



CENTER OF EXCELLENCE
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California
Community
Colleges

FEMALE EMPLOYMENT AND EDUCATIONAL OUTCOMES

Los Angeles County - 2025



MARCH 2025

Female Employment and Educational Outcomes

Los Angeles County – 2025

This report was produced in honor of International Women's Day.



CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
LOS ANGELES

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OUR MISSION

Who We Are

The Centers of Excellence for Labor Market Research are part of the Workforce and Economic Development Division. As grant-funded technical assistance providers, the nine Centers are located strategically across the state to study California's regional economies. Our work supports the community colleges by providing customized data on high growth, emerging, and economically-critical industries and occupations.

What We Do

The Centers produce reports and tools that provide a real-time picture of the labor market, where it is headed, and what programs and training are needed to meet future workforce demand. This research helps community colleges tailor their programs to support the state's dynamic and competitive workforce. Our work can also be applied to educational policy, faculty professional development, and work-based learning opportunities for students.

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Female Employment and Educational Outcomes in Los Angeles County

As we commemorate International Women's Day, it's essential to acknowledge both the strengths of women in the workforce and the persistent equity gaps in labor market, educational, and employment outcomes in Los Angeles County.



50.9%

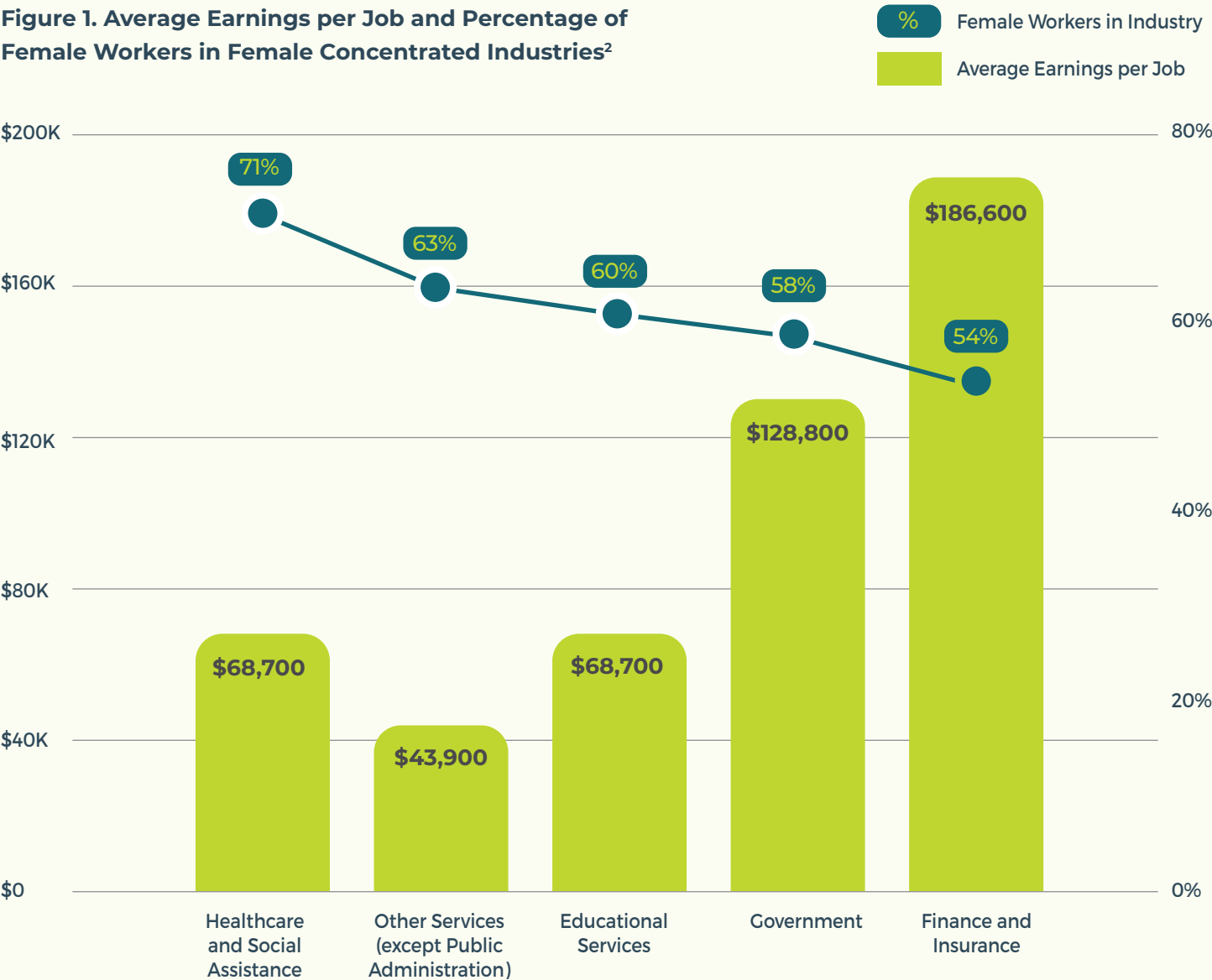
Women comprise 50.9% of the county's workforce, playing a vital role in contributing to and shaping the economic landscape.

Industries

Figure 1 presents industries¹ with the **highest representation of female workers** and the average earnings per job in each industry. All female concentrated industries, except for **NAICS 52: Finance and Insurance**, are projected to have positive job growth through 2028. Industries with the highest level of female participation also show some of the lowest average earnings.

In Los Angeles County, the distribution of female employment across industries reveals significant disparities.

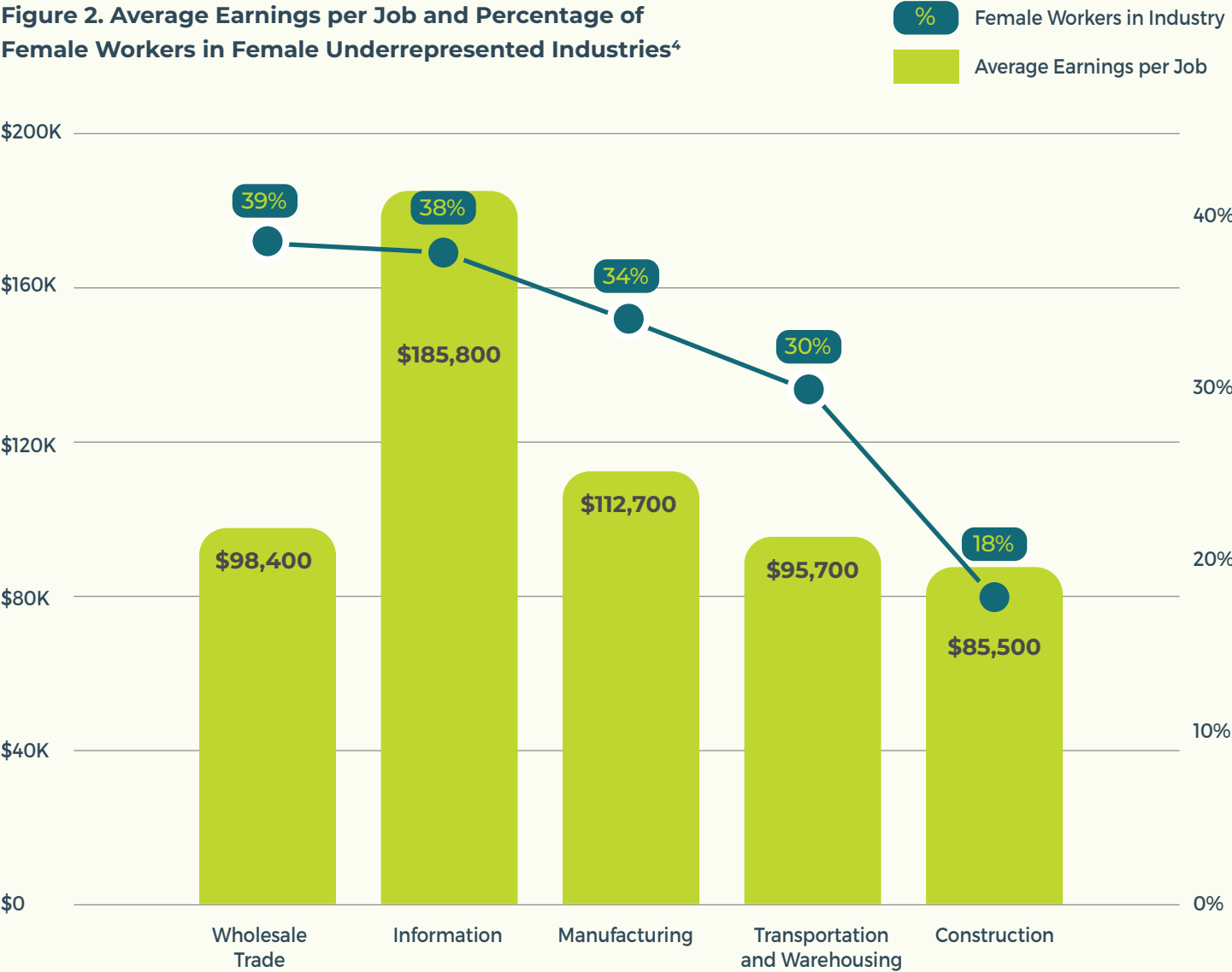
Figure 1. Average Earnings per Job and Percentage of Female Workers in Female Concentrated Industries²



Note: Average earnings per job rounded to nearest \$100.

1. Total jobs falling below the 1st quartile (Q1, 115,047 jobs) were excluded to mitigate the influence of low-end variability and improve the robustness of the analysis.
2. Source: Lightcast, 2025.1 Datarun

Conversely, Figure 2 illustrates the industries³ with the **lowest representation of female workers**, along with average annual earnings per job in each industry. Among these underrepresented industries, **NAICS 48: Transportation and Warehousing** and **NAICS 23: Construction** anticipate positive job growth through 2028. However, **NAICS 42: Wholesale Trade**, **NAICS 51: Information**, and **NAICS 31: Manufacturing** are forecasted to experience a net loss of jobs in the coming years.



Note: Average earnings per job rounded to nearest \$100.

3. Total jobs falling below the 1st quartile (Q1, 115,047 jobs) were excluded to mitigate the influence of low-end variability and improve the robustness of the analysis.

4. Source: Lightcast, 2025.1 Datarun

The **weighted average earnings per job**⁵ for industries with a high concentration of female workers falls only a few hundred dollars below the overall average for L.A. County. In contrast, industries where women workers are underrepresented offer significantly higher than average earnings. This disparity underscores a persistent equity gap, with a difference in average earnings per job of nearly \$24,700 between these two groups of industries (Figure 3).

Figure 3. Weighted Average Earnings per Job Between Female concentrated and underrepresented Industries in Los Angeles County⁶




Note: Average earnings per job rounded to nearest \$100.

5. As there is high variance in the number of jobs in each industry, the weighted average earnings per job across industries is used instead of median average earnings across industries. The weighted average earnings per job is calculated with the formula: Average (Average Earnings Per Job x 2023 Jobs in Industry for all five Female Concentrated/Underrepresented Industries)/Total 2023 Jobs for all five Female Concentrated and Underrepresented Industries.

6. Source: Lightcast, 2025.1 Datarun

Tables 1–3 provide a detailed breakdown of the three largest industries by employment in L.A. County. **NAICS 62: Health Care and Social Assistance** is both the county’s largest employer, supporting **833,684 workers**, and the most female concentrated industry, with women comprising most of its workforce. In 14 out of 18 four-digit industry categories, female representation exceeds 65%, underscoring the industry’s role as a key driver of women’s employment.

NAICS 62


Health Care and Social Assistance

Table 1. NAICS 62: Health Care and Social Assistance⁷

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% of Female Jobs	LQ	2023 Average Earnings Per Job	2023 - 2022 % Change
Child Day Care Services	32,535	28,700	88%	0.87	\$41,142	-3.0%
Offices of Dentists	36,607	27,463	75%	1.12	\$70,886	7.7%
Home Health Care Services	42,910	31,884	74%	0.84	\$45,752	21.2%
Specialty (except Psychiatric and Substance Abuse) Hospitals	8,672	6,288	73%	1.10	\$122,244	46.2%
Offices of Other Health Practitioners	46,042	32,568	71%	1.15	\$60,413	17.0%
Outpatient Care Centers	68,868	49,037	71%	1.96	\$111,662	20.2%
Nursing Care Facilities (Skilled Nursing Facilities)	49,098	34,962	71%	1.13	\$66,397	13.3%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	19,612	13,966	71%	0.68	\$56,163	18.1%
Individual and Family Services	288,263	204,073	71%	3.01	\$32,799	22.9%
Offices of Physicians	66,070	46,503	70%	0.74	\$123,077	-0.3%
General Medical and Surgical Hospitals	110,652	76,455	69%	0.74	\$118,708	3.3%
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	20,254	13,505	67%	1.04	\$59,420	15.3%
Psychiatric and Substance Abuse Hospitals	2,786	1,836	66%	0.72	\$78,790	-7.4%
Other Residential Care Facilities	3,992	2,588	65%	0.82	\$61,519	-8.4%
Medical and Diagnostic Laboratories	10,896	6,835	63%	1.08	\$89,540	2.2%
Community Food and Housing, and Emergency and Other Relief Services	8,951	5,410	60%	1.31	\$75,869	13.6%
Other Ambulatory Health Care Services	8,242	4,581	56%	0.70	\$74,316	1.8%
Vocational Rehabilitation Services	9,234	4,811	52%	1.05	\$51,211	6.6%
Total	833,684	591,465				
Average			69%	1.11	\$74,439	10.6%

Note: LQ is also known as Employment Concentration, which is a way of quantifying how concentrated a characteristic of a particular region is compared to the national average.

7. Data source: Lightcast

NAICS 90: Government, the second-largest industry in the county, is also among the top five female concentrated industry sectors. Women comprise 48% of the workforce, reinforcing their strong presence. While most job categories within this industry offer earnings well above the county average, one category (NAICS 9012: Federal Government, Military) does not and is also projected to experience negative job growth.



Table 2. NAICS 90: Government⁸

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% of Female Jobs	LQ	2023 Average Earnings Per Job	2023 - 2028 % Change
Education and Hospitals (Local Government)	250,212	174,641	70%	0.96	\$103,892	1.7%
Education and Hospitals (State Government)	78,581	44,458	57%	0.83	\$139,308	8.8%
State Government, Excluding Education and Hospitals	16,821	8,795	52%	0.25	\$126,482	9.5%
Local Government, Excluding Education and Hospitals	199,673	99,736	50%	1.15	\$153,364	4.3%
Federal Government, Civilian	48,916	20,702	42%	0.53	\$139,670	1.6%
Federal Government, Military	15,357	2,528	16%	0.27	\$35,522	-2.3%
Total	609,560	350,860				
Average			48%	0.66	\$116,373	4.0%

Note: LQ is also known as Employment Concentration, which quantifies how concentrated a characteristic of a particular region is compared to the national average. These characteristics could be an industry's or occupation's share of employment, resident demographics, online profiles, or job postings.

8. Data source: Lightcast

NAICS 72: Accommodation and Food Services, the third-largest industry, has a 51% female workforce. However, despite achieving near gender parity, all job categories within this sector fall significantly below the county's average wage.



Table 3. NAICS 72: Accommodation and Food Services⁹

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% of Female Jobs	LQ	2023 Average Earnings Per Job	2023 - 2022 % Change
Rooming and Boarding Houses, Dormitories, and Workers' Camps	304	172	56%	0.65	\$46,734	-24.3%
RV (Recreational Vehicle) Parks and Recreational Camps	702	376	54%	0.29	\$48,540	15.4%
Gambling Industries	6,757	3,371	50%	1.74	\$64,300	-2.7%
Special Food Services	33,377	16,393	49%	1.20	\$43,329	12.0%
Restaurants and Other Eating Places	361,900	177,678	49%	1.08	\$36,377	9.1%
Traveler Accommodation	44,893	21,743	48%	0.82	\$59,517	12.9%
Drinking Places (Alcoholic Beverages)	9,482	4,591	48%	0.73	\$34,872	20.4%
Total	457,417	224,324				
Average			51%	0.93	\$47,667	6.1%

Note: LQ is also known as Employment Concentration, which quantifies how concentrated a characteristic of a particular region is compared to the national average. These characteristics could be an industry's or occupation's share of employment, resident demographics, online profiles, or job postings.

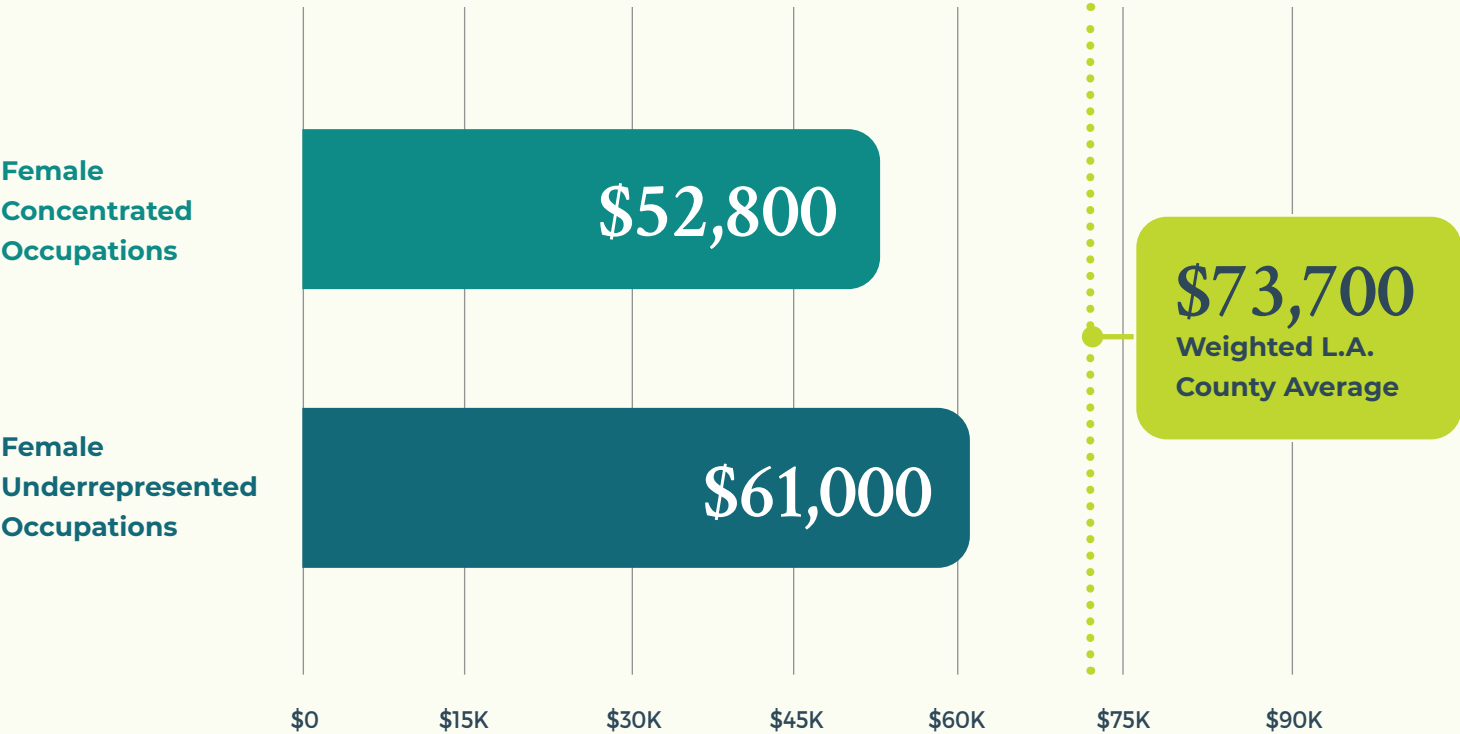
9. Data source: Lightcast

Occupations

The weighted average annual earnings for female concentrated occupations are approximately **\$8,200 lower** than those for female underrepresented occupations (Figure 4). Examining the disparity through median salaries provides additional insight. Female concentrated occupations have a median salary of \$48,400, compared to \$50,600 in underrepresented occupations, reflecting a **\$2,200 gap**.

A different story emerges when comparing occupations rather than industries.

Figure 4. Weighted Average Annual Earnings¹⁰ Between Female concentrated and underrepresented Occupations in Los Angeles County¹¹



10. Occupational earnings differ from Industry earnings. Industry earnings include wages and salaries and supplements (such as pensions), while occupational earnings only include wages and salaries.
11. Source: Lightcast, 2025.1 Datarun

This disparity is even more striking considering that female concentrated occupations generally require higher educational attainment. All ten of these occupations require at least a high school diploma for entry. In contrast, four out of ten female underrepresented occupations have no formal educational credential requirement (Tables 4 and 5, respectively). On average, both high- and low-representation occupations fall below the average salary in L.A. County.



Table 4 presents the occupations with the highest percentage of female workers, average annual earnings, resilience to automation, and educational requirements.

Table 4. Female Concentrated Occupations¹²

Occupation	% Female Workers	Median Annual Earnings	Automation Resilience	Educational Requirements
Preschool Teachers, Except Special Education	96%	\$39,500	18.5	Associate degree
Legal Secretaries and Administrative Assistants	96%	\$60,100	1.8	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants	95%	\$78,600	7.6	High school diploma or equivalent
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	95%	\$49,500	8.6	High school diploma or equivalent
Speech-Language Pathologists	94%	\$106,200	12.5	Master's degree
Childcare Workers	94%	\$36,600	12.0	High school diploma or equivalent
Dental Hygienists	92%	\$117,800	3.2	Associate degree
Medical Secretaries and Administrative Assistants	91%	\$47,300	6.9	High school diploma or equivalent
Dental Assistants	90%	\$45,800	2.5	Postsecondary nondegree award
Hairdressers, Hairstylists, and Cosmetologists	90%	\$38,900	2.0	Postsecondary nondegree award

Note: Median Annual Earnings are rounded to the nearest \$100.

12. Source: Lightcast, 2025.1 Datarun

Table 5 details the occupations with the lowest percentage of female workers.



Table 5. Female Underrepresented Occupations¹³

Occupation	% Female Workers	Median Annual Earnings	Automation Resilience	Educational Requirements
Film and Video Editors	20%	\$79,300	5.9	Bachelor's degree
Chefs and Head Cooks	20%	\$56,700	6.8	High school diploma or equivalent
Dishwashers	19%	\$36,400	(36.4)	No formal educational credential
Civil Engineers	18%	\$100,300	18.3	Bachelor's degree
Police and Sheriff's Patrol Officers	17%	\$115,600	5.5	High school diploma or equivalent
Cleaners of Vehicles and Equipment	16%	\$34,500	(23.7)	No formal educational credential
Landscaping and Groundskeeping Workers	10%	\$38,700	(29.1)	No formal educational credential
Light Truck Drivers	10%	\$42,100	(12.9)	High school diploma or equivalent
Industrial Truck and Tractor Operators	9%	\$44,500	(19.5)	No formal educational credential
Heavy and Tractor-Trailer Truck Drivers	7%	\$56,700	(10.1)	Postsecondary nondegree award

Note: Median Annual Earnings are rounded to the nearest \$100.

Three female concentrated occupations (*Executive Secretaries and Executive Administrative Assistants*, *Speech-Language Pathologists*, and *Dental Hygienists*) have average annual earnings above the L.A. County average. However, women in these occupations account for just 11.1% of the ten female concentrated occupations and the workforce. Conversely, three female underrepresented occupations (*Film and Video Editors*, *Civil Engineers*, and *Police and Sheriff's Patrol Officers*) have average annual earnings above the county average. Women in these occupations comprise only 3.3% of the total workforce, yet they represent 27.4% of all female workers in the ten female underrepresented occupations.

These findings suggest that the concentration of female workers in an occupation does not necessarily indicate higher wages. However, they highlight the importance of expanding access to well-paying, sustainable career paths for women through educational advancement, workforce development programs, and policy initiatives aimed at reducing gender-based wage disparities.

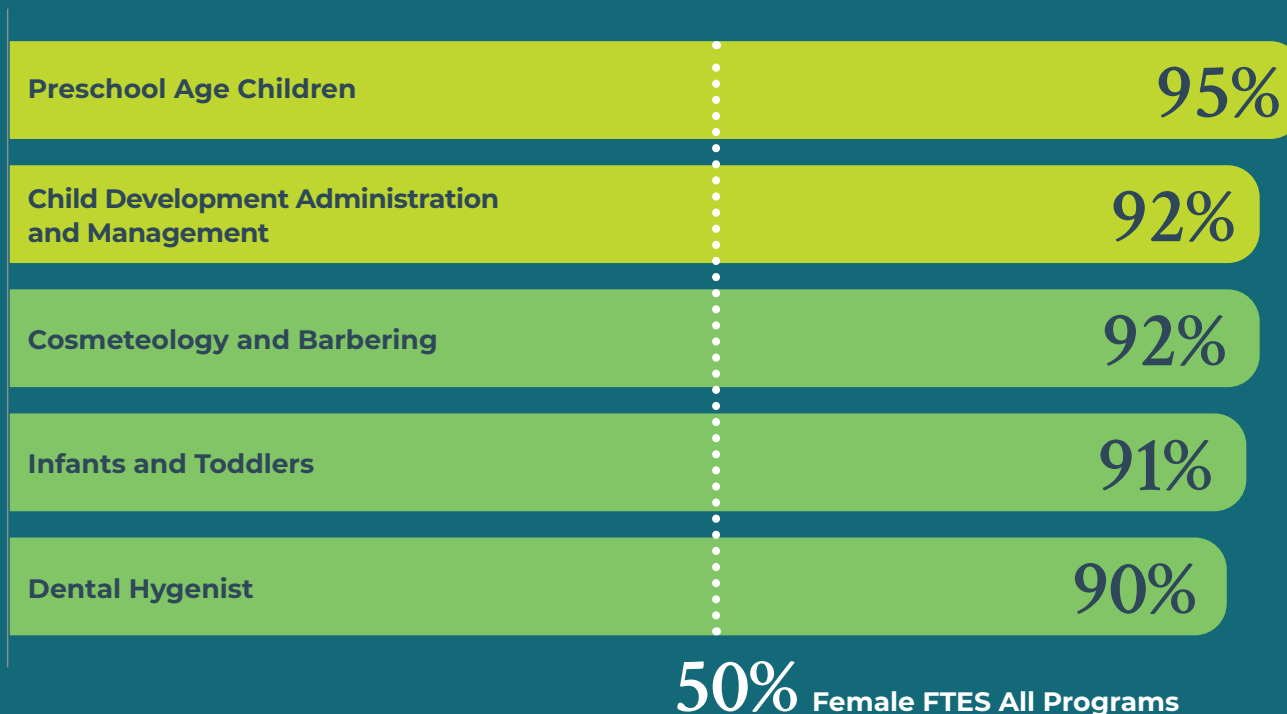
13. Source: Lightcast, 2025.1 Datarun

California Community College Career & Technical Education (CTE) Programs

The California Community College system provides equitable and accessible educational opportunities for female students by preparing them to continue their educational journey at four-year institutions or gain the knowledge, skills, and abilities (KSAs) to join the workforce immediately.

Career Technical Education (CTE) programs are educational pathways that combine academic instruction with hands-on training in specific occupations. Figure 5 shows the programs with the most substantial female representation among the 19 community colleges in Los Angeles County.¹⁴

Figure 5. Community College CTE Programs with Highest Percentage of Female Full-time Enrolled Student (FTES)¹⁵ Representation in Los Angeles County (2023-24)¹⁶



14. To ensure sample size adequacy, only programs with more than 22.4 Total FTES (1st Quartile Median) were included in the analysis.

15. The FTES value is calculated by summing the "Total Hours" (refer to [SXD4](#) in CCCCCO MIS Data Element Dictionary) in all the enrollment records reported to CCCCCO MIS during the requested time period, then dividing by 525.

16. Source: [California Community Colleges Chancellor's Office - Data Mart](#)

Strong Workforce Program (SWP) Outcomes

Strong Workforce Program (SWP) students comprise those enrolled in a Career Technical Education (CTE) program assigned to a vocational industry sector at a California Community College.

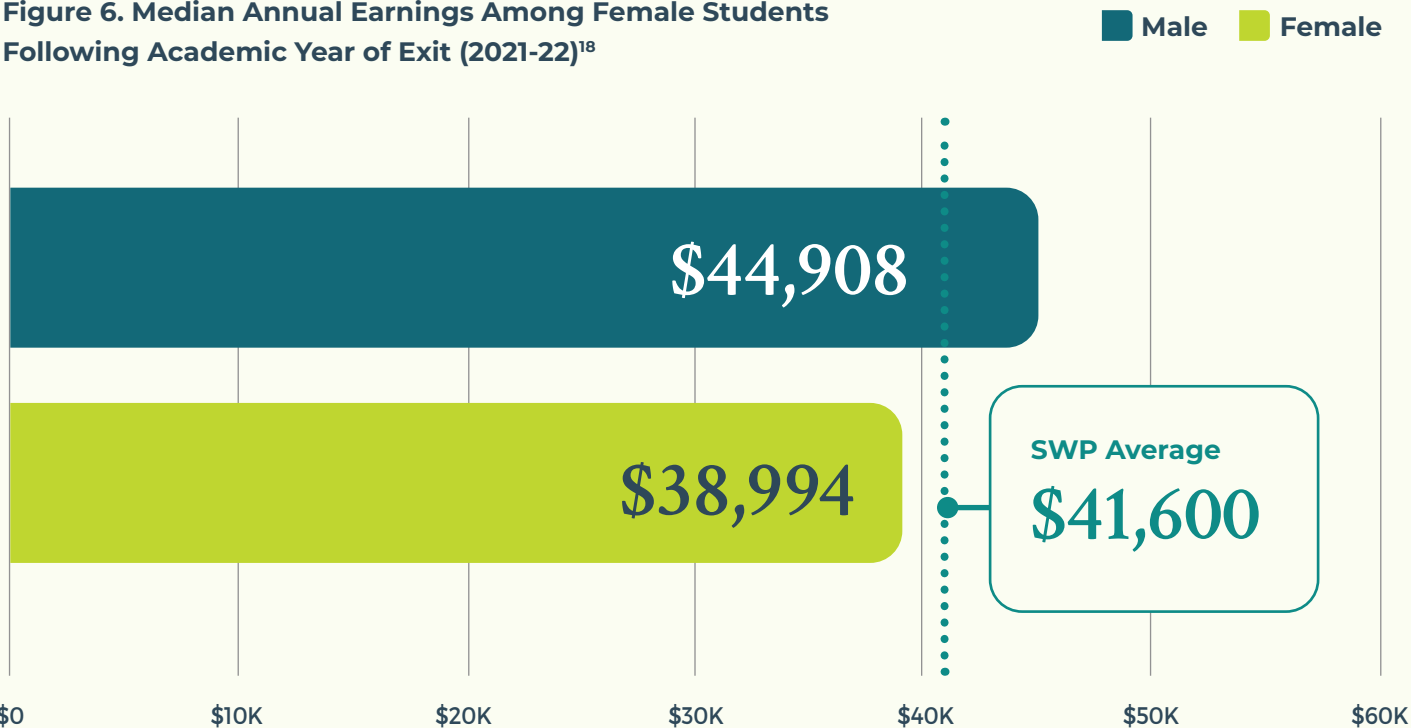
Female students have slightly lower enrollment rates in CTE programs (49.8%) than across all programs (52.7%).

Median Annual Earnings

Female students (n = 18,493) in CTE programs who exited the community college system and did not transfer to any postsecondary institution had nearly \$6,000 lower median annual earnings compared to male students (n = 17,104)¹⁷ following the academic year of exit (Figure 6).



Figure 6. Median Annual Earnings Among Female Students Following Academic Year of Exit (2021-22)¹⁸



17. Average median annual earnings for all SWP students in Los Angeles County: \$41,600

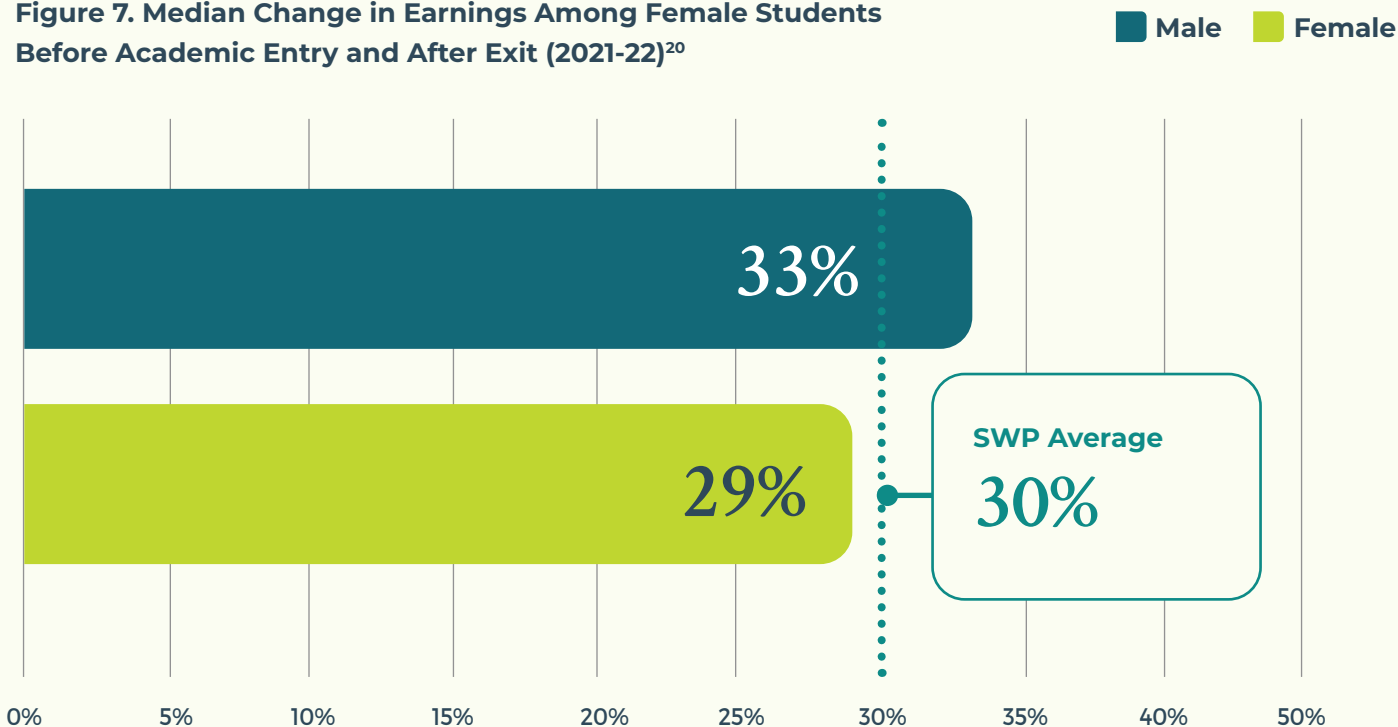
18. Source: [Data Vista](#); Due to a limited number of responses from non-binary students, their data could not be included in the figures. Among the 68 respondents, the average earnings were \$31,364.

Median Change in Earnings

Change in earnings refers to the difference in earnings between the time before a student enters the California Community College system and when they exit. Female SWP students (n = 11,908) also reported a four percent lower median change in earnings compared to male SWP students (n =10,744)¹⁹ in Los Angeles County (Figure 7).



Figure 7. Median Change in Earnings Among Female Students Before Academic Entry and After Exit (2021-22)²⁰



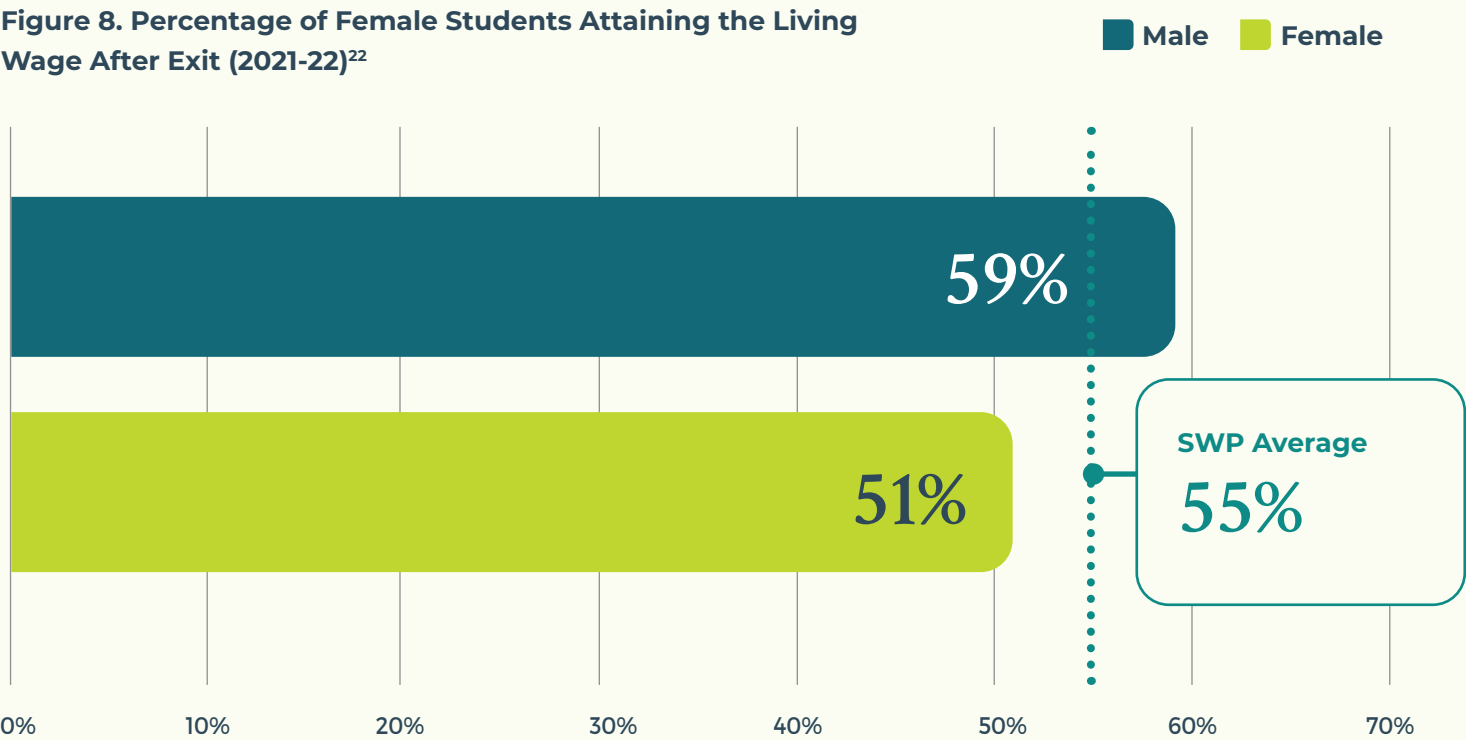
19. Average median change in earnings for all SWP students in Los Angeles County: 30%
20. Source: [Data Vista](#); Due to the small sample size, data related to non-binary students could not be included in the figures. Among the 40 respondents, the median change in earnings was 30%.

Attaining a Living Wage

This concerning trend extends to the percentage of SWP students attaining a living wage after workforce matriculation in Los Angeles County. Among SWP students who exited college and did not transfer to any postsecondary institution, female students (n = 18,493) had an eight percent lower rate of living wage attainment for a single adult compared to male students (n = 17,104)²¹ in the county (Figure 8).



Figure 8. Percentage of Female Students Attaining the Living Wage After Exit (2021-22)²²



21. Average percentage of attaining a living wage for all SWP students in Los Angeles County: 55%

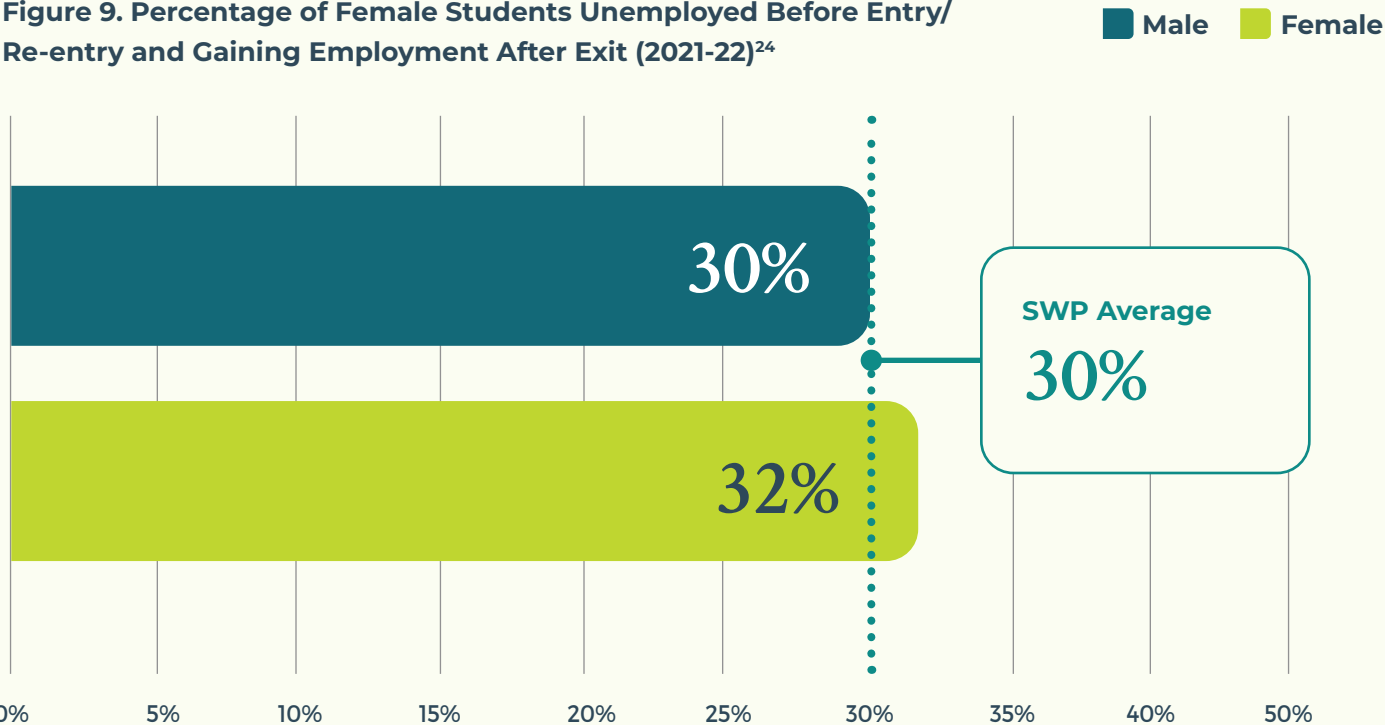
22. Source: [Data Vista](#); Due to the small sample size, data related to non-binary students could not be included in the figures. Among the 68 respondents, the percentage attaining a living wage was 35%.

Gaining Employment

CTE programs are instrumental in enabling unemployed individuals or those seeking career transitions to gain employment. These programs prepare students to immediately apply to high-demand jobs by equipping them with relevant skills, certifications, and real-world experience. The percentage of female students (n = 14,708) who were unemployed before entry or re-entry into college and subsequently became employed after exit is higher than both male students (n = 14,984) and the Los Angeles County average²³ for all SWP students (Figure 9). As such, CTE programs are an especially useful resource in addressing female unemployment rates in Los Angeles County.



Figure 9. Percentage of Female Students Unemployed Before Entry/ Re-entry and Gaining Employment After Exit (2021-22)²⁴



23. Average percentage of SWP students who exited all postsecondary and who were unemployed 2 quarters before entry or re-entry and became employed 2 quarters after exit: 30%

24. Source: [Data Vista](#); Due to a limited number of responses from non-binary students, their data could not be included in the figures. Among the 73 respondents, the percentage of students who were unemployed before entry or re-entry into college and subsequently became employed after exit is 38%.

Conclusion

The findings from this study highlight the substantial equity gaps that female workers and students face in Los Angeles County. Industries and occupations with a high concentration of female workers tend to have lower earnings than those where women are underrepresented, both of which fall below the county average. However, outcomes for underrepresented occupations are more varied. Progress is being made, as evidenced by the increased representation of women in Career Technical Education (CTE) programs and across all programs throughout the colleges.

The California Community College System plays a crucial role in addressing these disparities by offering accessible and affordable educational opportunities. However, despite these efforts, long-standing structural inequities persist—albeit to a lesser extent—in employment outcomes for female students. While all Strong Workforce Program (SWP) students experience a significant boost in earnings after attending college, our findings indicate that small to medium equity gaps remain in median annual earnings, median changes in earnings, and the likelihood of attaining a living wage for female students. These findings underscore the importance of identifying and addressing the barriers women face within the education system and workforce.

The California Community College System plays a crucial role in addressing these disparities by offering accessible and affordable educational opportunities.

There are multiple reasons for gender disparities in occupational choice. A study by Schollmeier and Scott²⁵ has suggested that underrepresentation may stem from factors such as perceived discrimination, limited formal education in blue-collar professions, industry-related risks, and demanding work hours. At the same time, research by Hoff and colleagues²⁶ examined the influence of career interests, particularly in fields such as prosocial careers (e.g., teaching, counseling, and healthcare services), where men are underrepresented, and trades (e.g., construction and engineering), where women are predominantly underrepresented. The authors found considerable differences in educational attainment, similar to what was observed in this analysis. However, these factors alone do not fully account for occupational differences, as gender roles and stereotypes continue to play a significant role in shaping career decisions.

The findings from this report highlight the need to continue expanding and promoting policies and programs, like CTE, towards underrepresented groups. However, these initiatives must balance individual career interests and job satisfaction, as long-term engagement and fulfillment are crucial to professional success. By prioritizing high-demand occupations and emphasizing priority jobs and programs,²⁷ colleges can play a pivotal role in improving employment outcomes, reducing gender disparities, and fostering long-term financial stability for female students in Los Angeles County. Furthermore, emphasizing mentorship, scholarship opportunities, and workplace inclusivity policies can help dismantle the remaining barriers and ensure women have equitable access to well-paying, sustainable careers.

25. Ryan Schollmeier and Alex Scott. "Examining the gender wage gap in logistics." *Journal of Business Logistics* 45.1 (2024): e12363.

26. Kevin A. Hoff, et al. "Interested and employed? A national study of gender differences in basic interests and employment." *Journal of Vocational Behavior* 148 (2024): 103942.

27. [Equity in Priority Jobs and Programs: Los Angeles Region - Centers of Excellence for Labor Market Research](#)



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