Labor Market Analysis for Program Recommendation: TOP Code: 0957.00/Civil Construction Management Technology CIP Code: 46.0412/Building/Construction Site Management/Manager *(Construction Management)*

South Central Coast Center of Excellence, November 2026

Summary

Program LMI Endorsement		
Endorsed: All LMI Criteria Met	**Endorsed: Some LMI Criteria Met**	**Not LMI Endorsed**
☒	☐	☐

Program LMI Endorsement Criteria		
Criterion	**Finding**	**Comments**
Supply Gap	☑ **Met**	There is projected to be **453 annual job openings** in the South Central Coast (SCC) Region for these construction management occupations, which **is more than the 62 awards conferred by educational institutions**.
Self-Sufficiency Standard Living Wage[1]	☑ **Met**	**All (100%) annual job openings** for these construction management occupations **have entry-level hourly wages above the Los Angeles County living wage of $24.03**.
Education	☑ **Met**	Though **the majority (78%) of annual job openings** for these construction management occupations typically require a **high school diploma or equivalent, between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education**.
Additional Considerations		
Emerging Occupation(s)	None	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:

- *Facilities Managers (11-3013)*
- *First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)*

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

Based on the available data there appears to be a supply gap for these construction management occupations and typical education requirements for these occupations align with a community college education. Additionally, all annual job openings have entry-level wages above the Self-Sufficiency Standard living wage. **Therefore, due to all 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 (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Facilities Managers (11-3013)	98	0	$40.31	Bachelor's degree	36%
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	356	157	$29.73	High school diploma or equivalent	30%
Total	**453**	**157**	**N/A**	**N/A**	**N/A**

Demand:

- The number of jobs related to these construction management occupations is projected to grow 3% through 2030 in the SCC region. There is projected to be 453 annual job openings due to retirements and replacements.
- Hourly entry-level wages for these construction management occupations in Northern Los Angeles County range from $29.73 to $40.31; all (100%) annual job openings have entry-level wages above the Self-Sufficiency Standard living wage ($24.03 for Northern Los Angeles County).
- There were 715 online job postings for these construction management occupations over the past 12 months. The highest number of postings were for facilities managers, facilities technicians, and facilities engineers.
- The typical entry-level education for these construction management occupations range from a high school diploma or equivalent to a bachelor's degree.
- Between 30% and 36% 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 117 awards conferred by five community colleges in the SCC Region from 2022 to 2025.
- Non-community college institutions conferred 40 related awards from 2021 to 2024.
- SCC community college students that exited Civil and Construction Management Technology (0957.00) programs in the 2023-24 academic year had a median annual wage of $51,540 (or $24.78 per hour) after exiting the program and 50% attained the regional living wage (Self-Sufficiency Standard).

- Throughout California, 81% of Civil and Construction Management Technology (0957.00) students that exited their program in 2022-23 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 2020. Notably, employment for these construction management occupations throughout the state and the SCC region grew 24% from 2020 to 2025, which is significantly higher when compared to employment for these occupations in Northern Los Angeles County (15%). From 2025 to 2030, employment for these construction management occupations in California and the SCC Region is projected to slightly grow.

Exhibit 2: Historical and Projected Employment for Construction Management Occupations in the SCC Region, 2020-2030

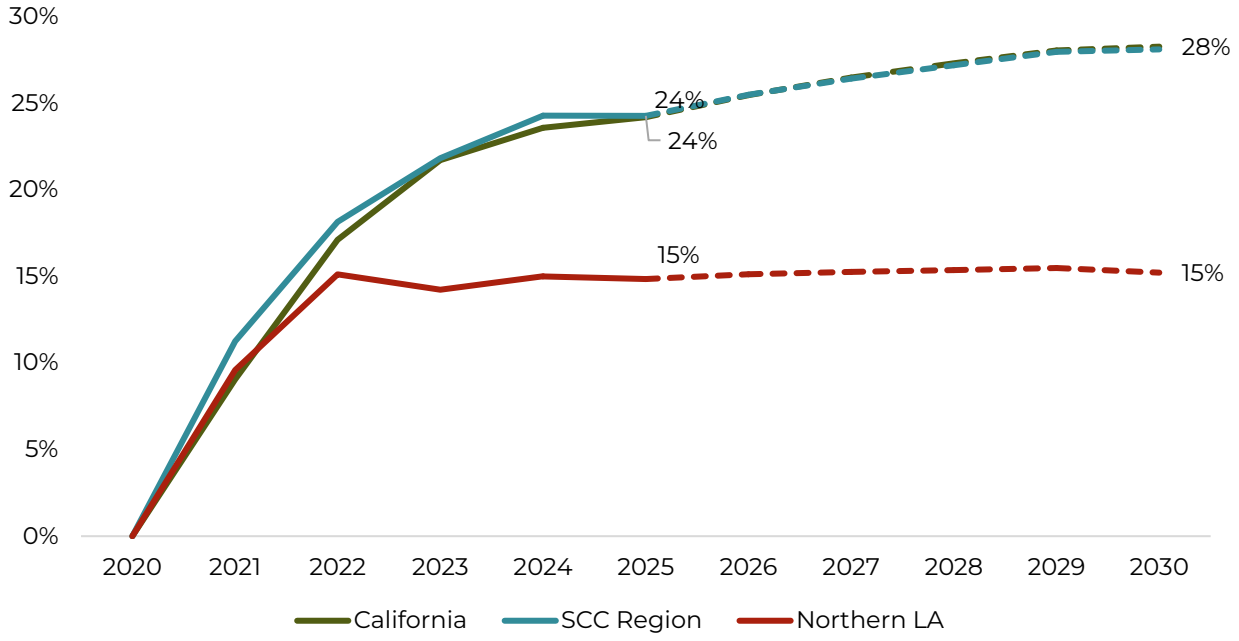


Exhibit 3, on the following page, shows the five-year occupational demand projections for these construction management occupations. In the SCC Region, the number of jobs related to these occupations is projected to grow 3% by 2030. There is projected to be 453 jobs available annually due to job creations and replacements. Ventura County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region[2]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Northern Los Angeles	1,507	1,512	5	0%	119
San Luis Obispo	833	873	40	5%	75
Santa Barbara	1,140	1,201	61	5%	103

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

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Ventura	1,821	1,879	58	3%	156
SCC Region	**5,299**	**5,462**	**164**	**3%**	**453**

Wages:

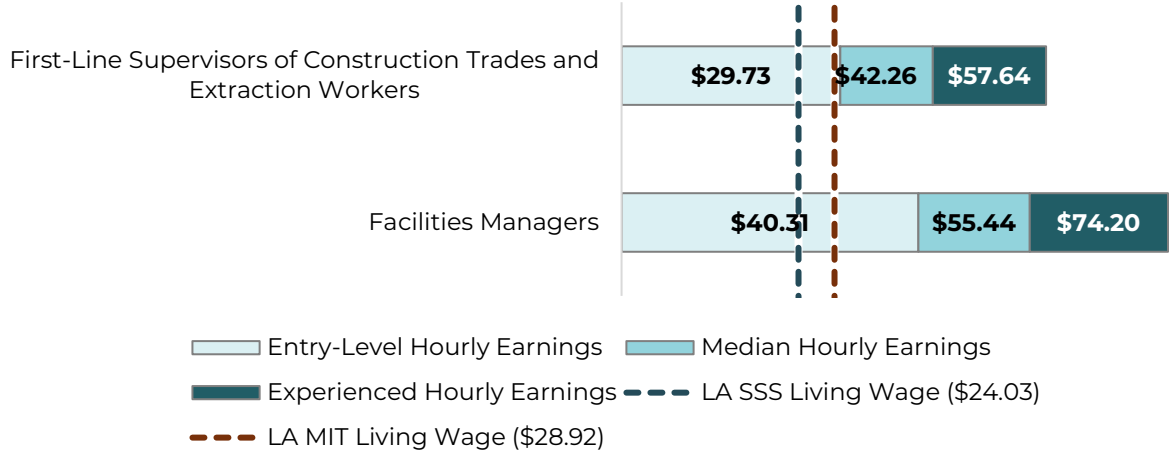
The labor market endorsement in this report considers the entry-level hourly wages for these construction management occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Antelope Valley College, which is in Los Angeles County. Wages for other counties are included below to provide a complete analysis of the SCC Region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage, updated on February 15, 2026, is provided as a reference. Currently, the MIT Living Wage in Los Angeles County is $28.92. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

Northern Los Angeles

All (100%) annual openings for these construction management occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult ($24.03 in Los Angeles County). Typical entry-level hourly wages range between $29.73 and $40.31. Exhibit 4, shows the wage range for each of these construction management occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

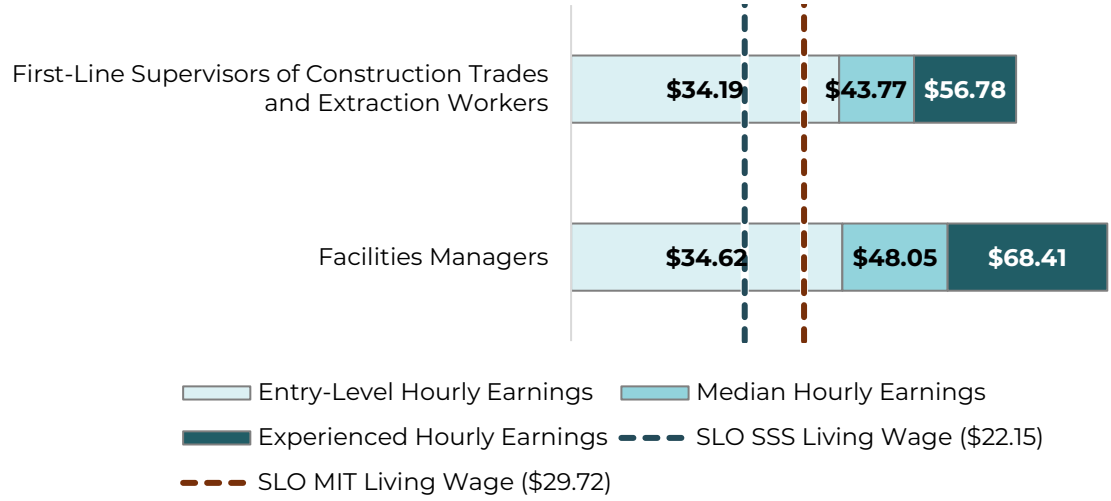
Exhibit 4: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

All (100%) annual openings for these construction management occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult ($22.15 in San Luis Obispo County). Typical entry-level hourly wages range between $34.19 and $34.62. Exhibit 5 shows the wage range for each of these construction management occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

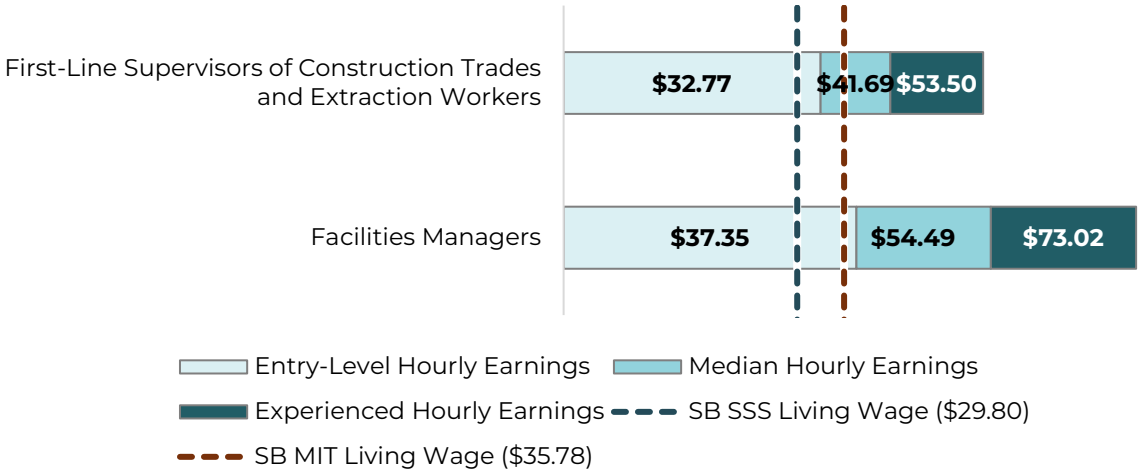
Exhibit 5: Wages by Occupation in San Luis Obispo County



Santa Barbara

All (100%) annual openings for these construction management occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult ($29.80 in Santa Barbara County). Typical entry-level hourly wages range between $32.77 and $37.35. Exhibit 6 shows the wage range for each of these construction management occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

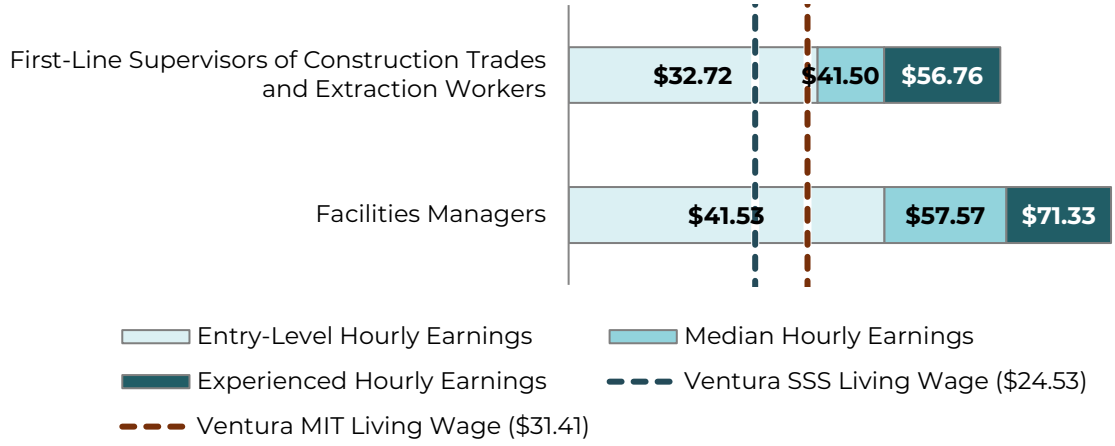
Exhibit 6: Wages by Occupation in Santa Barbara County



Ventura

All (100%) annual openings for these construction management occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult ($24.53 in Ventura County). Typical entry-level hourly wages range between $32.72 and $41.53. Exhibit 7 shows the wage range for each of these construction management occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Ventura County



Job Quality

Based on the SCC COE's analysis of traditional labor market and job quality indicators[3], the occupations analyzed in this report are considered Medium-Quality across the SCC Region and within Northern Los Angeles County, as shown in Exhibit 8.

Exhibit 8: Job Quality Level by County

Occupation	Northern LA	San Luis Obispo	Santa Barbara	Ventura	SCC Region
Facilities Managers	High	High	High	High	High
First-Line Supervisors of Construction Trades and Extraction Workers	Medium	Medium	High	Medium	Medium

To better understand measures of job quality for these occupations in Northern Los Angeles County, Exhibit 9 shows which job quality criteria were met for each occupation. Notably, both occupations met the criteria for number of jobs, percent change, demand, living wage both SSS and MIT, and number of hours worked per week. Additionally, neither were considered "Best Jobs" by U.S. News & World Report in 2025.

Exhibit 9: Job Quality Indicators for Construction Management Occupations in Northern Los Angeles County

Job Quality Measure	Facilities Managers	First-Line Supervisors of Construction Trades and Extraction Workers
# of Jobs	**Met**	**Met**
Positive Projected Change	**Met**	**Met**
Demand (Annual Openings)	**Met**	**Met**
Living Wage (SSS)	**Met**	**Met**
Living Wage (MIT)	**Met**	**Met**

[3] "South Central Coast Labor Market Landscape: Assessing Job Quality in the South Central Coast Region," South Central Coast Center of Excellence for Labor Market Research, last modified October 2025, https://coeccc.net/south-central-coast/2025/09/south-central-coast-labor-market-landscape-assessing-job-quality-in-the-scc-region/.

Job Quality Measure	Facilities Managers	First-Line Supervisors of Construction Trades and Extraction Workers
Employer Sponsored Health Insurance	**Met**	**Not Met**
# of Hours Worked Per Week	**Met**	**Met**
Automation Risk	**Met**	**Not Met**
U.S. News & World Report Best Job	**Not Met**	**Not Met**

Job Postings:

There were 715 online job postings related to these construction management occupations listed in the past 12 months in the SCC Region. Exhibit 10 shows the number of job postings by county. Approximately 32% of job postings were in Ventura County.

Exhibit 10: Number of Job Postings by County (n=715)

County	Job Postings	Percentage of Job Postings
Ventura	226	32%
Santa Barbara	197	28%
Northern Los Angeles	186	26%
San Luis Obispo	106	15%
Total Postings	**715**	**100%**

Of the 715 postings, the majority (82%) were for *Facilities Managers (11-3013),* followed by *First-Line Supervisors of Construction Trades and Extraction Workers (47-1011),* as shown in Exhibit 11.

Exhibit 11: Number of Job Postings by Occupation (n=715)

Occupation	Job Postings	Percentage of Job Postings
Facilities Managers	584	82%
First-Line Supervisors of Construction Trades and Extraction Workers	131	18%
Total Postings	**1,494**	**100%**

The top employers in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 12: Top Employers by Number of Job Postings (n=715)

Employer	Job Postings	Percentage of Job Postings
Northrop Grumman	22	3%
Lockheed Martin	16	2%
Adventist Health	16	2%
State of California	16	2%
JLL	12	2%
Allied Universal	12	2%
Amgen	10	1%
Amentum	9	1%

Employer	Job Postings	Percentage of Job Postings
Aerotek	7	1%
RTX	6	1%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 13.

Exhibit 13: Top Skills by Number of Job Postings (n=715)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Construction (209)	Communication (400)	Microsoft Office (98)
Project Management (180)	Operations (361)	Microsoft Excel (85)
Facility Management (172)	Leadership (288)	Microsoft Outlook (49)
HVAC (160)	Management (279)	SAP Applications (45)
Plumbing (152)	Coordinating (196)	Microsoft PowerPoint (38)
Facility Repair And Maintenance (113)	Planning (169)	AutoCAD (22)
Lifting Ability (109)	Customer Service (153)	Microsoft Word (22)
Preventive Maintenance (101)	Troubleshooting (Problem Solving) (137)	Microsoft Project (17)
Electrical Systems (80)	Problem Solving (134)	Power BI (16)
Carpentry (79)	Budgeting (127)	SAP Security (15)

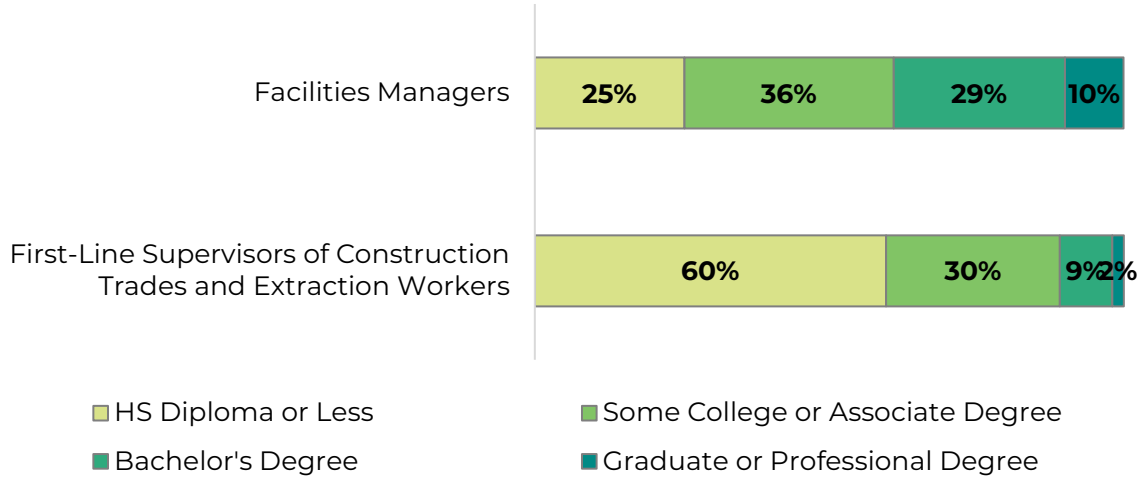
Educational Attainment:

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

- High School Diploma or Equivalent
  - *First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)*
- Bachelor's Degree
  - *Facilities Managers (11-3013)*

The national-level educational attainment data indicates between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 14 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 14: National-level Educational Attainment for Occupations



Of the 57% of the cumulative job postings for these construction management occupations that listed a minimum education requirement in the SCC Region, 48% (194) requested a high school or GED, 8% (34) requested an associate degree, 43% (174) requested a master's degree, while 1% (3) requested a graduate or professional degree.

Educational Supply

Community College Supply:

Exhibit 15 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Electrical (0952.20)
- Civil and Construction Management Technology (0957.00)
- Construction Crafts Technology (0952.00)
- Construction Inspection (0957.20)
- Painting, Decorating, and Flooring (0952.70)

No awards were conferred for the following TOP codes:

- Industrial Systems Technology and Maintenance (0945.00)
- Construction Crafts Technology (0952.00)
- Carpentry (0952.10)
- Plumbing, Pipefitting and Steamfitting (0952.30)
- Glazing (0952.40)
- Masonry, Tile, Cement, Lath and Plaster (0952.60)
- Drywall and Insulation (0952.80)
- Roofing (0952.90)

The college with the most completions in the region is Antelope Valley (29), followed by Cuesta (27), and Ventura (23).

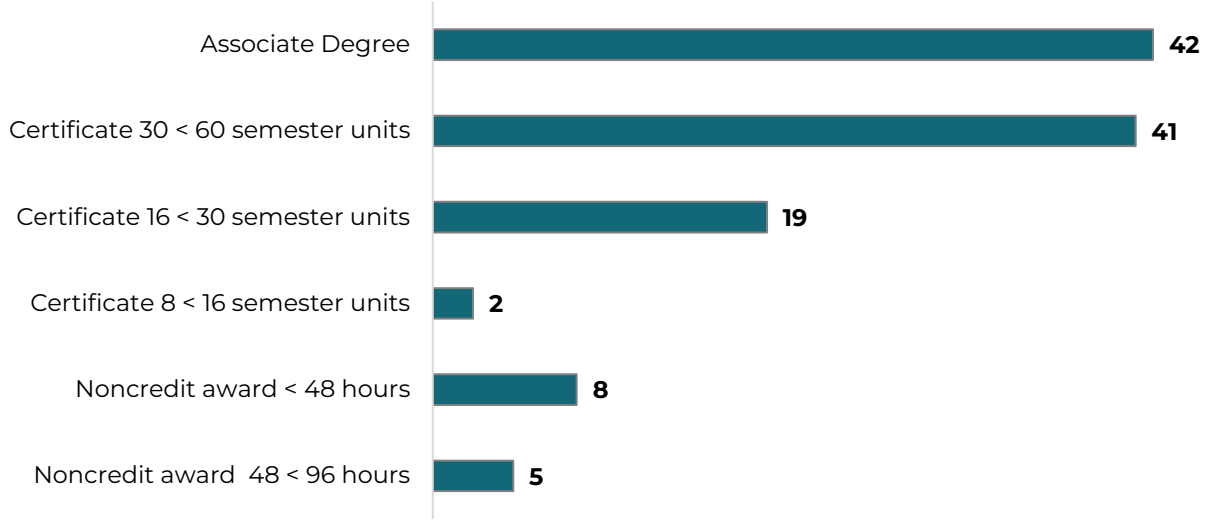
Exhibit 15: Regional Community College Awards (Certificates and Degrees), 2022-2025

College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
0952.20 (Electrical)				
Antelope Valley	20	26	40	29
Cuesta	22	22	13	19
Supply Subtotal/Average	**42**	**48**	**53**	**48**
0957.00 (Civil and Construction Management Technology)				
Canyons	13	10	15	13
Ventura	8	20	16	15
Supply Subtotal/Average	**21**	**30**	**31**	**27**
0952.00 (Construction Crafts Technology)				
Canyons	4	2	1	2
Cuesta	10	7	7	8
Santa Barbara	10	13	25	16
Supply Subtotal/Average	**24**	**22**	**33**	**26**
0957.20 (Construction Inspection)				

College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
Canyons	3	5	4	4
Ventura	9	11	6	9
Supply Subtotal/Average	**12**	**16**	**10**	**13**
0952.70 (Painting, Decorating, and Flooring)				
Canyons	0	5	4	3
Supply Subtotal/Average	**0**	**5**	**4**	**3**
Supply Total/Average	**99**	**121**	**131**	**117**

Exhibit 16 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for associate degrees, followed by certificates between 30 and less than 60 semester units.

Exhibit 16: Annual Average Community College Awards by Type, 2022-2025



Community College Student Outcomes:

Exhibit 17 shows the Strong Workforce Program (SWP) metrics for Civil and Construction Management Technology (0957.00) programs at Antelope Valley College (AVC), the SCC Region, and California. According to Chancellor's Office of Curriculum Inventory (COCI) data, there are currently no active Civil and Construction Management Technology (0957.00) programs or courses. Due to this, all metrics are unavailable at the district level. Of the 3,193 Civil and Construction Management Technology (0957.00) students throughout California in the 2024-25 academic year, 13% (411) attended a school in the SCC Region.

AVC students that exited Civil and Construction Management Technology (0957.00) programs in the 2023-24 academic year had lower median annual earnings ($51,540 or $24.78 per hour) compared to all Civil and Construction Management Technology (0957.00) students in the state ($64,616 or $31.07 per hour). Notably, 50% of students throughout the SCC Region attained the living wage; slightly lower in comparison to statewide (59%).

Exhibit 17: Civil and Construction Management Technology (0957.00) Strong Workforce Program Metrics, 2024-25[4][5]

SWP Metric	Antelope Valley	SCC Region	California
SWP Students	Insufficient Data	411	3,193
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	36%	41%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	79%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	8%	7%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	Insufficient Data	Insufficient Data	2%
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	Insufficient Data	Insufficient Data	81%
Median Annual Earnings for SWP Exiting Students (2023-24)	Insufficient Data	$51,540 ($24.78)	$64,616 ($31.07)
Median Change in Earnings for SWP Exiting Students (2023-24)	Insufficient Data	20%	28%
SWP Exiting Students Who Attained the Living Wage (2023-24)	Insufficient Data	50%	59%

[4] All SWP metrics are for 2024-25 unless otherwise noted. Metrics data is sourced from DataVista.
[5] Data that is not available in DataVista is denoted in Exhibit 15 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering related training programs. Over the past three years (2021-2024), there were 40 awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Building Construction Technology/Technician (46.0415)

No awards were conferred for the following CIP codes:

- Mason/Masonry (46.0101)
- Carpentry/Carpenter (46.0201)
- Electrician (46.0302)
- Building/Property Maintenance (46.0401)
- Concrete Finishing/Concrete Finisher (46.0402)
- Building/Home/Construction Inspection/Inspector (46.0403)
- Drywall Installation/Drywaller (46.0404)
- Glazier (46.0406)
- Painting/Painter and Wall Coverer (46.0408)
- Roofer (46.0410)
- Building/Construction Site Management/Manager (46.0412)
- Carpet, Floor, and Tile Worker (46.0413)
- Building Construction Technology/Technician (46.0415)
- Building/Construction Finishing, Management, and Inspection, Other (46.0499)
- Pipefitting/Pipefitter and Sprinkler Fitter (46.0502)
- Plumbing Technology/Plumber (46.0503)

Exhibit 18 shows the number of awards conferred by non-community college institutions from 2021 to 2024.

Exhibit 18: Regional Non-Community College Awards, 2021-2024

CIP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
46.0415	Building Construction Technology/Technician	CET-Oxnard	15	27	25	22
		CET-Santa Maria	15	13	24	17
Supply Subtotal/Average			**30**	**40**	**49**	**40**
Supply Total/Average			**30**	**40**	**49**	**40**

Regional Demographics

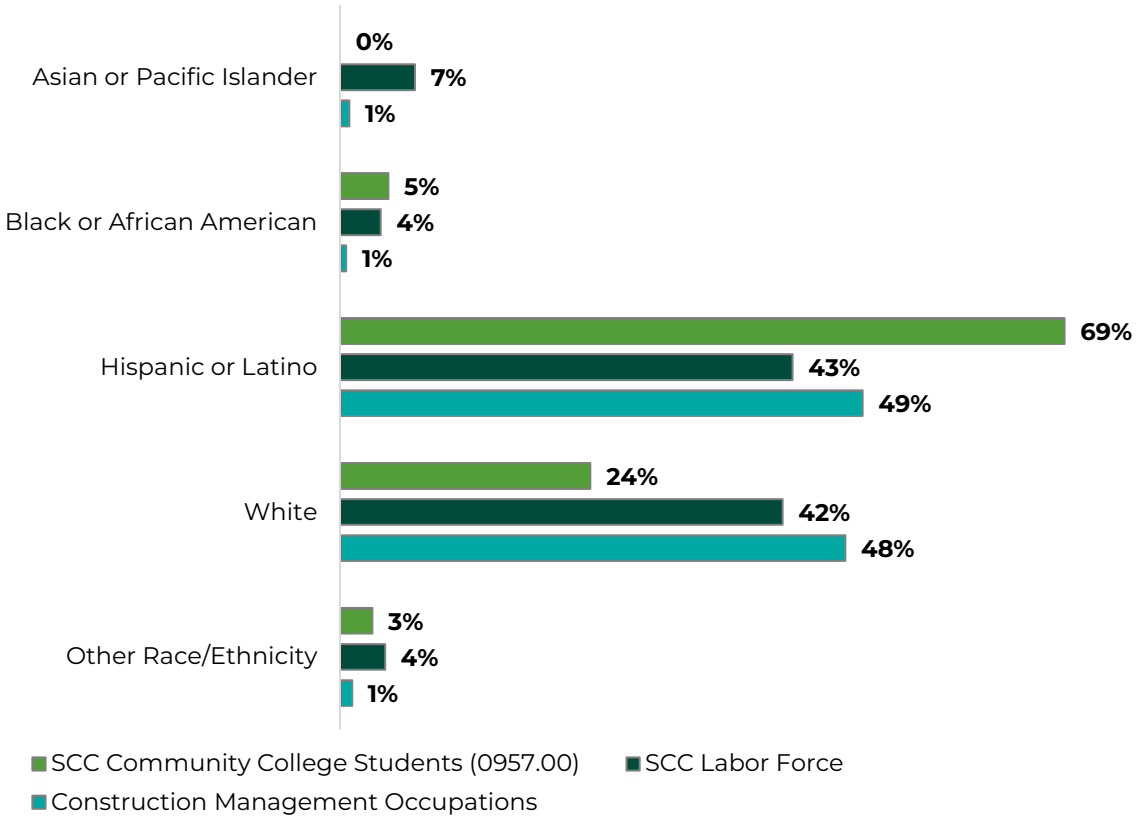
This section examines demographic data for SCC community college students in Civil and Construction Management Technology (0957.00) program compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

Ethnicity:

Exhibit 19 compares the ethnicity of SCC community college students enrolled in Civil and Construction Management Technology (0957.00) programs, the overall SCC labor force, and occupation-specific data for the two construction management occupations included in this report.

Notably, 69% of community college Civil and Construction Management Technology (0957.00) students are Hispanic or Latino which is higher than the labor force (43%) and workers in construction management occupations (49%).

Exhibit 19: Program and County Demographics by Ethnicity

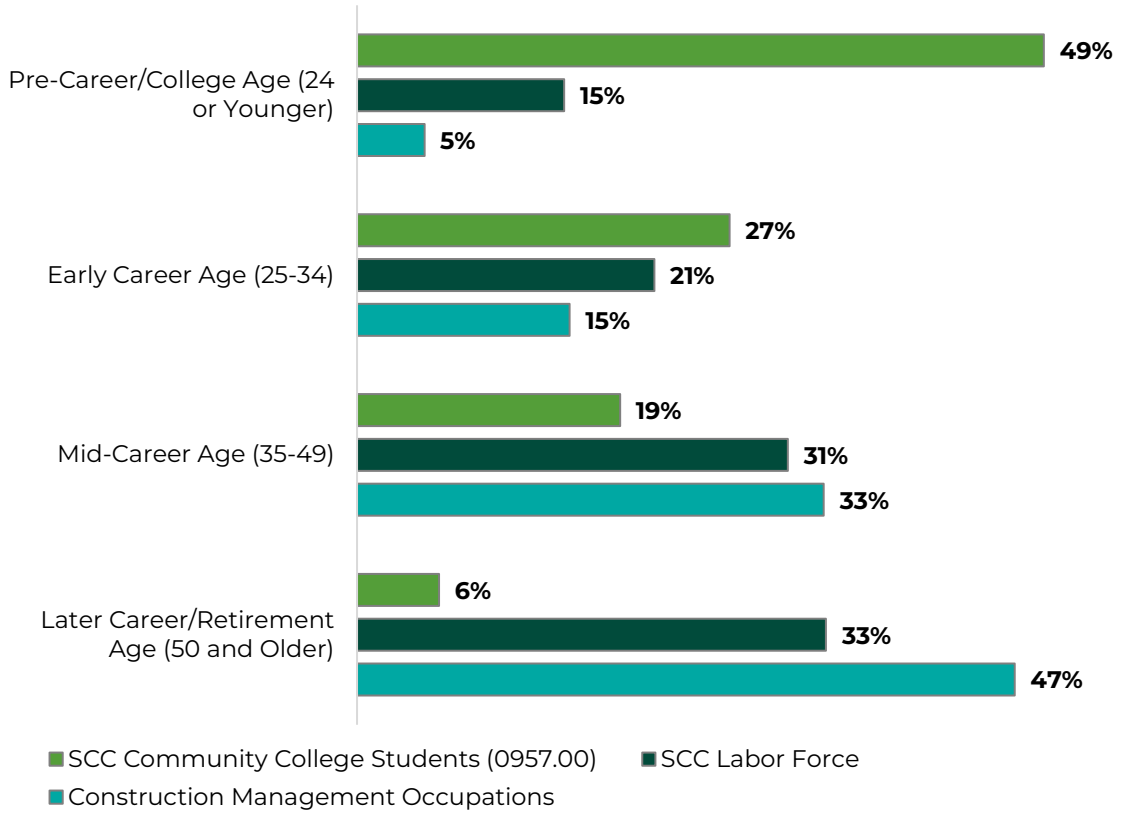


Age:

Exhibit 20 compares the age of SCC community college students enrolled in Civil and Construction Management Technology (0957.00) programs, the overall SCC labor force, and occupation-specific data for the two construction management occupations included in this report.

Almost half (47%) of workers in these construction management occupations are Later Career/Retirement Age (50 and older), which is significantly higher than the labor force (33%) and community college Civil and Construction Management Technology (0957.00) students (6%).

Exhibit 20: Program and County Demographics by Age

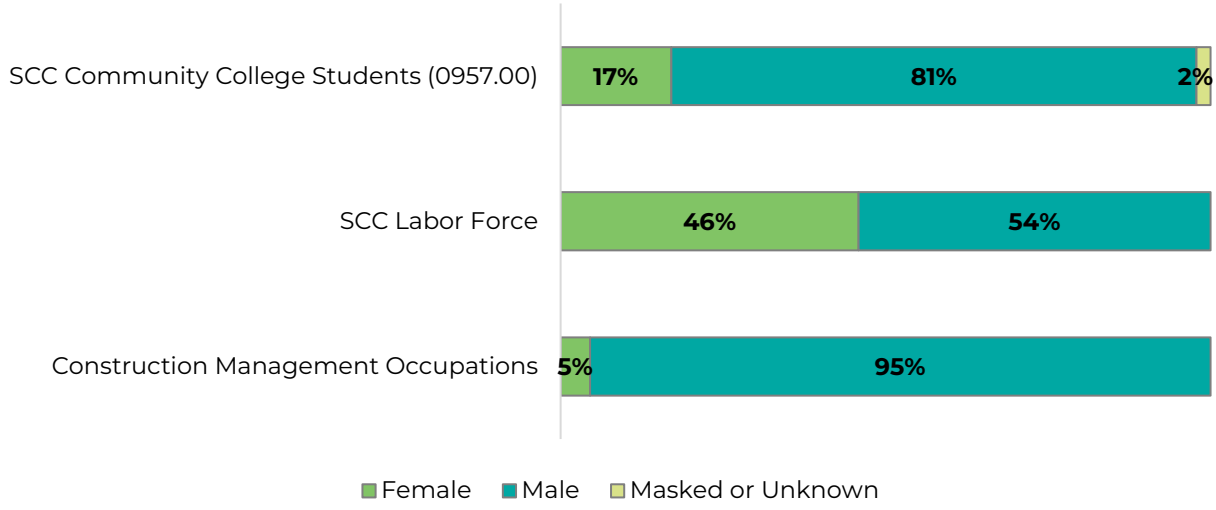


Sex:

Exhibit 21 compares the sex of SCC community college students enrolled in Civil and Construction Management Technology (0957.00) programs, the overall SCC labor force, and occupation-specific data for these construction management occupations.

There is a majority of male Civil and Construction Management Technology (0957.00) students (81%) and workers in these construction management occupations (95%), which is significantly higher than the overall labor force (54% male).

Exhibit 21: 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 of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.[6] 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. Exhibit 22 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 22: Northern Los Angeles ZIP Codes

ZIP Code	Primary City
91310	Castaic
91321	Newhall
91322	Newhall
91350	Santa Clarita
91351	Canyon Country
91354	Valencia
91355	Valencia
91380	Santa Clarita
91381	Stevenson Ranch
91382	Santa Clarita
91383	Santa Clarita
91384	Castaic
91385	Valencia
91386	Canyon Country
91387	Canyon Country
91390	Santa Clarita
93510	Acton

ZIP Code	Primary City
93532	Lake Hughes
93534	Lancaster
93535	Lancaster
93536	Lancaster
93539	Lancaster
93543	Littlerock
93544	Llano
93550	Palmdale
93551	Palmdale
93552	Palmdale
93553	Pearblossom
93563	Valyermo
93584	Lancaster
93586	Lancaster
93590	Palmdale
93591	Palmdale
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.

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.

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

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast, a labor market analytics firm.
Living Wage	Per the CCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024. The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (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.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledge, work activities, and interests associated with occupations.
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Job Quality	To classify each occupation as High, Medium, or Low Quality, the SCC COE identified nine criteria, five of which are considered traditional labor market information indicators (Traditional LMI Indicators) and four of which are considered Job Quality Indicators. These criteria were used to determine occupations that have significant employment and demand, pay at or above the living wage, typically provide employer-sponsored health insurance and full-time hours, have a lower risk of automation, and are considered a "Best Job" by U.S. News & World Report. For more information, see the SCC COE's *South Central Coast Labor Market Landscape* report.
Student Metrics and Demographics	Data Vista, 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.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.

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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