



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
Program LMI Endorsement Criteria			
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Supply Gap:	<p><i>Comments:</i> there is projected to be 693 annual job openings in the South Central Coast (SCC) Region for these criminal justice occupations, which is less than the 736 awards conferred by educational institutions. However, the oversupply is within the COE's margin (supply is $\pm 25\%$ of demand) to be considered "supply met" rather than an "oversupply".</p> <p>Additionally, the educational programs that train for these 4 occupations also train for 18 other related occupations that account for 3,296 annual openings. Therefore, supply is overstated and there is likely a supply gap present for criminal justice occupations.</p>		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Self-Sufficiency Standard Living Wage ¹ :	<p><i>Comments:</i> all (100%) annual job openings for these criminal justice occupations have entry-level hourly wages above the Ventura County living wage of \$24.53.</p>		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	<p><i>Comments:</i> though all (100%) annual job openings for these criminal justice occupations typically require a high school diploma or equivalent, between 41% and 49% of workers in the field have completed some college or an associate degree as their highest level of education.</p>		
Additional Considerations			
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> N/A		

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) prepared this report to determine whether there is a supply gap in the SCC regional labor market related to four middle-skill occupations:

- *First-Line Supervisors of Correctional Officers (33-1011)*
- *First-Line Supervisors of Police and Detectives (33-1012)*
- *Correctional Officers and Jailers (33-3012)*
- *Police and Sheriff's Patrol Officers (33-3051)*

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; the living wage for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties, last updated in March 2024.

Based on the available data there is likely a supply gap for these criminal justice occupations. Though demand is slightly lower than supply, the educational programs that train for these 4 occupations also train for 18 other related occupations that account for 3,296 annual openings. Therefore, supply is overstated and there is likely a supply gap present for these criminal justice occupations. Additionally, typical entry-level wages for these occupations are above the living wage and typical education requirements for these occupations align with a community college education. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

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

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
First-Line Supervisors of Correctional Officers (33-1011)	20	Accounted for below	Ventura: \$59.90	High school diploma or equivalent	44%
First-Line Supervisors of Police and Detectives (33-1012)	73	Accounted for below	Ventura: \$72.71	High school diploma or equivalent	41%
Correctional Officers and Jailers (33-3012)	179	2	Ventura: \$32.06	High school diploma or equivalent	49%
Police and Sheriff's Patrol Officers (33-3051)	421	734	Ventura: \$47.45	High school diploma or equivalent	47%
Total	693	736	N/A	N/A	N/A

Demand:

- The number of jobs related to these criminal justice occupations is projected to increase 2% through 2029 in the SCC region. There is projected to be 693 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for these criminal justice occupations in Ventura County range from \$32.06 to 72.71; all (100%) annual job openings have entry-level wages above the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 401 online job postings for these criminal justice occupations over the past 12 months. The highest number of postings were for border patrol agents, custom and border protection officers, and lateral police officers.
- The typical entry-level education for these criminal justice occupations is a high school diploma or equivalent.
- Between 41% and 49% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 734 awards conferred by seven community colleges in the SCC Region from 2021 to 2024.
- One non-community college institution conferred 2 related awards from 2020 to 2023.

- SCC community college students that exited Administration of Justice programs in the 2022-23 academic year had a median annual wage of \$34,192 (or \$16.44 per hour) after exiting the program and 25% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 49% of Administration of Justice students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2019. Notably, employment for these criminal justice occupations in Santa Barbara County grew 13% from 2019 to 2024, which is higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2024 to 2029, employment for these criminal justice occupations is projected to steadily grow in all areas.

Exhibit 2: Historical and Projected Employment for Criminal Justice Occupations in the SCC Region, 2019-2029

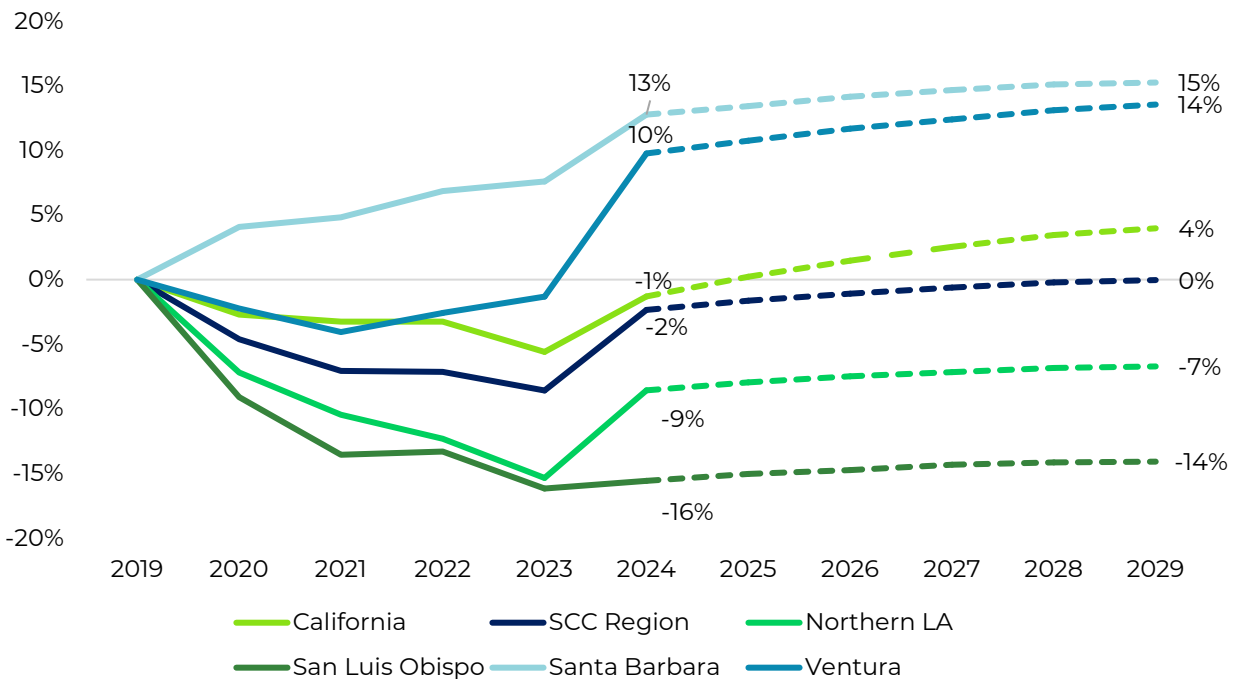


Exhibit 3 shows the five-year occupational demand projections for these criminal justice occupations. In the SCC Region, the number of jobs related to these occupations is projected to increase 2% through 2029. There is projected to be 693 jobs available annually. Northern Los Angeles County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	3,117	3,181	65	2%	258
San Luis Obispo	1,422	1,446	24	2%	123
Santa Barbara	1,545	1,579	34	2%	133
Ventura	2,002	2,070	68	3%	165
SCC Region	8,084	8,275	191	2%	693

Wages:

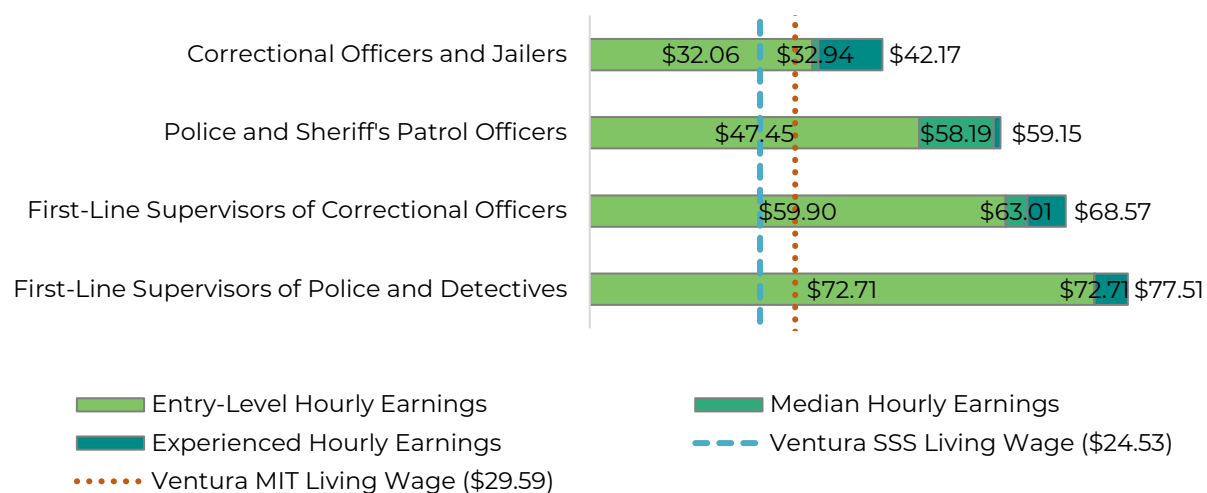
The labor market endorsement in this report considers the entry-level hourly wages for these criminal justice occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Ventura College, which is in Ventura County. Wages for other counties are included below to provide a complete analysis of the SCC 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 Ventura County is \$29.59. 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.

Ventura

All (100%) annual openings for these criminal justice occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-level hourly wages range between \$32.06 and \$72.71. Exhibit 4 shows the wage range for each of these criminal justice occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Ventura County



² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Northern Los Angeles

All (100%) annual openings for these criminal justice occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$38.51 and \$76.97. Exhibit 5 shows the wage range for each of these criminal justice occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

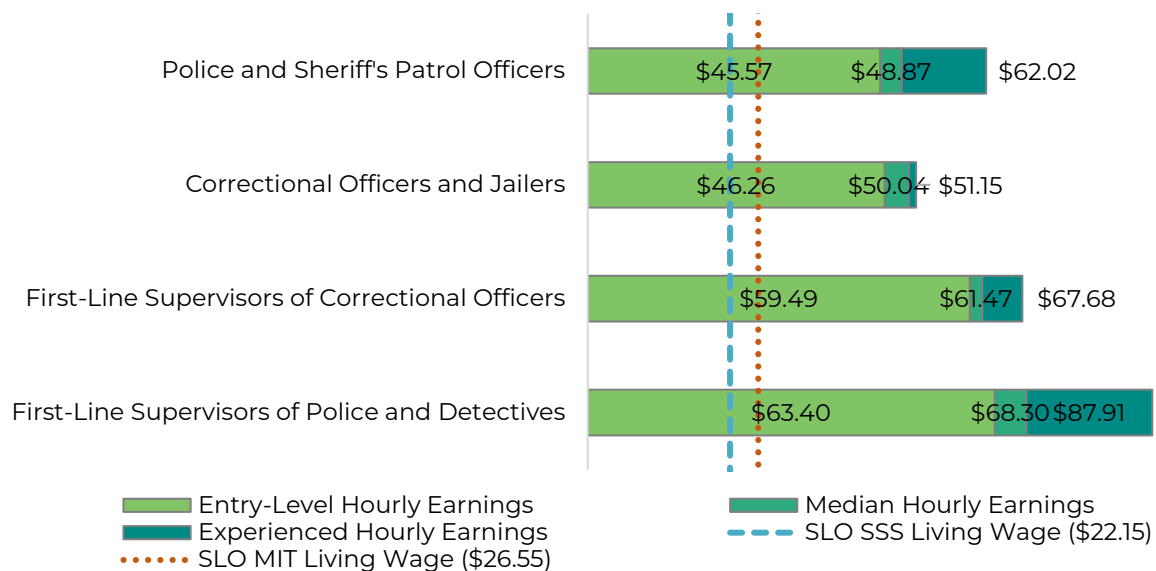
Exhibit 5: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

All (100%) annual openings for these criminal justice occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$45.57 and \$63.40. Exhibit 6 shows the wage range for each of these criminal justice occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

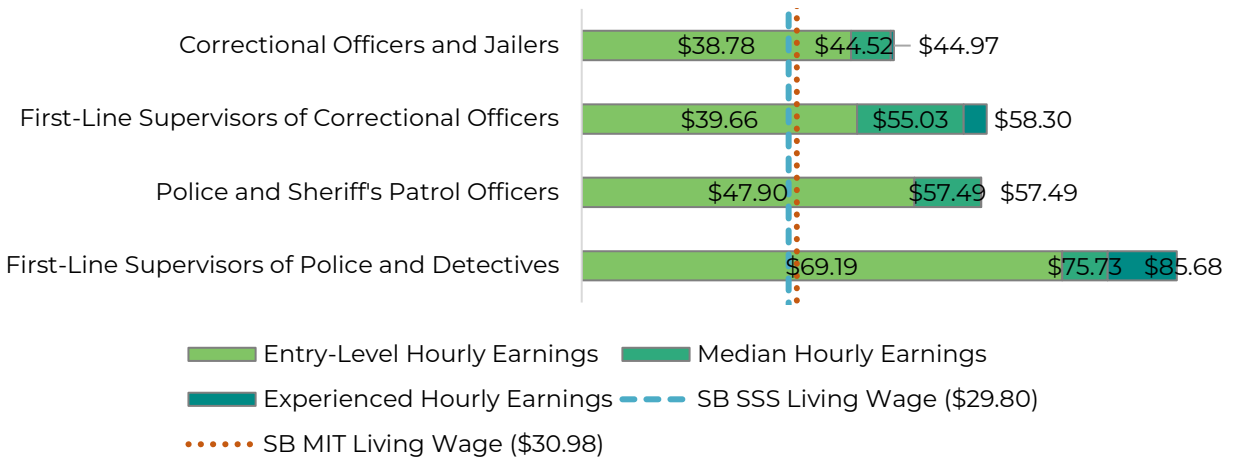
Exhibit 6: Wages by Occupation in San Luis Obispo County



Santa Barbara

All (100%) annual openings for these criminal justice occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Typical entry-level hourly wages range between \$38.78 and \$69.19. Exhibit 7 shows the wage range for each of these criminal justice occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Santa Barbara County



Job Postings:

There were 401 online job postings related to these criminal justice occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Nearly 40% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by County (n=401)

County	Job Postings	Percentage of Job Postings
Ventura	158	39%
San Luis Obispo	107	27%
Northern Los Angeles	69	17%
Santa Barbara	67	17%
Total Postings	401	100%

Of the 401 postings, the majority (72%) were for *Police and Sheriff's Patrol Officers (33-3051)* as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=401)

Occupation	Job Postings	Percentage of Job Postings
Police and Sheriff's Patrol Officers	290	72%
First-Line Supervisors of Police and Detectives	74	18%
Correctional Officers and Jailers	19	5%
First-Line Supervisors of Correctional Officers	18	4%
Total Postings	401	100%

The top employers in the region, by number of job postings, are shown in Exhibit 10.

Exhibit 10: Top Employers by Number of Job Postings (n=401)

Employer	Job Postings	Percentage of Job Postings
United States Department of Homeland Security	139	35%
County Of San Luis Obispo	20	5%
City & County of San Francisco	19	5%
State of California	17	4%
Ventura County	14	3%
Association Of Former Agents Of The United States Secret Service	14	3%
City Of Ventura	11	3%
City Of Simi Valley	9	2%
City Of Oxnard	9	2%
County Of Ventura	8	2%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 11.

Exhibit 11: Top Skills by Number of Job Postings (n=401)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Law Enforcement (166)	Operations (182)	Microsoft Office (19)
Contraband Detection And Control (145)	Investigation (169)	Microsoft Word (10)
Patrolling (94)	Communication (146)	Microsoft Excel (5)
All-Terrain Vehicles (79)	English Language (82)	Spreadsheets (5)
Motorcycles (78)	Spanish Language (78)	Google Workspace (4)
International Laws (77)	Report Writing (70)	IBM MQ (4)
Immigration Law (57)	Tactfulness (67)	Microsoft PowerPoint (4)
Law Enforcement Practices (53)	Management (63)	Database Software (3)
Crime Prevention (52)	Writing (58)	Crystal Reports (Reporting Software) (2)
Agriculture (41)	Problem Solving (55)	Enterprise Application Software (2)

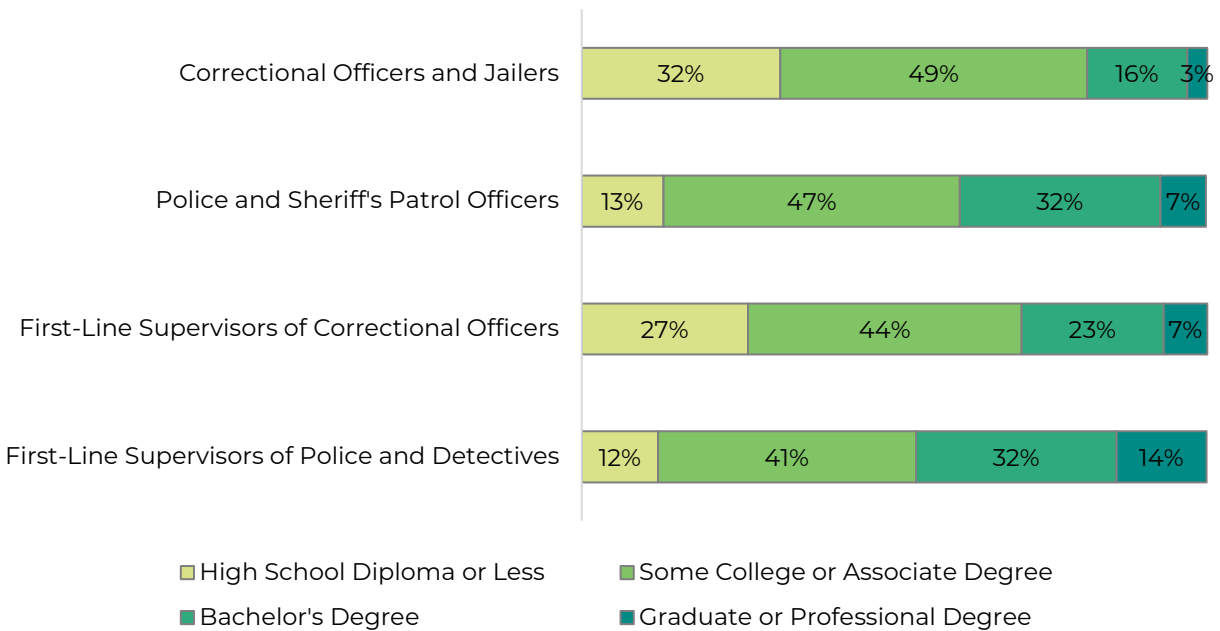
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for these criminal justice occupations:

- High School Diploma or Equivalent
 - *First-Line Supervisors of Correctional Officers (33-1011)*
 - *First-Line Supervisors of Police and Detectives (33-1012)*
 - *Correctional Officers and Jailers (33-3012)*
 - *Police and Sheriff's Patrol Officers (33-3051)*

The national-level educational attainment data indicates between 41% and 49% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 63% of the cumulative job postings for these criminal justice occupations that listed a minimum education requirement in the SCC Region, 59% (147) requested a high school diploma or an associate degree, 30% (76) requested a bachelor's degree, and 11% (28) requested a graduate or professional degree.

Educational Supply

Community College Supply:

Exhibit 13 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Administration of Justice (2105.00)
- Police Academy (2105.50)

No awards were conferred for the following TOP codes:

- Corrections (2105.10)
- Probation and Parole (2105.20)
- Industrial and Transportation Security (2105.30)
- Forensics, Evidence, and Investigation (2105.40)
- Modern Policing (2105.60)

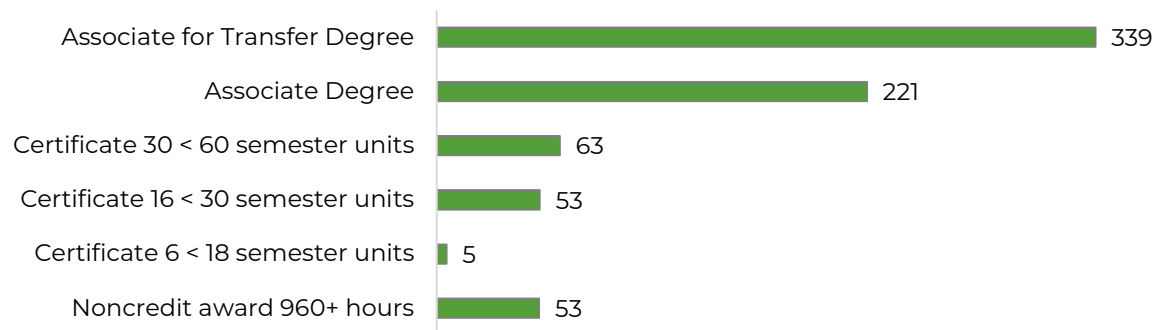
The college with the most completions in the region is Ventura (221), followed by Antelope Valley (140), and Allan Hancock (105).

Exhibit 13: 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
2105.00	Administration of Justice	Allan Hancock	71	53	86	70
		Antelope Valley	177	119	124	140
		Canyons	102	86	81	90
		Cuesta	50	32	26	36
		Moorpark	82	79	60	74
		Santa Barbara	74	68	66	69
		Ventura	154	151	139	148
Supply Subtotal/Average			710	588	582	627
2105.50	Police Academy	Allan Hancock	2	42	60	35
		Ventura	68	80	70	73
Supply Subtotal/Average			70	122	130	107
Supply Total/Average			780	710	712	734

Exhibit 14 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate for transfer degrees, followed by associate degrees.

Exhibit 14: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes:

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for Administration of Justice programs at Ventura County Community College District (VCCCD), the SCC Region, and California. Of the 4,469 Administration of Justice students throughout the region in the 2023-24 academic year, 31% (1,378) attended a VCCCD college.

VCCCD students that exited Administration of Justice programs in the 2022-23 academic year had similar median annual earnings (\$34,264 or \$16.47 per hour) compared to all Administration of Justice students in the SCC Region (\$34,192 or \$16.44 per hour); both figures are lower than statewide (\$60,512 or \$29.09 per hour). A lower percentage of VCCCD (27%) and SCC Region (25%) Administration of Justice students attained the living wage when compared to all Administration of Justice students in the state (59%).

Exhibit 15: Administration of Justice (2105.00) Strong Workforce Program Metrics, 2023-24³⁴

SWP Metric	VCCCD	SCC Region	California
SWP Students	211	841	18,798
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	31%	32%	32%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	87%	82%	73%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data unavailable	4%	6%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	8%	5%	4%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data unavailable	61%	70%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$35,712 (\$17.17)	\$36,484 (\$17.54)	\$48,236 (\$23.19)
Median Change in Earnings for SWP Exiting Students (2022-23)	29%	26%	21%
SWP Exiting Students Who Attained the Living Wage (2022-23)	47%	43%	60%

³ All SWP metrics are for 2023-24 unless otherwise noted. Metrics data is sourced from DataVista.

⁴ Data that is not available in DataVista is denoted in Exhibit 15 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering criminal justice training programs. Over the past three years (2020-2023), there was an annual average of two awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Corrections (43.0102)

No awards were conferred under the following CIP codes:

- Criminal Justice and Corrections, General (43.0100)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)
- Criminal Justice/Police Science (43.0107)
- Juvenile Corrections (43.0110)
- Criminalistics and Criminal Science (43.0111)
- Corrections Administration (43.0113)
- Law Enforcement Investigation and Interviewing (43.0114)
- Law Enforcement Record-Keeping and Evidence Management (43.0115)
- Critical Incident Response/Special Police Operations (43.0119)
- Corrections and Criminal Justice, Other (43.0199)
- Homeland Security (43.0301)
- Security Science and Technology, General (43.0401)

Exhibit 16 shows the number of awards conferred by non-community college institutions from 2020 to 2023.

Exhibit 16: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College-Santa Maria	0	4	1	2
Supply Total/Average			0	4	1	2

Regional Demographics

This section examines demographic data for SCC community college students in Administration of Justice programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

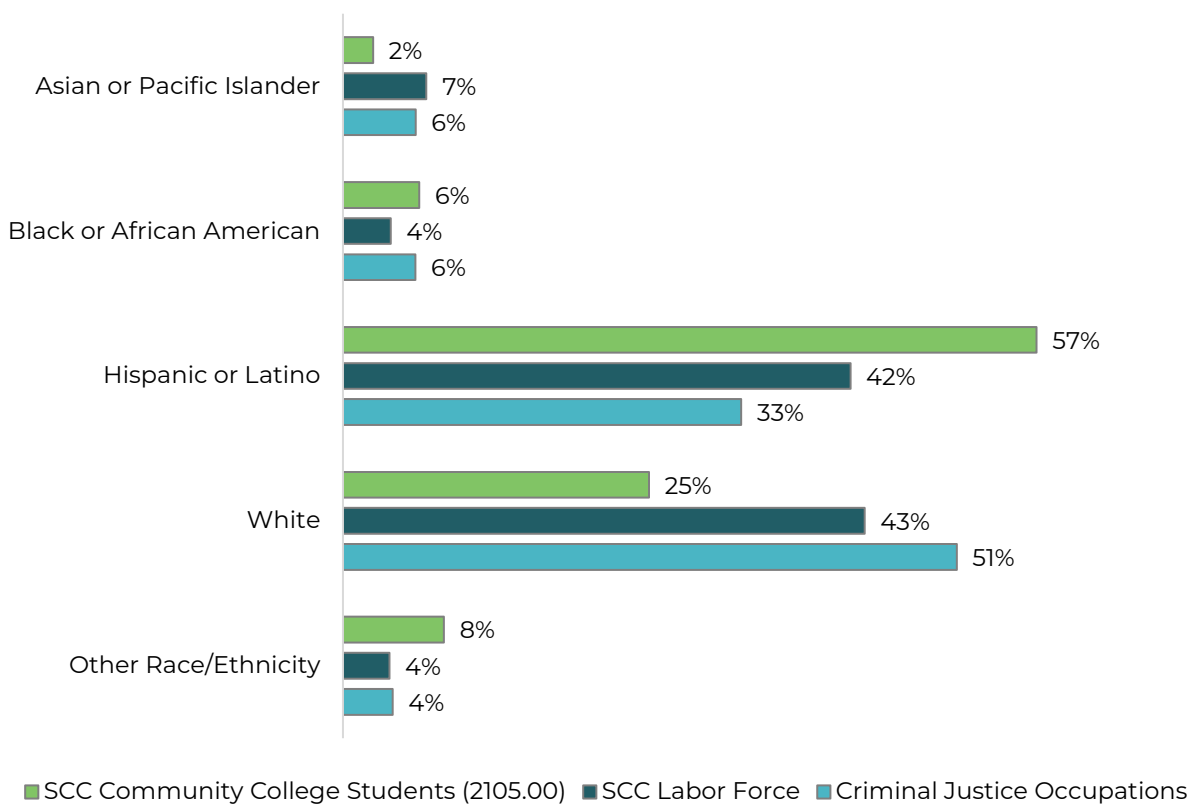
Ethnicity:

Exhibit 17 compares the ethnicity of SCC community college students enrolled in Administration of Justice programs, the overall SCC labor force, and occupation-specific data for the four criminal justice occupations included in this report.

Notably, 51% of workers in these criminal justice occupations are white, which is much higher than the labor force (43%) and community college Administration of Justice students (25%). Conversely, 57% of community college Administration of Justice students are Hispanic or Latino, which is significantly higher compared to the labor force (42%) and these criminal justice occupations (33%).

Examining disaggregated data for each occupation (not shown), *First-Line Supervisors of Police and Detectives (33-1012)* has the highest percentage of white workers (77%). This occupation also has the highest entry-level wages of all four occupations analyzed in this report.

Exhibit 17: Program and County Demographics by Ethnicity

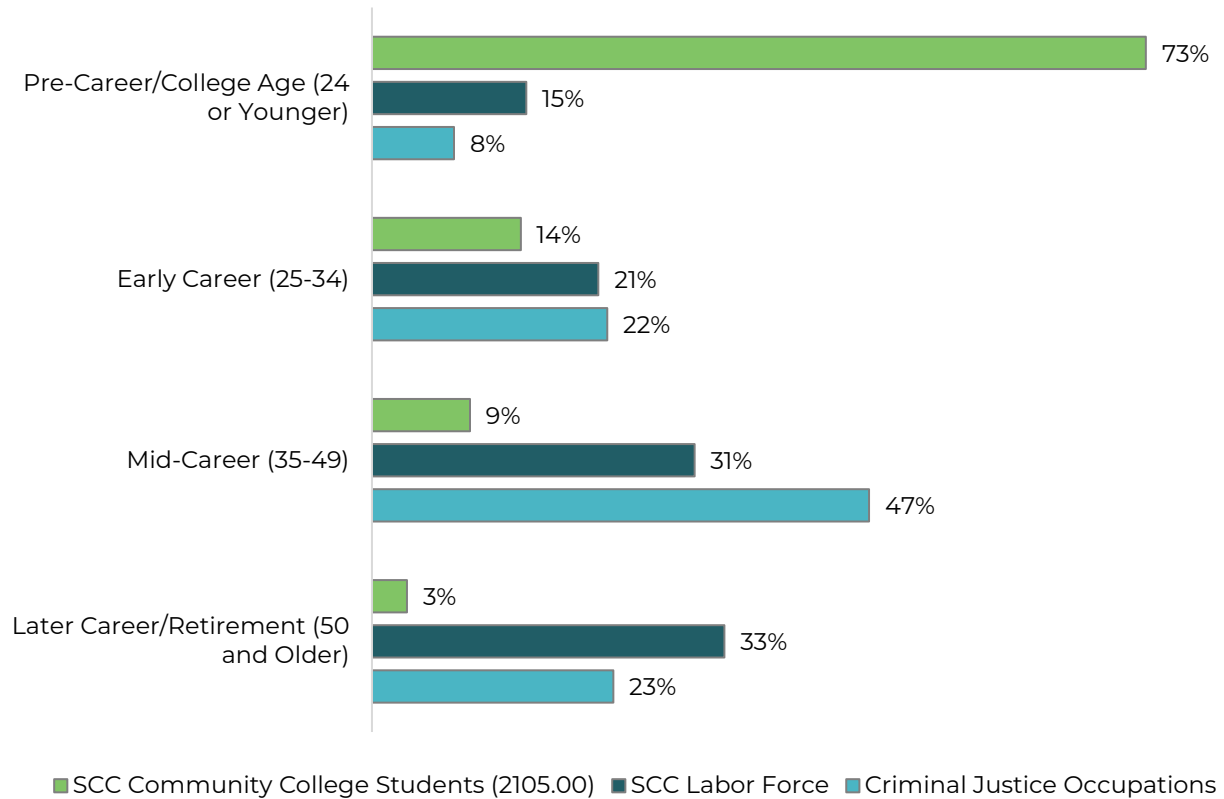


Age:

Exhibit 18 compares the age of SCC community college students enrolled in Administration of Justice programs, the overall SCC labor force, and occupation-specific data for the four criminal justice occupations included in this report.

The vast majority (73%) of Administration of Justice students are Pre-Career/College Age (24 or Younger), which is significantly higher compared to the SCC labor force (15%) and these criminal justice occupations (8%). Most workers in these criminal justice occupations are Mid-Career (35-49) age (47%), which is significantly higher than the SCC labor force (31%) and Administration of Justice students (9%).

Exhibit 18: Program and County Demographics by Age

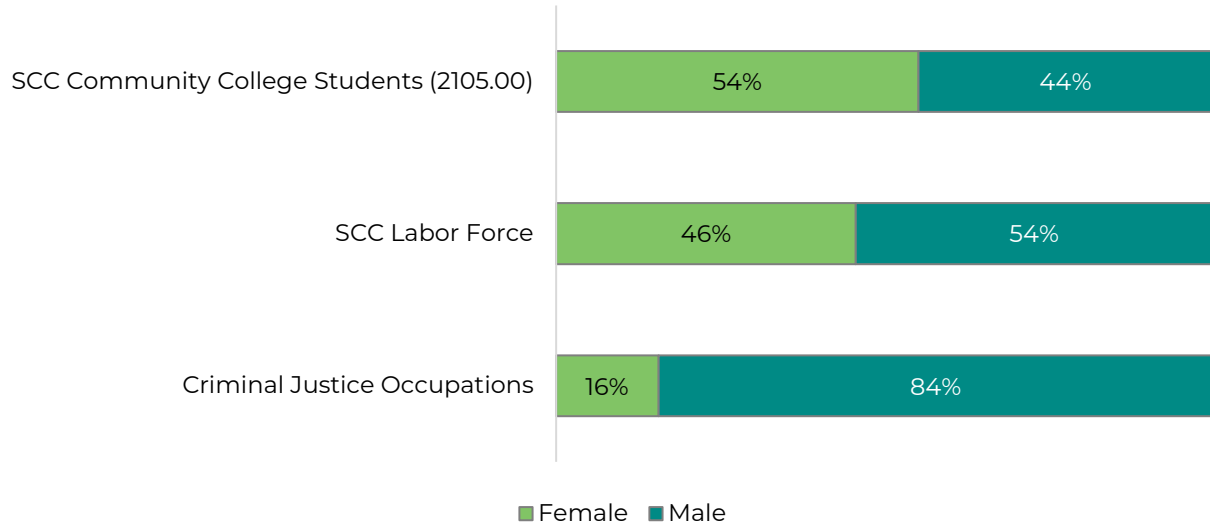


Sex:

Exhibit 19 compares the sex of SCC community college students enrolled in Administration of Justice programs, the overall SCC labor force, and occupation-specific data for these criminal justice occupations.

There is a slight majority of female Administration of Justice students (54%), which contrasts with the labor force (45% female) and is significantly lower than these criminal justice occupations (84%).

Exhibit 19: Program and County Demographics by Sex



Appendix A: Methodology

Traditional Labor Market Data

The SCC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies.

Data included in this analysis represents the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the SCC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges.

Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

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

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

The SCC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS.

TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Online Job Postings Data

Online job postings data, also known as real-time labor market information, captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions. Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more.

There are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

Additionally, Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.⁵ For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast’s database.

Geography

The South Central Coast region encompasses San Luis Obispo, Santa Barbara, and Ventura counties, as well as parts of Northern Los Angeles County. Exhibit 20 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 20: Northern Los Angeles ZIP Codes

ZIP Code	Primary City	ZIP Code	Primary City
91310	Castaic	93532	Lake Hughes
91321	Newhall	93534	Lancaster
91322	Newhall	93535	Lancaster
91350	Santa Clarita	93536	Lancaster
91351	Canyon Country	93539	Lancaster
91354	Valencia	93543	Littlerock
91355	Valencia	93544	Llano
91380	Santa Clarita	93550	Palmdale
91381	Stevenson Ranch	93551	Palmdale
91382	Santa Clarita	93552	Palmdale
91383	Santa Clarita	93553	Pearblossom
91384	Castaic	93563	Valyermo
91385	Valencia	93584	Lancaster
91386	Canyon Country	93586	Lancaster
91387	Canyon Country	93590	Palmdale
91390	Santa Clarita	93591	Palmdale
93510	Acton	93599	Palmdale

Though traditional labor market information is available at the ZIP code level, it does not always add up to data reported at the county level for multiple reasons:

- ZIP codes are not official geographically bounded areas, unlike states and counties.
- ZIP codes may cross county lines, such as ZIP code 93461, which is primarily in San Luis Obispo County, but also crosses into Kern County.

For these reasons, the number of jobs and average annual openings for each county may not add up to the total for the SCC Region. However, considering jobseekers may cross county lines for opportunities, the traditional labor market data is reflective of opportunities available to jobseekers in the SCC Region.

Additionally, job postings data is available only at the city or county level. To analyze job postings for the entire SCC region, the SCC COE developed a list of cities available in Lightcast for analysis. Additionally, demographic data is not available at the ZIP code level but is available at the Census Bureau’s Public Use Microdata Area (PUMA) level. Demographic data was sourced via IPUMS and analyzed by the SCC COE.

⁵ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

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 , a labor market analytics firm.
Living Wage	Per the CCCCOC, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024. The MIT Living Wage , updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference.
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	The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista , 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	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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