatly for each group, with the Art, Amusement, and Recreation group of occupations having the lowest entry-level hourly wages ($14.03) and Professional Services having the highest ($41.66). Exhibit 16 shows the wage range for these four groups.

Exhibit 16: Wages by Key Other Sector Occupation Group, Weighted by 2022 Jobs



Though these four key occupation groups comprise only 4% of the Other Sector occupations, they accounted for 61% of Other Sector online job postings over the past 12 months, as shown in Exhibit 17. Notably, 30% (8,076) of the postings were for the Support and Service group.

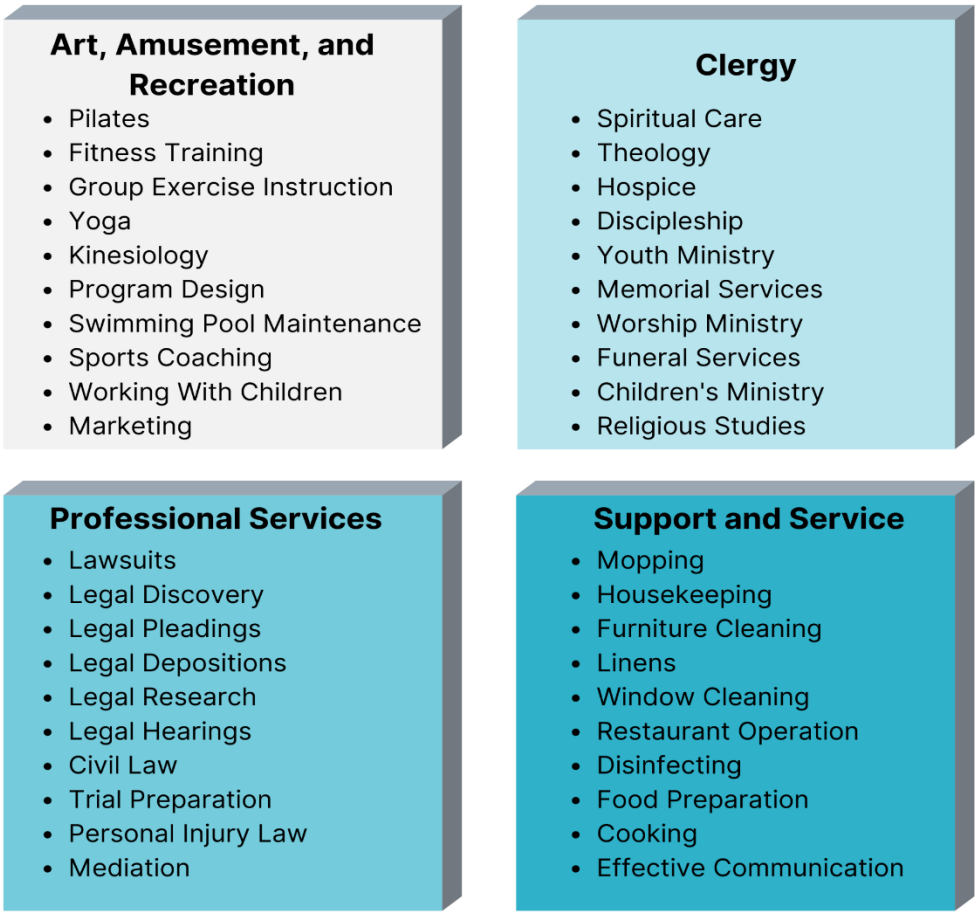
Exhibit 17: Number of Job Postings by Key Other Sector Occupation Group

Key Occupation Group	Number of Postings	% of Total Other Sector Postings
Support and Service	8,076	30%
Professional Services	5,529	21%
Art, Amusement, and Recreation	2,624	10%
Clergy	195	1%
Total	**16,424**	**61%**

The skills requested by employers in online job postings for these occupations vary significantly. When considering the top 10 skills for each group, no skills overlap between any of the groups. There are numerous unique skills requested in online job postings for these four groups, as shown in Exhibit 18

- **Art, Amusement, and Recreation** skills include different forms of exercise such as Pilates and yoga, as well as coaching skills and working with children.
- **Clergy** skills include spiritual skills used in religious settings, as well as for end-of-life care such as hospice and funeral services.
- **Professional Services** skills are largely related to law and legal proceedings.
- **Support and Service** skills are related to professional cleaning services, as well as food service and restaurant operations.

Exhibit 18: Other Sector Key Occupations Unique Skills Analysis



The following sections highlight trends, specific occupations, and examine emerging topics and areas for each of the four groups of key occupations driving employment in the Other Sector.

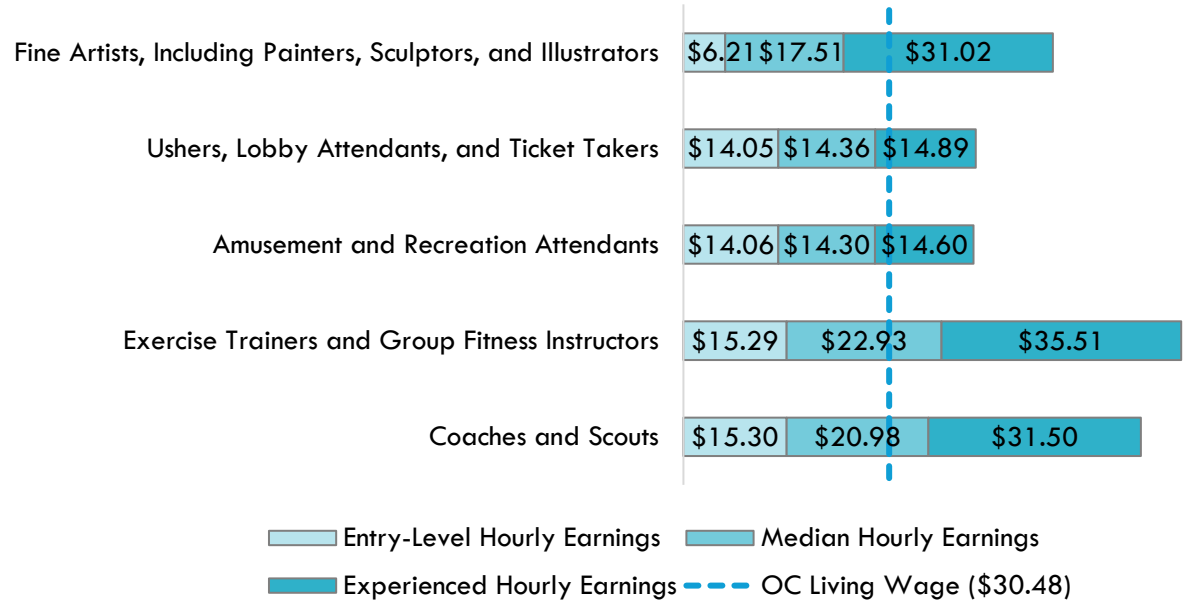
Art, Amusement, and Recreation

The Art, Amusement, and Recreation group of key occupations includes five occupations: *Fine Artists, Including Painters, Sculptors, and Illustrators (27-1013)^, Coaches and Scouts (27-2022)^#, Ushers, Lobby Attendants, and Ticket Takers (39-3031)*, Amusement and Recreation Attendants (39-3091)*, Exercise Trainers and Group Fitness Instructors (39-9031).*

Low Wages

The Art, Amusement, and Recreation group has the lowest entry-level hourly wages of all four key occupation groups in this report. However, the reasons for these low wages vary for each occupation and are related to gig work, self-employment, part-time, and seasonal work. Exhibit 19 shows the wage range for these five occupations.

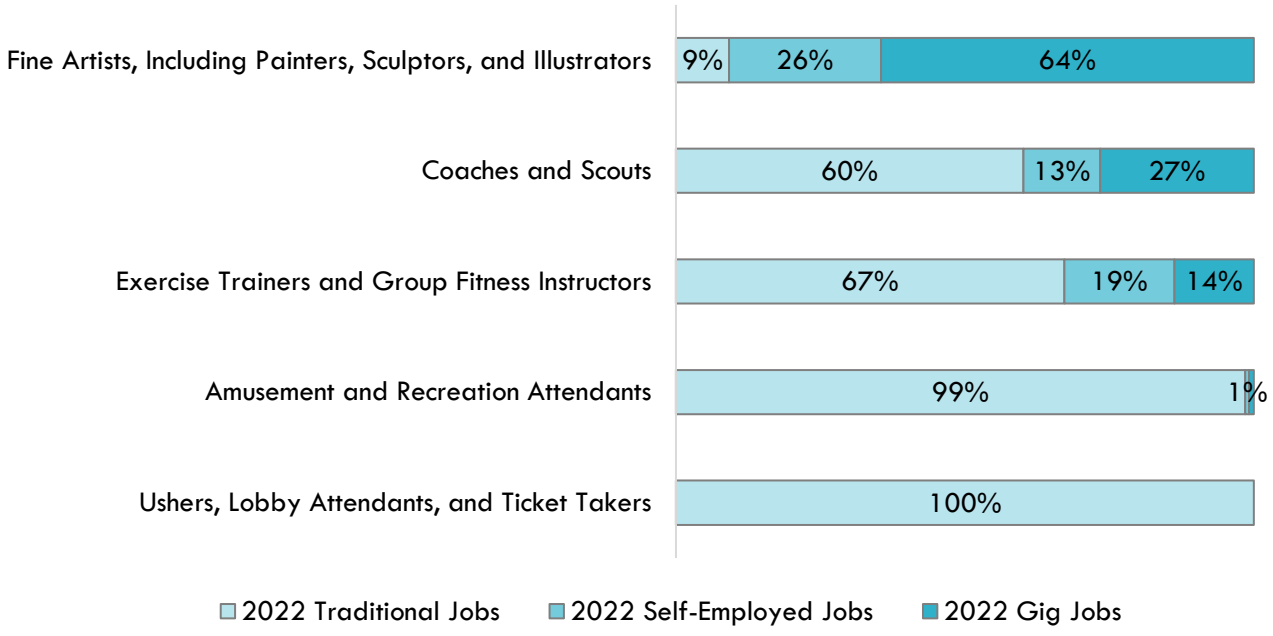
Exhibit 19: Wages for Art, Amusement, and Recreation Occupations



A significant percentage of workers in three occupations are considered either self-employed or derive income from gig work: *Fine Artists, Including Painters, Sculptors, and Illustrators (27-1013)^*, *Coaches and Scouts (27-2022)^#*, and *Exercise Trainers and Group Fitness Instructors (39-9031)*. Self-employed workers have different earnings dynamics than wage and salaried workers, with wages for self-employed workers appearing significantly lower than those for traditionally employed workers.[5]

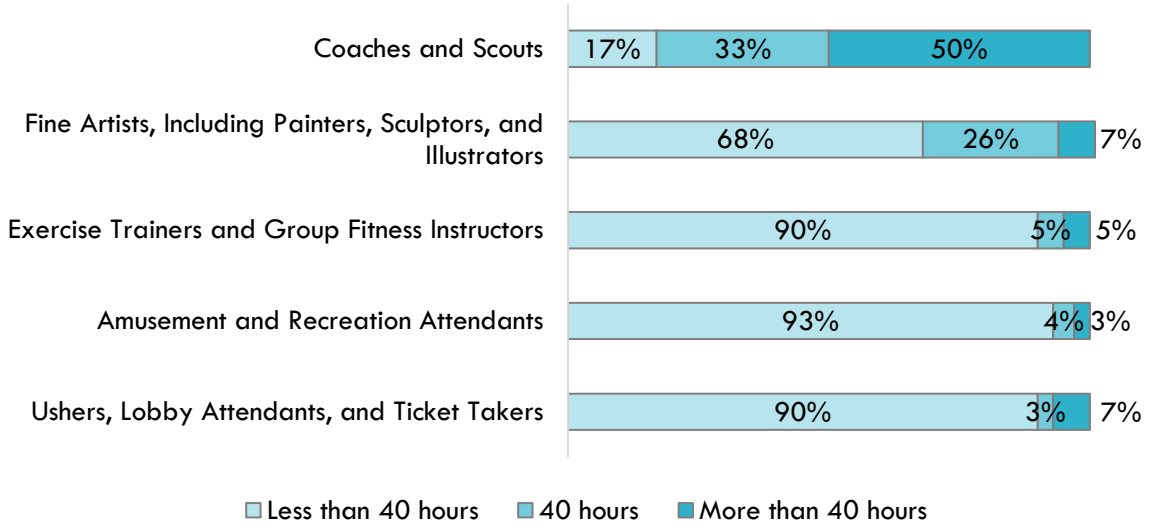
As shown in Exhibit 20, 90% of *Fine Artists, Including Painters, Sculptors, and Illustrators (27-1013)^* are employed non-traditionally, by far the most of all five occupations in the Art, Amusement, and Recreation group – 64% are gig workers and 26% are self-employed. This occupation also has the lowest typical entry-level wages of all five occupations.

Exhibit 20: Self-Employment for Art, Amusement, and Recreation Occupations



Nearly all workers for two occupations, *Ushers, Lobby Attendants, and Ticket Takers (39-3031)** and *Amusement and Recreation Attendants (39-3091)**, are traditionally employed. However, over 90% of workers in these occupations work part-time, as shown in Exhibit 21. Workers in these occupations are typically employed in industries where pay has historically been low and seasonal work is common, such as amusement and theme parks. However, pay for ticket takers, parking attendants, ride operators, and other workers at one of the largest employers in the region, Disneyland, will reach $26 per hour in 2026 after a July 2024 agreement, which is a 31% increase over current rates.[6]

Exhibit 21: Average Hours Worked Per Week by Occupation[7]



Clergy

There is only one occupation in the Clergy group and it is above middle-skill: *Clergy (21-2011)^*.

Aging Religious Workforce

Research from the Pew Research Center shows that almost one-third of adults identify as "religiously unaffiliated" as of 2023, continuing a historical upward trend in religious non-affiliation nationally.[8] This shift is largely being driven by young adults and is part of a broader global phenomenon.[9] Similarly, the religious workforce is also aging, with research from the Religious Workforce Project showing that over 50% of "Mainline Protestant clergy were 55 to 72 years of age in 2019."[10] Though this data is reflective only of Protestant denominations, demographic data for all *Clergy (21-2011)^* in Orange County shows that the vast majority (64%) are 50 and older.

Professional Services

The Professional Services group includes three occupations with the first two on U.S. News & World Report's 100 Best Jobs list: *Lawyers (23-1011)^#*, *Paralegals and Legal Assistants (23-2011)#*, and *Interpreters and Translators (27-3091)*.

Legal Office Technology

According to the American Bar Association, there are five major legal technology trends shaping the legal industry: automation, artificial intelligence (AI), cloud-native solutions, virtual legal assistants, and data privacy and security.[11] The following is a summation of these trends.

Automation

- "Automation broadly refers to tech replacing human labor to perform predictable, rote work."
- Lawyers use automation for legal research, e-discovery, document review, and drafting low-complexity documents.

Artificial Intelligence

- Thought automation performs predictable, rote work, "AI substitutes for more complex interpersonal duties."
- Legal professionals use AI to analyze contracts and build litigation strategies.

Cloud Native Solutions

- Digital, cloud-based solutions are used to securely share files and data with clients.

Virtual Legal Assistants

- Virtual legal assistants are AI-powered chatbots used to free up human assistants for more complex and high-value tasks.
- According to Gartner, approximately 25% of internal requests to legal departments can be answered by virtual legal assistants

Data Privacy and Cybersecurity

- Nearly 30% of lawyers dealt with security breaches at their firms in 2021, demonstrating the need for cyberdefense.
- Legal firms are taking precautions such as banning devices like Amazon's Alexa voice assistant that can be hacked and used to listen in on private conversations.

Legal Support and Translation Services

A study from Berkeley Interdisciplinary Migration Initiative found that there are 2.5 million noncitizen residents in Los Angeles, Orange, and San Diego counties. Of those, over 50% have limited English skills and may require language assistance to navigate legal processes. In comparison to the Bay Area and Central Valley, there are fewer immigrant-focused legal aid offices in these Southern California counties. Access to legal services vary in Orange County, with Santa Ana having the highest number of "immigrant-focused legal offices per 10,000 low-income and foreign-born residents" in Southern California.[12] In Orange County, other cities such as Fullerton and Garden Grove have a significant number of immigrant-focused legal aid offices, while cities such as Costa Mesa and Westminster have none. Orange County community colleges with legal programs should consider legal interpreting and translating programs to help increase access for immigrant-focused legal aid, especially when considering 45% of Orange County residents speak another language than English at home.[13]

Support and Service

The Support and Service group includes five below middle-skill occupations: *Dishwashers (35-9021)**, *Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)**, *Maids and Housekeeping Cleaners (37-2012)**, *Laundry and Dry-Cleaning Workers (51-6011)**, and *Parking Attendants (53-6021)**.

Minimum Wage Increases

Wages for the occupations in the Support and Service group have historically been low, with many workers in these occupations earning minimum wage, which is $16 per hour in California.[14] Currently, there are no cities in Orange County with a higher minimum wage.[15] In addition to the $16 per hour minimum wage, California has passed multiple pieces of legislation to increase the minimum wage for workers in specific industries. Assembly Bill 1228 (AB 1228), passed in September 2023, implemented a $20 per hour minimum wage for "fast food restaurant employees," which includes all workers at limited-service restaurants that are part of a restaurant chain with at least 60 establishments nationwide.[16] Though *Dishwashers (35-9021)** are primarily employed in full-service restaurants, this law will increase wages for those that are employed in fast food and other limited-service restaurants.

Senate Bill 525 (SB 525), passed in October 2023, raised the minimum for workers at "certain health care facilities" including hospitals, residential care facilities, outpatient clinics, and more.[17] The law and corresponding minimum wage increases take effect on October 16, 2024, and directly impact occupations like *Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)** and *Maids and Housekeeping Cleaners (37-2012)**. Approximately 7% of workers in these occupations are employed in health care facilities in Orange County. Exhibit 22 shows the minimum wage increases for health care facilities starting on October 16, 2024.

Exhibit 22: Health Care Minimum Wage Increase Schedule[18]

October 16, 2024	• New minimum wage law for workers at certain health care employers takes effect • Minimum wage ranges from $18-$23 per hour depending on type of facility
July 1, 2026	• A $25 per hour minimum wage takes effect for certain types of health care facilites • Minimum wage for all facilities ranges from $18.63-$25 per hour
January 1, 2028	• Minimum wage increases for "Covered Health Care Facilities run by Large Counties" to be adjusted for inflation each year moving forward • Increases for other types of health care facilities continue to be implemented
January 1, 2035	• Minimum wage for all heath care facilities in California is at least $25 per hour • Future increases are adjusted for inflation each year moving forward

OTHER SECTOR SUPPLY

Orange County's educational institutions provide programs tailored to equip students with skills suited for different levels of occupations within the Other Sector. The following visuals outline the number of awards conferred by both community colleges and non-community colleges, program observations from COCI[19], as well as the regional programs and institutions that have conferred the most awards.

423

community college awards

13,024

non-community college awards

13,447

total awards conferred

COCI Observations

- There are 87 unique Other Sector programs offered by Orange County community colleges.
- Most programs (56%) are for Certificates of Achievement, distantly followed by associate degrees and those for transfer (25%) and noncredit awards (14%).
- Cypress offers the most Other Sector programs (19), followed by Fullerton (16) and Santa Ana (14).
- The plurality of Other Sector programs that train for occupations in this report are listed under the 0835.20 Fitness Trainer (17%) TOP code, followed by Court Reporting (14%), and Journalism (11%).

Top Program Awards

Community College:
Paralegal: 233
Fitness Trainer: 61
Journalism: 53
Sign Language Interpreting: 24
Library Technician (Aide): 17

Non-Community College:
Psychology, General: 1,627
Biology/Biological Sciences, General: 1,036
Speech Communication and Rhetoric: 845
Business/Managerial Economics: 735
Sociology, General: 692

Most Awards

Community College:
Santa Ana: 117
Fullerton: 86
Coastline: 56
Irvine Valley: 45
Saddleback: 44

Non-Community College:
University of California-Irvine: 5,808
California State University-Fullerton: 4,336
Chapman University: 981
Concordia University-Irvine: 580
University of Massachusetts Global: 402

Community College Student Outcomes

Orange County community college students account for 15% of all Other Sector community college students in California. The visuals below show the Strong Workforce Program (SWP) metrics for the Other Sector in Orange County.[20]

6,823
SWP Students (2021-22)

609
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status (2021-22)

447
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)

$38,832
Median Annual Earnings for SWP Exiting Students (2020-21)

SWP Students Who Earned 9 or More Career Education Units in the District in a single Year (2021-22)

SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course (2021-22)

SWP Students with a Job Closely Related to Their Field of Study (2019-20)

Median Change (Gain) in Earnings for SWP Exiting Students (2020-21)

SWP Exiting Students Who Attained the Living Wage (2020-21)

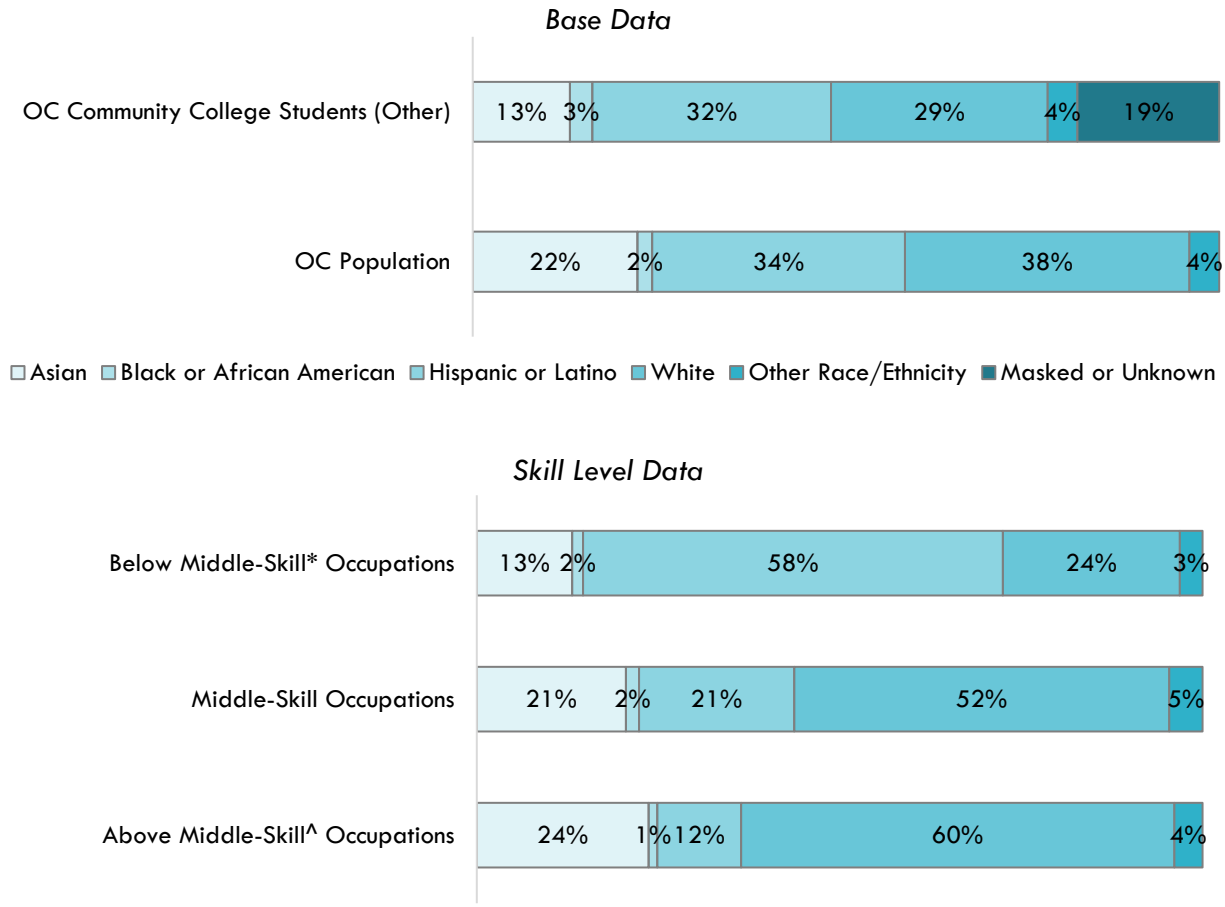
DEMOGRAPHICS

Ethnicity

Exhibit 17 shows the ethnicity of Orange County community college students enrolled in Other Sector-related programs compared to the overall Orange County population and the three skill-level occupational groups. Notably, 32% of Other Sector students are Hispanic or Latino, which is slightly lower than the population (34%) but significantly higher than workers in above middle-skill occupations (12%). Conversely, 60% of workers in these above middle-skill occupations are white, which is higher than the population (38%), and community college Other Sector students (29%).

More than half (58%) of workers in below middle-skill occupations are Hispanic or Latino, whereas 52% of middle-skill workers and 60% of above middle-skill workers are white.

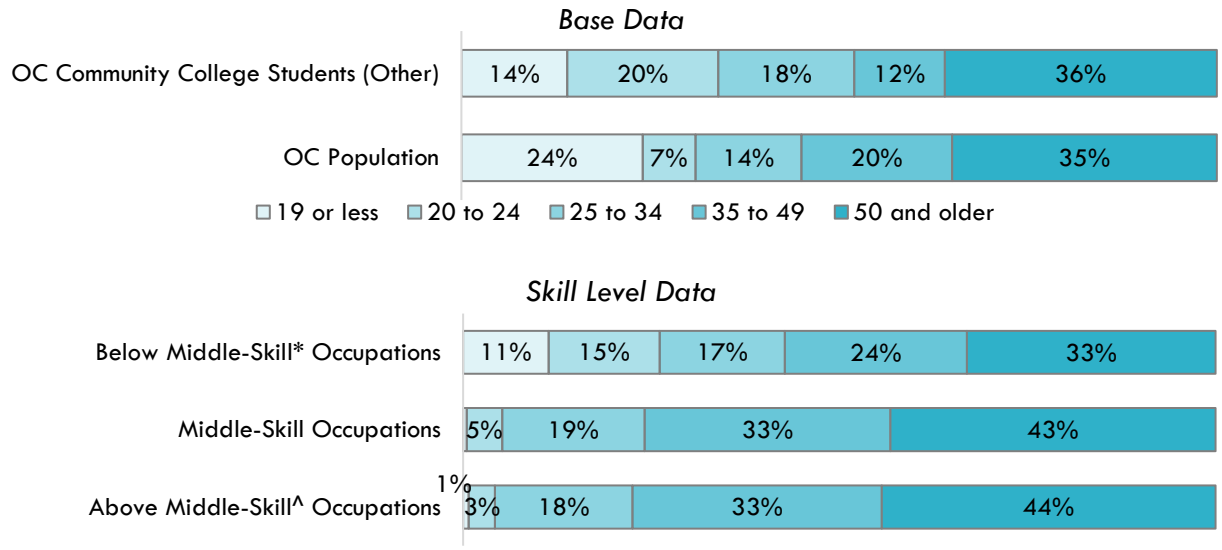
Exhibit 23: Other Sector Demographics by Ethnicity



Age Group

Exhibit 18 shows the age of Orange County community college students enrolled in Other Sector-related programs compared to the overall Orange County population and the three skill-level occupational groups. At least 57% of workers in each of the three skill level occupations are 35 and older, which is higher than the population (55%) and community college Other Sector students (48%). Notably, 43% of middle-skill workers and 44% of above middle-skill workers are 50 and older.

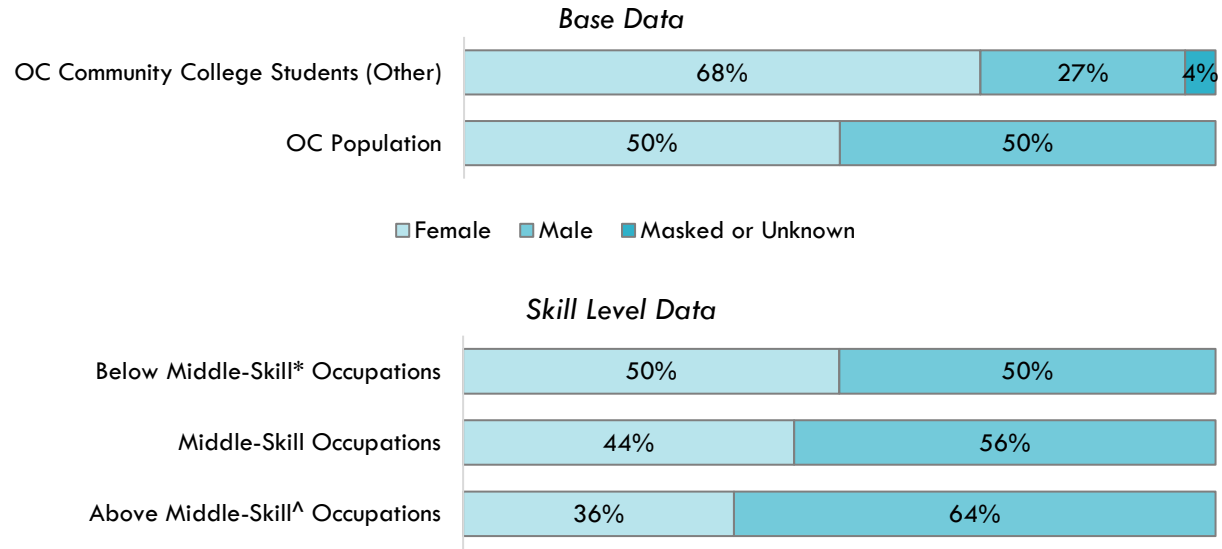
Exhibit 24: Other Sector Demographics by Age Group



Sex

Exhibit 19 shows the sex of Orange County community college students enrolled in Other Sector-related programs compared to the overall Orange County population and the three skill-level occupational groups. Though the population is split evenly, 68% of Other Sector students are women but between 50% and 64% of workers in these occupations are men.

Exhibit 25: Other Sector Demographics by Sex



PUBLIC POLICY AND FUNDING OPPORTUNITIES

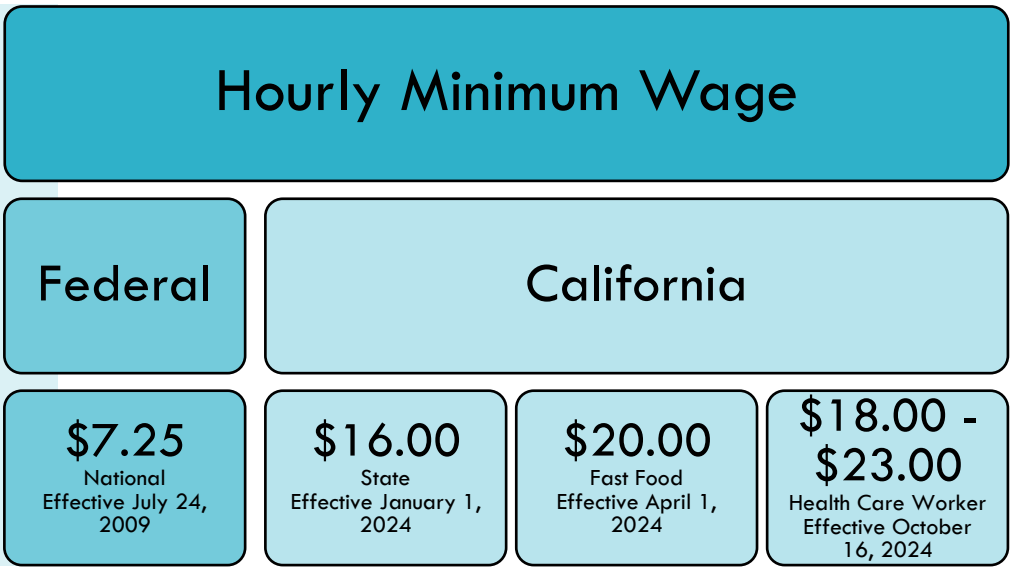
Considering the diverse nature of the occupations included in the Other Sector, related policies stretch across the legislative landscape, covering civil rights, labor, hospitality, and licensing laws, amongst others. This section samples a few federal and state labor and licensing policies pertinent to most, if not all, occupations in this sector, as well as across other sectors in some instances.

Federal Labor Policies

Federal labor laws establish nationwide wage protections, unpaid leave, and nationwide workforce development opportunities for jobseekers and employers. Listed below is an overview of some federal laws safeguarding worker protections and offering workforce development:

- **Fair Labor Standards Act of 1938 (FLSA):** Established standards for recordkeeping, minimum wage and overtime pay, and youth employment. The federal minimum wage, most recently updated on July 24, 2009, is $7.25 per hour.[21]
- **Equal Pay Act of 1963 (EPA):** Serves as part of the FLSA, as amended, and outlaws wage discrimination based on sex when working for the same employer, performing in jobs of largely the same duties, responsibilities, and requirements, and within comparable working conditions.[22]
- **Occupational Safety and Health Act of 1970:** Founded the Occupational Safety and Health Administration, commonly known as OSHA, which issues standards for workplace safety.[23]
- **Family and Medical Leave Act (FMLA):** Entitles eligible employees to go on job-protected, unpaid leave for applicable medical or family reasons without disruptions to their group health insurance coverage.[24]
- **Workforce Innovation and Opportunity Act (WIOA):** Through federal, state, and local partnerships, WIOA assists jobseekers with access to education, training, support, and employment services and connects employers with skilled labor.[25]

Though federal legislation secures a $7.25 per hour minimum wage, California laws provide for a minimum hourly wage range of $16.00 to $23.00 depending on type of employment and industry. For greater detail on state minimum wage regulations, impacted industries, and health care worker wage schedule, please refer to the Minimum Wage Increases section of this report.



State Labor and Licensing Policies

Many state labor laws provide expanded rights to workers and jobseekers relative to some federal policies. Though similar in offering family- and health-related leave entitlements, the California Family Rights Act, unlike the FMLA, requires employers to approve eligible employees' request for bereavement leave, of up to 5 days, when certain family members are deceased.[26] In addition, California's Fair Employment and Housing Act (FEHA) extends past federal anti-discrimination laws by offering employment protection against ancestry and medical condition(s) discrimination and harassment as well as other additional categories not already covered under federal legislation.[27]

State policies govern licensing practices and requirements for particular occupations. To become a paralegal in California, many individuals earn at least an associate degree in paralegal studies from a program approved by the American Bar Association; this is only one of three routes to be a paralegal in the state, as detailed in the Business and Professional Code section 6450(c).[28] For other positions, one may be required to pass a credentialing exam. For example, to become a California court interpreter, an individual must pass the Written Exam, completed in English, and dependent on the interpreting language, an examinee must also receive a passing score on either the Oral Proficiency Exam or the Bilingual Interpreting Exam.[29] Licensing requirements vary per position and/or occupation.

Funding Opportunities

Several federal and state financial initiatives are available for further investment into the Other Sector. While not an exhaustive list, the following provides a sample of available sector-specific funding opportunities:

- **Strengthening Community Colleges Training Grants Program:** Provides funds to improve career pathway programs utilizing evidence-based strategies and shaped to further measure effectiveness of related programs in yielding favorable employment outcomes.[30]
- **National Coordinating Center for Language Access Services:** This is an anticipated funding opportunity for a demonstration project that backs the creation of a National Coordinating Center for Language Access Services.[31]

APPENDIX A: METHODOLOGY

Traditional Labor Market Data Methodology

The COE analyzed traditional labor market demand information, which includes job counts, projections, wages, typical education requirements, for the Other Sector. Traditional labor market demand data was sourced from Lightcast (Datarun 2023.4), a labor market analytics firm that aggregates data from public statistical agencies including the Bureau of Labor Statistics, Census Bureau, and the California Employment Development Department. Living wage data was sourced from the Insight Center California Family Needs Calculator.[32] The traditional labor market demand data analyzed in this report includes:

- **2022 Jobs:** the number of jobs by industry and occupation in 2022.
- **2027 Jobs:** the projected number of jobs by industry and occupation in 2027. Projections are based on the assumption that past trends will continue into the future, including the assumption that the economy, during the projection period, will be at approximately full employment. Projections do not consider potential recessions or labor shocks, such as natural disasters or pandemics, and are intended to capture structural change in the economy over time.
- **Change:** the projected change in the number of jobs, expressed as an actual number and a percentage.
- **Average Annual Openings (Demand):** the projected number of annual job openings. This figure is the sum of job growth and replacement jobs. Job growth is the result of job creation while replacement jobs are the result of retirements and workers leaving the filled, creating the need to hire a replacement.
- **Hourly Wages:**
    - **Entry-level (25th percentile):** the typical entry-level wages for an occupation; 25% of workers earn less than this amount and 75% earn more.
    - **Median:** the median wages for an occupation; 50% of workers earn less than this amount and 50% earn more.
    - **Experienced (75th percentile):** the typical experienced-level wages for an occupation; 75% of workers earn less than this amount and 25% earn more.
- **Typical Entry-Level Education:** represents the typical education level needed to enter an occupation.
- **Educational Attainment:** the percentage of workers employed in an occupation by their highest level of education attained.

Demographic data for the Orange County population comes from the Census Bureau's American Community Survey (5-Year Estimates, 2018-2022). Demographic data for occupations was sourced via IPUMS USA and student demographic data was sourced from the LaunchBoard Community College Pipeline (2020-21 Academic Year).[33][34]

The COE also analyzed labor market supply data that is calculated using the number of awards conferred in related training programs at community college and non-community college institutions over the past three years of available data. Community college data is sourced from the California Community College Chancellor's Office Data Mart[35] and includes the years 2020-2023; non-community college data is sourced from the Integrated Postsecondary Education Data System and includes the years 2019-2022.[36]

Job Postings Analysis Methodology

In addition to traditional labor market information, the COE analyzed real-time labor market information using online job postings data sourced from Lightcast (Datarun 2024.3). The job postings data in this report covers the last 12 months of available data (September 2023 – August 2024). This data is derived from online job postings that are parsed and classified into industry and occupational groups using natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. Online job postings do not equate to labor market demand or replace traditional labor market data. They should only be considered a supplement to traditional LMI.

APPENDIX B: SECTOR OCCUPATIONS

SOC	Occupation
27-1012	Craft Artists*
27-2021	Athletes and Sports Competitors*
27-2023	Umpires, Referees, and Other Sports Officials*
33-9011	Animal Control Workers*
35-9021	Dishwashers*
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners*
37-2012	Maids and Housekeeping Cleaners*
37-2019	Building Cleaning Workers, All Other*
37-3019	Grounds Maintenance Workers, All Other*
39-3021	Motion Picture Projectionists*
39-3031	Ushers, Lobby Attendants, and Ticket Takers*
39-3091	Amusement and Recreation Attendants*
39-4012	Crematory Operators*
39-4021	Funeral Attendants*
41-2011	Cashiers*
41-2021	Counter and Rental Clerks*
41-9012	Models*
43-2011	Switchboard Operators, Including Answering Service*
43-4061	Eligibility Interviewers, Government Programs*
43-4111	Interviewers, Except Eligibility and Loan*
43-4121	Library Assistants, Clerical*
43-4199	Information and Record Clerks, All Other*
43-5051	Postal Service Clerks*
43-5052	Postal Service Mail Carriers*
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators*
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service*
49-3091	Bicycle Repairers*
49-9011	Mechanical Door Repairers*
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers*
49-9096	Riggers*
49-9097	Signal and Track Switch Repairers*
49-9098	Helpers--Installation, Maintenance, and Repair Workers*
51-6011	Laundry and Dry-Cleaning Workers*
51-6021	Pressers, Textile, Garment, and Related Materials*
51-6041	Shoe and Leather Workers and Repairers*
51-6042	Shoe Machine Operators and Tenders*
51-6051	Sewers, Hand*
51-6052	Tailors, Dressmakers, and Custom Sewers*
53-6021	Parking Attendants*
53-6041	Traffic Technicians*

SOC	Occupation
53-7041	Hoist and Winch Operators*
53-7061	Cleaners of Vehicles and Equipment*
53-7072	Pump Operators, Except Wellhead Pumpers*
53-7081	Refuse and Recyclable Material Collectors*
11-9131	Postmasters and Mail Superintendents
19-4061	Social Science Research Assistants
23-2011	Paralegals and Legal Assistants#
23-2099	Legal Support Workers, All Other
25-4031	Library Technicians
27-3091	Interpreters and Translators
27-3092	Court Reporters and Simultaneous Captioners
39-9031	Exercise Trainers and Group Fitness Instructors
43-4031	Court, Municipal, and License Clerks
43-6012	Legal Secretaries and Administrative Assistants
49-2011	Computer, Automated Teller, and Office Machine Repairers
49-9063	Musical Instrument Repairers and Tuners
49-9064	Watch and Clock Repairers
49-9094	Locksmiths and Safe Repairers
51-9071	Jewelers and Precious Stone and Metal Workers
11-9121	Natural Sciences Managers^
11-1031	Legislators^
13-1041	Compliance Officers^
15-2021	Mathematicians^
15-2041	Statisticians^#
15-2099	Mathematical Science Occupations, All Other^
17-2011	Aerospace Engineers^
17-2121	Marine Engineers and Naval Architects^
17-2199	Engineers, All Other^
19-1021	Biochemists and Biophysicists^#
19-1022	Microbiologists^
19-1099	Life Scientists, All Other^
19-2011	Astronomers^
19-2012	Physicists^
19-2021	Atmospheric and Space Scientists^
19-2031	Chemists^
19-2043	Hydrologists^
19-3011	Economists^
19-3022	Survey Researchers^
19-3041	Sociologists^
19-3051	Urban and Regional Planners^
19-3091	Anthropologists and Archeologists^
19-3092	Geographers^

SOC	Occupation
19-3093	Historians^
19-3094	Political Scientists^#
19-3099	Social Scientists and Related Workers, All Other^
21-2011	Clergy^
21-2021	Directors, Religious Activities and Education^
21-2099	Religious Workers, All Other^
23-1011	Lawyers^#
23-1012	Judicial Law Clerks^
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers^
23-1022	Arbitrators, Mediators, and Conciliators^

SOC	Occupation
23-1023	Judges, Magistrate Judges, and Magistrates^
25-4011	Archivists^
25-4012	Curators^
25-4013	Museum Technicians and Conservators^
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators^
27-1029	Designers, All Other^
27-2022	Coaches and Scouts^#
27-3041	Editors^
27-3042	Technical Writers^#
27-3043	Writers and Authors^

- Below Middle-Skill* Occupations
- Middle-Skill Occupations
- Above Middle-Skill^ Occupations

APPENDIX C: TOP CODES

TOP Code	Program Name
0514.10	Legal Office Technology*
0514.30	Court Reporting
0516.00	Labor and Industrial Relations*
0602.00	Journalism*
0604.30	Broadcast Journalism*
0607.00	Technical Communication*
0610.00	Mass Communications*
0699.00	Other Media and Communications*
0835.20	Fitness Trainer
0835.60	Coaching*
0850.10	Sign Language Interpreting*
0924.00	Engineering Technology, General (requires Trigonometry)*
0962.00	Musical Instrument Repair
0999.00	Other Engineering and Related Industrial Technologies^
1006.00	Technical Theater^
1008.10	Commercial Dance^
1009.00	Applied Design
1099.00	Other Fine and Applied Arts
1228.00	Athletic Training and Sports Medicine*
1399.00	Other Family and Consumer Sciences^
1402.00	Paralegal
1602.00	Library Technician (Aide)
2102.00	Public Administration
2104.00	Human Services^
2104.50	Disability Services^
2140.00	Legal and Community Interpretation
3099.00	Other Commercial Services^
4931.00	Vocational ESL^

Note: Eight (8) programs are denoted with a caret (^). The supply for these programs was removed from the Other Sector Profile because none of the 102 occupations in this report crosswalk to any of these eight programs even though the Chancellor's Office considers them Other Sector programs.

Eleven (11) programs above are denoted with an asterisk (*). The supply for these 11 TOP codes were added to the Other Sector Profile because they crosswalk to Other Sector occupations, even though the Chancellor's Office assigned the TOP code to a different sector. In the last Community College Chancellor's Office TOP code inventory, Legal Office Technology (0514.10) is assigned to Business and Entrepreneurship; Labor and Industrial Relations (0516.00) is assigned to Retail, Hospitality, and Tourism; Journalism (0602.00), Broadcast Journalism (0604.30), Technical Communication (0607.00), Mass Communications (0610.00), and Other Media and Communications (0699.00) are assigned to ICT/DM; Coaching (0835.60) and Sign Language Interpreting (0850.10) is assigned to Education and Human Development; Engineering Technology, General (requires Trigonometry) (0924.00) is assigned to Advanced Manufacturing; and Athletic Training and Sports Medicine (1228.00) is assigned to Health.

APPENDIX D: END NOTES

[1] "OC Sector Profile Supplemental Appendices: Other Sector," Orange County Center of Excellence for Labor Market Research, last modified October 16, 2024, https://coeccc.net/orange-county/2024/10/oc-sector-profile-supplemental-appendices-other-sector/.

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[4] MIT Living Wage for Orange County, CA, accessed February 14, 2024, https://livingwage.mit.edu/counties/06059.

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[12] Dewi Zarni, Luna Kohut, and Stephanie Peng, "Gaps in Legal Services in Coastal Southern California," Berkeley Interdisciplinary Migration Initiative, last modified 2022, https://bimi.berkeley.edu/sites/default/files/policy_brief_-_gaps_in_legal_services_in_coastal_southern_california_editedbysp_2.pdf.

[13] "Language Spoken at Home," U.S. Census Bureau, accessed October 8, 2024, https://data.census.gov/table/ACSST5Y2022.S1601?q=language%20in%20orange%20county%20california%202022.

[14] "Minimum Wage," California Department of Industrial Relations, accessed October 8, 2024, https://www.dir.ca.gov/dlse/minimum_wage.htm.

[15] "Inventory of US City and County Minimum Wage Ordinances," UC Berkeley Labor Center, last modified June 27, 2024, https://laborcenter.berkeley.edu/inventory-of-us-city-and-county-minimum-wage-ordinances/.

[16] "Fast Food Minimum Wage Frequently Asked Questions," California Department of Industrial Relations, accessed October 8, 2024, https://www.dir.ca.gov/dlse/Fast-Food-Minimum-Wage-FAQ.htm.

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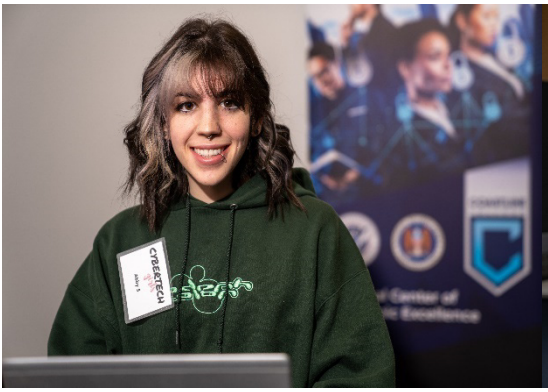

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; 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 the report 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.

The OC COE would like to acknowledge and thank Juan Madrigal for his work and contributions to this report.

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