




CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
ORANGE COUNTY

A photograph of a pilot in a cockpit, wearing a headset and looking out the window. The cockpit is filled with various instruments, dials, and control panels. The lighting is dim, suggesting it might be dusk or dawn.

ORANGE COUNTY SECTOR PROFILE
SUPPLEMENTAL APPENDICES:
**ADVANCED TRANSPORTATION
AND LOGISTICS**

2024

**ORANGE COUNTY
REGIONAL CONSORTIUM**

**WORKFORCE
DEVELOPMENT ALLIANCE**



California
Community
Colleges

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INTRODUCTION

The Orange County Center of Excellence for Labor Market Research (OC COE) is releasing a series of 12 sector profiles 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.

In addition to the profiles themselves, supplemental appendices for each sector are being issued to provide detailed demand and supply data. The data in these appendices are presented to the region with the intent of being utilized for grant applications, project proposals, and the like. The full [Advanced Transportation and Logistics Sector Profile](#) is available on the COE Website.

Occupations are denoted throughout this report in italics, with their corresponding SOC code in parentheses. Middle-skill occupations have no special notation however, below middle-skill occupations are denoted with an * and above middle-skill occupations denoted with a ^. Occupations that are on U.S. News & World Report's 2024 100 Best Jobs list are denoted by a #, such as, *Automotive Service Technicians and Mechanics (49-3023)*#.

By examining this labor market data, in conjunction with the individual sector profiles, the OC COE seeks to highlight underlying dynamics and intricacies shaping each 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.

APPENDIX D: ADVANCED TRANSPORTATION AND LOGISTICS DEMAND – LABOR MARKET DATA

Exhibit 29 shows the traditional labor market data points for all 62 occupations analyzed in the Advanced Transportation and Logistics Sector Profile. Below middle-skill occupations are indicated with light shading, middle-skill occupations are denoted with medium shading, and above middle-skill occupations are indicated with dark shading.

Exhibit 29: Occupational Demand for the 62 Advanced Transportation and Logistics Occupations

Skill Level	SOC	Occupation	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Below Middle-Skill	53-7062	Laborers and Freight, Stock, and Material Movers, Hand*	33,060	35,048	1,988	6%	5,173	\$15.87	\$17.12	\$19.19	No formal educational credential	None	Short-term on-the-job training
	53-7065	Stockers and Order Fillers*	24,330	24,850	520	2%	4,288	\$16.29	\$17.36	\$19.04	High school diploma or equivalent	None	Short-term on-the-job training
	53-3033	Light Truck Drivers*##	10,758	11,571	813	8%	1,471	\$18.08	\$20.64	\$25.73	High school diploma or equivalent	None	Short-term on-the-job training
	43-5071	Shipping, Receiving, and Inventory Clerks*	9,638	9,107	(531)	(6%)	1,036	\$17.36	\$18.73	\$22.80	High school diploma or equivalent	None	Short-term on-the-job training
	53-7051	Industrial Truck and Tractor Operators*	5,632	5,840	208	4%	692	\$18.12	\$20.76	\$24.05	No formal educational credential	None	Short-term on-the-job training
	53-3031	Driver/Sales Workers*	4,264	4,851	587	14%	649	\$15.61	\$17.57	\$22.81	High school diploma or equivalent	None	Short-term on-the-job training
	43-5021	Couriers and Messengers*	2,321	2,882	561	24%	389	\$12.56	\$17.66	\$20.45	High school diploma or equivalent	None	Short-term on-the-job training
	53-3053	Shuttle Drivers and Chauffeurs*	1,512	1,805	294	19%	278	\$15.36	\$17.37	\$21.03	No formal educational credential	None	Short-term on-the-job training
	53-3054	Taxi Drivers*##	2,079	2,253	174	8%	266	\$8.11	\$13.97	\$22.23	No formal educational credential	None	Short-term on-the-job training
	53-3051	Bus Drivers, School*	982	1,115	133	14%	189	\$23.46	\$24.60	\$27.09	No formal educational credential	None	Short-term on-the-job training
	51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders*	1,698	1,715	17	1%	173	\$17.89	\$21.74	\$27.55	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-6031	Automotive and Watercraft Service Attendants*	870	876	6	1%	138	\$17.27	\$17.82	\$18.76	No formal educational credential	None	Short-term on-the-job training

Skill Level	SOC	Occupation	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Below Middle-Skill	53-7199	Material Moving Workers, All Other*	679	696	16	2%	94	\$15.86	\$16.71	\$18.64	No formal educational credential	None	Short-term on-the-job training
	49-3093	Tire Repairers and Changers*	682	647	(36)	(5%)	75	\$18.16	\$18.95	\$20.47	High school diploma or equivalent	None	Short-term on-the-job training
	53-3099	Motor Vehicle Operators, All Other*	365	406	41	11%	69	\$14.99	\$17.84	\$25.80	No formal educational credential	None	Short-term on-the-job training
	51-6093	Upholsterers*	570	567	(3)	(1%)	60	\$17.02	\$20.54	\$22.23	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-6032	Aircraft Service Attendants*	125	128	3	2%	20	\$17.14	\$17.40	\$17.92	High school diploma or equivalent	None	Short-term on-the-job training
	53-5011	Sailors and Marine Oilers*	156	159	4	2%	19	\$17.85	\$24.97	\$26.52	No formal educational credential	None	Moderate-term on-the-job training
	53-6061	Passenger Attendants*	83	87	5	5%	17	\$15.96	\$17.73	\$24.17	High school diploma or equivalent	None	Short-term on-the-job training
	49-3022	Automotive Glass Installers and Repairers*	131	131	1	1%	13	\$17.16	\$24.93	\$28.47	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-6099	Transportation Workers, All Other*	83	88	4	5%	12	\$20.84	\$20.85	\$20.88	High school diploma or equivalent	None	Short-term on-the-job training
	53-7121	Tank Car, Truck, and Ship Loaders*	28	29	1	4%	4	\$23.34	\$26.28	\$27.02	No formal educational credential	None	Short-term on-the-job training
	53-6011	Bridge and Lock Tenders*	18	19	1	4%	2	\$24.40	\$25.42	\$34.71	High school diploma or equivalent	None	Short-term on-the-job training
Middle-Skill	53-3032	Heavy and Tractor-Trailer Truck Drivers	12,521	13,186	665	5%	1,638	\$20.47	\$25.09	\$30.26	Postsecondary nondegree award	None	Short-term on-the-job training
	43-5061	Production, Planning, and Expediting Clerks	6,522	6,636	114	2%	754	\$20.99	\$25.00	\$31.94	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,457	5,682	225	4%	704	\$22.94	\$28.20	\$36.50	High school diploma or equivalent	Less than 5 years	None

Skill Level	SOC	Occupation	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Middle-Skill	49-3023	Automotive Service Technicians and Mechanics [#]	6,261	6,510	249	4%	685	\$17.48	\$28.40	\$32.65	Postsecondary nondegree award	None	Short-term on-the-job training
	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,163	4,395	232	6%	445	\$30.98	\$39.98	\$50.97	High school diploma or equivalent	Less than 5 years	None
	13-1081	Logisticians [#]	2,617	2,985	368	14%	316	\$30.26	\$38.23	\$49.44	Bachelor's degree	None	None
	11-3071	Transportation, Storage, and Distribution Managers	2,697	2,769	72	3%	239	\$35.45	\$49.03	\$66.14	High school diploma or equivalent	5 years or more	None
	53-3052	Bus Drivers, Transit and Intercity [#]	1,271	1,324	53	4%	182	\$21.16	\$25.09	\$30.91	High school diploma or equivalent	None	Moderate-term on-the-job training
	49-3021	Automotive Body and Related Repairers	1,607	1,623	16	1%	161	\$19.99	\$30.71	\$33.83	High school diploma or equivalent	None	Long-term on-the-job training
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,527	1,578	51	3%	152	\$24.79	\$31.96	\$38.85	High school diploma or equivalent	None	Long-term on-the-job training
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,045	1,103	58	6%	114	\$26.69	\$31.20	\$36.87	High school diploma or equivalent	None	Long-term on-the-job training
	53-7021	Crane and Tower Operators	944	959	16	2%	104	\$27.80	\$27.80	\$27.88	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
	43-5011	Cargo and Freight Agents	731	803	72	10%	101	\$16.97	\$22.39	\$28.23	High school diploma or equivalent	None	Short-term on-the-job training
	49-3011	Aircraft Mechanics and Service Technicians	908	933	24	3%	78	\$27.63	\$35.07	\$41.80	Postsecondary nondegree award	None	None
	53-2012	Commercial Pilots	418	467	49	12%	65	\$39.15	\$59.40	\$101.88	High school diploma or equivalent	None	Moderate-term on-the-job training
	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	354	364	11	3%	40	\$17.31	\$21.77	\$26.24	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-5021	Captains, Mates, and Pilots of Water Vessels	285	303	18	6%	36	\$34.87	\$46.89	\$49.20	Postsecondary nondegree award	Less than 5 years	None
	49-3051	Motorboat Mechanics and Service Technicians	261	275	14	5%	31	\$19.42	\$27.13	\$29.09	High school diploma or equivalent	None	Long-term on-the-job training

Skill Level	SOC	Occupation	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Middle-Skill	49-3052	Motorcycle Mechanics	178	183	5	3%	20	\$17.39	\$25.09	\$33.14	Postsecondary nondegree award	None	Short-term on-the-job training
	17-3021	Aerospace Engineering and Operations Technologists and Technicians	200	202	2	1%	20	\$36.17	\$40.15	\$47.71	Associate degree	None	None
	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	175	155	(20)	(11%)	19	\$23.52	\$26.54	\$27.89	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-6051	Transportation Inspectors	150	154	4	3%	18	\$25.68	\$28.61	\$40.33	High school diploma or equivalent	None	Moderate-term on-the-job training
	49-3092	Recreational Vehicle Service Technicians	132	139	7	5%	17	\$20.55	\$29.82	\$35.61	High school diploma or equivalent	None	Long-term on-the-job training
	53-2022	Airfield Operations Specialists	146	154	8	5%	17	\$21.07	\$21.25	\$21.86	High school diploma or equivalent	None	Long-term on-the-job training
	49-2091	Avionics Technicians	219	217	(2)	(1%)	16	\$34.27	\$40.47	\$47.85	Associate degree	None	None
	53-2021	Air Traffic Controllers	142	141	(1)	(1%)	15	\$33.34	\$61.55	\$83.72	Associate degree	None	Long-term on-the-job training
	53-4031	Railroad Conductors and Yardmasters	82	84	1	2%	8	\$33.81	\$35.25	\$36.53	High school diploma or equivalent	None	Moderate-term on-the-job training
	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	79	73	(7)	(9%)	7	\$15.86	\$15.86	\$17.43	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-4011	Locomotive Engineers	78	79	1	1%	7	\$31.70	\$34.44	\$36.50	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
	53-5031	Ship Engineers	56	57	0	0%	7	\$50.20	\$52.03	\$53.50	Postsecondary nondegree award	Less than 5 years	None
	49-3043	Rail Car Repairers	54	57	3	5%	6	\$20.20	\$24.50	\$26.55	High school diploma or equivalent	None	Long-term on-the-job training
	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	51	52	1	3%	5	\$22.34	\$23.31	\$28.47	Postsecondary nondegree award	None	Long-term on-the-job training
	53-5022	Motorboat Operators	36	42	5	15%	5	\$22.92	\$30.69	\$32.02	Postsecondary nondegree award	Less than 5 years	None

Skill Level	SOC	Occupation	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Middle-Skill	53-1041	Aircraft Cargo Handling Supervisors	32	36	3	10%	5	\$25.73	\$29.87	\$35.28	High school diploma or equivalent	Less than 5 years	None
	53-4099	Rail Transportation Workers, All Other	24	24	0	0%	3	\$17.90	\$18.02	\$22.51	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-4041	Subway and Streetcar Operators	20	22	2	11%	3	\$29.83	\$31.22	\$34.27	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers	30	30	0	0%	3	\$30.57	\$32.55	\$33.27	High school diploma or equivalent	None	Moderate-term on-the-job training
	53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	<10	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data	Insf. Data	High school diploma or equivalent	None	Moderate-term on-the-job training
Above Middle-Skill	53-2011	Airline Pilots, Copilots, and Flight Engineers [^]	425	454	29	7%	61	\$54.92	\$97.61	\$127.92	Bachelor's degree	Less than 5 years	Moderate-term on-the-job training

APPENDIX E: ADVANCED TRANSPORTATION AND LOGISTICS SUPPLY – COMMUNITY COLLEGE AND NON-COMMUNITY COLLEGE AWARDS

This appendix provides labor market supply information, which equates to educational awards, for the Advanced Transportation and Logistics sector.

Exhibit 30 shows the distribution of community college awards in Orange County by program in the Advanced Transportation and Logistics sector.

Exhibit 30: Advanced Transportation and Logistics Community College Awards by Program, 2020-2023

TOP	Program	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0116.00	Agricultural Power Equipment Technology	-	-	-	-
0501.00	Business and Commerce, General	44	77	50	57
0505.00	Business Administration	2,510	2,621	2,484	2,538
0506.00	Business Management	474	201	359	345
0506.30	Management Development and Supervision	74	201	153	143
0510.00	Logistics and Materials Transportation	150	75	62	96
0514.00	Office Technology/Office Computer Applications	379	286	313	326
0924.00	Engineering Technology, General (requires Trigonometry)	5	-	-	2
0934.40	Electrical Systems and Power Transmission	33	-	-	11
0946.10	Energy Systems Technology	-	-	-	-
0947.00	Diesel Technology	10	-	14	8
0947.20	Heavy Equipment Maintenance	17	16	17	17
0947.30	Heavy Equipment Operation	49	-	-	16
0947.40	Railroad and Light Rail Operations	-	-	-	-
0947.50	Truck and Bus Driving	-	-	-	-
0948.00	Automotive Technology	258	392	464	371
0948.30	Motorcycle, Outboard and Small Engine Repair	-	-	-	-
0948.40	Alternative Fuels and Advanced Transportation Technology	2	6	4	4
0948.50	Recreational Vehicle Service	-	-	-	-
0949.00	Automotive Collision Repair	4	21	22	16
0949.10	Upholstery Repair - Automotive	-	-	-	-

TOP	Program	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0950.00	Aeronautical and Aviation Technology	29	37	35	34
0950.10	Aviation Airframe Mechanics	8	12	13	11
0950.20	Aviation Powerplant Mechanics	13	12	11	12
0950.40	Aircraft Electronics (Avionics)	-	-	1	0
0950.50	Aircraft Fabrication	-	-	-	-
0952.20	Electrical	54	16	168	79
0956.00	Manufacturing and Industrial Technology	42	39	19	33
0959.00	Marine Technology	6	6	10	7
2102.00	Public Administration	-	-	-	-
3020.00	Aviation and Airport Management and Services	16	31	14	20
3020.10	Aviation and Airport Management	30	16	17	21
3020.20	Piloting	60	83	89	77
3020.30	Air Traffic Control	-	-	-	-
3020.40	Flight Attendant	30	66	34	43
Total/Average		4,297	4,214	4,353	4,288

Exhibit 31 details Advanced Transportation and Logistics sector supply award counts by Orange County community college.

Exhibit 31: Advanced Transportation and Logistics Community College Awards by College, 2020-2023

College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
Coastline	902	665	562	710
Cypress	489	577	574	547
Fullerton	375	430	422	409
Golden West	226	268	304	266
Irvine Valley	341	432	356	376
North Orange Adult	56	66	81	68
Orange Coast	482	581	486	516
Saddleback	435	482	567	495
Santa Ana	584	437	478	500
Santiago Canyon	407	276	523	402
Total/Average	4,297	4,214	4,353	4,288

Exhibit 32 provides the number of Advanced Transportation and Logistics sector awards conferred by non-community college programs.

Exhibit 32: Advanced Transportation and Logistics Non-Community College Awards by Program, 2019-2022

CIP	Program	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
44.0401	Public Administration	123	109	119	117
47.0604	Automobile/Automotive Mechanics	-	7	64	24
47.0612	Technology/Technician Vehicle Emissions Inspection and Maintenance	7	-	-	2
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	133	-	-	44
52.0201	Business Administration and Management, General	4,532	4,939	4,566	4,679
52.0203	Logistics, Materials, and Supply Chain Management	-	-	4	1
52.0408	General Office Occupations and Clerical Services	29	26	33	29
Total/Average		4,824	5,081	4,786	4,897

Exhibit 33 includes the number of Advanced Transportation and Logistics sector awards conferred by non-community college institutions.

Exhibit 33: Advanced Transportation and Logistics Non-Community College Awards by Institution, 2019-2022

Institution	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
Bethesda University	47	57	39	48
California Career School	140	-	-	47
California Intercontinental University	19	19	45	28
California State University-Fullerton	2,478	2,568	2,355	2,467
Chapman University	510	535	526	524
Concordia University-Irvine	126	122	99	116
Haven University	-	-	3	1
Hope International University	72	56	59	62
InterCoast Colleges-Santa Ana	18	-	-	6
Platt College-Anaheim	14	9	5	9
The Chicago School of Professional Psychology at Anaheim	-	4	1	2
Touro University Worldwide	21	16	29	22
UEI College-Garden Grove	29	33	97	53

Institution	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
University of California-Irvine	497	560	528	528
University of Massachusetts Global	395	462	501	453
Vanguard University of Southern California	51	66	50	56
West Coast University-Orange County	-	-	11	4
Westcliff University	407	574	438	473
Total/Average	4,824	5,081	4,786	4,897

APPENDIX F: ADVANCED TRANSPORTATION AND LOGISTICS CIP CODES

This appendix provides the list of CIP codes that crosswalk to the occupations in the Advanced Transportation and Logistics sector but did not have any supply (Exhibit 34).

Exhibit 34: List of CIP with no Supply in Orange County

CIP	Program	CIP	Program
01.0205	Agricultural Mechanics and Equipment/Machine Technology/Technician	47.0616	Marine Maintenance/Fitter and Ship Repair Technology/Technician
14.0202	Astronautical Engineering	47.0617	High Performance and Custom Engine Technician/Mechanic
14.0299	Aerospace, Aeronautical, and Astronautical/Space Engineering, Other	47.0618	Recreation Vehicle (RV) Service Technician
15.0000	Engineering Technologies/Technicians, General	47.0701	Energy Systems Installation and Repair Technology/Technician
15.0303	Electrical, Electronic, and Communications Engineering Technology/Technician	47.0703	Solar Energy System Installation and Repair Technology/Technician
15.0801	Aeronautical/Aerospace Engineering Technology/Technician	47.0704	Wind Energy System Installation and Repair Technology/Technician
15.0803	Automotive Engineering Technology/Technician	47.0705	Hydroelectric Energy System Installation and Repair Technology/Technician
15.0806	Marine Engineering Technology/Technician	47.0706	Geothermal Energy System Installation and Repair Technology/Technician
15.0807	Motorsports Engineering Technology/Technician	48.0303	Upholstery/Upholsterer
29.0401	Aerospace Ground Equipment Technology	49.0101	Aeronautics/Aviation/Aerospace Science and Technology, General
29.0402	Air and Space Operations Technology	49.0102	Airline/Commercial/Professional Pilot and Flight Crew
44.0403	Transportation and Infrastructure Planning/Studies	49.0104	Aviation/Airway Management and Operations
46.0301	Electrical and Power Transmission Installation/Installer, General	49.0105	Air Traffic Controller
46.0303	Lineworker	49.0108	Flight Instructor
47.0000	Mechanics and Repairers, General	49.0202	Construction/Heavy Equipment/Earthmoving Equipment Operation
47.0302	Heavy Equipment Maintenance Technology/Technician	49.0206	Mobil Crane Operator/Operation
47.0600	Vehicle Maintenance and Repair Technology/Technician, General	49.0208	Railroad and Railway Transportation
47.0603	Autobody/Collision and Repair Technology/Technician	49.0209	Forklift Operation/Operator
47.0605	Diesel Mechanics Technology/Technician	49.0303	Commercial Fishing
47.0606	Small Engine Mechanics and Repair Technology/Technician	49.0309	Marine Science/Merchant Marine Officer
47.0607	Airframe Mechanics and Aircraft Maintenance Technology/Technician	49.0399	Marine Transportation, Other
47.0608	Aircraft Powerplant Technology/Technician	52.0101	Business/Commerce, General
47.0609	Avionics Maintenance Technology/Technician	52.0205	Operations Management and Supervision
47.0611	Motorcycle Maintenance and Repair Technology/Technician	52.0209	Transportation/Mobility Management
47.0613	Medium/Heavy Vehicle and Truck Technology/Technician	52.0409	Parts, Warehousing, and Inventory Management Operations
47.0614	Alternative Fuel Vehicle Technology/Technician	52.0410	Traffic, Customs, and Transportation Clerk/Technician



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.

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