

Labor Market Analysis for Program Recommendation: 1250.00/ Emergency Medical Services (Emergency Medical Services)

South Central Coast Center of Excellence, March 2025



FOR LABOR MARKET RESEARCH

SOUTH CENTRAL COAST

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 type="checkbox"/>	No <input checked="" type="checkbox"/>
Supply Gap:	Comments: there is projected to be 202 annual job openings in the South Central Coast (SCC) region for these emergency medical service occupations, which is less than the 420 awards conferred by educational institutions.	
	Though supply is greater than demand, these occupations are essential health and emergency response jobs. Employers throughout the state and nation have reported ongoing shortages. Additionally, measuring supply for emergency medical service occupations presents unique challenges that are further explained throughout this report.	
Self-Sufficiency Standard Living Wage ¹ :	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	Comments: Over half (66%) of annual job openings for these emergency medical service occupations have entry-level hourly wages below the Ventura County living wage of \$24.53.	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	Comments: though the majority (92%) of annual job openings for these emergency medical service occupations typically require a high school diploma or equivalent, 66% of workers in the field have completed some college or an associate degree as their highest level of education.	
Additional Considerations		
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/> No <input checked="" type="checkbox"/>
	Comments: N/A	

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

- *Emergency Medical Technicians (29-2042)*
- *Paramedics (29-2043)*

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

There are significant staffing shortages of Emergency Medical Technicians (EMT) and paramedics being reported across the state and nation.² As a result, communities find themselves in life-or-death situations with no available ambulances to respond to emergency situations.³ Compounding this issue is the lack of funding for emergency medical services, which prevents adding more ambulances and staff to address shortages.**Error! Bookmark not defined.**

Furthermore, hiring practices for both EMTs and Paramedics vary at the state and local levels as well as between the private and public ambulance companies.⁴ At the state level, job opportunities focus on positions such as firefighter/paramedic with such employers as Cal Fire.⁵ At the local level, there is a heavier emphasis on finding work with private ambulance companies where job postings often have multiple openings for a single position.⁶

Additionally, there are challenges when quantifying supply for these occupations. The number of awards conferred to students at community colleges include students that have never earned an EMT or Paramedic license, as well as those that are completing continuing education requirements for license recertification.⁷ The COE is unable to quantify how many of these awards are for prospective new EMTs and Paramedics versus those completing continuing education requirements for recertification, but it is likely that supply is overstated.

Based on the available data there does not appear to be a supply gap for these emergency medical service occupations, but there are several challenges to quantifying the labor gap for these occupations as noted above. EMTs and paramedics are essential health and emergency response jobs that assist in saving lives. Typical education requirements for these occupations align with a community college education. However, the majority of annual job openings have entry-level wages 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
Emergency Medical Technicians (29-2042)	150	420	Ventura: \$20.35	Postsecondary nondegree award	66%
Paramedics (29-2043)	52	Accounted for Above	Ventura: \$28.40	Postsecondary nondegree award	66%
Total	202	420	N/A	N/A	N/A

² [Calif. county's medic shortage adds to slow response times](#)

³ [The Crisis Of Paramedic And EMS Shortages: A Rural Emergency - Healthcare Business Today](#)

⁴ [What are the differences between public and private ambulance services?](#)

⁵ [Paramedic | CAL FIRE](#)

⁶ [EMT Jobs, Employment | Indeed](#)

⁷ [Emergency Medical Technician \(EMT\) Recertification | National Registry of Emergency Medical Technicians](#)

Demand:

- The number of jobs related to these emergency medical service occupations is projected to increase 19% through 2028 in the SCC region. There is projected to be 202 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for these emergency medical service occupations Ventura County range from \$20.35 to \$28.40; 66% of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 153 job postings for these emergency medical service occupations over the past 12 months. The highest number of postings were for Emergency Medical Technicians, followed by Paramedics.
- The typical entry-level education for these emergency medical service occupations is a postsecondary nondegree award.
- Notably, 66% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 420 awards conferred by four community colleges in the SCC Region from 2020 to 2023.
- Non-community college institutions did not confer any related awards from 2019 to 2022.
- SCC community college students that exited Emergency Medical Services programs in the 2021-22 academic year had a median annual wage of \$40,874 (\$19.65 per hour) after exiting the program and 61% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 73% of Emergency Medical Services students that exited their program in 2020-21 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2018. Notably, employment for these emergency medical service occupations in Ventura County grew 199% from 2018 to 2023, which is significantly higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. Notably, employment in Santa Barbara County grew 133% from 2018 to 2023. From 2023 to 2028, employment for these emergency medical services is projected to rapidly grow in both Ventura and Santa Barabara County, while employment for these occupations in Northern LA and San Luis Obispo County is projected to remain flat.

Exhibit 2: Historical and Projected Employment for Emergency Medical Service Occupations in the SCC Region, 2018-2028

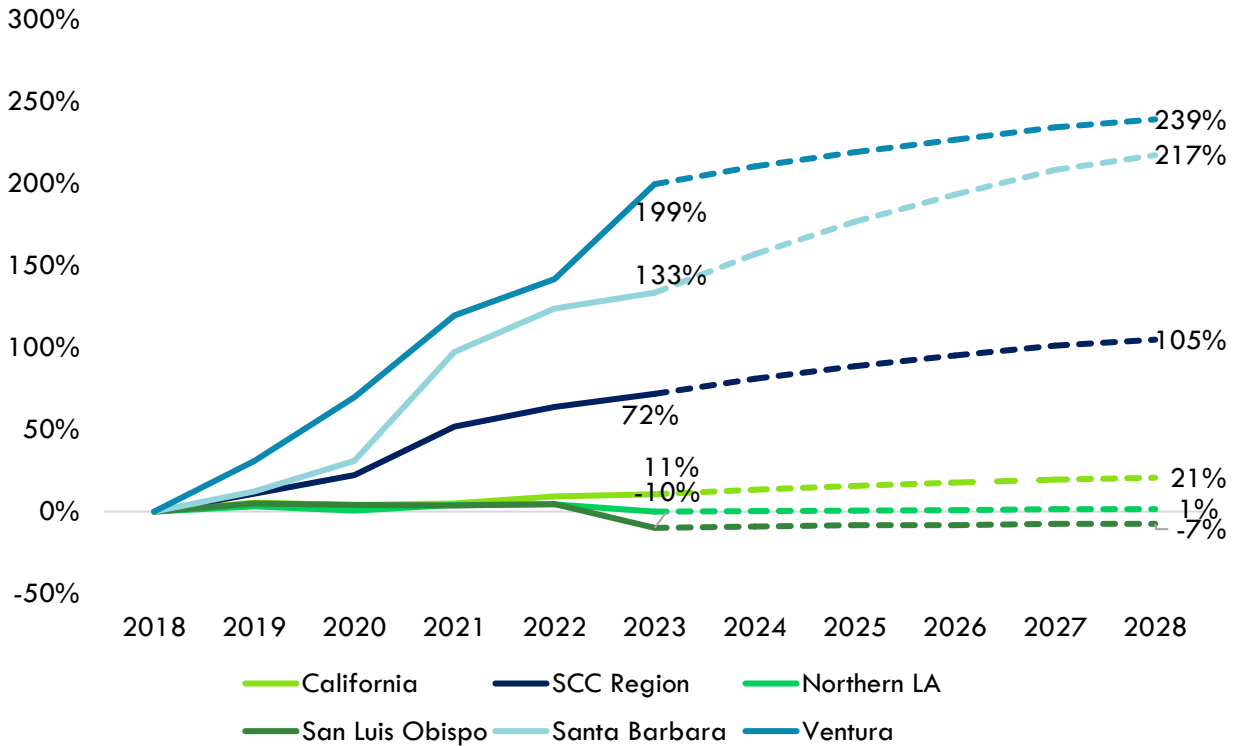


Exhibit 3 shows the five-year occupational demand projections for these emergency medical service occupations. In the SCC Region, the number of jobs related to these occupations is projected to increase 19% through 2028. There is projected to be 202 jobs available annually. Santa Barbara County has the highest number of jobs, annual openings, and employment is projected to increase at the highest rate through 2028.

Exhibit 3: Occupational Demand in SCC Region⁸

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Northern LA	339	345	6	2%	24
San Luis Obispo	219	224	6	3%	14
Santa Barbara	777	1,056	279	36%	114
Ventura	553	627	73	13%	49
SCC Region	1,888	2,252	363	19%	202

⁸ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations. It is important to note that adding jobs, change, and annual openings for each geographic area may not add to the total listed in the SCC Region row. This is due to how data is reported at the county vs. ZIP code level. For more information, see Appendix A: Methodology.

Wages:

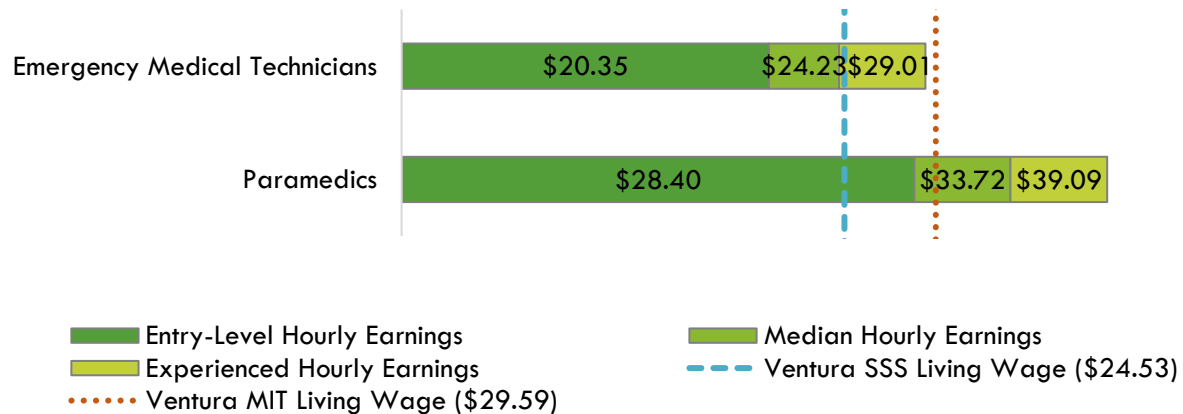
The labor market endorsement in this report considers the entry-level hourly wages for these emergency medical service occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Moorpark College, which is in Ventura County. Wages for other counties are included below to provide a complete analysis of the SCC 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 each county's living wage (last updated in March 2024). Additionally, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. 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 included in the exhibits below.

Ventura

Over half (66%) of annual openings for these emergency medical service occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-level hourly wages range between \$20.35 and \$28.40. *Paramedics* (29-2043) has entry-level hourly earnings above the living wage while *Emergency Medical Technicians* (29-2042) has experienced hourly earnings above the living wage. Exhibit 4 shows the wage range for each of these emergency medical service occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Ventura County

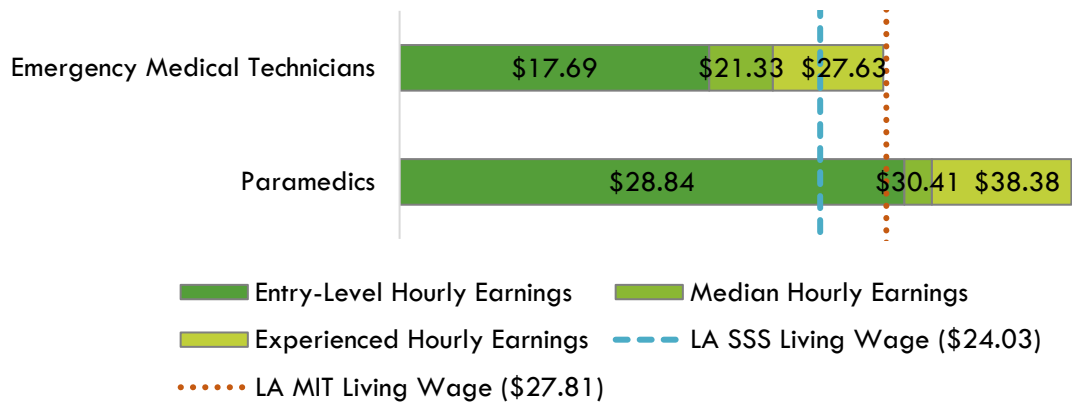


Northern Los Angeles

The majority (81%) of annual openings for these emergency medical service occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$17.69 and \$28.84.

Paramedics (29-2043) has entry-level hourly earnings above the living wage, while *Emergency Medical Technicians* have experienced hourly earnings above the living wage in Los Angeles County. Exhibit 4 shows the wage range for each of these emergency medical service occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Northern Los Angeles County

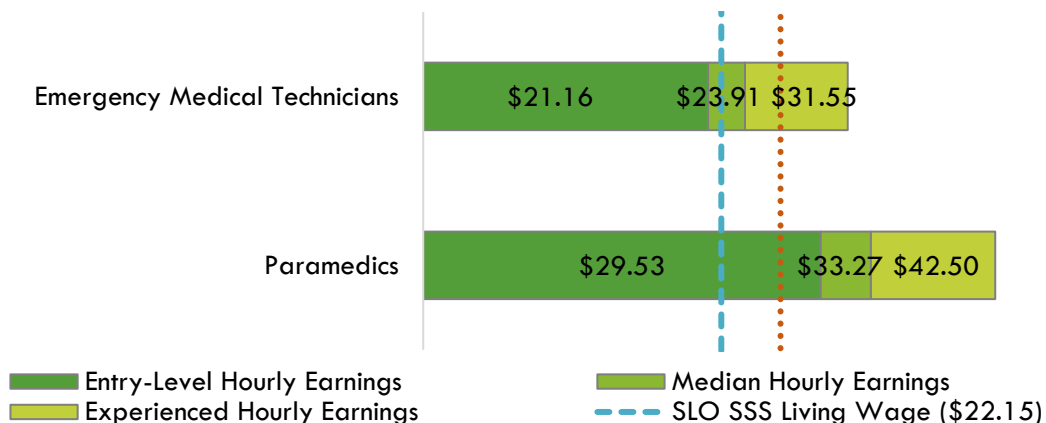


San Luis Obispo

Over half, (69%) of annual openings for these emergency medical service occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$21.16 and \$29.53.

Paramedics (29-2043) has entry-level hourly earnings above the living wage, while *Emergency Medical Technicians* have median hourly earnings above the living wage in San Luis Obispo County. Exhibit 5 shows the wage range for each of these emergency medical service occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

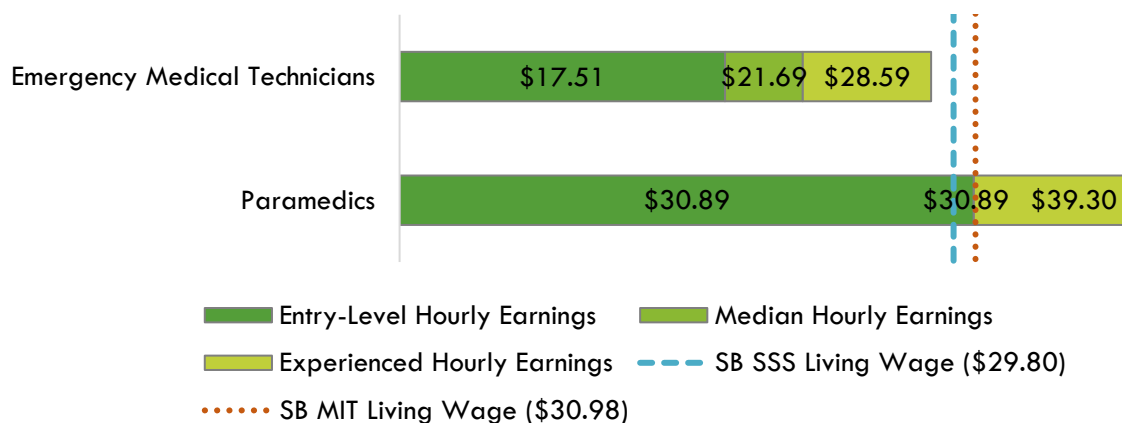
Exhibit 5: Wages by Occupation in San Luis Obispo County



Santa Barbara

A majority (77%) of annual openings for these emergency medical service occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Typical entry-level hourly wages range between \$17.51 and \$30.89. *Paramedics* (29-2043) has entry-level hourly earnings above the living wage, while wages for *Emergency Medical Technicians* (29-2042) do not meet the living wage at the entry-level, median, or experienced level. Exhibit 6 shows the wage range for each of these emergency medical service occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in Santa Barbara County



Job Postings:

There were 153 online job postings related to these emergency medical service occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by occupation. Approximately 40% of job postings were in Ventura County.

Exhibit 7: Number of Job Postings by Sub-Region (n=153)

Occupation	Job Postings	Percentage of Job Postings
Ventura	61	40%
Northern Los Angeles	45	29%
Santa Barbara	32	21%
San Luis Obispo	15	10%
Total Postings	153	100%

Of the 153 postings, more than half (67%) were for *Emergency Medical Technicians* (29-2042), followed by 33% *Paramedics* (29-2043).

Exhibit 8: Number of Job Postings by Occupation (n=153)

Occupation	Job Postings	Percentage of Job Postings
Emergency Medical Technicians	102	67%
Paramedics	51	33%
Total Postings	153	100%

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

Exhibit 9: Top Employers by Number of Job Postings (n=153)

Employer	Job Postings	Percentage of Job Postings
AMR	58	38%
Global Medical Response	32	21%
Adventist Health	5	3%
Amergis	5	3%
Antelope Valley College	4	3%
Aston Carter	4	3%
Lincare	4	3%
Amazon	3	2%
BrightStar Care	3	2%
Care Connection Transport Services	3	2%

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

Exhibit 10: Top Skills by Number of Job Postings (n=153)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Emergency Medical Services (99)	Good Driving Record (66)	Microsoft Office (9)
Cardiopulmonary Resuscitation (CPR) (84)	Communication (64)	Learning Management Systems (4)
Ambulances (75)	Customer Service (45)	Amazon Product Advertising API (2)
Medical Equipment (63)	Management (39)	Microsoft Excel (1)
Electrocardiography (56)	Compassion (36)	Microsoft Outlook (1)
Triage (50)	Map Reading (36)	Microsoft Office (9)
Patient Interviews (44)	Professionalism (32)	N/A
Medical Assistance (42)	Operations (30)	
Billing (41)	Empathy (24)	
Medical Guideline (39)	Quality Assurance (24)	

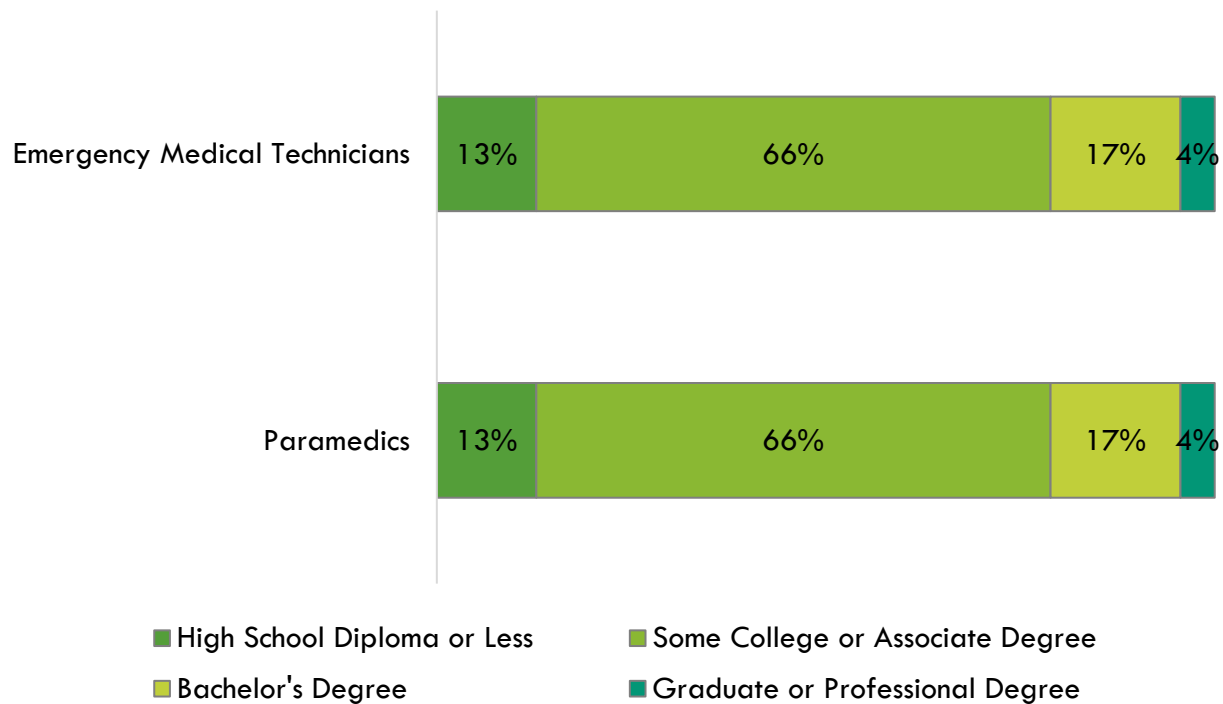
Educational Attainment:

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

- Postsecondary nondegree award
 - *Emergency Medical Technicians (29-2042)*
 - *Paramedics (29-2043)*

The national-level educational attainment data indicates that 66% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 11: National-level Educational Attainment for Occupations



Of the 67% of the cumulative job postings for these emergency medical service occupations that listed a minimum education requirement in the SCC Region, 97% (100) requested a high school diploma or an associate degree 2% (2) requested a bachelor's degree, and 1% (1) requested a graduate or professional degree.

Educational Supply

Community College Supply:

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

- *Emergency Medical Services* (1250.00)
- *Paramedics* (1251.00)

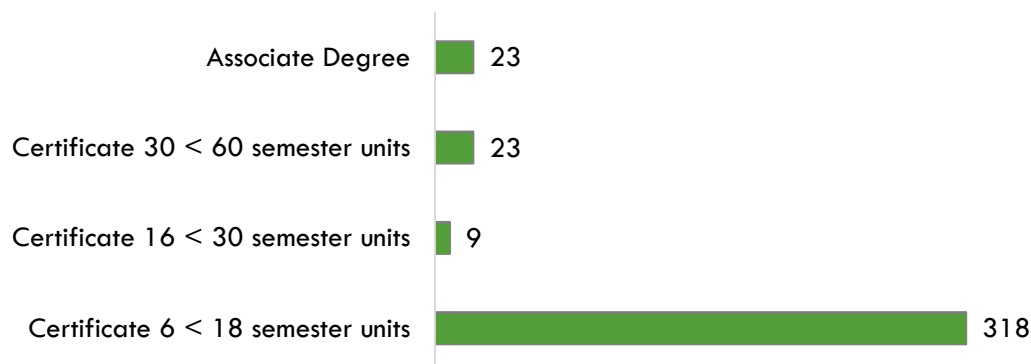
The college with the most completions in the region overall is Cuesta (144), followed by College of the Canyons (82), and Allan Hancock (75).

Exhibit 12: 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
1250.00	Emergency Medical Technicians	Allan Hancock	53	62	61	59
		Canyons	72	84	90	82
		Cuesta	121	107	166	131
		Moorpark	73	0	11	28
		Oxnard	154	0	6	53
Supply Subtotal/Average			473	253	334	353
1251.00	Paramedic	Allan Hancock	16	13	18	16
		Cuesta	19	20	1	13
		Ventura	38	28	47	38
Supply Subtotal/Average			73	61	66	67
Supply Total/Average			546	314	400	420

Exhibit 14 shows the annual average community college awards by type from 2020-21 to 2022-23. The vast majority of awards are for certificates between 6 and less than 18 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2020-2023



Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Emergency Medical Services programs at Ventura County Community College District (VCCCD), the SCC Region, and California. Of the 1,852 emergency medical service students throughout the region in the 2022-23 academic year, 27% (492) attended a VCCCD college. VCCCD students that exited Emergency Medical Services programs in the 2021-22 academic year had slightly higher median annual earnings (\$40,874 or \$19.65 per hour) compared to all Emergency Medical Services students in the SCC Region (\$39,008 or \$18.75 per hour); both figures are lower than statewide (\$41,684 or \$20.04 per hour). A higher percentage of VCCCD students (61%) attained the living wage when compared to SCC (49%) and statewide (60%) Emergency Medical Services students.

Exhibit 14: Emergency Medical Services (1250.00) Strong Workforce Program Metrics, 2022-23⁹

SWP Metric	VCCCD	SCC Region	California
SWP Students	492	1,852	17,040
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	34%	27%	33%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	93%	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	3%	3%	5%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2021-22)	3%	4%	3%
SWP Students with a Job Closely Related to Their Field of Study (2020-21)	92%	73%	69%
Median Annual Earnings for SWP Exiting Students (2021-22)	\$40,874 (\$19.65)	\$39,008 (\$18.75)	\$41,684 (\$20.04)
Median Change in Earnings for SWP Exiting Students (2021-22)	76%	46%	36%
SWP Exiting Students Who Attained the Living Wage (2021-22)	61%	49%	60%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering emergency medical service training programs. Over the past three years (2019-2022), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Emergency Medical Technology/Technician (EMT Paramedic) (51.0904)

⁹ All SWP metrics are for 2022-23 unless otherwise noted.

Regional Demographics

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

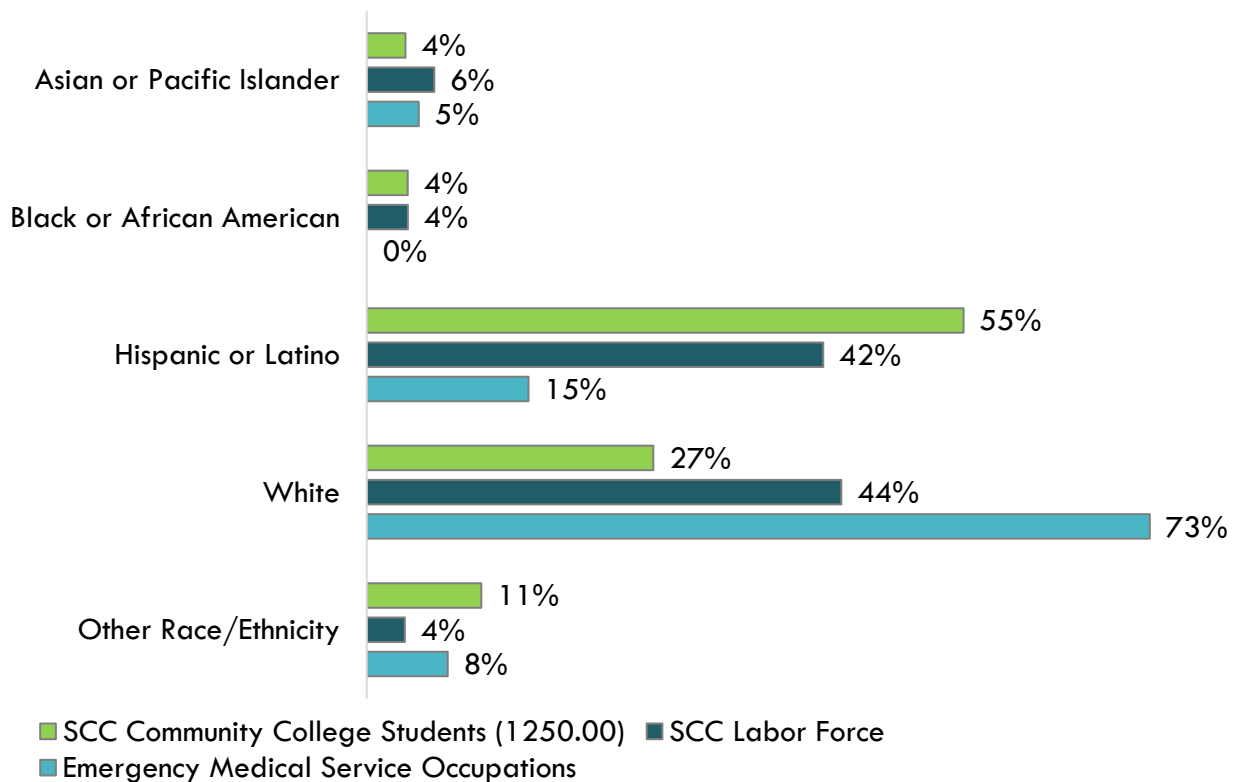
Ethnicity:

Exhibit 16 compares the ethnicity of SCC community college students enrolled in Emergency Medical Services occupations, the overall SCC labor force, and occupation-specific data for the two emergency medical service occupations included in this report.

Notably, the majority (73%) of workers employed in these emergency medical service occupations are white, which is much higher than the labor force (44%) and community college Emergency Medical Services students (27%). Conversely, over half 55% of community college Emergency Medical Services students are Hispanic or Latino, which is higher than both the labor force (42%) and workers in emergency medical service occupations (15%).

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of Hispanic or Latino workers is *Emergency Medical Technician* (17%), which has the lowest entry-level wages of both emergency medical service occupations.

Exhibit 16: Program and County Demographics by Ethnicity

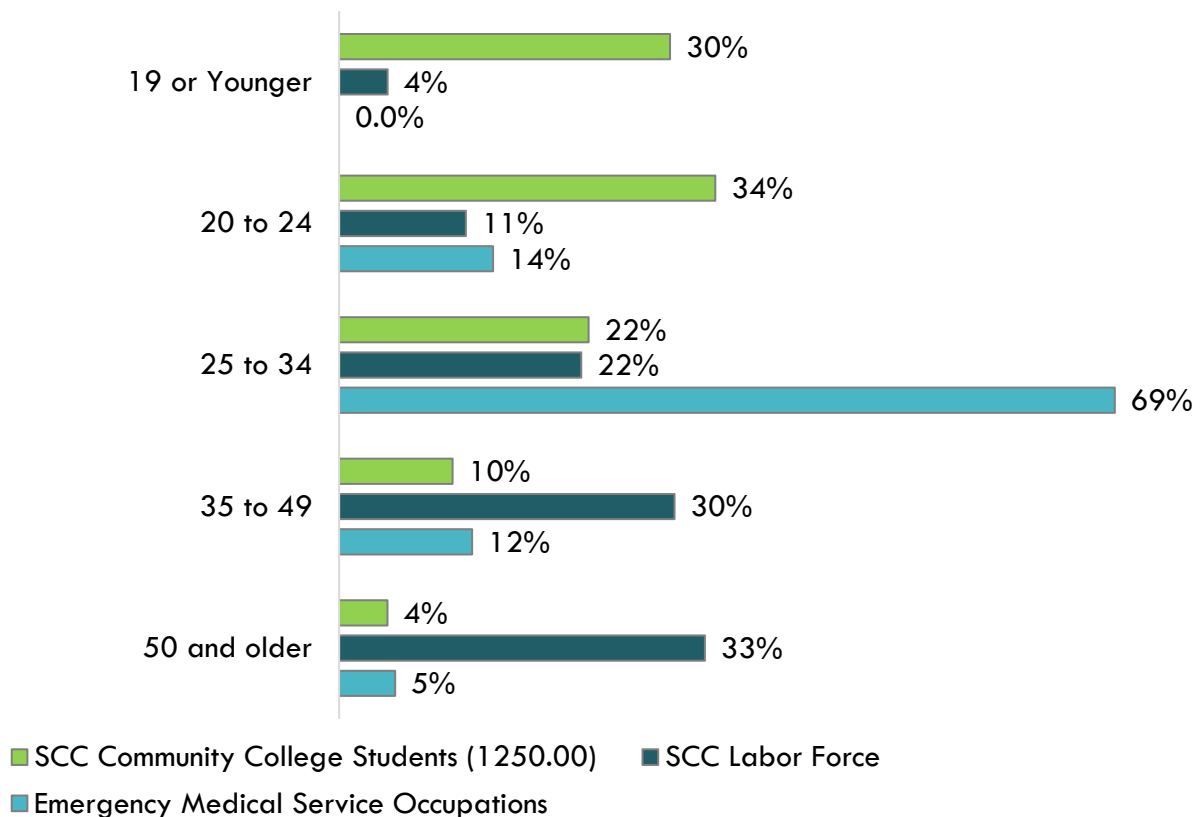


Age:

Exhibit 17 compares the age of SCC community college students enrolled in Emergency Medical Services programs, the overall SCC labor force, and occupation-specific data for the two emergency medical service occupations included in this report.

The majority (69%) of workers in these emergency medical service occupations are between the ages of 25 to 34, which is significantly higher than the labor force (22%) and community college Emergency Medical Services students (22%). Over 60% of community college students in Emergency Medical Services programs are between the ages of 19 to 24 which is higher than the labor force (15%) and these occupations (14%).

Exhibit 17: Program and County Demographics by Age

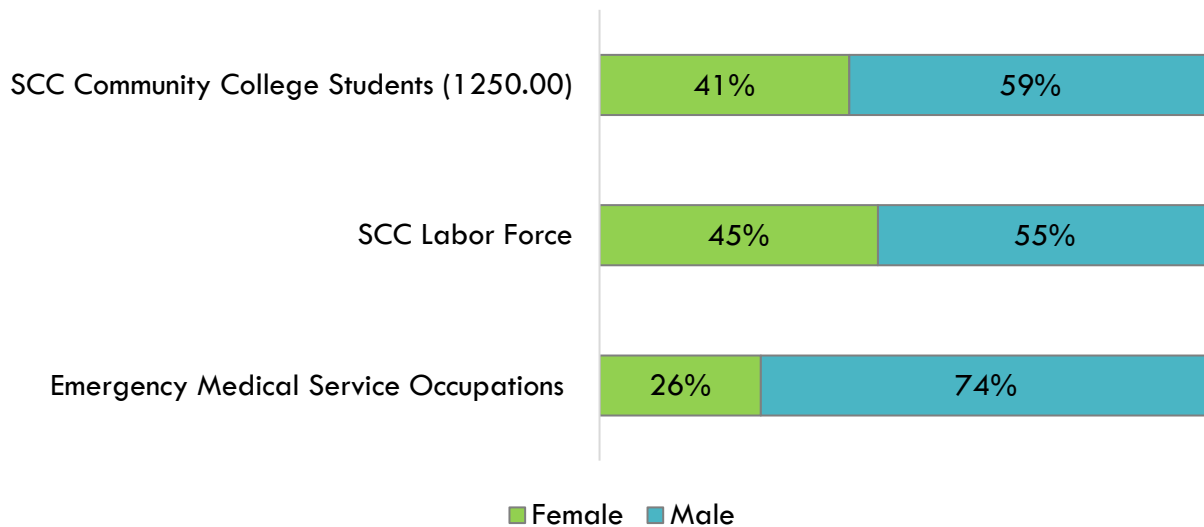


Sex:

Exhibit 18 compares the sex of SCC community college students enrolled in Emergency Medical Services programs, the overall SCC labor force, and occupation-specific data for these emergency medical service occupations.

There is a majority of male students (59%) and workers (74%) in these emergency medical service occupations, which contrasts with the labor force (55% male). Examining disaggregated data for each occupation (not shown), one occupation has a significant majority of male workers: *Paramedics* (90%), which has the highest entry level wages for the two emergency medical service occupations. Conversely, 31% of *Emergency Medical Technicians* are women.

Exhibit 18: Program and County Demographics by Sex



Appendix A: Methodology

Traditional Labor Market Data

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

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

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

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

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

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

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

Online Job Postings Data

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

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

Additionally, Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words or phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.¹⁰ For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Geography

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

Exhibit 15: Northern Los Angeles ZIP Codes

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

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

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

¹⁰ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

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

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

Appendix B: Data Sources

Data Type	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 Statistics and the American Community Survey. For more information, see https://lightcast.io/
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, childcare, health care, transportation, and taxes. Per the CCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard for a single adult last updated in March 2024. 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. For more information, see: https://livingwage.mit.edu/counties/06059</p>
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
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/

Data Type	Source
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>DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://datavista.cccco.edu/</p>
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>

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

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