

# Labor Market Analysis for: 1255.00 Mortuary Science

Inland Empire/Desert Center of Excellence, October 2024

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## Summary

<b>Program LMI Endorsement</b>	All LMI Criteria Met	<b>Some LMI Criteria Met (Proceed with Caution)</b>	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
<b>Supply Gap</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: There is projected to be <b>98 annual job openings</b> throughout the Inland Empire/Desert region, which is more than the <b>0 annual average awards conferred by educational institutions over the last 3 years</b>. Supply data includes both community college awards (0) and non-community college awards (0).</i>	
<b>Living Wage</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments: <b>The minority (13%) of annual job openings</b> for these four occupations <b>have entry-level hourly wages below the IE/D living wage of 20.42.</b><sup>1</sup></i>	
<b>Education</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: <b>Most job postings for target occupations require a high school diploma or equivalent (99%).</b> See Exhibits 8 and 9 for more details.</i>	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a high school diploma or equivalent)
  - Funeral Attendants (39-4021)
- Middle-Skill (typically require training/education above a high school diploma but less than a bachelor's degree)
  - Funeral Home Managers (11-9171)
  - Morticians, Undertakers, and Funeral Arrangers (39-4031)
  - Embalmers (39-4011)

## Summary of findings

### Demand

- The number of jobs related to the assessed occupations is projected to increase 11% through 2028, with 98 annual job openings (new and replacement jobs).
- Hourly entry-level wages for two of the four occupations are above living wage at the 25<sup>th</sup> percentile hourly wage, with all occupations ranging from \$16.81 to \$28.29 in IE/D.
- There were 88 online job postings from 13 employers over the past 12 months with the highest postings for Funeral Arrangers and Funeral Attendants.
- Most job postings for target occupations require a high school diploma or equivalent (99%), followed by above a bachelor's degree (1%), and associate degree (0%), and bachelor's degree (0%).

### Supply

- On average, there were 0 annual awards conferred by educational institutions over the last 3 years in related fields: 0 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- No IE/D community college students exited these programs in the 2021-22 academic year, so the median annual wage of exiters could not be determined from Launchboard data. However, statewide it was \$39,750 for this program.
- No IE/D community college students exited these programs in the 2021-22 academic year, so the percentage of students that exited their program and reported that they are working in a job closely related to their field of study could not be determined from Launchboard data. However, statewide it was 70% for this program.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in funeral services occupations are Hispanic/Latino or White (85%), "mid-career" or "late career" age categories (72%), and female (51%). Because of a lack of student demographic data, this report is unable to provide a similar profile of students in the most recent year.

<sup>1</sup> The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. The COE refers to the Self-Sufficiency Wage as a "living wage." To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

## Introduction

California Community College Mortuary Science (TOP 1255.00) programs prepare students for employment in the preparation for burial, embalming, cremating, and other methods of disposition in conformity with legal requirements, and the conduct of funerals (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Mortuary Science programs lead to employment in occupations related to funeral services.

## Job Demand

In 2023, there were 654 jobs in occupations related to funeral services in the IE/D region. Regional employment for this occupation group is projected to increase by 11% through 2028 98 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

**Exhibit 1. Five-year projections for occupations related to funeral services, IE/D Region, 2023-2028**

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Funeral Home Managers	11-9171	98	109	11%	49	10
Embalmers	39-4011	14	17	17%	13	3
Funeral Attendants	39-4021	230	261	13%	207	41
Morticians, Undertakers, and Funeral Arrangers	39-4031	312	341	9%	220	44
<b>Total</b>		<b>654</b>	<b>728</b>	<b>11%</b>	<b>490</b>	<b>98</b>

SOURCE: LIGHTCAST 2024.2

## Job Postings

The following analysis for occupations related to funeral services using online job posting data.

**Important note:** The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.<sup>2</sup> While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to funeral services over the last 12 months and the median posting duration. Over the previous 12 months, there were 88 unique job postings for occupations related to funeral services in the region from 13 employers.

**Exhibit 2. Job ads and posting duration, IE/D Region, Oct 2023 – Sep 2024**

Job Title	Job Ads	Median Posting Duration
Funeral Attendants	40	6 days
Morticians, Undertakers, and Funeral Arrangers	36	21 days
Funeral Home Managers	12	19 days
<b>Total</b>	<b>88</b>	

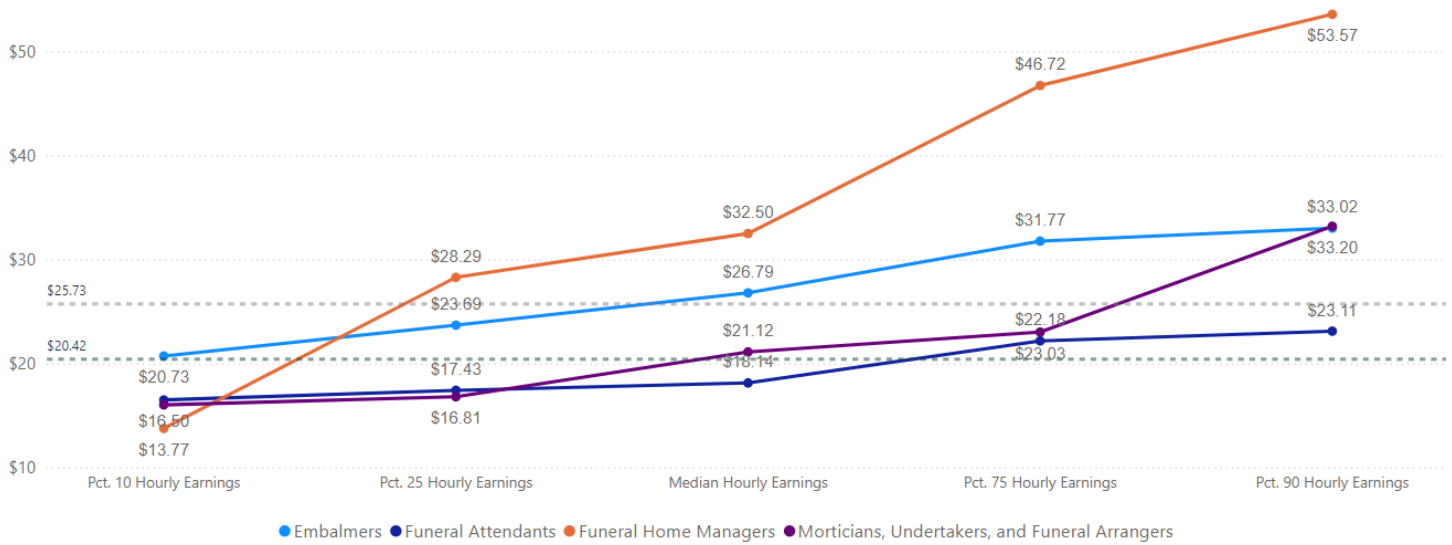
SOURCE: LIGHTCAST 2024.2

<sup>2</sup> "Job Posting Analytics (JPA) Methodology," Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

# Earnings

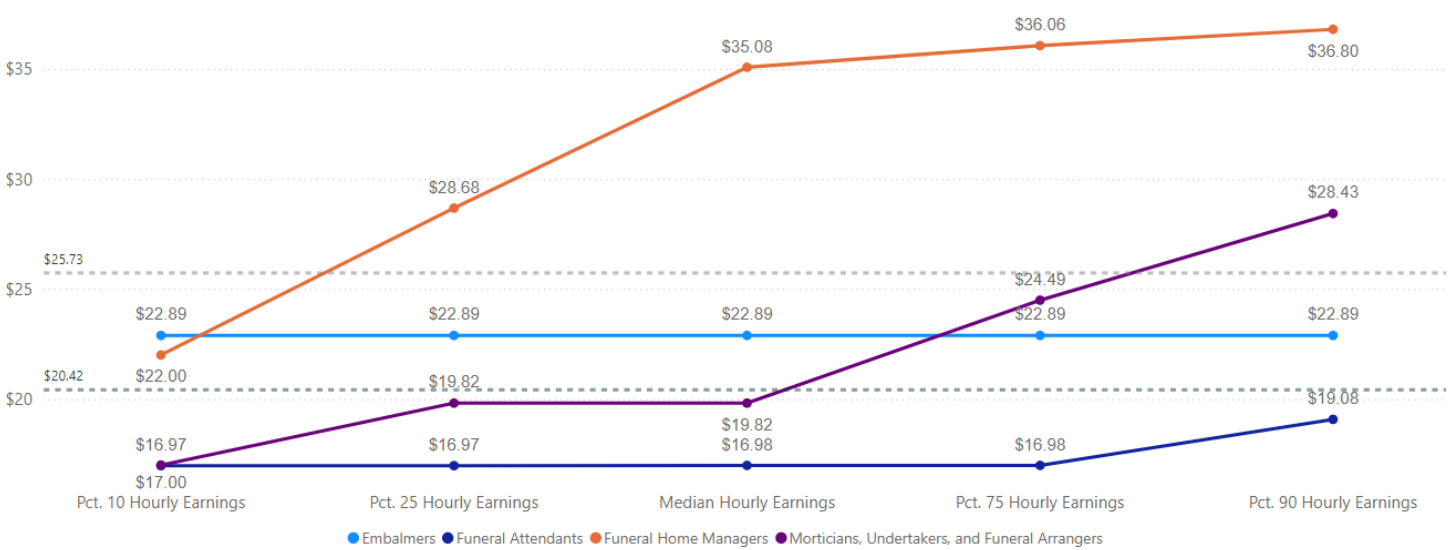
Exhibit 3a displays the hourly earnings for occupations related to funeral services and Exhibit 3b displays the hourly earnings for job postings of the same occupations and compares both to the UW Self-Sufficiency Standard for the IE/D<sup>3</sup> and the MIT IE/D living wage of \$25.73.<sup>4</sup> The living wage criteria is determined using the data in exhibit 3a but Exhibit 3b is also shown to provide regional context using job posting data.

**Exhibit 3a. Projected hourly earnings by percentile, IE/D Region, 2023**



SOURCE: LIGHTCAST 2024.2

**Exhibit 3b. Hourly earnings of job postings by percentile, IE/D Region, 2023**



SOURCE: LIGHTCAST 2024.2

Two of the four occupations (Funeral Home Managers, Embalmers) have projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) above the UW Self-Sufficiency Standard for the IE/D and two occupations did not (Funeral Attendants, Morticians, Undertakers, and Funeral Arrangers) (see Exhibit 3a). One of the four occupations listed was also above the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3a).

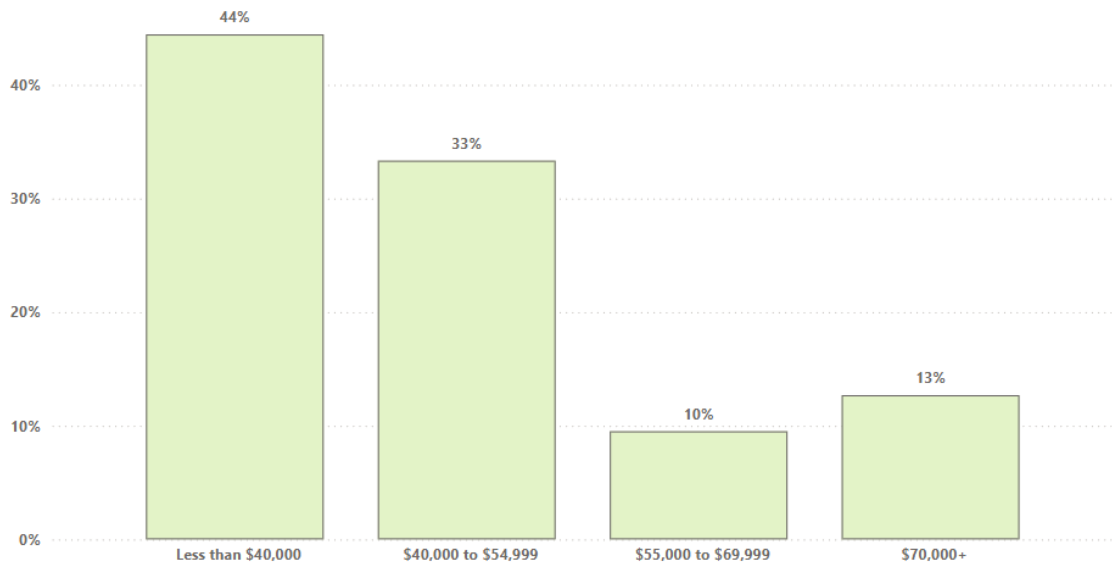
<sup>3</sup> The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. The COE refers to the Self-Sufficiency Wage as a "living wage." To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

<sup>4</sup> *ibid.*

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to funeral services over the last 12 months. Online job ad salary information data suggests the plurality of employers (44%) advertise an annual salary less than \$40,000 (\$19.23 per hour).

**Exhibit 4. Online advertised salaries occupations related to funeral services, IE/D Region, Oct 2023 – Sep 2024**



SOURCE: LIGHTCAST 2024.2

## Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to funeral services over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

**Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Oct 2023 – Sep 2024**

Job Title	Unique Postings
Funeral Arrangers	33
Funeral Attendants	19
Funeral Services Assistants	15
Funeral Home Managers	6
Cemetery Services Specialists	4
Funeral Directors	2
Support Services Specialists	2
Cemetery Managers	1
Embalmer Apprentices	1
Embalmers	1

SOURCE: LIGHTCAST 2024.2

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. “Services Corporation International” and “Arlington Mortuary” had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads, IE/D Region, Oct 2023 – Sep 2024**

Company	Total/Unique (Oct 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Service Corporation International	284 / 74	4 : 1	17 days
Arlington Mortuary	4 / 2	2 : 1	10 days
Gupton-Jones College Of Funeral Service	1 / 1	1 : 1	n/a
Mid-America College Of Funeral Service	1 / 1	1 : 1	n/a
City Of Redlands	3 / 1	3 : 1	n/a
Neptune Society	1 / 1	1 : 1	40 days
Trident Society	1 / 1	1 : 1	49 days
Bayview Service Group	1 / 1	1 : 1	13 days
Norco Family Funeral Home	2 / 1	2 : 1	19 days
Wiefels FD	1 / 1	1 : 1	15 days

SOURCE: LIGHTCAST 2024.2

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.<sup>5</sup>

**Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Oct 2023 – Sep 2024**

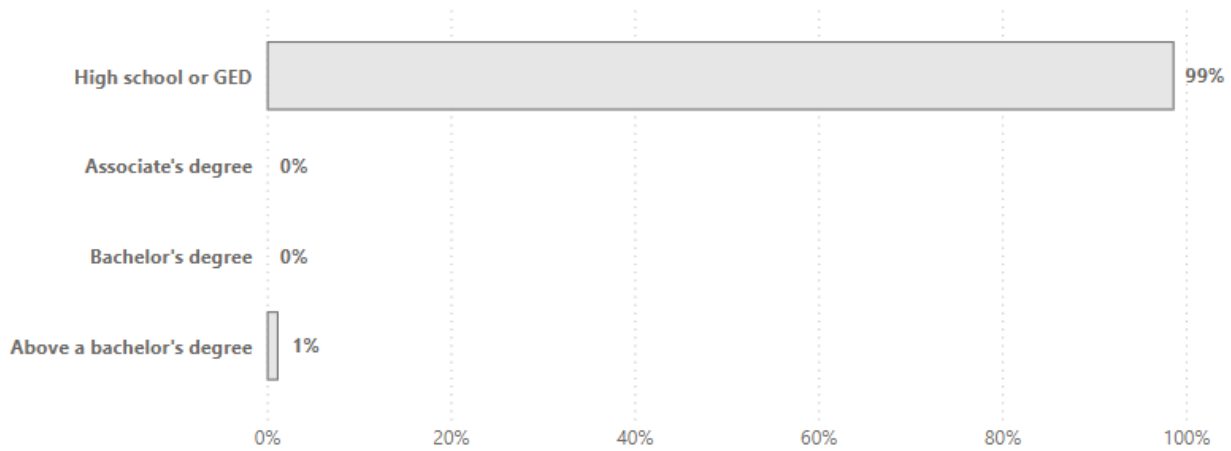
Common skills	Total Postings	Skill Growth Relative to Market
Good Driving Record	69	Growing
Communication	60	Lagging
Operations	57	Stable
Customer Service	52	Stable
Microsoft Office	50	Growing
Compassion	44	Growing
Writing	39	Growing
Lifting Ability	30	Growing
Problem Solving	28	Growing
Report Writing	28	Growing
Specialized skills	Total Postings	Skill Growth Relative to Market
Funeral Services	75	Growing
Office Procedures	25	Rapidly Growing
Cremation	20	Lagging
Data Entry	20	Lagging
Vehicle Maintenance	20	Growing
Mailroom	19	Growing
Postage Meter	17	Growing
Stereophonic Sound System	17	Lagging
Administrative Support	16	Growing
Merchandising	10	Growing
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	50	Growing
Microsoft Outlook	3	Rapidly Growing
Microsoft Excel	1	Growing
Microsoft PowerPoint	1	Rapidly Growing
Microsoft Word	1	Stable
Proprietary Software	1	Growing
Salesforce	1	Rapidly Growing

SOURCE: LIGHTCAST 2024.2

<sup>5</sup> "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with a high school diploma or equivalent (99%) significantly greater than associate degree (0%), bachelor's degree (0%), or above a bachelor's degree (1%).

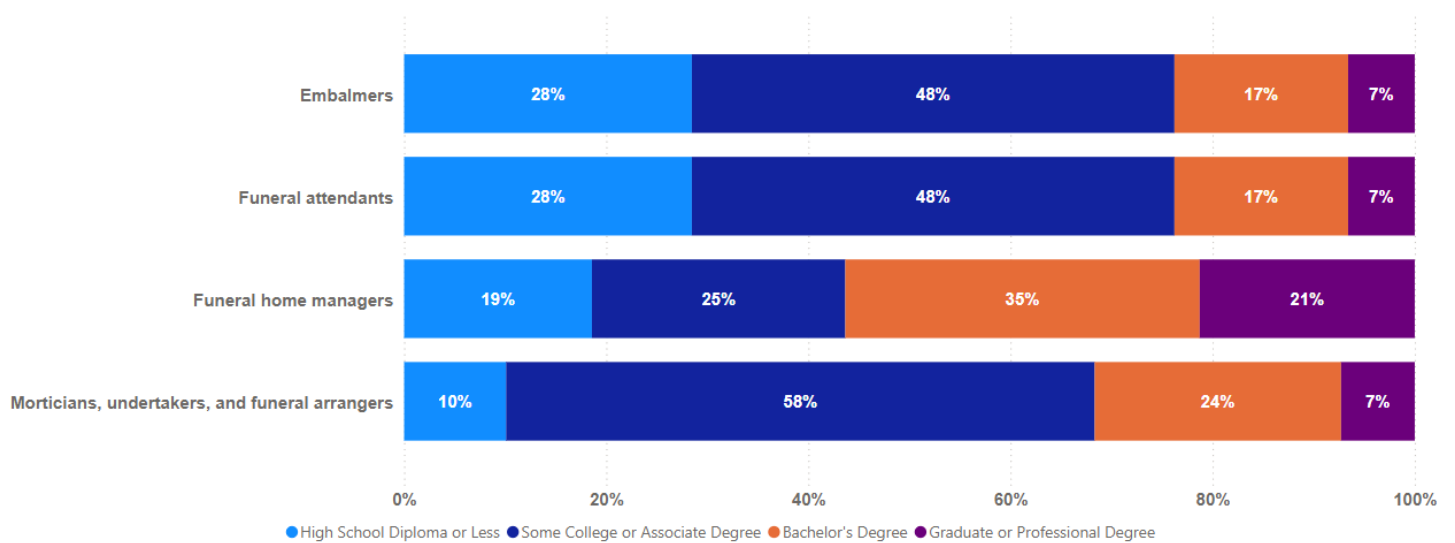
**Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Oct 2023 – Sep 2024**



SOURCE: LIGHTCAST 2024.2

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 25% and 58% of workers have completed some college or an associate degree as their highest level of education.

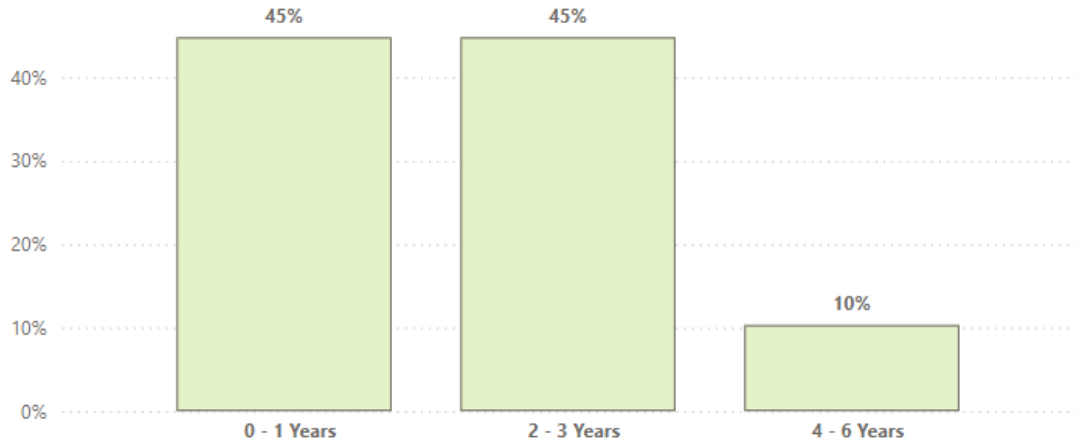
**Exhibit 9 National-level Education Attainment for Occupations**



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority of employers listing minimum experience requirements sought candidates with either 0-1 (45%) or 2-3 (45%) years of previous work experience.

**Exhibit 10 Work experience requirements,  
IE/D Region, Oct 2023 – Sep 2024**



SOURCE: LIGHTCAST 2024.2



## Student Completions and Program Outcomes

Based on available data, no Mortuary Science (TOP 1255.00) programs supplied student awards over the last three academic years (2020-2023).

Also, no award completion data was found from the academic years 2019-2022 for the following IE/D non-community college program: Funeral Service and Mortuary Science, General (CIP 12.0301).

### Strong Workforce Program Outcomes

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11. This is intended to show both regional and statewide metrics but because of a lack of IE/D program data, this report is unable to provide a similar profile of students in the most recent year, and can only show California student data.

#### *Exhibit 11 Mortuary Science strong workforce program outcomes, statewide, most recent academic year*

Program metric title	Statewide
Attained a living wage (completers and skills-builders)	59%
Completed 9+ career education units in one year	29%
Job closely related to the field of study	70%
Median annual earnings (all exiters)	\$39,750
Students who attained a noncredit workforce milestone in a year	54%
Students who earned a degree, certificate, or attained apprenticeship	862
Unduplicated count of enrolled students	10,226

SOURCE: LAUNCHBOARD

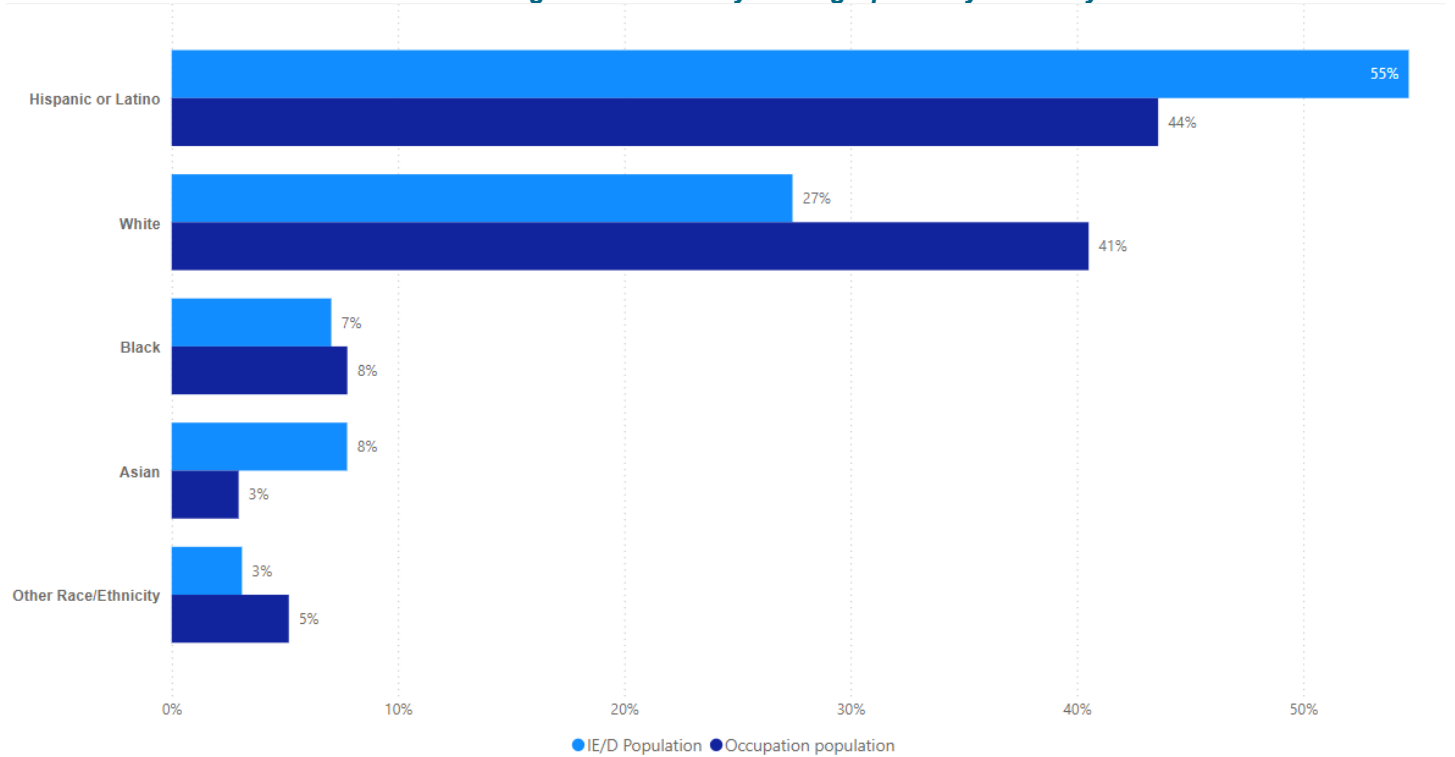
# Building an Inclusive Economy

This section is intended to show demographic data for IE/D community college students in Mortuary Science programs compared to the IE/D population. However, there were no students in the most recent year, so this report is unable to provide any details about IE/D students for this program in the most recent year. However, demographics for related occupation data for this occupation related to funeral services are available. This analysis can be used to:

- Understand the community college system’s current or potential role supporting a diverse talent pipeline into the occupations of interest.
- Inform students (and the faculty and staff working with them) the extent to which individuals from similar demographic groups are over or underrepresented in the professions related to their field of study.

Notably, 41% of students enrolled in Mortuary Science occupations are White, which is significantly higher than White workers the IE/D region (27%). Additionally, 3% of the IE/D population that are employed in occupations related to funeral services are Asian, which is significantly lower than the IE/D population (8%).

**Exhibit 12 Program and County Demographics by Ethnicity**



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Most IE/D professionals in funeral services occupations are Hispanic/Latino or White (85%), “mid-career” or “late career” age categories (72%), and female (51%). Because of a lack of student demographic data, this report is unable to provide a similar profile of students in the most recent year. Major takeaways:

- College programs may want to consider strategies to engage more Asian Americans into these programs.

Exhibit 13 compares the age of IE/D community college students enrolled in Mortuary Science programs compared to the IE/D population.

The majority of workers in Mortuary Science occupations are either in the “mid-career” or “late career” categories (72%) as compared to IE/D population (48%). These programs are an important entry point for young funeral services professionals.

**Exhibit 13 Program and County Demographics by Age**

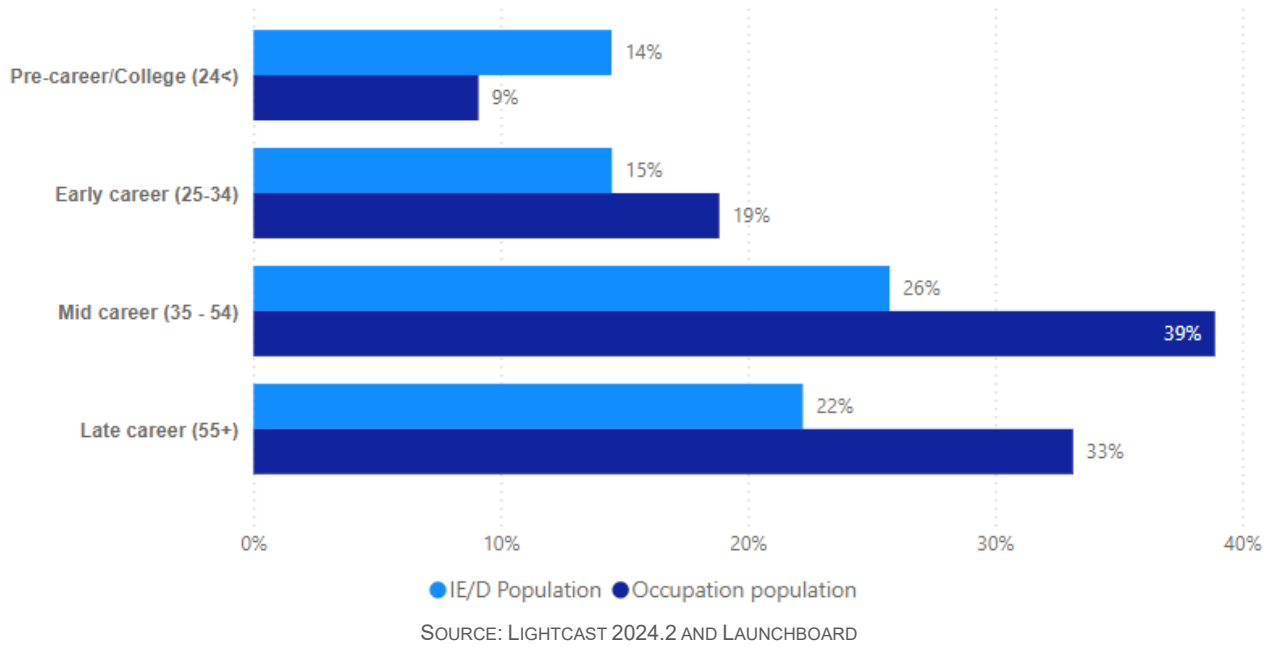
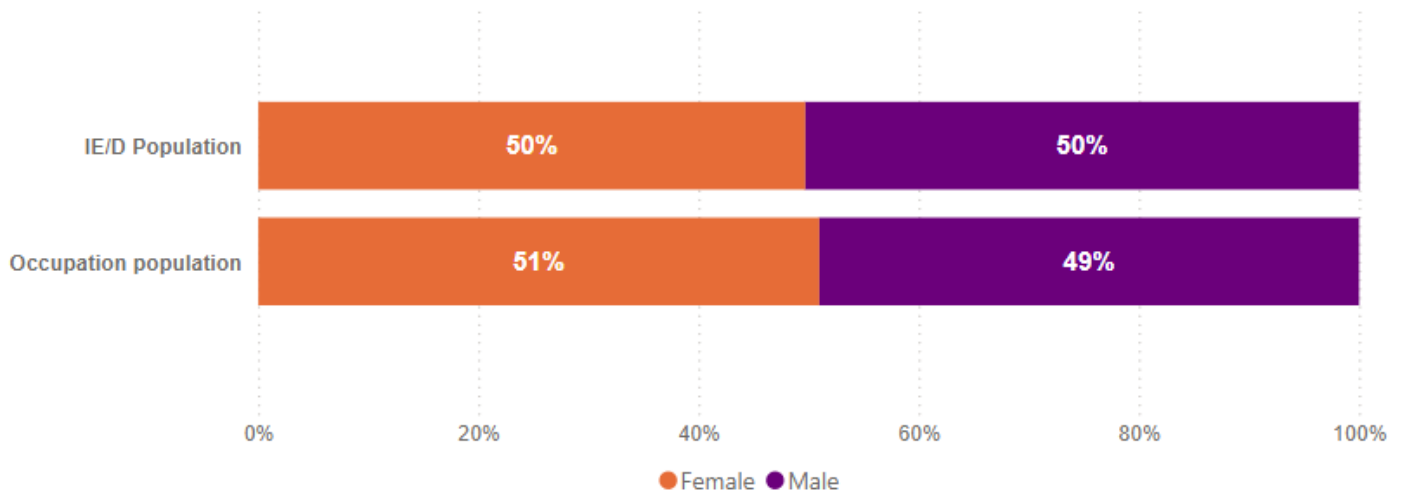


Exhibit 14 compares the gender of IE/D workers in Mortuary Science occupations compared to the IE/D population.

**Exhibit 14 Program and County Demographics by Gender**



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

## Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2023a).

## Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. <a href="https://lightcast.io/">https://lightcast.io/</a>
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. <a href="http://www.selfsufficiencystandard.org/">http://www.selfsufficiencystandard.org/</a> .  This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: <a href="https://livingwage.mit.edu/pages/methodology">https://livingwage.mit.edu/pages/methodology</a> The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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. For more information, see <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a>
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a> The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a>

Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: <a href="https://www.calpassplus.org/LaunchBoard/Home.aspx">https://www.calpassplus.org/LaunchBoard/Home.aspx</a>
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