Labor Market Analysis for:
0502.10 Tax Studies
Inland Empire/Desert Center of Excellence, November 2024
Prepared by: Chris Cruzcosa, ccruzcosa@iegocollaborative.org

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	☐	✓	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No ☐
	Comments: There are *projected* to be **191 annual job openings** throughout the Inland Empire/Desert region, which is more than the **22 annual average awards conferred by educational institutions over the last 3 years.** Supply data includes both community college awards (22) and non-community college awards (0).	
Living Wage	Yes ☐	No ✓
	Comments: **The minority (17%) of annual job openings** for these two occupations **have entry-level hourly wages above the IE/D living wage of 20.42.**[1]	
Education	Yes ✓	No ☐
	Comments: **Most job postings for target occupations require an associate degree or high school diploma or equivalent (56%).** See Exhibits 8 and 9 for more details.	

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 HS diploma)
  - Tax Preparers (13-2082)
- Above Middle-Skill (typically require a bachelor's degree)
  - Tax Examiners and Collectors, and Revenue Agents (13-2081)

Summary of findings
Demand
- The number of jobs related to the assessed occupations is projected to increase 1% through 2028, with 191 annual job openings (new and replacement jobs).
- Hourly entry-level wages for one of the two occupations are above living wage at the 25th percentile hourly wage ranging, with all occupations' entry level wages ranging from $17.00 to $36.03 in IE/D.
- There were 446 online job postings from 63 employers over the past 12 months with the highest postings for tax preparers and lead tax preparers.
- Most job postings for target occupations require a high school diploma or equivalent (54%), followed by bachelor's degree (43%), associate degree (2%), and above a bachelor's degree (1%).

Supply
- On average, there were 22 annual awards conferred by educational institutions over the last 3 years in related fields: 22 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2021-22 academic year earned a median annual wage of $46,196 ($22.21 per hour).
- 73% of students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in tax management services occupations are Hispanic/Latino or White (79%), "late career" age category (50%), and female (65%). Most community college students in related programs are Hispanic/Latino (70%), "early career" or "mid-career" age category (74%), and female (75%).

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[1] *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. 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 Bernardino County.*

Introduction

California Community College Tax Studies (TOP 0502.10) programs prepare students for employment in tax preparation and tax management services for individuals and businesses, including individual and business income tax preparation, and tax planning (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Tax Studies programs lead to employment in occupations related to tax management services.

Job Demand

In 2023, there were 1,734 jobs in occupations related to tax management services in the IE/D region. Regional employment for this occupation group is projected to increase by 1% through 2028 with 191 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 tax management 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)
Tax Examiners and Collectors, and Revenue Agents	13-2081	326	360	10%	159	32
Tax Preparers	13-2082	1,408	1,397	-1%	797	159
Total		**1,734**	**1,757**	**1%**	**956**	**191**

SOURCE: LIGHTCAST 2024.2

Job Postings

The following analysis for occupations related to tax management 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.[2] 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 tax management services over the last 12 months and the median posting duration. Over the previous 12 months, there were 446 unique job postings for occupations related to tax management services in the region from 63 employers.

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

| Job Title	Job Ads	Median Posting Duration
Tax Preparers	400	31 days
Tax Examiners and Collectors, and Revenue Agents	46	26 days
Total	**446**	

SOURCE: LIGHTCAST 2024.2

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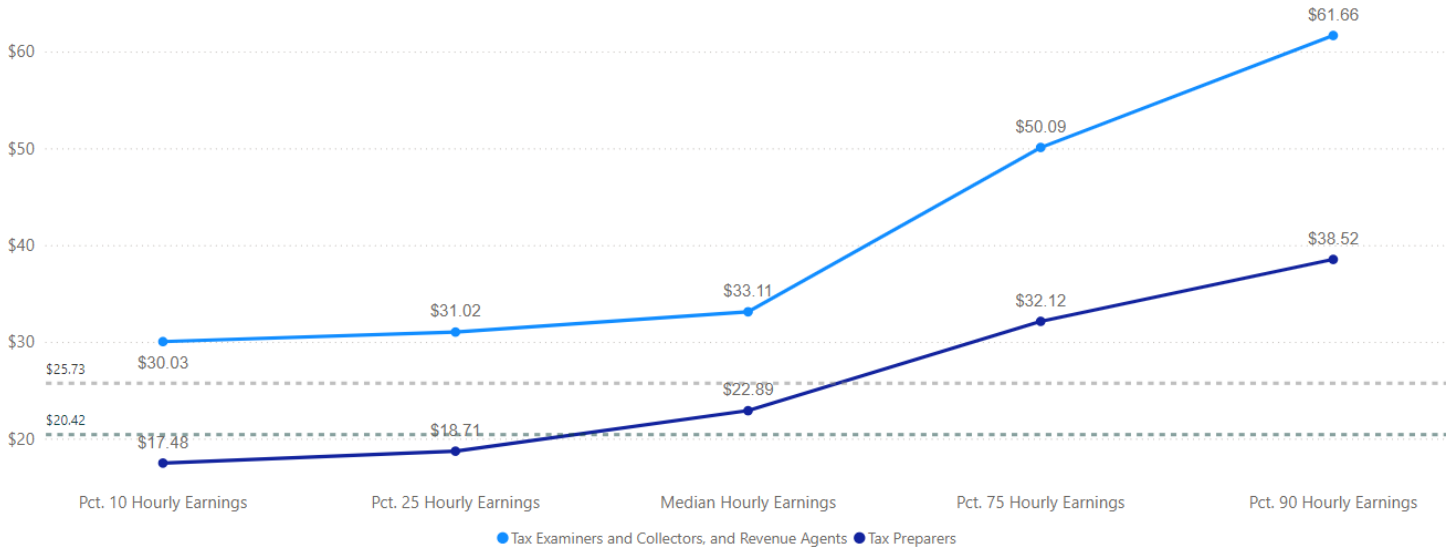
Earnings

Exhibit 3a displays the hourly earnings for occupations related to tax management 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 of $20.42[3] and the MIT IE/D living wage of $25.73.[4] The living wage criteria is determined by 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
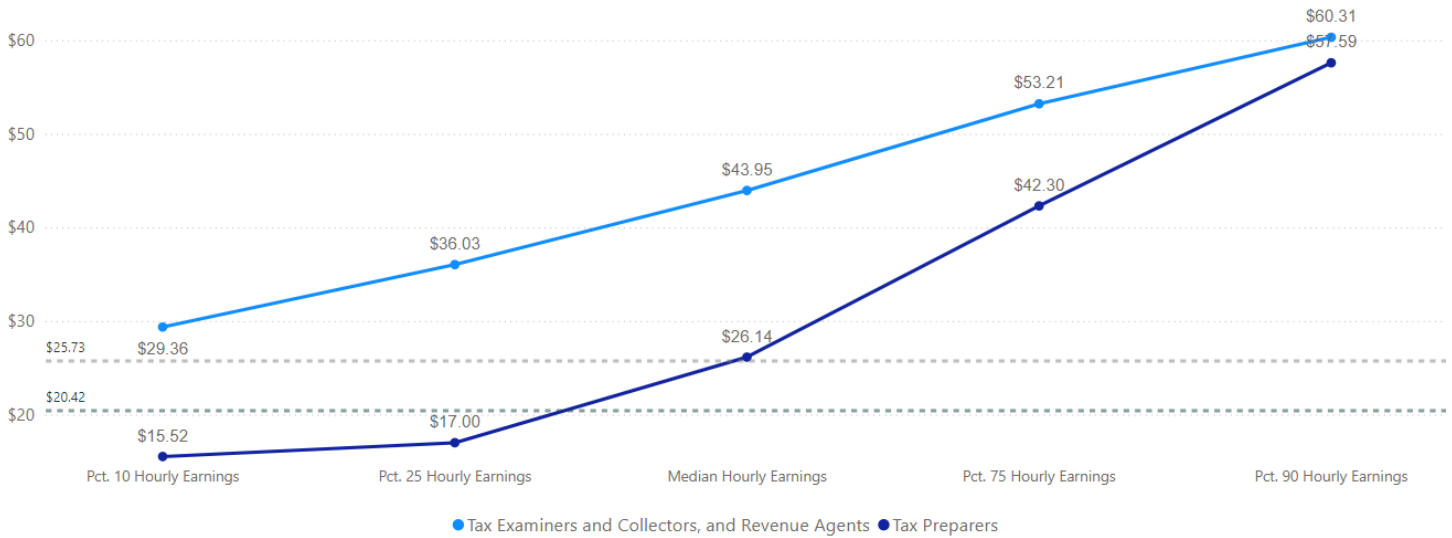
SOURCE: LIGHTCAST 2024.2

Exhibit 3b. Hourly earnings of job postings by percentile, IE/D Region, Oct 2023 – Sept 2024

SOURCE: LIGHTCAST 2024.2

The projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for one of the two occupations were above the UW Self-Sufficiency Standard for the IE/D, but one occupation was below the standard (see Exhibit 3a). Similarly, one of the occupations listed were above the MIT living wage for an adult with no children ($25.73) in projected entry-level earnings and one occupation was below (see Exhibit 3a).

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[3] *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. 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.*

[4] *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to tax management services over the last 12 months. The salary information of online job ad data suggests most employers (55%) advertise an annual salary equal to or less than $54,999 ($26.44 per hour).

Exhibit 4. Online advertised salaries for occupations related to tax management services,
IE/D Region, Oct 2023 – Sept 2024
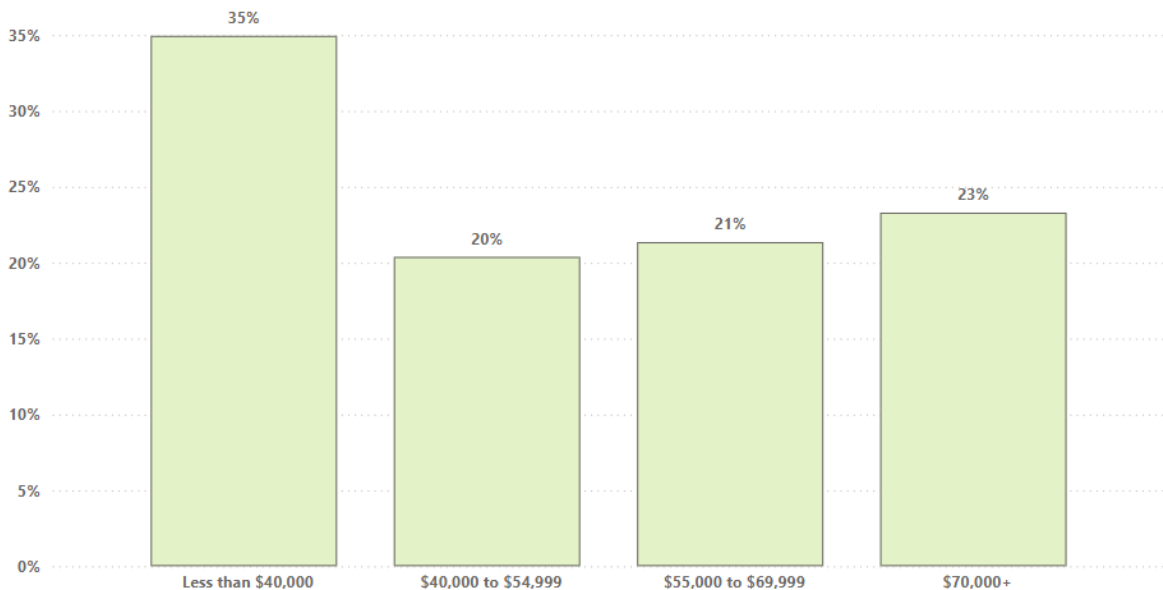
SOURCE: LIGHTCAST 2024.2

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 tax management 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 – Sept 2024

Job Title	Unique Postings
Tax Preparers	106
Lead Tax Preparers	56
Tax Experts	44
Tax Professionals	41
Credentialed Tax Experts	16
Income Tax Preparers	16
Tax Associates	15
Seasonal Associates	10
Tax Advisors	10
Internal Revenue Agents	9

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. "Intuit" and "Jackson Hewitt" 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 – Sept 2024

Company	Total/Unique (Oct 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Intuit	529 / 117	5 : 1	31 days
Jackson Hewitt	179 / 84	2 : 1	33 days
H&R Block	345 / 56	6 : 1	39 days
Jda Tsg	30 / 30	1 : 1	17 days
United States Department of the Treasury	74 / 30	2 : 1	26 days
Eide Bailly	10 / 8	1 : 1	18 days
Safeway Tax Relief	24 / 5	5 : 1	42 days
US Foods Holding	4 / 4	1 : 1	54 days
State of California	4 / 3	1 : 1	18 days
Liberty Tax	3 / 3	1 : 1	32 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. [5]

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

Common skills	Total Postings	Skill Growth Relative to Market
Customer Service	253	Stable
Filing	164	Rapidly Growing
Communication	128	Lagging
Computer Literacy	84	Lagging
Willingness To Learn	80	Growing
Video Conferencing	72	Growing
Detail Oriented	60	Stable
Sales	59	Stable
Interpersonal Communications	57	Growing
Management	52	Stable

Specialized skills	Total Postings	Skill Growth Relative to Market
Tax Preparation	281	Growing
Tax Returns	250	Lagging
Preparer Tax Identification Number	208	Growing
Tax Laws	156	Growing
Accounting	140	Rapidly Growing
TurboTax	116	Rapidly Growing
Software Product Management	114	Growing
Tax Consulting	102	Lagging
Auditing	95	Rapidly Growing
Finance	90	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
TurboTax	116	Rapidly Growing
Microsoft Excel	42	Growing
Tax Compliance Software	42	Growing
Tax Software	42	Growing
Microsoft Outlook	41	Rapidly Growing
Microsoft 365	25	Growing
Slack (Software)	20	Stable
QuickBooks (Accounting Software)	15	Growing
Accounting Software	12	Rapidly Growing
Microsoft Office	12	Growing

SOURCE: LIGHTCAST 2024.2

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[5] *"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 high school diploma or equivalent (54%) greater than bachelor's degree (43%) or high school diploma or equivalent (2%) or above a bachelor's degree (1%).
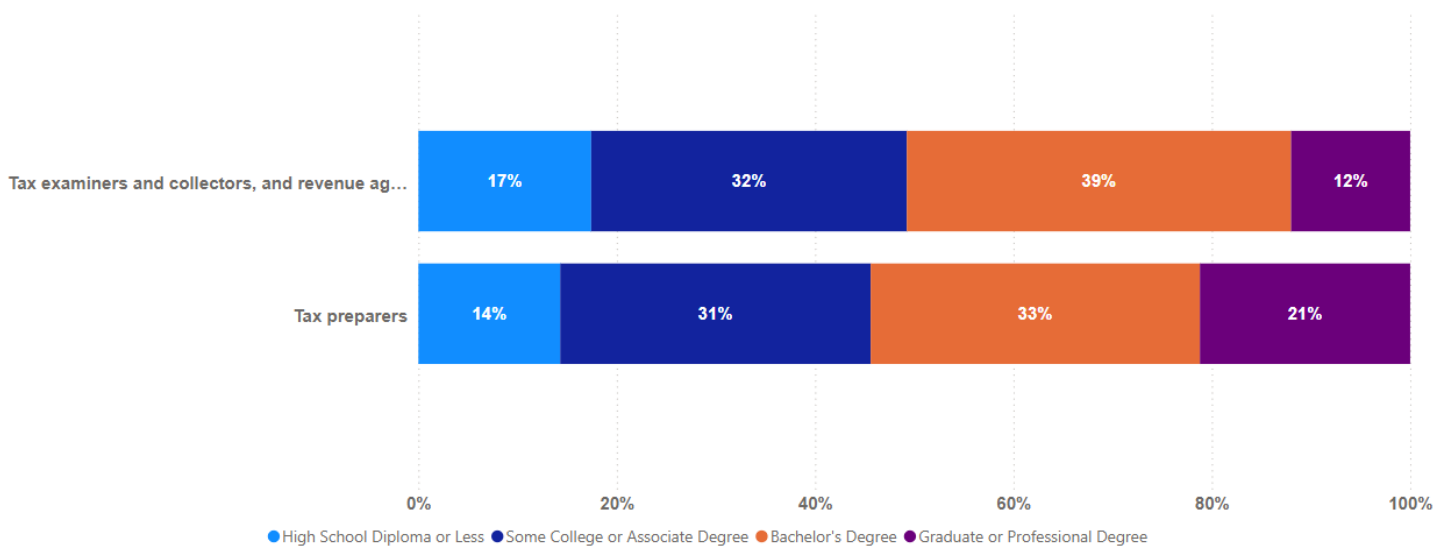
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Oct 2023 – Sept 2024

Education Level	Percentage
High school or GED	54%
Associate's degree	2%
Bachelor's degree	43%
Above a bachelor's degree	1%
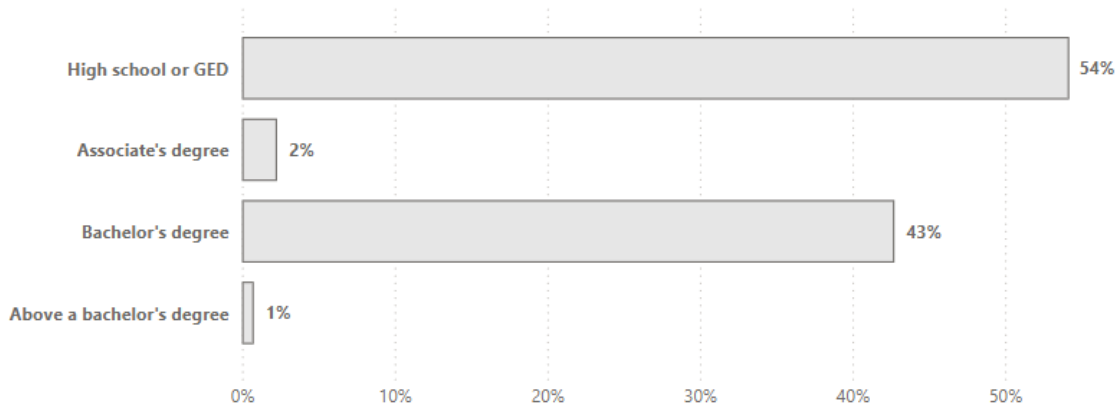
SOURCE: LIGHTCAST 2024.2

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 31% and 32% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for Occupations

Occupation	High School Diploma or Less	Some College or Associate Degree	Bachelor's Degree	Graduate or Professional Degree
Tax examiners and collectors, and revenue ag…	17%	32%	39%	12%
Tax preparers	14%	31%	33%	21%

SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (63%) of employers listing minimum experience requirements sought candidates with 2-3 years of previous work experience.

**Exhibit 10 Work experience requirements,
IE/D Region, Oct 2023 – Sept 2024**
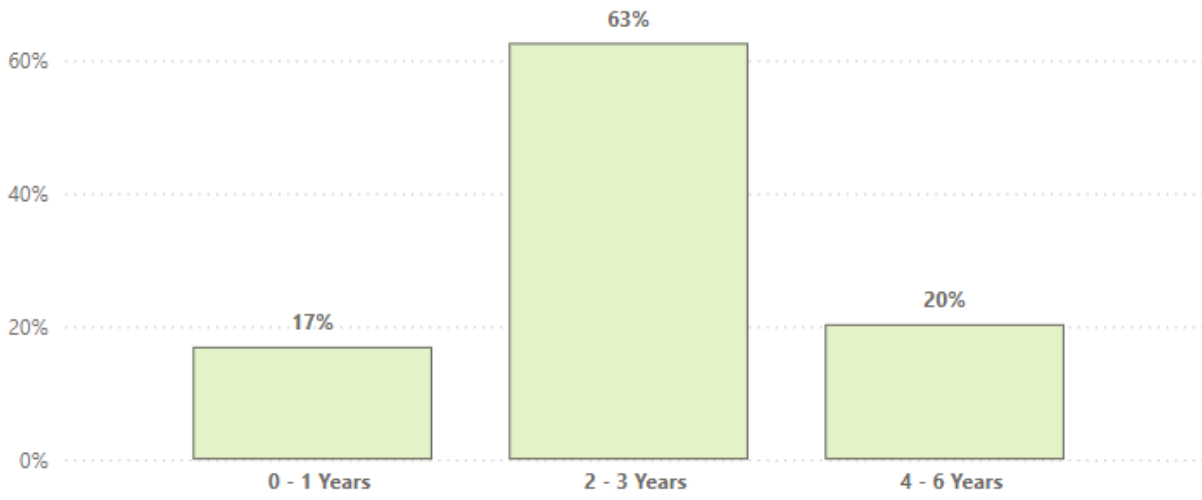
SOURCE: LIGHTCAST 2024.2

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Tax Studies (TOP 0502.10) programs over the last three academic years (2020-2023). In the previous three academic years, two regional community colleges issued an average of 22 awards in relevant programs.

Exhibit 11 Annual average community college awards for Tax Studies (TOP 0502.10), IE/D, 2020-2023

Top Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0502.10	Tax Studies	Norco College	22	26	12	20
0502.10	Tax Studies	Chaffey	0	0	7	2
Total			**22**	**26**	**19**	**22**

SOURCE: MIS DATA MART

Non-Community College Supply

Student award completion data was not found in the IE/D for other related non-community college programs: Taxation (CIP 52.1601).

In the previous three academic years, regional non-community college institutions issued an average of 0 awards in relevant programs.

Strong Workforce Program Outcomes

California SWP 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 12.

Exhibit 12 Tax Studies strong workforce program outcomes, IE/D & California, most recent academic year

Program metric title	Inland Empire/Desert	Statewide
Attained a living wage (completers and skills-builders)	66%	71%
Completed 9+ career education units in one year	49%	45%
Job closely related to the field of study	73%	68%
Median annual earnings (all exiters)	$46,196	$59,940
Students who attained a noncredit workforce milestone in a year	57%	59%
Students who earned a degree, certificate, or attained apprenticeship	0	33
Unduplicated count of enrolled students	220	3,207

SOURCE: LAUNCHBOARD

Building an Inclusive Economy

This section examines demographic data for IE/D community college students in Tax Studies programs compared to the IE/D population. We also include demographics for related occupation data for the two occupations related to tax management services. 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.
- Inform employers of the diverse talent pipeline coming from the community college system for the occupations analyzed.

Exhibit 13 compares the race/ethnicity of IE/D community college students enrolled in Tax Studies programs compared to the IE/D population.

Notably, 70% of students enrolled in Tax Studies programs are Hispanic/Latino, which is significantly higher than Hispanic/Latino workers in occupations related to tax management services in the IE/D region (40%). Additionally, 39% of the IE/D population that are employed in occupations related to tax management services are White, which is significantly higher than both IE/D community college students (15%) and IE/D population (27%).

Exhibit 13 Program and County Demographics by Race/Ethnicity
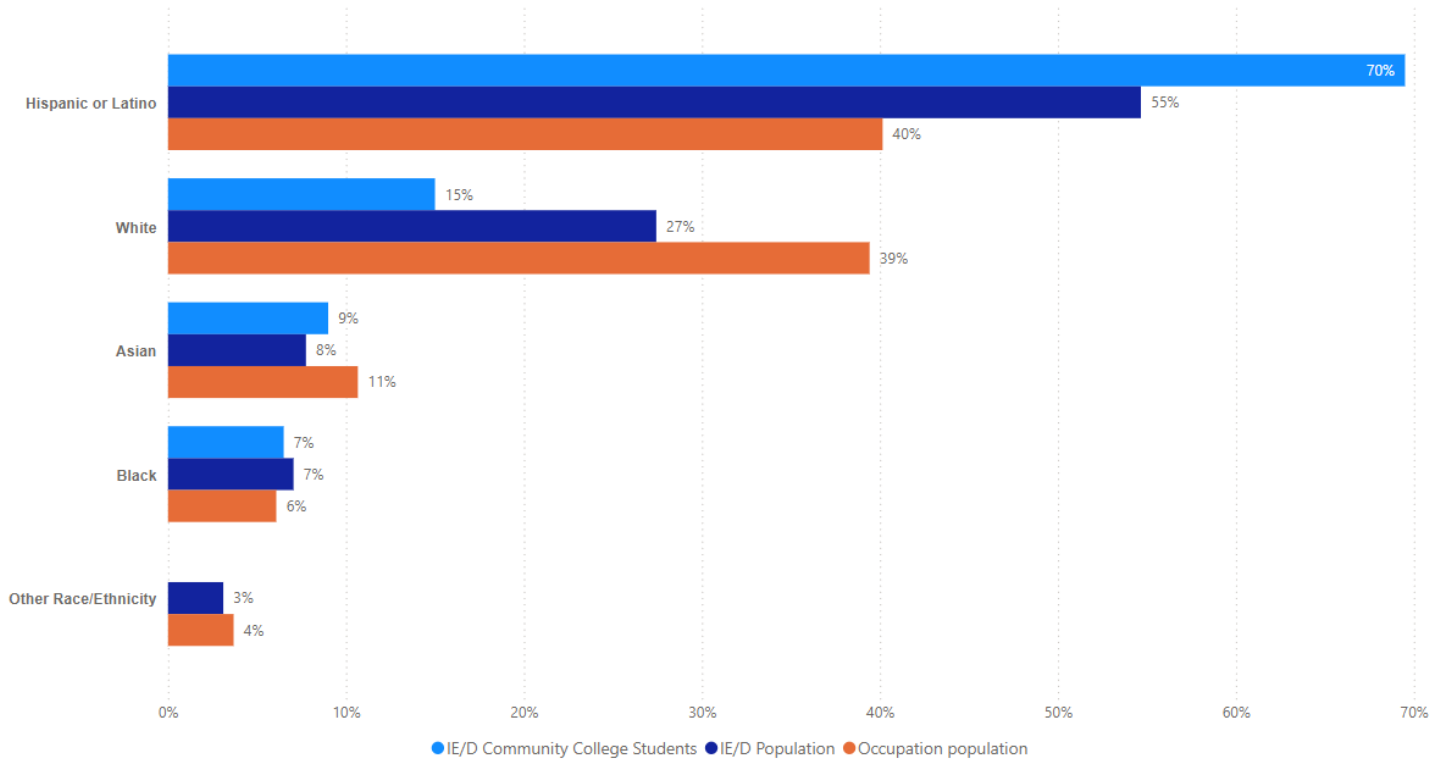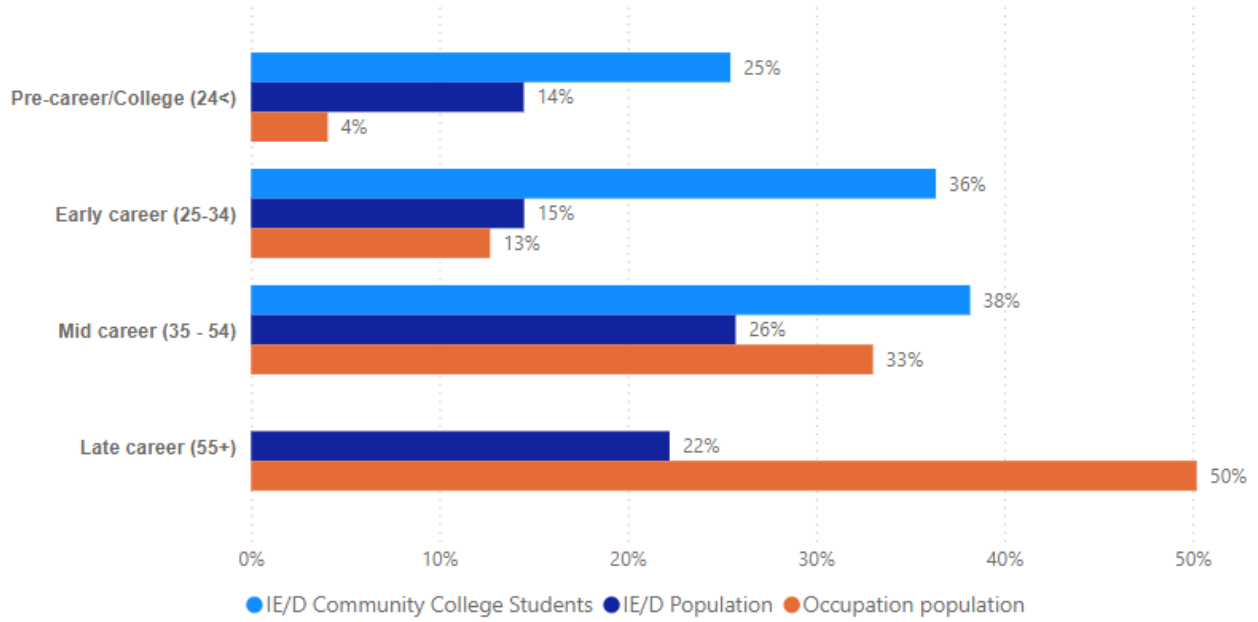

SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Exhibit 14 compares the age of IE/D community college students enrolled in Tax Studies programs compared to the IE/D population.

The majority of students enrolled in Tax Studies programs are either in the "early career" category (36%) or "mid-career" category (38%) as compared to IE/D population (15%; 26%) and workforce (13%; 33%) in these two occupations related to tax management services. These programs are an important entry point for young tax management services professionals.

Exhibit 14 Program and County Demographics by Age

SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Exhibit 15 compares the gender of IE/D Region community college students enrolled in Tax Studies programs compared to the IE/D population. We also include demographics for related occupation data for the two occupations related to tax management services to identify potential diversity and equity issues addressable by community college programs.

Exhibit 15 Program and County Demographics by Gender
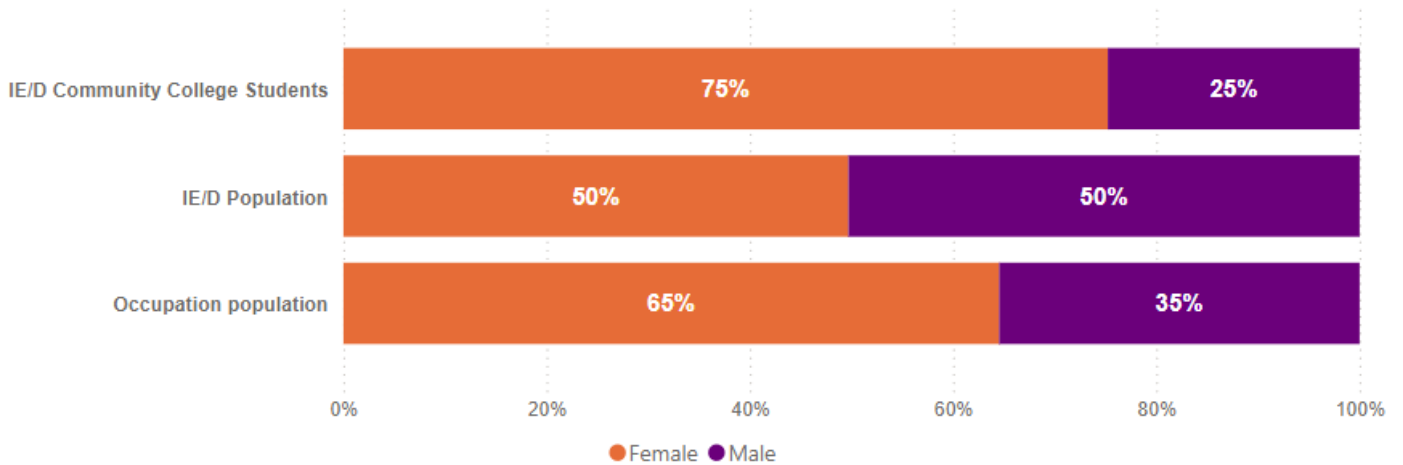
SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Most IE/D professionals in tax management services occupations are Hispanic/Latino or White (79%), "late career" age category (50%), and female (65%). Most community college students in related programs are Hispanic/Latino (70%), "early career" or "mid-career" age category (74%), and female (75%). Major takeaways:

- Community colleges are an important talent source for employers committed to greater racial/ethnic diversity, especially Hispanic/Latino professionals.
- College programs may want to consider strategies to engage more men into these programs.

Appendix: Methodology

Exhibit 12 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. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/. 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 MITs 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: https://livingwage.mit.edu/pages/methodology 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 https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu 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 https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions

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: https://www.calpassplus.org/LaunchBoard/Home.aspx