



⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 613 annual job openings throughout Los Angeles and Orange counties for <i>web and digital interface designers</i> , which is more than the 554 awards conferred by educational institutions .		
Self-Sufficiency Standard Living Wage ¹ :	All annual job openings for <i>web and digital interface designers</i> have entry-level hourly wages above the OC living wage of \$27.13 .		
Education:	All annual job openings for <i>web and digital interface designers</i> typically require a bachelor's degree, and 21% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to the occupation:

- Middle-Skill
 - *Web and Digital Interface Designers (15-1255)*

Based on the available data, there appears to be a supply gap for *web and digital interface designers*, and the majority of annual job openings have entry-level wages above the Self-Sufficiency Standard living wage. However, typical education requirements for this occupation do not align with a community college education. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupations included in this report.

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry- Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Web and Digital Interface Designers (15-1255)	LA: 465 OC: 148 TTL: 613	LA: 298 OC: 256 TTL: 554	OC: \$31.65	Bachelor's degree	21%
Middle-Skill Total	613	554²	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *web and digital interface designers* is projected to remain stable through 2029, equating to 613 annual job openings.
- Hourly entry-level wages for *web and digital interface designers* are \$31.65 in Orange County; all annual job openings have entry-level wages above the Self-Sufficiency Standard living wage.
- There were 2,828 online job postings for *web and digital interface designers* over the past 12 months. The highest number of postings were for UI/UX designers, UX designers, and product designers.
- The typical entry-level education for *web and digital interface designers* is a bachelor's degree.
- About 21% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 532 awards were conferred by 23 community colleges for *web and digital interface designers* in Los Angeles and Orange counties.
 - Community colleges conferred no awards applicable towards *software developers*[^].
- From 2020 to 2023, non-community college institutions conferred an average of 22 awards for *web and digital interface designers*.
 - Non-community colleges conferred an average of 1 award applicable towards the above middle-skill occupation.

²To maintain accuracy and avoid overrepresentation, the supply for this occupation is recorded exclusively here, even though it also serves the above middle-skill occupation.

- In the 2022-23 academic year, Orange County community college students that exited computer programming programs had a median annual wage of \$36,394 (\$17.50 per hour) post-exit, and 32% attained the regional living wage.
- In 2021-22, 61% of Orange County computer programming students that exited their programs reported working a job closely related to their field of study.

Above Middle-Skill Occupations

Although the endorsement summary is based on occupations attainable at the community college level, including related above middle-skill occupations can help illustrate potential career pathways and emerging labor market trends. Since the related program may serve as a stepping-stone toward further education and training, the following above middle-skill occupation, which requires a bachelor's degree or higher, is included in this report:

- Above Middle-Skill – denoted with a caret (^) throughout this report.
 - *Software Developers (15.1252)*[^]

Exhibit 2 lists the occupational demand, supply, typical entry-level education, and educational attainment for the above middle-skill occupation included in this report.

Exhibit 2: Labor Market Summary for Above Middle-Skill Occupation

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Software Developers (15-1252) [^]	LA: 2,295	LA: 0	OC: \$57.91	Bachelor's degree	11%
	OC: 1,056	OC: 1			
	TTL: 3,351	TTL: 1			
Total	3,351	1	N/A	N/A	N/A

Demand

Occupational Projections

Exhibit 3 shows the annual percentage change in jobs for programming occupations from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2024, Orange County saw alternating patterns of growth and decline, with the highest point of growth at 8% and the lowest point of decline at 1%. Beginning in 2025, job levels are projected to grow at a slower rate than all occupations through 2029.

Exhibit 3: Annual Percentage Change in Jobs for Programming Occupations, 2019-2029

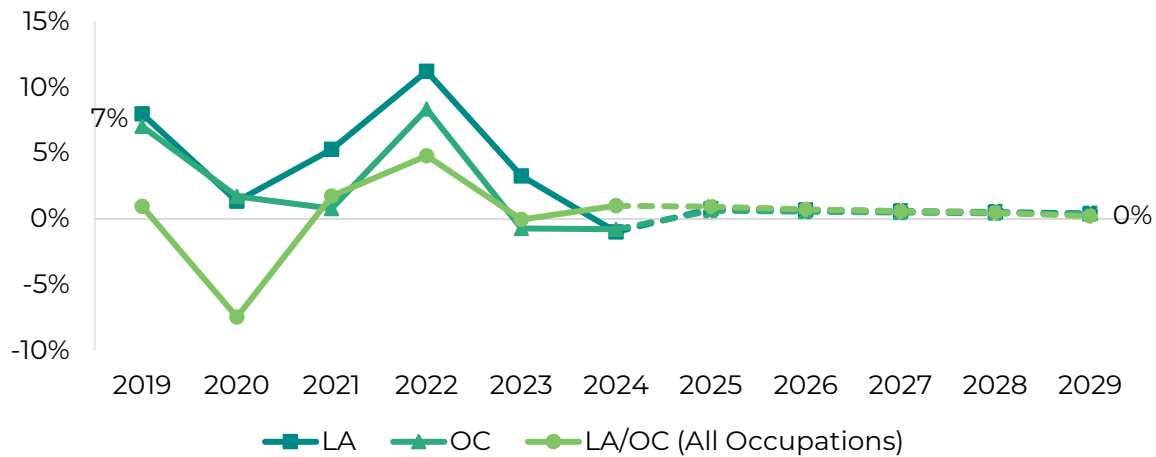


Exhibit 4 shows the five-year occupational demand projections for *web and digital interface designers*. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to remain stable through 2029. There is projected to be 613 jobs available annually.

Exhibit 4: Middle-Skill Occupational Demand in Los Angeles and Orange Counties³

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	6,867	6,906	39	1%	465
Orange	2,259	2,230	(29)	-1%	148
Total	9,126	9,136	10	0%	613

Exhibit 5 shows the five-year occupational demand projections for *software developers*⁴. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 3% through 2029. There is projected to be 3,351 available annually.

Exhibit 5: Above-Middle Skill Occupational Demand in Los Angeles and Orange Counties

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	39,025	40,389	1,364	3%	2,295
Orange	18,324	18,869	545	3%	1,056
Total	57,349	59,258	1,909	3%	3,351

Wages

The labor market endorsement in this report considers the entry-level hourly wages for programming occupations in Orange County as they relate to the county's living wage. Los

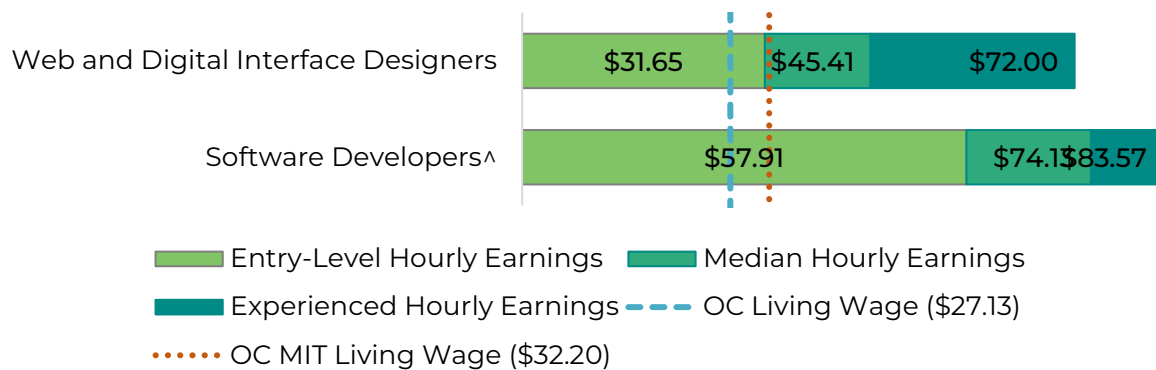
³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 10, 2025) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$32.20. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

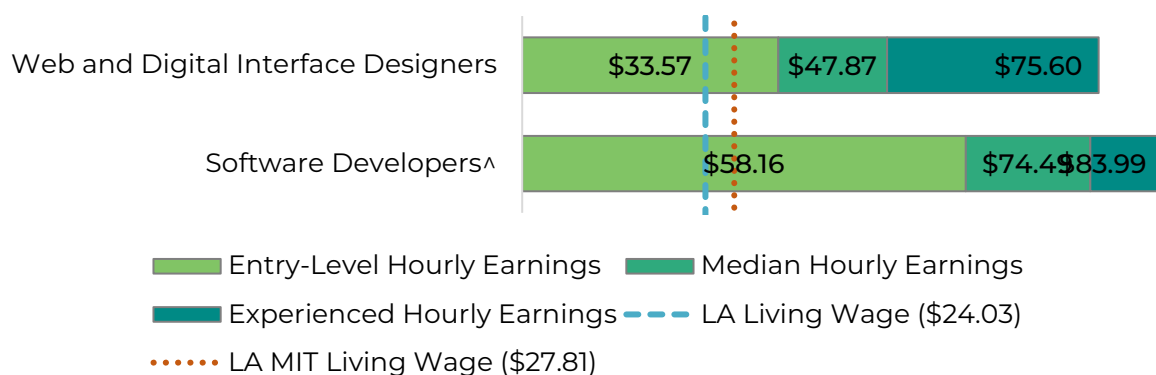
In Orange County, all annual openings for programming occupations have entry-level wages above the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$31.65 to \$57.91. Exhibit 6 shows the wage range for each of programming occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in Orange County



In Los Angeles County, all annual openings for programming occupations have entry-level wages above the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$33.57 to \$58.16. Exhibit 7 shows the wage range for each of programming occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 8 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report

(USN&WR) Best Job⁴. Only one occupation, *software developers*[^], met the criteria to be considered a 2025 USN&WR Best Job.

Exhibit 8: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Web and Digital Interface Designers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Software Developers [^]	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Job Postings

Important Job Postings Data Note: *There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.*

There were 3,482 online job postings related to programming occupations listed in the past 12 months. Exhibit 9 shows the number of job postings by occupation. The majority (81%) of job postings were for *web and digital interface designers* and nearly 19% were for *software developers*[^].

Exhibit 9: Number of Job Postings by Occupation (n= 3,482)

Occupation	Job Postings	Percentage of Job Postings
Web and Digital Interface Designers	2,828	81%
Computer Programmers	654	19%
Total Postings	3,482	100%

Job Postings for Middle-Skill Occupation

The top job titles for *web and digital interface designers* in the region, by number of job postings, are shown in Exhibit 10.

Exhibit 10: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=2,828)

Job Titles	Job Postings	Percentage
UI/UX Designers	190	7%
UX Designers	139	5%
Product Designers	115	4%
User Experience Designers	80	3%
Game Masters	77	3%
UX Researchers	75	3%
Game Designers	71	3%
Web Designers	57	2%
Gameplay Engineers	47	2%
Lead Product Designers	38	1%

⁴ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

The top employers for this occupation in the region, by number of job postings, are shown in Exhibit 11.

Exhibit 11: Top Employers by Number of Job Postings for Middle-Skill Occupation (n==2,828)

Employer	Job Postings	Percentage of Job Postings
Amazon	121	4%
Riot Games	102	4%
Canteen Vending	99	4%
Google	76	3%
Disney	62	2%
Yotta Games (友塔游戏)	56	2%
DataAnnotation	43	2%
Netflix	43	2%
Anduril Industries	35	1%
Nike	34	1%

The top specialized, soft, and computer skills for *web and digital interface designers* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 12.

Exhibit 12: Top Skills by Number of Job Postings for Middle-Skill Occupation (n==2,828)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
User Experience (UX) (1,345)	Communication (1,317)	Figma (Design Software) (831)
User Experience (UX) Design (857)	Research (947)	Cascading Style Sheets (CSS) (419)
Prototyping (852)	Innovation (553)	HyperText Markup Language (HTML) (389)
User Interface (UI) (833)	Leadership (501)	JavaScript (Programming Language) (349)
Figma (Design Software) (831)	Problem Solving (441)	Adobe Photoshop (300)
Product Design (642)	Detail Oriented (374)	Adobe Creative Suite (246)
Wireframing (618)	Presentations (360)	Adobe Illustrator (233)
User Research (577)	Advocacy (323)	Unreal Engine (206)
User Interface (UI) Design (512)	Customer Service (318)	Unity Engine (184)
Workflow Management (510)	Collaboration (282)	C++ (Programming Language) (173)

Job Postings for Above Middle-Skill Occupation

The top job titles for *software developers*[^] in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 13: Top Job Titles by Number of Job Postings for the Above Middle-Skill Occupation (n=654)

Job Titles	Job Postings	Percentage
Programmer Analysts	98	15%
Programmers	78	12%
Statistical Programmers	29	4%
Program Analysts	21	3%
GIS Programmers	21	3%
Computer Programmers	14	2%
Software Programmers	13	2%
NC Programmers	13	2%
Cobol Programmers	13	2%
Controls Programmers	12	2%

The top employers for *software developers*[^] in the region, by number of job postings, are shown in Exhibit 14.

Exhibit 14: Top Employers by Number of Job Postings for the Above Middle-Skill Occupation (n=654)

Employer	Job Postings	Percentage of Job Postings
Ledgent	26	4%
University of Southern California	19	3%
A.E.M.Pro Technology & Consulting	14	2%
Cedars-Sinai	12	2%
Genesis Global Recruiting	11	2%
Aem Pro	11	2%
Boeing	9	1%
Sony Interactive Entertainment	8	1%
University of California	8	1%
AgreeYa Solutions	7	1%

The top specialized, soft, and computer skills for *software developers*[^] listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 15.

Exhibit 15: Top Skills by Number of Job Postings for Above Middle-Skill Occupation(n=654)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Computer Science (213)	Communication (205)	SQL (Programming Language) (121)
SQL (Programming Language) (120)	Problem Solving (193)	JavaScript (Programming Language) (111)

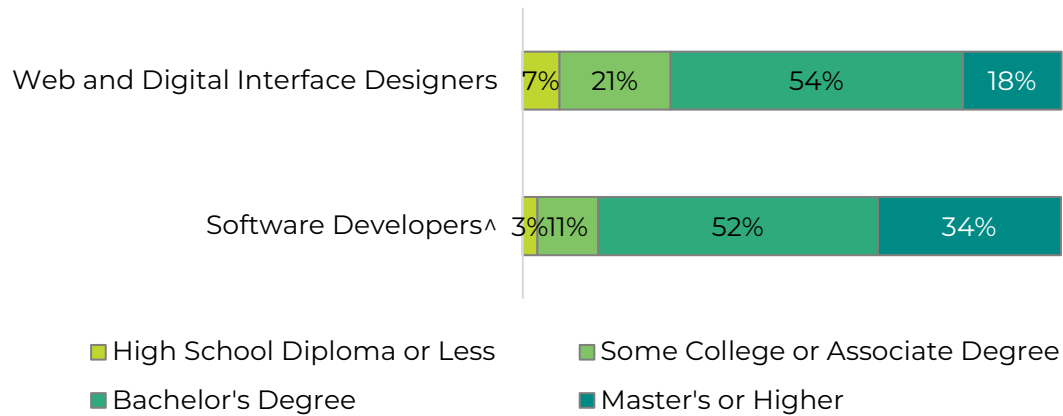
JavaScript (Programming Language) (111)	Troubleshooting (Problem Solving) (177)	Application Programming Interface (API) (88)
Programming Languages (110)	Operations (145)	C# (Programming Language) (76)
Debugging (98)	Writing (129)	Python (Programming Language) (73)
Workflow Management (98)	Management (122)	Cascading Style Sheets (CSS) (68)
Project Management (88)	Detail Oriented (119)	HyperText Markup Language (HTML) (66)
Application Programming Interface (API) (87)	Research (99)	Java (Programming Language) (64)
Software Development (82)	Planning (86)	Programming Tools (62)
C# (Programming Language) (74)	Leadership (67)	SAS (Software) (62)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree for both *web and digital interface designers* and *software developers*[^].

The national-level educational attainment data indicates between 11% and 21% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 16 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 16: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

Of the cumulative job postings for programming occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 38% of *web and digital interface designers* job postings
 - 9% (95) requested a high school diploma or associate degree
 - 86% (925) requested a bachelor's degree.
- 61% of *software developers*[^] job postings
 - 16% (65) requested a high school diploma or an associate degree
 - 79% (314) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for these programming occupations that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 17 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Computer Software Development (0707.00)
- Computer Programming (0707.10)

The colleges with the most completions in the region are Orange Coast (204), followed by Mt San Antonio (86), and Santa Monica (69). Over the past 12 months, there were three other related program recommendation requests from regional community colleges.

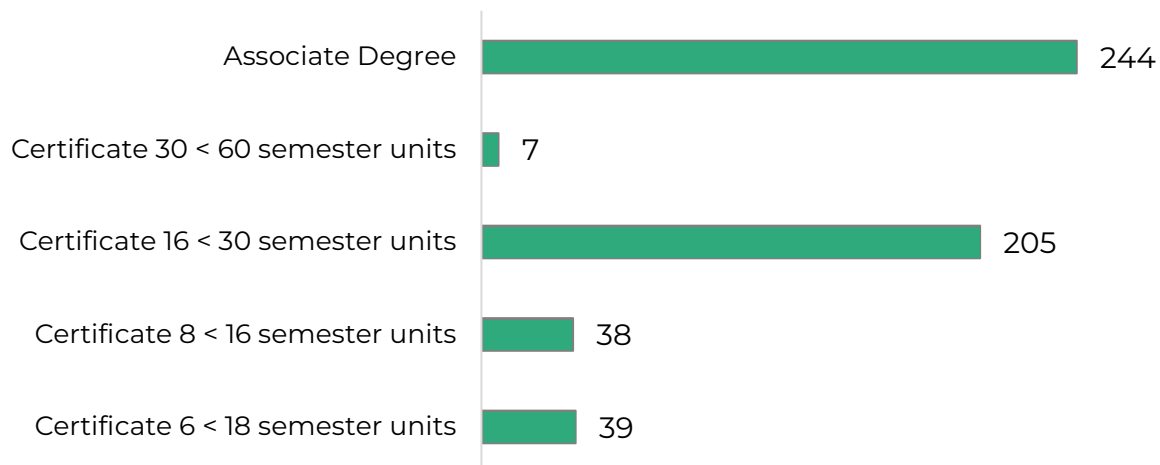
Exhibit 17: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0707.00	Computer Software Development	LA City	1	0	0	0
		LA Harbor	2	2	0	1
		LA Mission	2	0	0	1
		LA Pierce	7	7	9	8
		Santa Monica	1	2	0	1
		West LA	6	1	4	4
		LA Subtotal	19	12	13	15
		Golden West	4	1	1	2
		Saddleback	15	16	24	18
		OC Subtotal	19	17	25	20
		Supply Subtotal/Average			38	29
0707.10	Computer Programming	Cerritos	7	2	2	4
		Citrus	9	7	9	8
		East LA	0	1	2	1
		Glendale	0	0	1	0
		LA City	10	19	30	20
		LA Harbor	4	6	1	4
		LA Mission	7	6	15	9
		LA Pierce	5	7	7	6
		LA Valley	8	15	15	13
		Long Beach	7	4	4	5
		Mt San Antonio	125	65	68	86
		Pasadena	23	37	46	35

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Santa Monica	71	55	77	68
		West LA	0	0	1	0
		LA Southwest	2	3	3	3
		LA Subtotal	278	227	281	262
		Coastline	1	2	0	1
		Cypress	5	5	6	5
		Fullerton	28	32	1	20
		Orange Coast	160	250	202	204
		Santa Ana	0	0	5	2
		Santiago Canyon	2	3	4	3
		OC Subtotal	196	292	218	235
Supply Subtotal/Average			474	519	499	497
Supply Total/Average			512	548	537	532

Exhibit 18 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate degrees, followed by certificates between 16 and less than 30 semester units and associate degrees.

Exhibit 18: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 19 shows the Strong Workforce Program (SWP) metrics for computer programming programs at Coast Community College District (CCCD), the Orange County Region, and California. Of the 3,570 Orange County computer programming students in the 2023-24 academic year, 51% (1,804) attended a CCCD college.

CCCD students that exited computer programming programs in the 2022-23 academic year had higher median annual earnings (\$39,234 or \$18.86 per hour) compared to all computer programming students in Orange County (\$36,394 or \$17.50 per hour). The same percentage

of CCD computer programming students attained the living wage (32%) when compared to all computer programming students in Orange County (32%).

Exhibit 19: Computer Programming (0707.10) Strong Workforce Program Metrics, 2021-24⁵

SWP Metric	CCCD	OC Region	California
SWP Students	1,804	3,570	44,066
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	36%	30%	24%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	93%	65%	76%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	106	119	1,027
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	171	268	2,923
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	81%	61%	67%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$39,234 (\$18.86)	\$36,394 (\$17.50)	\$45,284 (\$21.77)
Median Change in Earnings for SWP Exiting Students (2022-23)	38%	35%	30%
SWP Exiting Students Who Attained the Living Wage (2022-23)	32%	32%	44%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering computer programming programs. Exhibit 20 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes:

- Computer Programming/ Programmer, General (11.0201)
- Computer Game Programming (11.0204)

There was no supply for the following CIP codes:

- Computer Programming, Specific Applications (11.0202)
- Computer Programming, Vendor/Product Certification (11.0203)
- Computer Programming, Specific Platforms (11.0205)

⁵ All SWP metrics are for 2023-24 unless otherwise noted.

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 23 awards annually in a related program.

Exhibit 20: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
11.0201	Computer Programming/ Programmer, General	ABCO Technology	34	14	17	22
		Platt College-Anaheim	0	0	0	0
Supply Subtotal/Average			34	14	17	22
11.0204	Computer Game Programming	University of California-Irvine	0	0	4	1
Supply Subtotal/Average			0	0	4	1
Supply Total/Average			34	14	21	23

Regional Demographics

The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 21 compares the ethnicity of Orange County community college students enrolled in computer programming programs, the overall Orange County population, and occupation-specific data for the two computer programming occupations included in this report.

Hispanic or Latino individuals are highly underrepresented in programming occupations (8%) compared to their representation in computer programming programs (35%), where Asian (50%) and white (37%) programming workers make up the majority of this workforce.

Exhibit 21: Program and County Demographics by Ethnicity

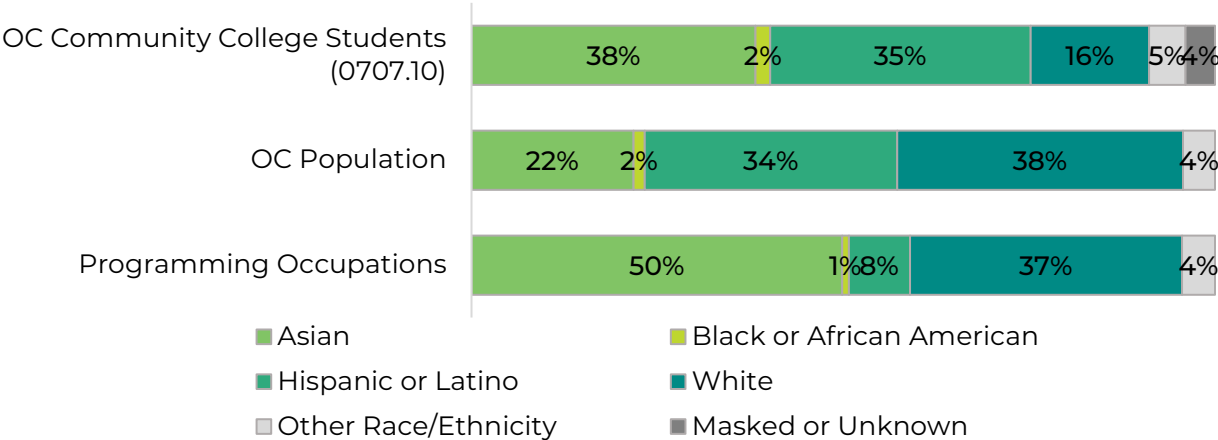
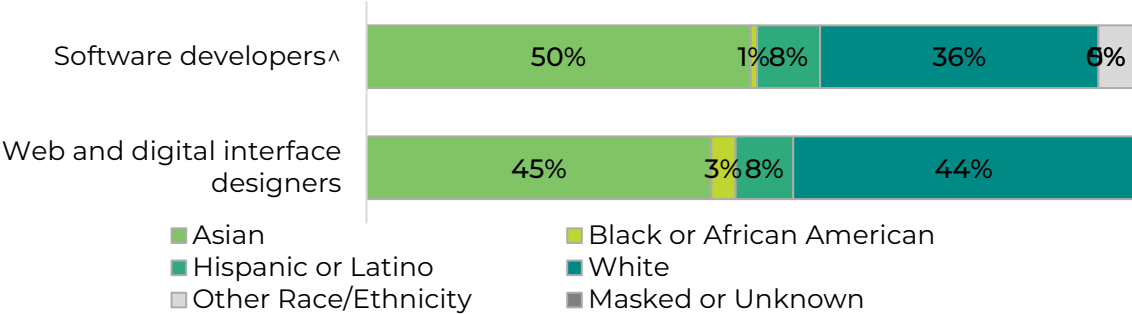


Exhibit 22 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

The racial and ethnic representation between the higher paying *software developers*^ and the lower paying *web and digital interface designers* workforce are similar.

Exhibit 22: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 22 compares the age of Orange County community college students enrolled in computer programming programs, the overall Orange County population, and occupation-specific data for the two programming occupations included in this report.

Only 1% of computer programming students are above the age of 50, where the majority of students enrolled in these programs are 24 and younger (72%). However, only 31% of the programming workforce are 24 and younger, indicating entry into programming careers requires additional training and experience.

Exhibit 23: Program and County Demographics by Age

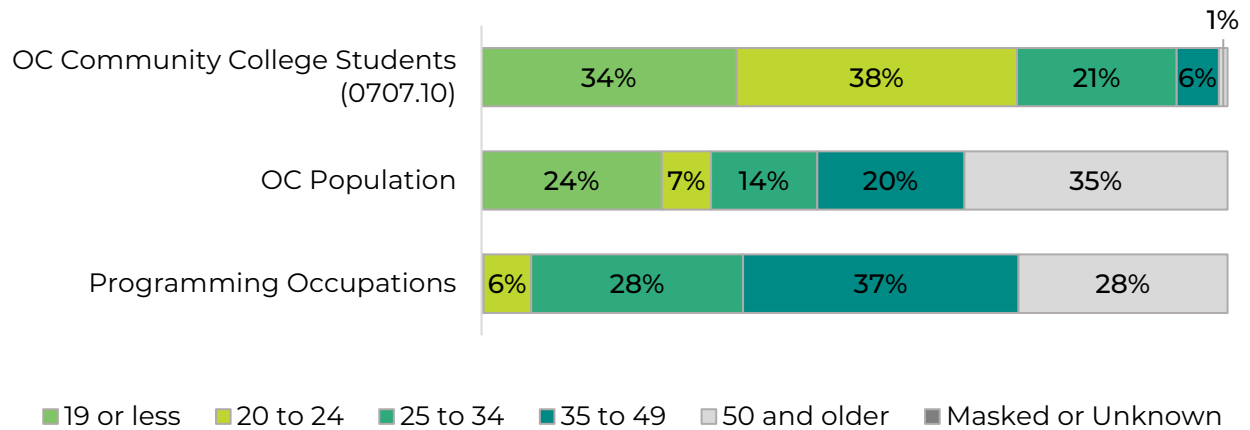
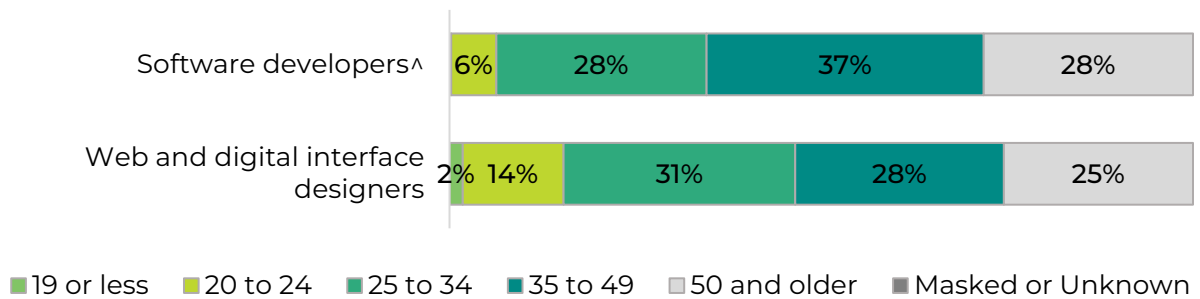


Exhibit 24 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

More *software developers*[^] are 35 and older (65%) compared to *web and digital interface designers* (53%), indicating possible advancement into these higher-paying jobs with additional time and experience.

Exhibit 24: Disaggregated Age Distribution by Occupation



Sex

Exhibit 23 compares the sex of Orange County community college students enrolled in computer programming programs, the overall Orange County population, and occupation-specific data for programming occupations.

Though the population is split evenly between women and men, only 18% of programming workers in the field, and 21% of computer programming community college students, are women.

Exhibit 25: Program and County Demographics by Sex

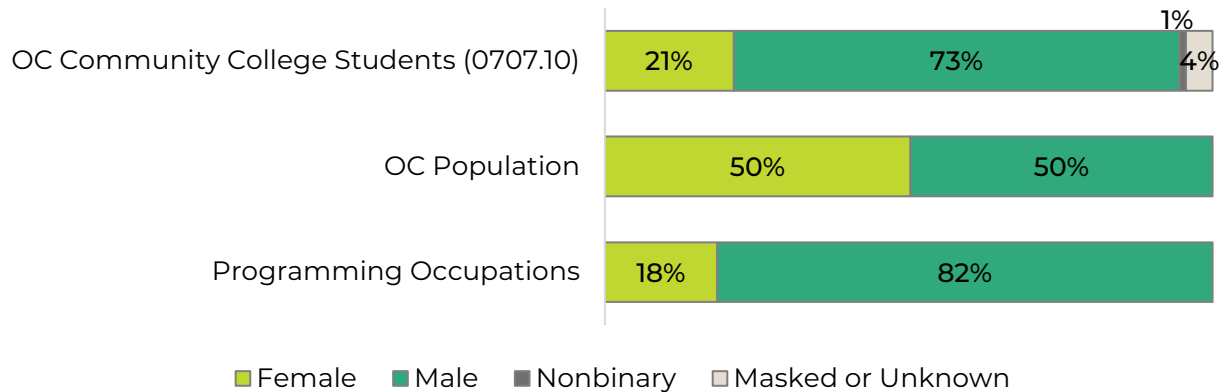
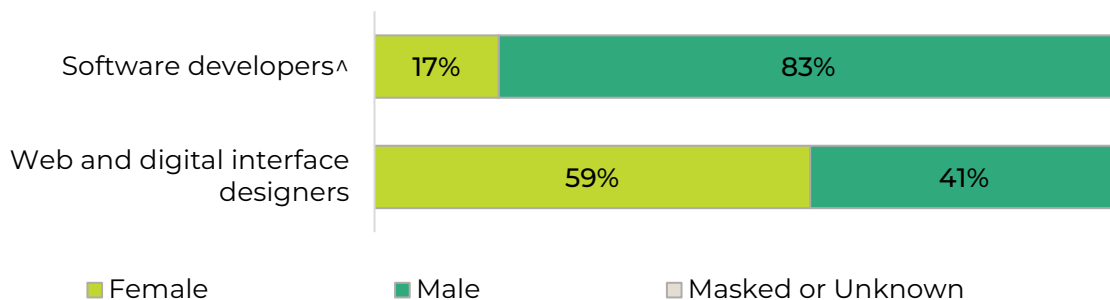


Exhibit 26 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Substantially more men are in the higher paying *software developers*[^] occupations (83%) compared to women (17%), whereas their representation in the lower paying *web and digital interface designers* occupation is more even (41% men; 59% women). This indicates a clear pattern of gender biases within the programming field.

Exhibit 26: Disaggregated Sex Distribution by Occupation



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2025.4), a labor market analytics firm.
Living Wage	<p>Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The MIT Living Wage, updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$32.20.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

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

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