

# Labor Market Analysis for:

## 0514.30 Court Reporting

Inland Empire/Desert Center of Excellence, Oct 2024

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## Summary

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

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be <b>38 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).	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> <b>All (100%) of annual job openings</b> for this single occupation <b>have entry-level hourly wages above the IE/D living wage of 20.42.<sup>1</sup></b>	
Education	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> <b>Most job postings for target occupations require an associate degree (50%)</b> . 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 occupation to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
  - Court Reporters and Simultaneous Captioners (27-3092)

## Summary of findings

### Demand

- The number of jobs related to the middle-skill occupation is projected to increase 2% through 2028, with 38 annual job openings (new and replacement jobs).
- Hourly entry-level wages for the occupation are above living wage at the 25<sup>th</sup> percentile hourly wage, estimated to be \$26.51 in IE/D.
- There were 18 online job postings from 11 employers over the past 12 months with the highest postings for court reporters and official court reporters.
- Most job postings for target occupations require associate degree (50%), followed by a high school diploma or equivalent (40%), bachelor's degree (10%), and finally above a 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).
- California community college students that exited these programs in the 2021-22 academic year earned a median annual wage of \$42,638 (\$20.50 per hour). However, there was insufficient data to determine this data point for IE/D students in the most recent academic year available.
- In California, % of students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study. However, there was insufficient data to determine this data point for IE/D students in the most recent academic year available.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in court reporting occupations are Hispanic/Latino or White (78%), "mid-career" or "late career" age category (82%), and female (84%). There was insufficient data to determine the same demographic information for students in related community college programs in the most recent academic 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. 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 Court Reporting (TOP 0514.30) programs prepare students for recording court testimony or other proceedings by machine shorthand. Prepares also for closed captioning and scoping (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Court Reporting programs lead to employment in occupations related to court reporting.

## Job Demand

In 2023, there were 357 jobs in occupations related to court reporting in the IE/D region. Regional employment for this occupation group is projected to increase by 2% through 2028 with 38 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 court reporting, 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)
Court Reporters and Simultaneous Captioners	27-3092	357	362	2%	189	38

SOURCE: LIGHTCAST 2024.2

## Job Postings

The following analysis for occupations related to court reporting 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 court reporting over the last 12 months and the median posting duration. Over the previous 12 months, there were 18 unique job postings for occupations related to court reporting in the region from 11 employers.

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

Job Title	Job Ads	Median Posting Duration
Court Reporters and Simultaneous Captioners	18	31 days

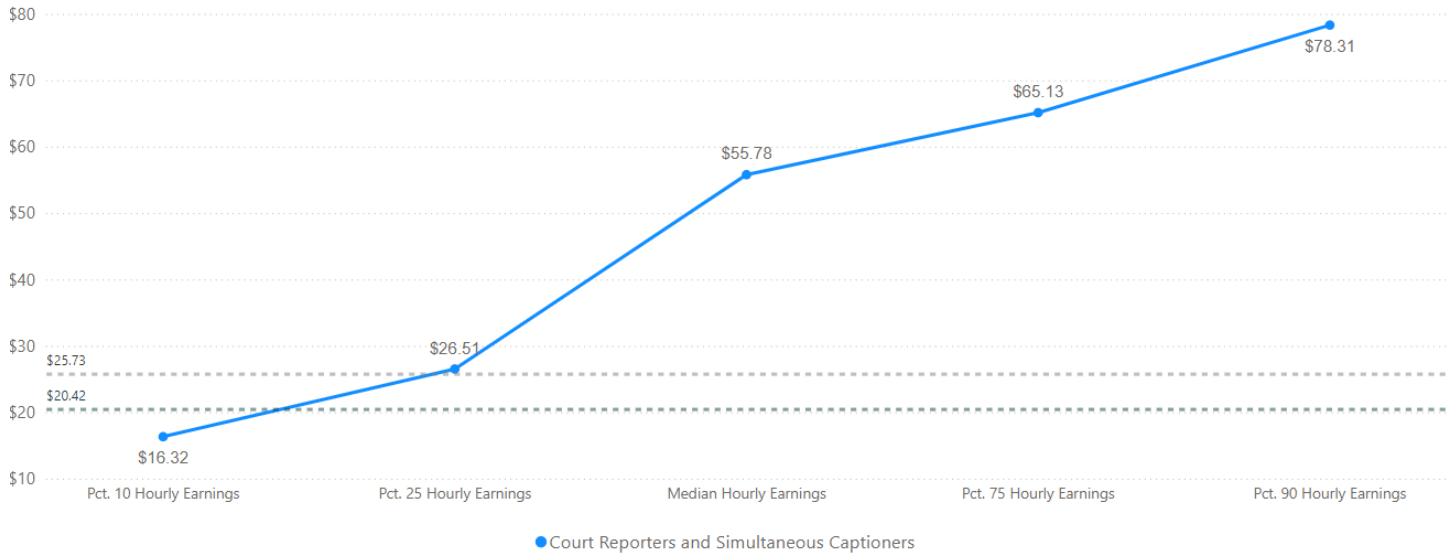
SOURCE: LIGHTCAST 2024.2

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

## Earnings

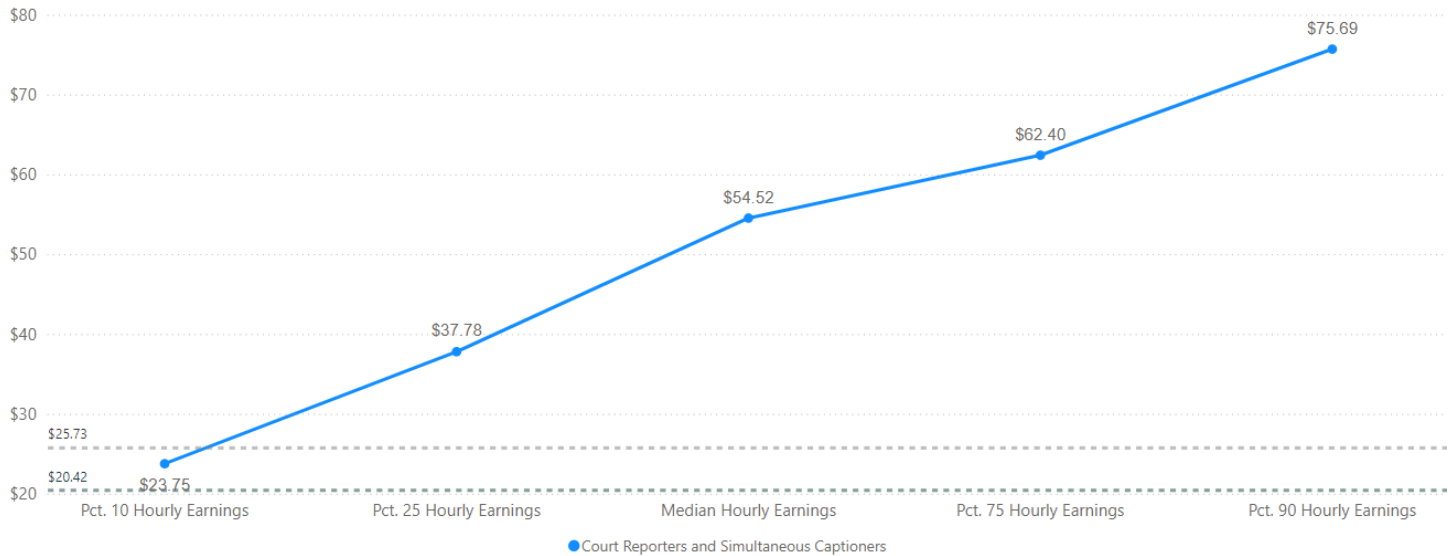
Exhibit 3a displays the hourly earnings for occupations related to court reporting and Exhibit 3b displays the hourly earnings for job postings of the same occupations and compares both to the UW Self-Sufficiency Standard for the IE/D<sup>3</sup> and the MIT IE/D living wage of \$25.73.<sup>4</sup> The living wage criteria is determined 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, 2023**



SOURCE: LIGHTCAST 2024.2

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

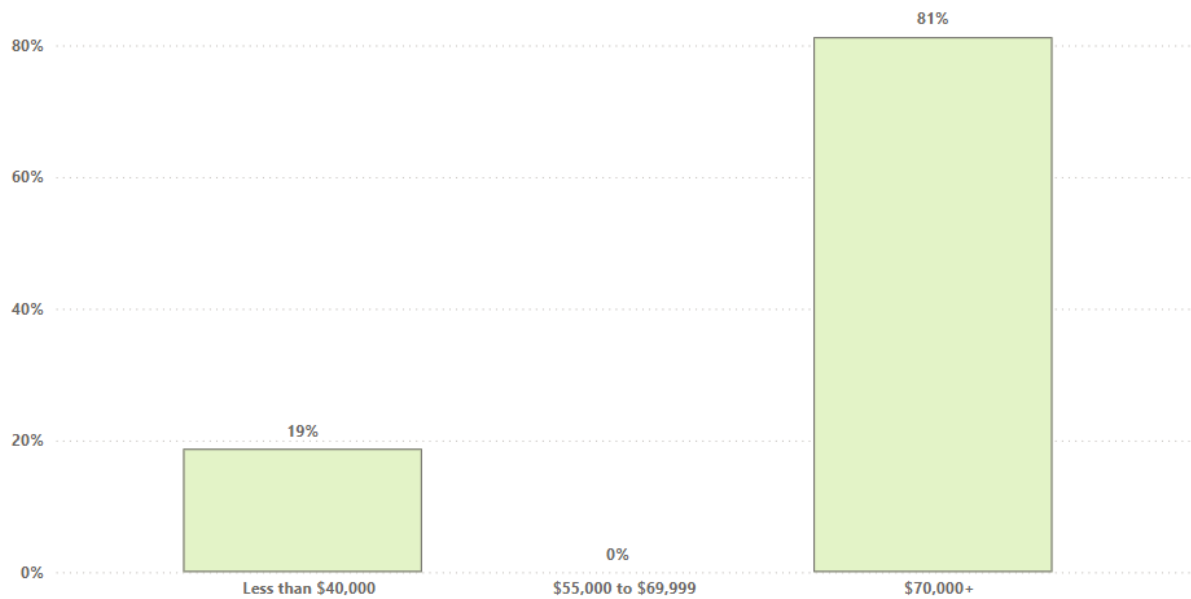
<sup>3</sup> The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional 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 court reporting over the last 12 months. Online job ad salary information data suggests most employers (81%) advertise an annual salary greater than \$70,000 (\$33.65 per hour).

**Exhibit 4. Online advertised salaries occupations related to court reporting, 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 court reporting 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
Court Reporters	10
Official Court Reporters	3
Certified Court Reporters	2
Digital Court Reporters	1
Medical Transcribers	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. “Victor Valley College” and “Superior Court of California, Couty of Riverside” 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
Victor Valley College	4 / 3	1 : 1 	59 days
Superior Court Of California, County Of Riverside	5 / 3	2 : 1 	n/a
San Bernardino Superior Court	6 / 3	2 : 1 	20 days
Superior Court Of San Bernardino County	4 / 2	2 : 1 	59 days
U.S. Legal Support	2 / 1	2 : 1 	37 days
Victor Valley Community College	1 / 1	1 : 1 	n/a
State of California	1 / 1	1 : 1 	5 days
Medstar Physical Therapy	6 / 1	6 : 1 	31 days
Agua Caliente Band Of Cahuilla Indians	1 / 1	1 : 1 	n/a
Spa Resort Casino	1 / 1	1 : 1 	6 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 – Sept 2024**

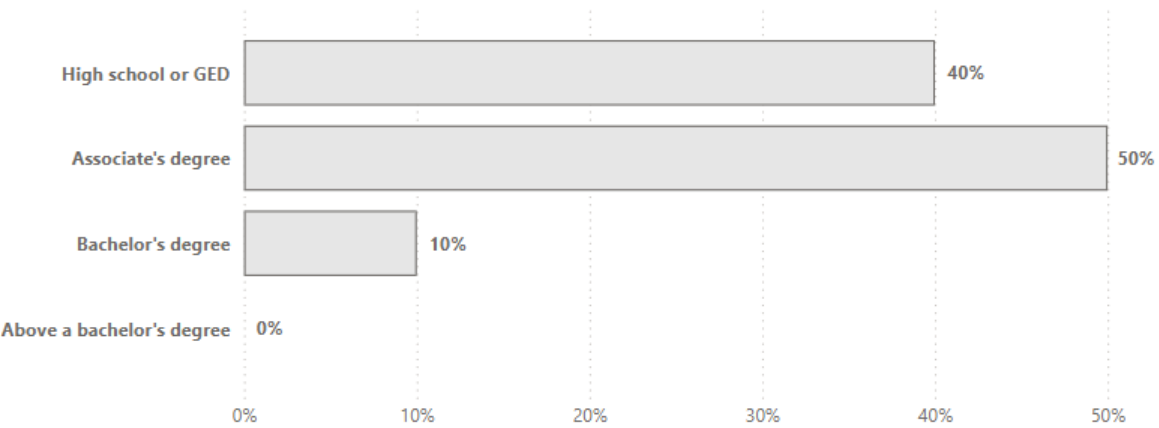
Common skills	Total Postings	Skill Growth Relative to Market
Transcribing	10	Lagging
Communication	3	Lagging
Management	3	Stable
Telephone Skills	3	Lagging
Verbal Communication Skills	3	Lagging
Writing	3	Growing
Ability To Meet Deadlines	2	Growing
Calculators	2	Growing
English Language	2	Growing
Mathematics	2	Rapidly Growing
Specialized skills	Total Postings	Skill Growth Relative to Market
Court Reporting	12	Lagging
Stenography	9	Stable
Academic Affairs	4	Rapidly Growing
Emerging Technologies	4	Growing
Talent Management	4	Rapidly Growing
Custom Software	3	Rapidly Growing
Family Law	3	Growing
Office Equipment	3	Growing
Shorthand	3	Growing
Billing	2	Rapidly Growing
Computer Skills	Total Postings	Skill Growth Relative to Market
Custom Software	3	Rapidly Growing
Microsoft Excel	2	Growing
Microsoft Office	2	Growing
Microsoft PowerPoint	2	Rapidly Growing
Microsoft Word	2	Stable
Zoom (Video Conferencing Tool)	1	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 associate degree (50%) greater than high school diploma or equivalent (40%) or bachelor’s degree (10%) or above a bachelor’s degree (0%).

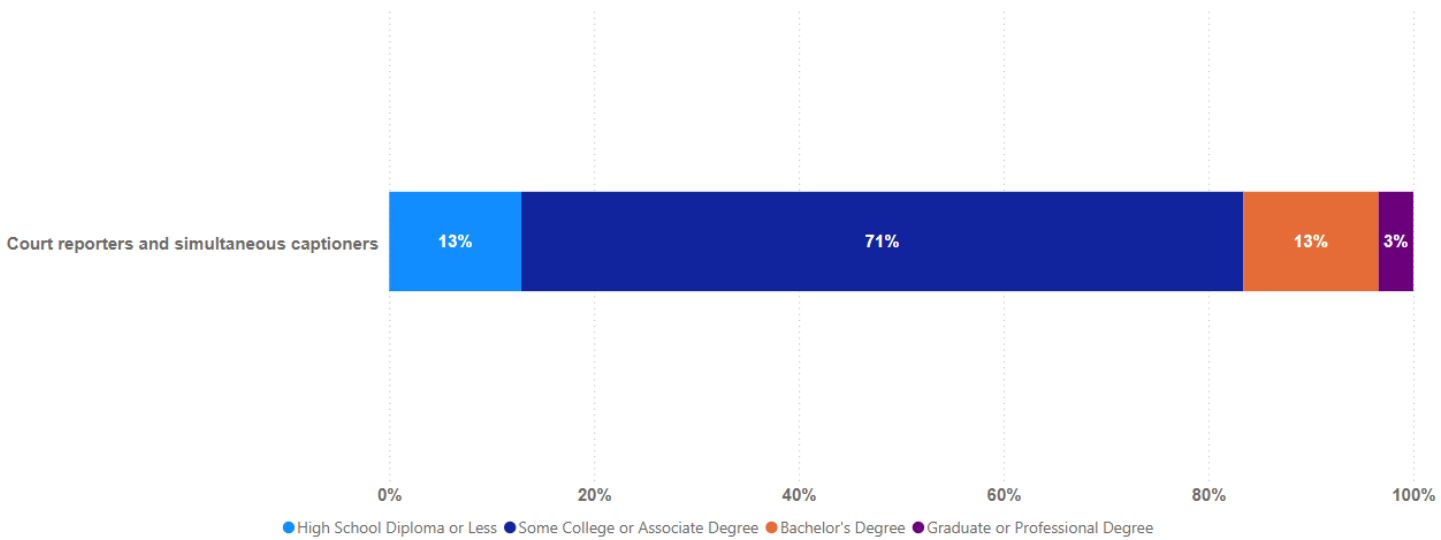
**Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Oct 2023 – Sept 2024**



SOURCE: LIGHTCAST 2024.2

For the middle-skill occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 71% of workers have completed some college or an associate degree as their highest level of education.

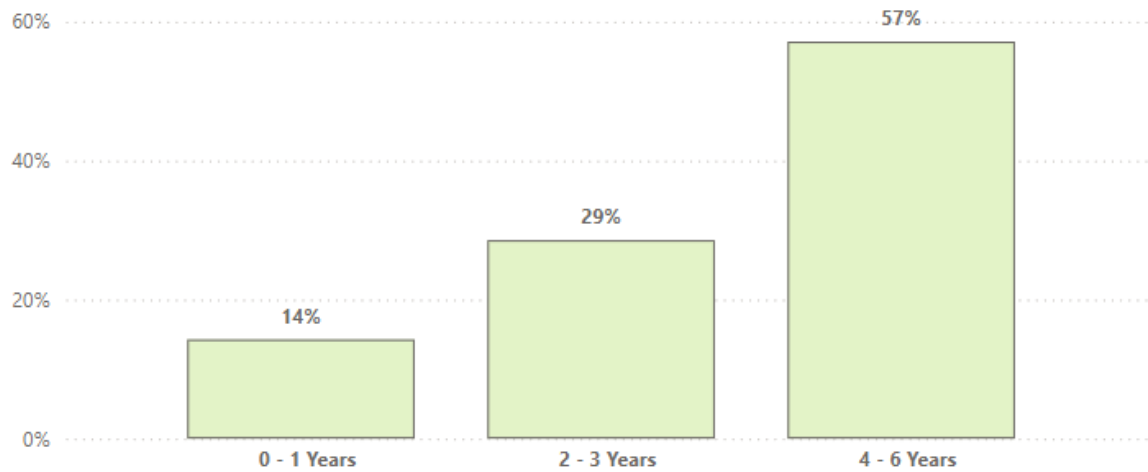
**Exhibit 9 National-level Education Attainment for Occupations**



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (57%) of employers listing minimum experience requirements sought candidates with 4-6 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

No student completions for the Court Reporting (TOP 0514.30) programs were found over the last three academic years (2020-2023). Based on the lack of data, it appears that in the previous three academic years, 0 regional community colleges issued an average of 0 awards in relevant programs.

## Non-Community College Supply

Student award completion data was not found in the IE/D for related non-community college programs: Court Reporting and Captioning/Court Reporter (CIP 22.0303), Scopist (CIP 22.0305).

In the previous three academic years, 0 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 11.

**Exhibit 11 Court Reporting strong workforce program outcomes, California, most recent academic year**

Program metric title	Statewide
Attained a living wage (completers and skills-builders)	47%
Completed 9+ career education units in one year	27%
Job closely related to the field of study	89%
Median annual earnings (all exiters)	\$42,638
Students who attained a noncredit workforce milestone in a year	97%
Students who earned a degree, certificate, or attained apprenticeship	20
Unduplicated count of enrolled students	365

SOURCE: LAUNCHBOARD

## Building an Inclusive Economy

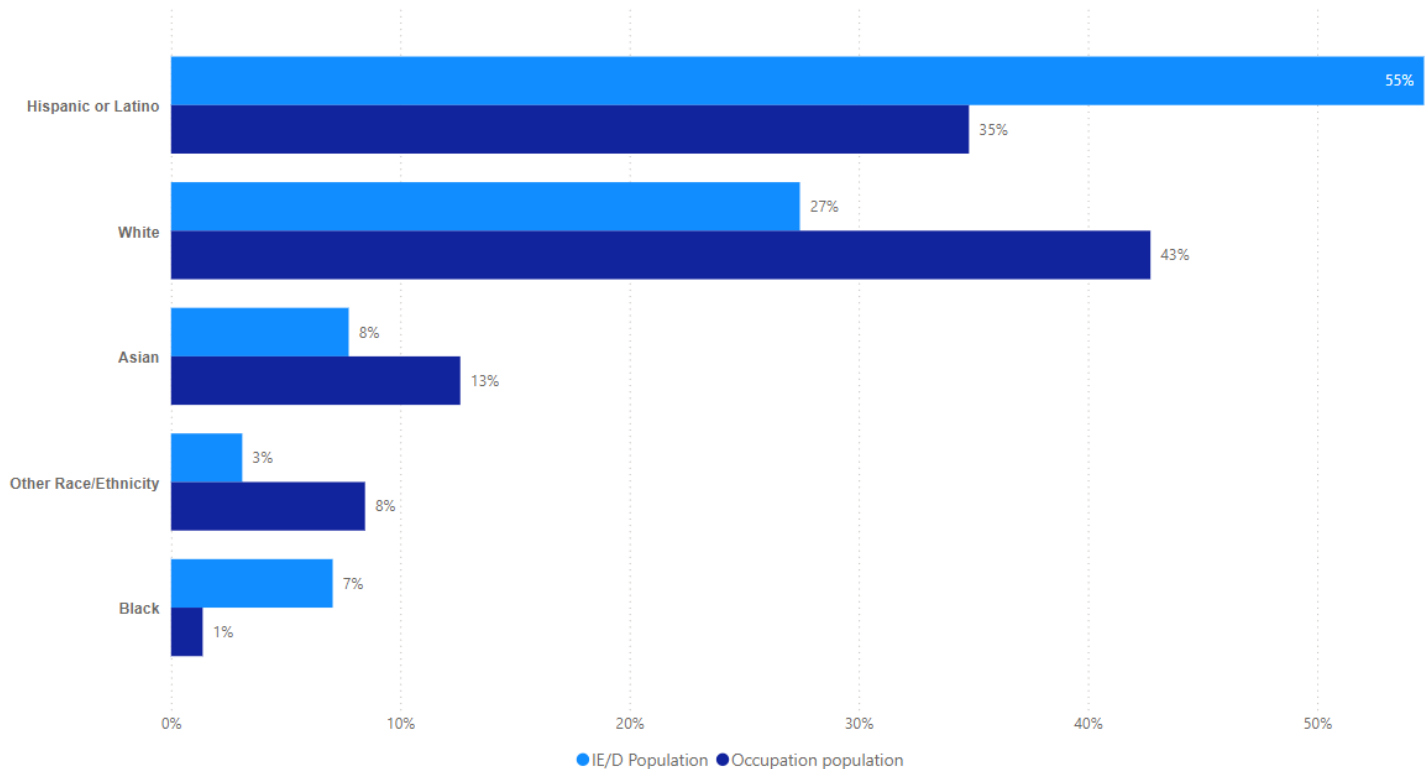
This section is intended to show demographic data for IE/D community college students in Court Reporting programs compared to the IE/D population. However, there were no students in the most recent year, so this report is unable to provide any details about IE/D students for this program in the most recent year. This section also includes demographics for related occupation data for the occupation related to court reporting. 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.

Exhibit 12 compares the race/ethnicity of IE/D occupation workers enrolled in Court Reporting programs compared to the IE/D population.

Notably, 35% of workers in occupations related to court reporting in the IE/D region are Hispanic/Latino, which is significantly lower than the Hispanic/Latino population in the IE/D region (55%). Additionally, 43% of the IE/D population that are employed in occupations related to court reporting are White, which is significantly higher than the IE/D population (27%).

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



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

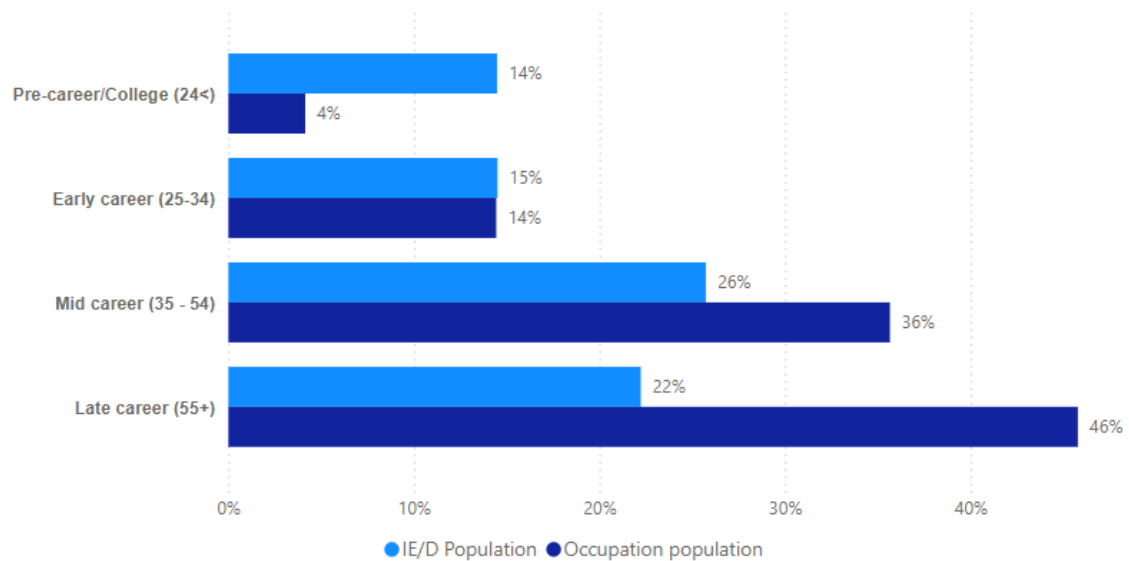
Most IE/D professionals in occupations related to court reporting are Hispanic/Latino or White (78%), “mid-career” or “late career” age category (82%), and female (84%). There was insufficient data to determine the same demographic information for students in related community college programs in the most recent academic year. 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, as a pipeline to the occupation population.

Exhibit 13 compares the age of IE/D occupation workers in occupations related to court reporting compared to the IE/D population.

The majority of workers in the related occupation are in the “mid-career” category (36%) or “late career” category (46%) as compared to IE/D population (26%; 22%). These programs are an important entry point for young court reporting professionals.

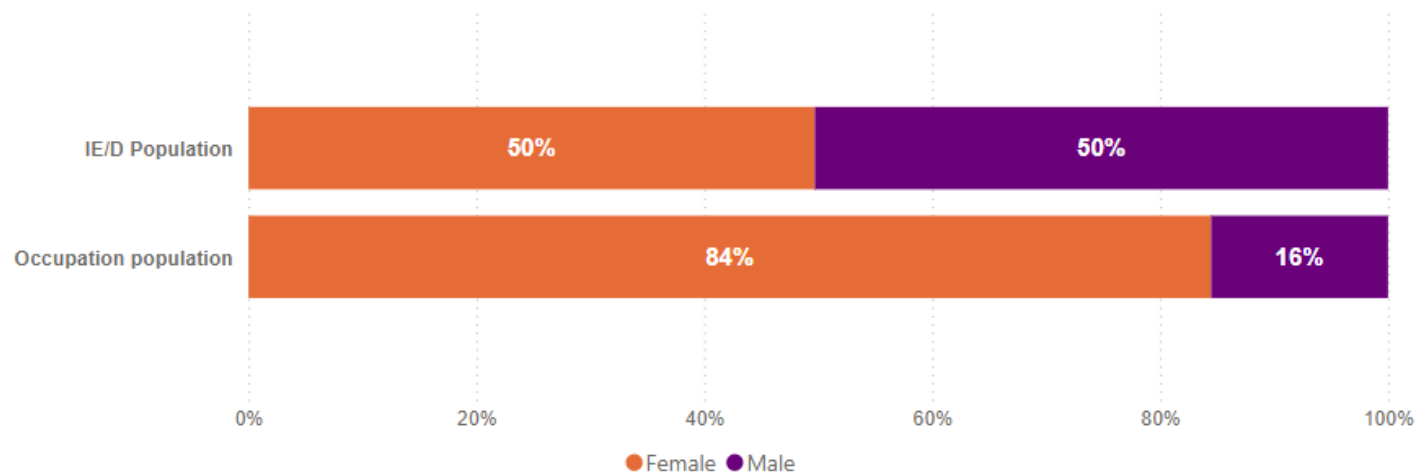
*Exhibit 13 Program and County Demographics by Age*



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Exhibit 14 compares the gender of IE/D workers in occupations related to court reporting compared to the IE/D population. We also include demographics for related occupation data for the occupation related to court reporting to identify potential diversity and equity issues addressable by community college programs.

*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 CCCC 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	<p>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:</p> <p><a href="https://www.calpassplus.org/LaunchBoard/Home.aspx">https://www.calpassplus.org/LaunchBoard/Home.aspx</a></p>
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