

Labor Market Analysis for Program Modification:
 0506.50/Retail Store Operations and Management
 (Retail Management, Certificate of Achievement)
 Orange County Center of Excellence, January 2025



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> there is projected to be 5,025 annual job openings throughout Los Angeles and Orange counties for these real-estate occupations, which is more than the 318 awards conferred by educational institutions.	
Self-Sufficiency Standard Living Wage ¹ :	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> entry-level wages for first-line supervisors of retail sales workers are \$17.76, which is significantly below the OC living wage of \$27.13, which may likely be due to self-employment earning dynamics.	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> though entry-level education requirements are a high school diploma, nearly 39% of workers in the field have completed some college or an associate degree as their highest level of education.	

Additional Considerations

	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Emerging Occupation(s):	<i>Comments:</i> N/A		
OC Resilient Job(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> See Resilient Jobs and US News & World Report Best Jobs		
U.S. News & World Report 2024 Best Jobs List ² :	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> See Resilient Jobs and US News & World Report Best Jobs		

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to one middle-skill occupations:

- *First-Line Supervisors of Retail Sales Workers (41-1011)*

Based on the available data there appears to be a supply gap for *first-line supervisors of retail sales workers* and typical education requirements for this occupation align with a community college education.

¹ At the direction of the California Community College Chancellor’s Office, 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, to determine Orange County’s living wage of \$27.13, last updated in March 2024.

² "100 Best Jobs of 2024," U.S. News & World Report, accessed May 7, 2024, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

However, entry-level wages are significantly below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the 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 Retail Sales Workers (41-1011)	LA: 3,710 OC: 1,315	LA: 303 OC: 15	OC: \$17.76	High school diploma or equivalent	39%
Total	5,025	318	N/A	N/A	N/A

Demand:

- The number of jobs related to *first-line supervisors of retail sales workers* is projected to decrease by 1% through 2028, equating to 5,025 annual job openings.
- Hourly entry-level wages for *first-line supervisors of retail sales workers* are \$17.76 in Orange County, which is significantly below the Self-Sufficiency Standard living wage.
 - It is important to note that more than a quarter of the workers (28%) in this occupation are considered self-employed and have different earning dynamics than wage and salaried workers.
- There were 18,359 online job postings *first-line supervisors of retail sales workers* over the past 12 months. The highest number of postings were for assistant store managers, store managers, and key holders.
- The typical entry-level education for *first-line supervisors of retail sales workers* is a high school diploma.
- Approximately 39% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 315 awards conferred by 17 community colleges in Los Angeles and Orange Counties from 2020 to 2023.
- Non-community college institutions conferred an average of 3 awards from 2019 to 2022.
- Although Orange County community college offers retail store operations and management programs and courses, student enrollment is low. Student outcomes data is limited, with only 16 students enrolled in retail store operations and management program in the 2021-2022 academic year. Due to a low number of students, most student outcomes metrics are not available at the county-level.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for *first-line supervisors of retail sales workers* from 2018 through 2028. Though there was a 7% decline across all occupations in Los Angeles and Orange counties from 2019 to 2020 due to the COVID-19 pandemic, employment for this occupation decreased by 12% during the same period.

In the two years preceding the pandemic, employment for this occupation continuously decreased in Orange County. After a decrease in employment in 2020, employment increased in 2021, decreased in 2022, and remained flat in 2023. Employment for this occupation in Orange County is projected to remain flat through 2028, experiencing a lower rate relative to all occupations in Los Angeles and Orange counties.

Exhibit 2: Annual Percent Change in Jobs for Retail Management Occupations, 2018-2028

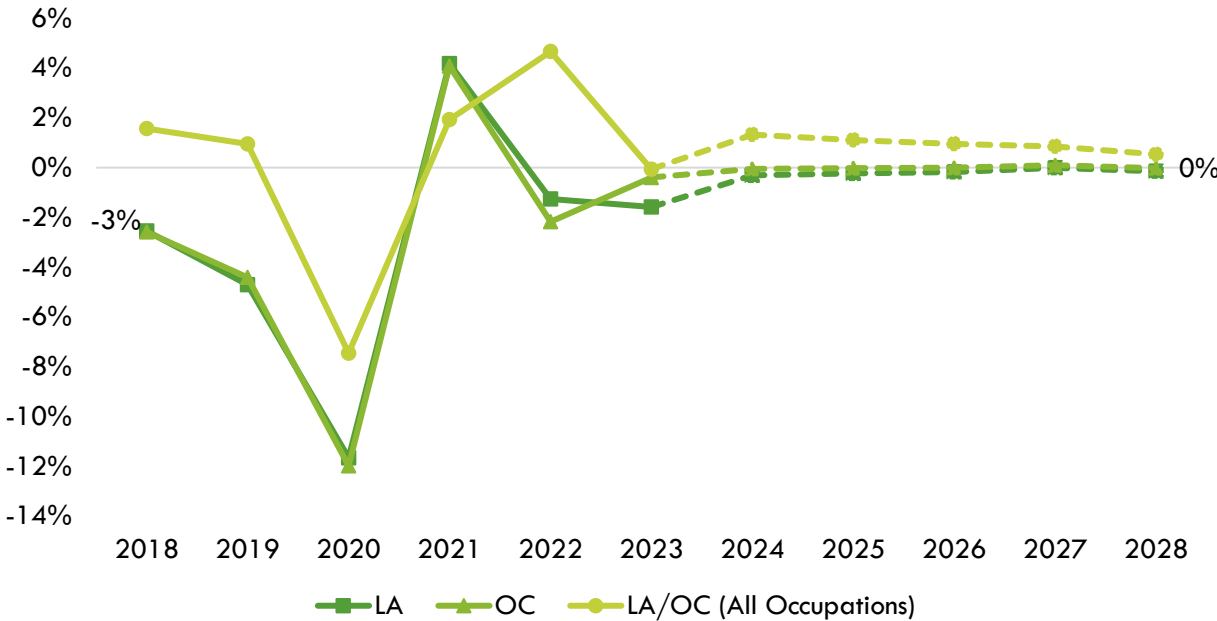


Exhibit 3 shows the five-year occupational demand projections for *first-line supervisors of retail sales workers*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by 1% through 2028. There is projected to be 5,025 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties³

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	36,918	36,594	(324)	(1%)	3,710
Orange	12,995	12,995	0	0%	1,315
Total	49,912	49,588	(324)	(1%)	5,025

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

Wages:

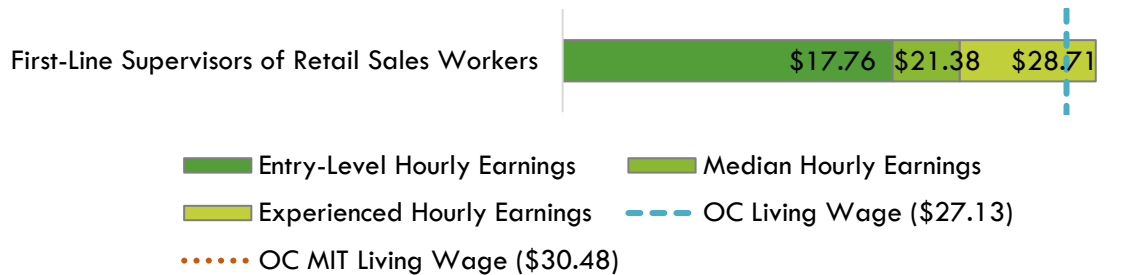
The labor market endorsement in this report considers the entry-level hourly wages for *first-line supervisors of retail sales workers* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

At the direction of the California Community College Chancellor's Office, 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, to determine Orange County's living wage of \$27.13, last updated in March 2024. Additionally, data for the MIT Living Wage, updated on February 14, 2024, is provided as a reference. Currently, the MIT Living Wage in Orange County is \$30.48. Both figures, which account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, are notated in the exhibits below.

It is important to note that over a quarter of the workers (28%) in this occupation within the Los Angeles/Orange County region are considered self-employed. Self-employed workers have different earning dynamics than wage and salaried workers, making direct comparisons difficult. Examples include deciphering what is a return to labor versus a return to capital, as well as showing possible negative earnings if expenses or investments exceed gross receipts⁴. For these reasons, wage data appears to be significantly lower than both the living wage and minimum wage.

Entry-level and median hourly wages for *first-line supervisors of retail sales workers* are \$17.76 and \$21.38, respectively; both of which are significantly below the Self-Sufficiency Standard living wage for one adult (\$27.13 in Orange County). Experience hourly wages are \$28.71, which is above the Self-Sufficiency Standard living wage. Orange County's average wages are slightly below the average statewide wage of \$26.90 for this occupation. Exhibit 4 shows the wage range for this occupation in Orange County and how it compares to the regional living wage.

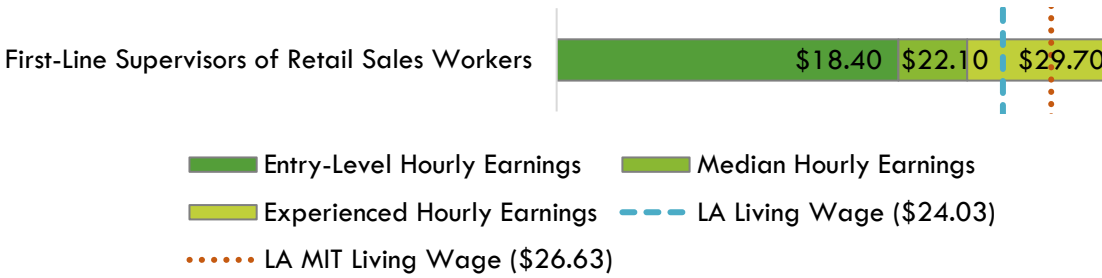
Exhibit 4: Wages by Occupation in Orange County



Entry-level and median hourly wages for *first-line supervisors of retail sales workers* are \$18.40 and \$22.10, respectively; both of which are significantly below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Experience hourly wages are \$29.70, which is above the Self-Sufficiency Standard living wage. Los Angeles County's average wages are slightly above the average statewide wage of \$26.90 for this occupation. Exhibit 5 shows the wage range for this occupation in Los Angeles County and how it compares to the regional living wage.

⁴ https://www.brookings.edu/wp-content/uploads/2019/11/201911_Brookings-Metro_low-wage-workforce_Ross-Bateman.pdf

Exhibit 5: Wages by Occupation in Los Angeles County



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

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2024 U.S. News & World Report (USN&WR) Best Job. *First-line supervisors of retail sales workers* did not meet the criteria to be considered any of the three designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2024 USN&WR Best Job
First-Line Supervisors of Retail Sales Workers	☐	☐	☐

Job Postings:

Important Online Job Postings Data Note: 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. 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.

Additionally, 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.

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

There were 18,359 online job postings related to *first-line supervisors of retail sales workers* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=18,359)

Occupation	Job Postings	Percentage of Job Postings
First-Line Supervisors of Retail Sales Workers	18,359	100%
Total Postings	18,359	100%

The top employers in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Employers by Number of Job Postings (n=18,359)

Employer	Job Postings	Percentage of Job Postings
Dollar Tree	440	2%
Abercrombie & Fitch	381	2%
Nordstrom	355	2%
Walmart	239	1%
Extra Space Storage	215	1%
Goodwill	174	1%
Journeys	170	1%
Claire's	164	1%
Spirit Halloween	157	1%
Macy's	156	1%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 9.

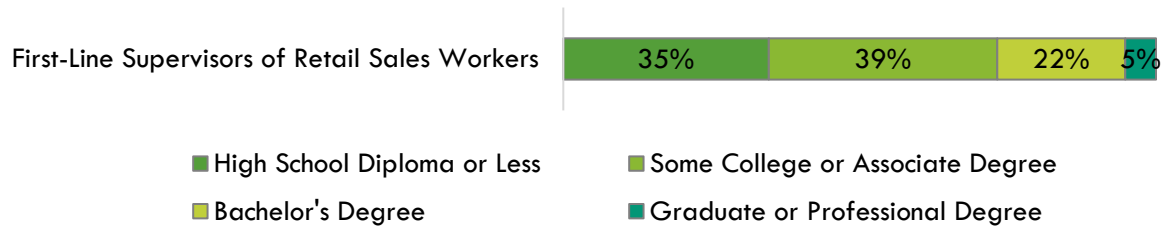
Exhibit 9: Top Skills by Number of Job Postings (n=18,359)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Merchandising (8,351)	Sales (13,500)	Microsoft Office (1,299)
Retail Operations (4,839)	Customer Service (12,201)	Microsoft Excel (1,165)
Selling Techniques (4,008)	Communication (9,620)	Microsoft Outlook (846)
Product Knowledge (3,280)	Management (8,443)	Microsoft PowerPoint (591)
Inventory Management (2,261)	Leadership (7,771)	Microsoft Word (343)
Visual Merchandising (2,239)	Operations (6,561)	SAP Applications (189)
Loss Prevention (2,131)	Coaching (4,940)	Reporting Tools (164)
Marketing (2,100)	Retail Sales (4,153)	Inventory Management System (154)
Key Performance Indicators (KPIs) (1,928)	Scheduling (3,234)	Markdown (152)
Cash Handling (1,853)	Lifting Ability (2,913)	Google Workspace (100)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education *first-line supervisors of retail sales workers*. However, the national-level educational attainment data indicates 39% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 10 shows the educational attainment for this occupation.

Exhibit 10: National-level Educational Attainment for Occupation



Of the 49% of the cumulative job postings for *first-line supervisors of retail sales workers* that listed a minimum education requirement in Los Angeles/Orange County, 74% (6,592) requested a high school diploma, vocational training, or an associate degree and 23% (2,100) requested a bachelor's degree.

Educational Supply

Community College Supply:

Exhibit 11 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Floriculture/Floristry (0109.20)
- Retail Store Operations and Management (0506.50)
- Sales and Salesmanship (0509.40)
- Display (0509.60)
- E-Commerce (0509.70)

The colleges with the most completions in the region are Cerritos, Santa Monica, and Mt. San Antonio. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

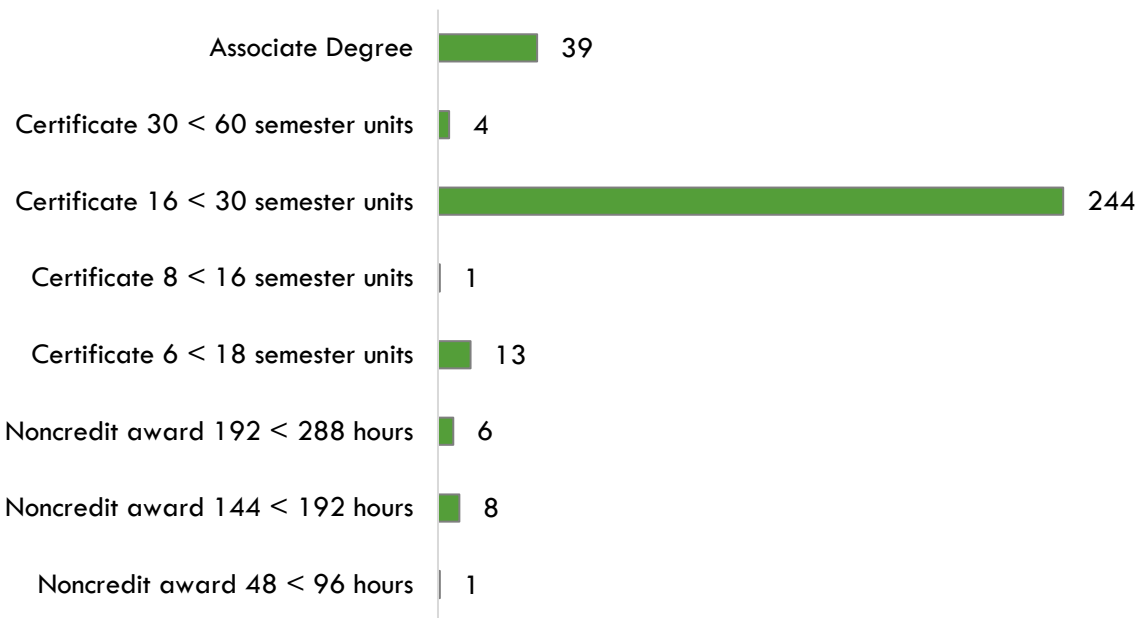
Exhibit 11: Regional Community College Awards (Certificates and Degrees), 2020-2023

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0109.20	Floriculture/Floristry	LA Pierce	0	0	4	1
		Mt San Antonio	0	2	16	6
		LA Subtotal	0	2	20	7
		Golden West	12	5	0	6
		OC Subtotal	12	5	0	6
Supply Subtotal/Average			56	82	65	67
0506.50		Cerritos	198	192	339	243
		El Camino	2	4	2	3

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average		
	Retail Store Operations and Management	LA City	0	1	0	0		
		LA Mission	0	0	1	0		
		LA Pierce	0	0	1	0		
		LA Trade	2	1	0	1		
		LA Valley	2	5	2	3		
		Mt San Antonio	2	1	6	3		
		Pasadena	2	9	2	4		
		Rio Hondo	3	4	1	3		
		LA Subtotal	211	217	354	261		
		Golden West	0	1	0	0		
		Saddleback	2	1	2	2		
		Santa Ana	0	0	3	1		
		OC Subtotal	2	2	5	3		
		Supply Subtotal/Average			213	219	359	264
		0509.40	Sales and Salesmanship	Glendale	9	5	10	8
Santa Monica	25			23	12	20		
LA Subtotal	34			28	22	28		
Orange Coast	6			10	0	5		
OC Subtotal	6			10	0	5		
Supply Subtotal/Average			40	38	22	33		
0509.60	Display	-	-	-	-	-		
		LA Subtotal	-	-	-	-		
		Orange Coast	1	0	0	0		
		OC Subtotal	1	0	0	0		
Supply Subtotal/Average			40	38	22	33		
0509.70	E-Commerce	LA City	0	0	2	1		
		Long Beach	7	5	1	4		
		LA Subtotal	7	5	3	5		
		-	-	-	-	-		
		OC Subtotal	-	-	-	-		
Supply Subtotal/Average			7	5	3	5		
Supply Total/Average			273	269	404	315		

Exhibit 12 shows the annual average community college awards by type from 2020-21 to 2022-23. The plurality of the awards are for certificates between 16 and less than 30 semester units, distantly followed by associate degrees and certificates between 6 and less than 18 semester units.

Exhibit 12: Annual Average Community College Awards by Type, 2020-2023



Community College Student Outcomes:

Exhibit 13 shows the Strong Workforce Program (SWP) metrics for retail store operations and management programs in Coast County Community College District (CCCD), the Orange County Region, and California. Per the California Community Colleges Curriculum Inventory (COCI), CCCD has six active programs and two active courses under the retail store operations and management (0506.50) TOP code. However, due to a low number of students, student outcomes data is limited at the district and county level.

Of the 293 California retail store operations and management students in the 2021-22 academic year, 5% (16) attended an Orange County community college. California students that exited retail store operations and management programs in the 2021-22 academic year had median annual earnings of \$42,368 (\$20.37 per hour). Nearly 68% of retail store operations and management students attained the living wage (68%) statewide.

Exhibit 13: Retail Store Operations and Management (0506.50) Strong Workforce Program Metrics, 2021-22⁶

SWP Metric	CCCD	OC Region	California
SWP Students	Insufficient Data	16	293
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	Insufficient Data	43%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	Insufficient Data

⁶ All SWP metrics are for 2021-22 unless otherwise noted.

SWP Metric	CCCD	OC Region	California
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	221
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	Insufficient Data	Insufficient Data	33
SWP Students with a Job Closely Related to Their Field of Study (2019-20)	Insufficient Data	Insufficient Data	Insufficient Data
Median Annual Earnings for SWP Exiting Students (2020-21)	Insufficient Data	Insufficient Data	\$42,368 (\$20.37)
Median Change in Earnings for SWP Exiting Students (2020-21)	Insufficient Data	Insufficient Data	41%
SWP Exiting Students Who Attained the Living Wage (2020-21)	Insufficient Data	Insufficient Data	68%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering retail store operations and management programs. Exhibit 14 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code:

- E-commerce/Electronic Commerce (52.0208)

No awards were conferred under the following CIP codes:

- Floriculture/Floristry Operations and Management (01.0608)
- Retail Management (52.0212)
- Retailing and Retail Operations (52.1803)
- Selling Skills and Sales Operations (52.1804)
- General Merchandising, Sales, and Related Marketing Operations, Other (52.1899)

The available data covers 2019 to 2022. During this period, non-community college institutions in the region conferred an average of 3 awards annually in related programs.

Exhibit 14: Regional Non-Community College Awards, 2019-2022

CIP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
52.0208	E-Commerce/ Electronic Commerce	University of La Verne	4	1	0	2
		Westcliff University	0	0	3	1
Supply Total/Average			4	1	3	3

Regional Demographics

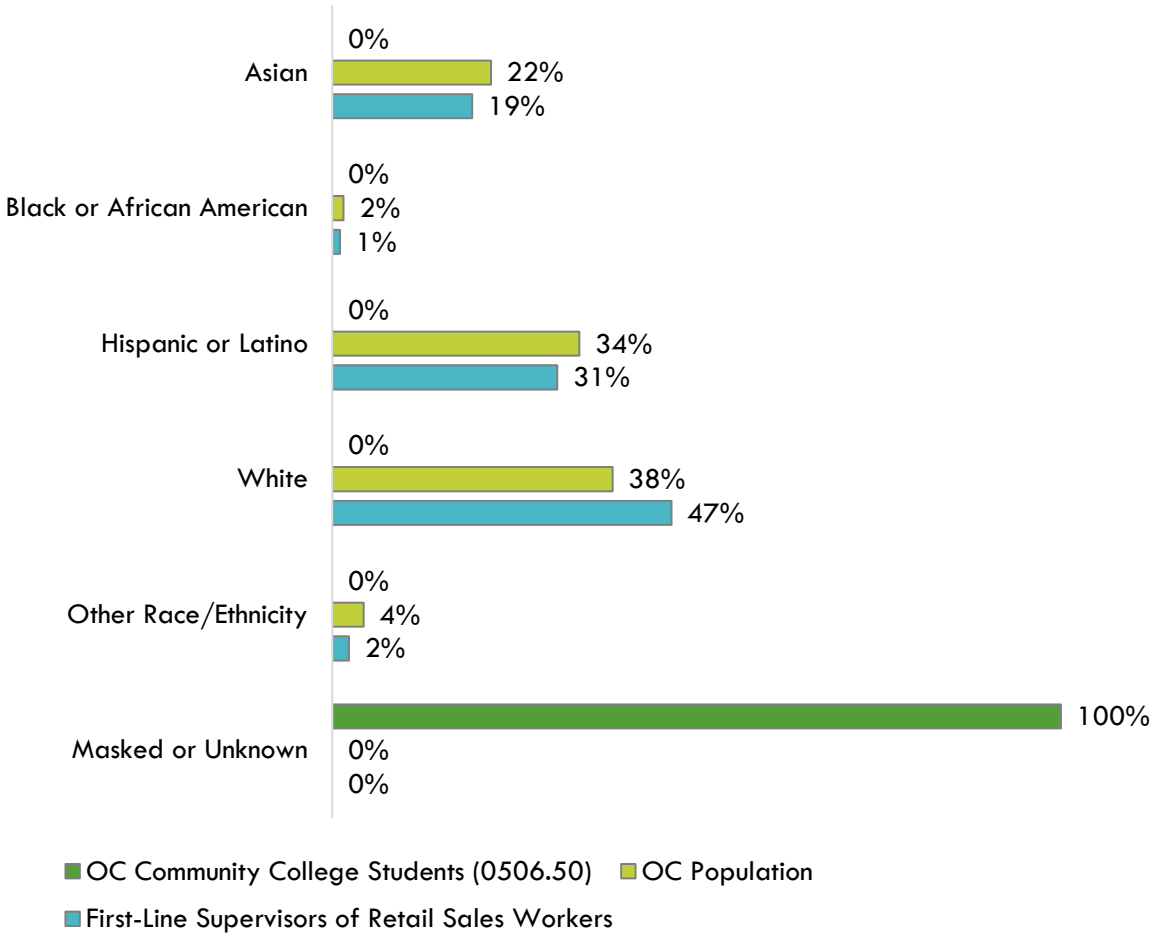
This section examines demographic data for Orange County community college students in retail store operations and management programs compared to the OC population, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

Ethnicity:

Exhibit 15 compares the ethnicity of Orange County community college students enrolled in retail store operations and management programs, the overall Orange County population, and occupation-specific data for *first-line supervisors of retail sales workers* included in this report.

Notably, 50% of workers employed in these retail management occupations are Asian or Hispanic or Latino, which is only slightly lower than their combined population (56%). Conversely, 47% of workers in the field are white, which is much higher than the population (38%). Among the community college retail store operations and management students, 100% (21) are masked or unknown. The small sample size for demographic student data may explain the low representation across all ethnic groups.

Exhibit 15: Program and County Demographics by Ethnicity

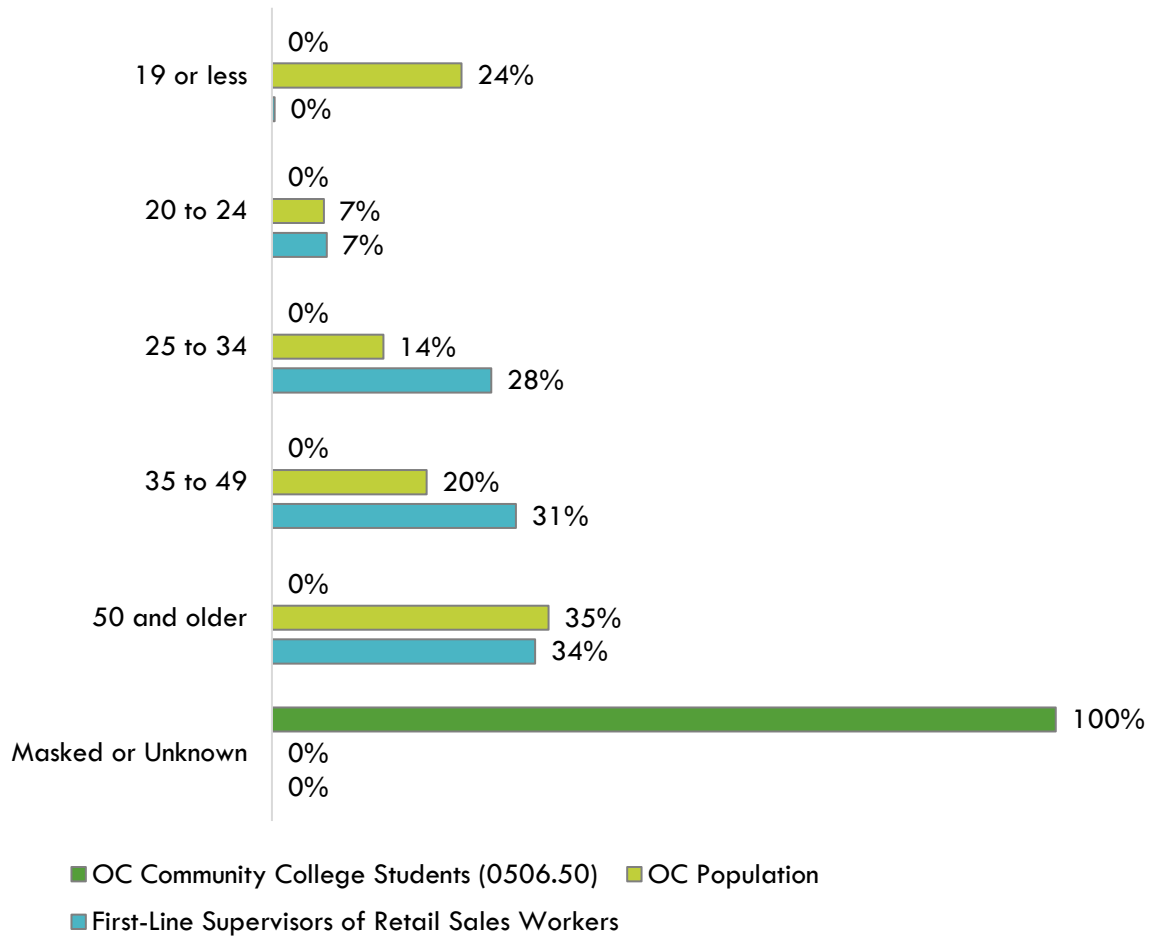


Age:

Exhibit 16 compares the age of Orange County community college students enrolled in retail store operations and management programs, the overall Orange County population, and occupation-specific data for *first-line supervisors of retail sales workers* included in this report.

Nearly 60% of workers employed in retail management occupations are aged 25 to 49, which is higher than their combined population (34%). Conversely, 34% of workers in the field are aged 50 and older, which is lower than the population. Among the community college retail store operations and management students, 100% (21) are masked or unknown. The small sample size for demographic student data may explain the low representation across all age groups.

Exhibit 16: Program and County Demographics by Age

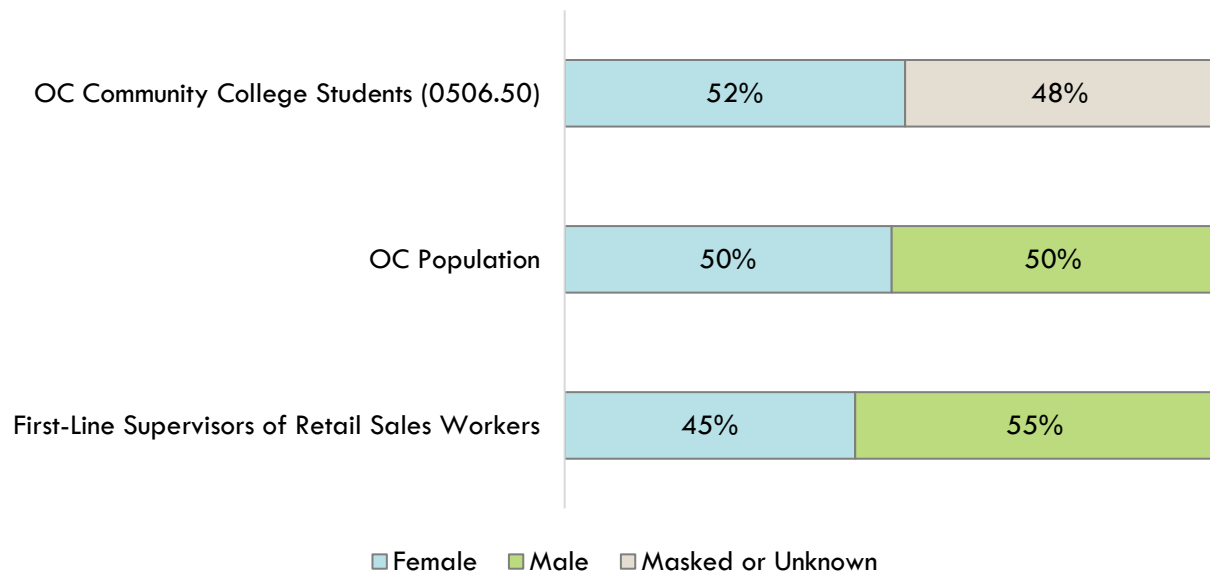


Sex:

Exhibit 17 compares the sex of Orange County community college students enrolled in retail store operations and management programs, the overall Orange County population, and occupation-specific data for *first-line supervisors of retail sales workers* included in this report.

Though the population is split evenly between women and men, less than half (45%) of workers in the field are women. Among community college retail store operations and management students, 52% are women (11), and 48% are masked or unknown (10). The small sample size for demographic student data may explain the low representation of men.

Exhibit 17: Program and County Demographics by Sex



Appendix A: Methodology

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

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

- All occupations that 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 OC 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.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC 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. 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.

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.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>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 Statistics and the American Community Survey. For more information, see https://lightcast.io/</p>
Living Wage	<p>“Living Wage” measures the income necessary for an individual or family to afford basic expenses by assessing the costs such as housing, food, child care, health care, transportation, and taxes.</p> <p>Per the CCCCCO’s this report’s endorsement criteria uses the University of Washington’s Center for Women’s Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$56,451 annually) in Orange County. For more information, see: http://www.selfsufficiencystandard.org/California</p> <p>The MIT Living Wage, updated on February 14, 2024, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$30.48. For more information, see: https://livingwage.mit.edu/counties/06059</p>
Typical Education and Training Requirements, and Educational Attainment	<p>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</p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
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: https://www.calpassplus.org/LaunchBoard/Home.aspx</p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

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

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