

## Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
<b>Program LMI Endorsement Criteria</b>			
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Supply Gap:	<i>Comments:</i> there is projected to be <b>1,366 annual job openings</b> in the South Central Coast (SCC) Region for <i>General and Operations Managers (11-1021)</i> , which <b>is more than the 963 awards conferred by educational institutions.</b>		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Self-Sufficiency Standard Living Wage <sup>1</sup> :	<i>Comments:</i> <b>Typical entry-level wages for General and Operations Managers (11-1021)</b> are \$32.97, which is <b>above the Ventura County living wage of \$24.53.</b>		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	<i>Comments:</i> Though the typical entry-level education for <i>General and Operations Managers (11-1021)</i> is a bachelor's degree, <b>35% of workers in the field have completed some college or an associate degree as their highest level of education.</b>		
<b>Additional Considerations</b>			
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> 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 one middle-skill occupation:

- *General and Operations Managers (11-1021)*

Based on the available data there appears to be a supply gap for *General and Operations Managers (11-1021)*. Additionally, entry-level wages are above the Self-Sufficiency Standard living wage and typical education requirements for this occupation align with a community college education. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

<sup>1</sup> 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.

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 <sup>th</sup> Percentile)	Typical Entry-Level Education	Community College Educational Attainment
General and Operations Managers (11-1021)	1,366	963	Ventura: \$32.97	Bachelor's degree	35%
<b>Total</b>	<b>1,366</b>	<b>963</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

#### Demand:

- The number of jobs related to *General and Operations Managers (11-1021)* is projected to increase 4% through 2029 in the SCC region. There is projected to be 1,366 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for *General and Operations Managers (11-1021)* in Ventura County are \$32.97, which is below the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 1,619 online job postings for *General and Operations Managers (11-1021)* over the past 12 months. The highest number of postings were for operations managers, assistant managers, and operations supervisors.
- The typical entry-level education for *General and Operations Managers (11-1021)* is a bachelor's degree.
- Approximately 35% 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 963 awards conferred by eight community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions did not confer any awards specifically related to small business development, administration, or entrepreneurship from 2020 to 2023.
- SCC community college students that exited Small Business and Entrepreneurship programs in the 2022-23 academic year had a median annual wage of \$35,680 (\$17.15 per hour) after exiting the program and 30% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the state, 69% of Small Business and Entrepreneurship students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study. This data was unavailable at the regional level.

# Demand

## Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for this occupation compared to the number of jobs in 2019. Notably, employment for *General and Operations Managers (11-1021)* in San Luis Obispo County grew 39% from 2019 to 2024, which is higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2024 to 2029, employment for *General and Operations Managers (11-1021)* is projected to steadily grow in all areas.

Exhibit 2: Historical and Projected Employment for General and Operations Managers in the SCC Region, 2019-2029

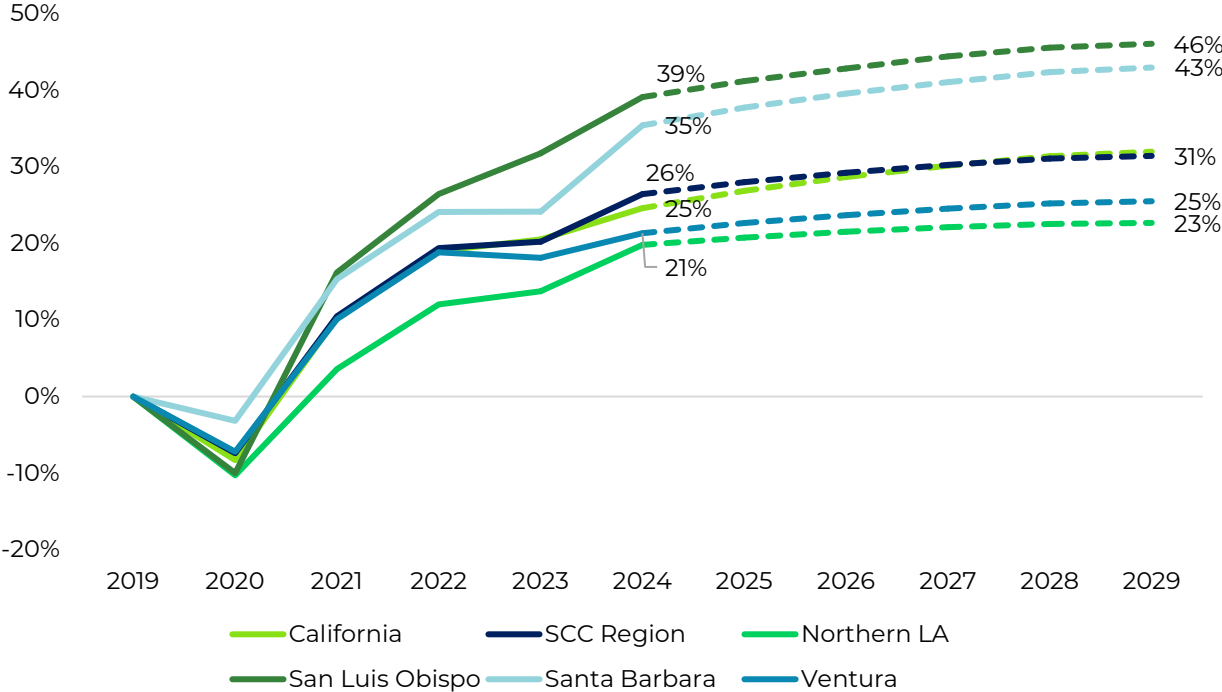


Exhibit 3 shows the five-year occupational demand projections for *General and Operations Managers (11-1021)*. In the SCC Region, the number of jobs related to this occupation is projected to increase 4% through 2029. There is projected to be 1,366 jobs available annually. Ventura County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region<sup>2</sup>

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	3,425	3,507	83	2%	297
San Luis Obispo	2,199	2,309	111	5%	203
Santa Barbara	3,626	3,828	202	6%	339
Ventura	5,930	6,134	203	3%	524
<b>SCC Region</b>	<b>15,173</b>	<b>15,772</b>	<b>599</b>	<b>4%</b>	<b>1,366</b>

<sup>2</sup> 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:

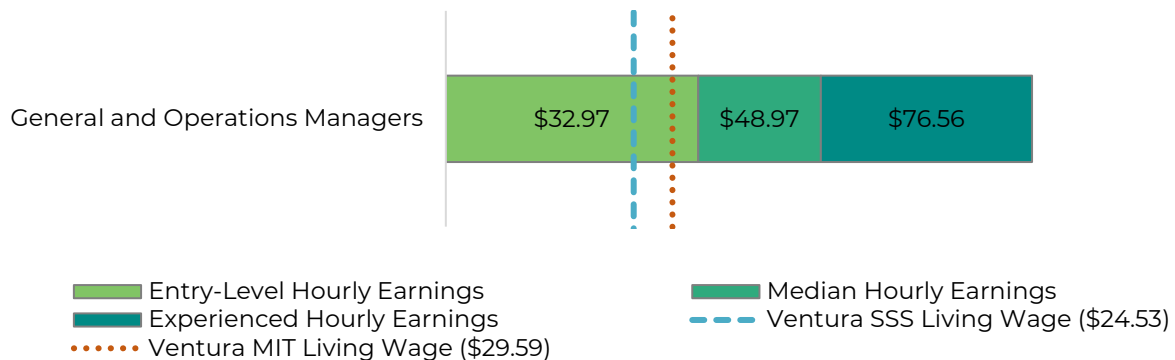
The labor market endorsement in this report considers the entry-level hourly wages for *General and Operations Managers (11-1021)* in relation to the living wage of the county where the requesting community college is located. This report was requested by Ventura College, which is in Ventura County. 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 10, 2025, is provided as a reference. Currently, the MIT Living Wage in Ventura County is \$29.59. 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.

### Ventura

Typical entry-hourly wages for *General and Operations Managers (11-1021)* are \$32.97, which is above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Exhibit 4 shows the wage range for this occupation in Ventura County and how it compares to the regional living wage.

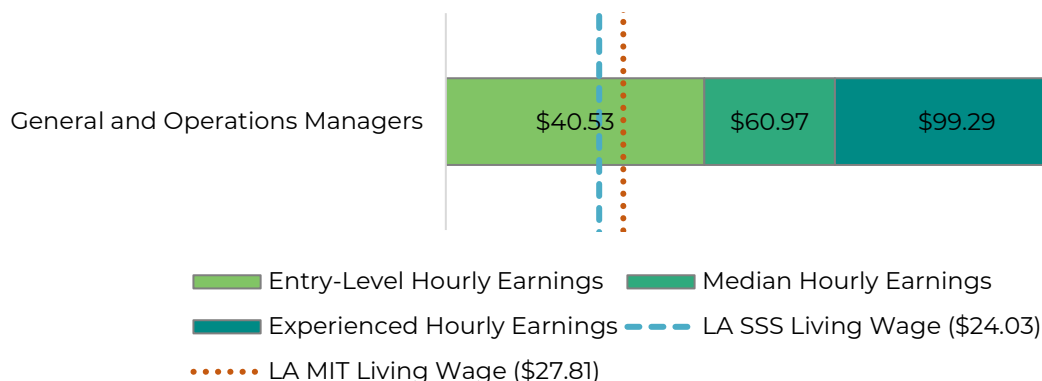
Exhibit 4: Wages by Occupation in Ventura County



### Northern Los Angeles

Typical entry-hourly wages for *General and Operations Managers (11-1021)* are \$40.53, which is above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Exhibit 5 shows the wage range for this occupation in Northern Los Angeles County and how it compares to the regional living wage.

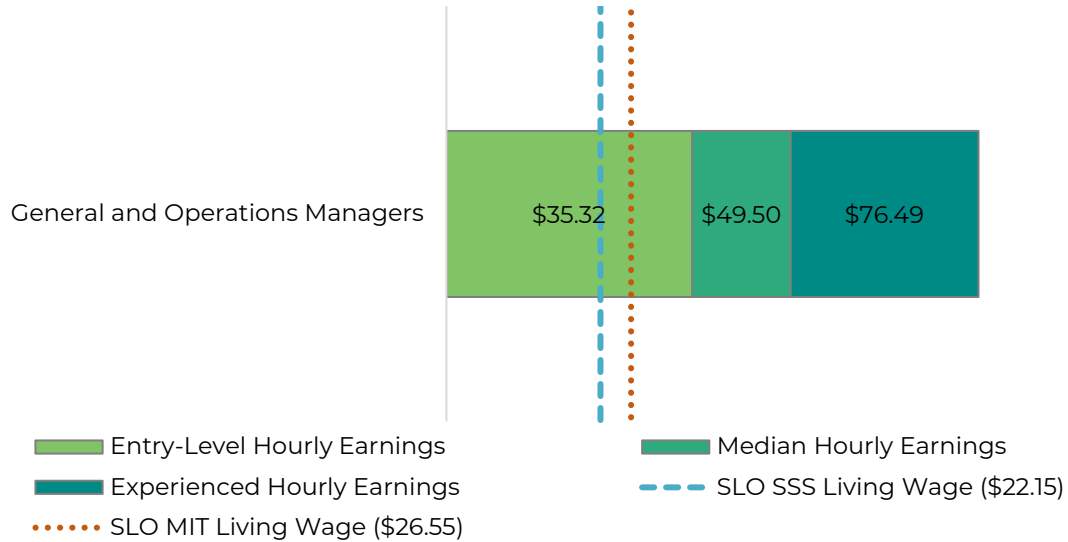
Exhibit 5: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

Typical entry-hourly wages for *General and Operations Managers (11-1021)* are \$35.32 which is above the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Exhibit 6 shows the wage range for this occupation in San Luis Obispo County and how it compares to the regional living wage.

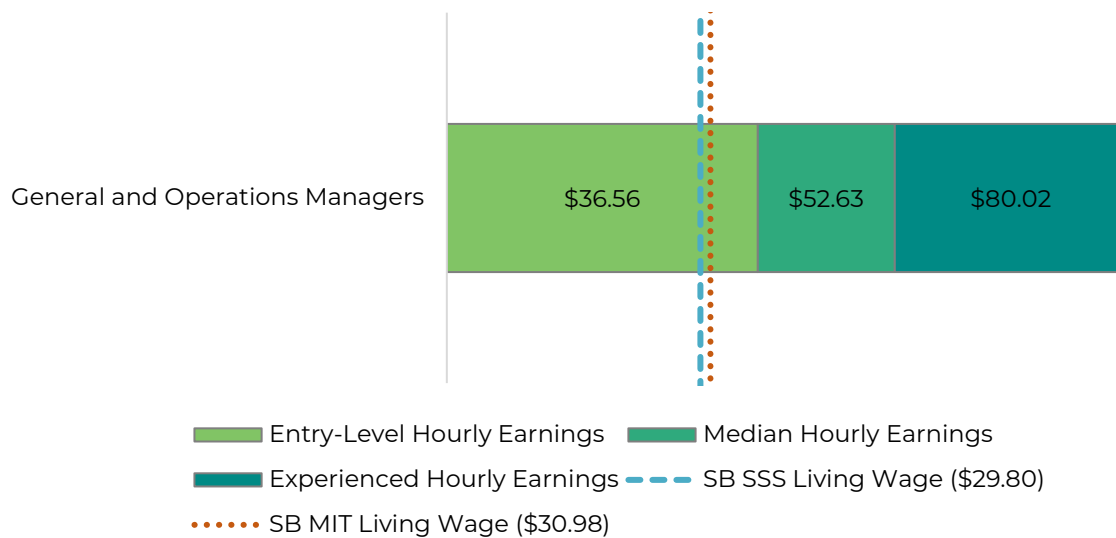
Exhibit 6: Wages by Occupation in San Luis Obispo County



## Santa Barbara

Typical entry-hourly wages for *General and Operations Managers (11-1021)* are \$36.56, which is above the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Exhibit 7 shows the wage range for this occupation in Santa Barbara County and how it compares to the regional living wage.

Exhibit 7: Wages by Occupation in Santa Barbara County



## Job Postings:

There were 1,656 online job postings related to *General and Operations Managers (11-1021)* listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Approximately 42% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by County (n=1,656)

County	Job Postings	Percentage of Job Postings
Ventura	702	42%
Santa Barbara	436	26%
Northern Los Angeles	302	18%
San Luis Obispo	215	13%
<b>Total Postings</b>	<b>1,656</b>	<b>100%</b>

Due to the analysis focusing on one occupation, *General and Operations Managers (11-1021)*, all job postings reflected that occupation, as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=1,656)

Occupation	Job Postings	Percentage of Job Postings
General and Operations Managers (11-1021)	1,656	100%

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

Exhibit 10: Top Employers by Number of Job Postings (n=1,656)

Employer	Job Postings	Percentage of Job Postings
Amgen	76	5%
CVS Health	64	4%
Enterprise Mobility	23	1%
Enterprise Rent-A-Car	20	1%
Eos Fitness	19	1%
AutoZone	17	1%
The Hertz Corporation	17	1%
Old Navy	15	1%
Amazon	14	1%
Big 5	14	1%

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 11: Top Skills by Number of Job Postings (n=1,656)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Operations Management (384)	Operations (1191)	Microsoft Office (184)
Marketing (267)	Leadership (981)	Microsoft Excel (180)
Finance (258)	Management (945)	Microsoft PowerPoint (122)
Merchandising (202)	Communication (919)	Microsoft Outlook (79)
Inventory Management (190)	Customer Service (804)	Dashboard (52)
Project Management (188)	Sales (581)	Salesforce (36)
Auditing (182)	Problem Solving (380)	Microsoft Word (31)
Customer Relationship Management (177)	Planning (373)	SAP Applications (29)
Retail Operations (163)	Coaching (311)	
Continuous Improvement Process (158)	Coordinating (269)	N/A

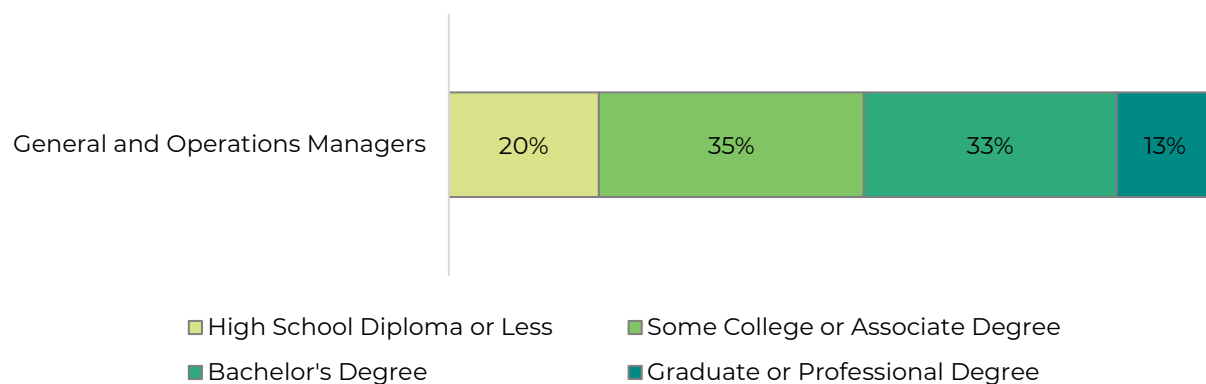
### Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for this occupation:

- Bachelor's degree
  - *General and Operations Managers (11-1021)*

The national-level educational attainment data indicates that 35% 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 12: National-level Educational Attainment for Occupations



Of the 64% of the cumulative job postings for *General and Operations Managers (11-1021)* that listed a minimum education requirement in the SCC Region, 44% (464) requested a high school diploma or an associate degree and 54% (572) requested a bachelor's 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:

- Business and Commerce, General (0501.00)
- Business Management (0506.00)
- Small Business and Entrepreneurship (0506.40)

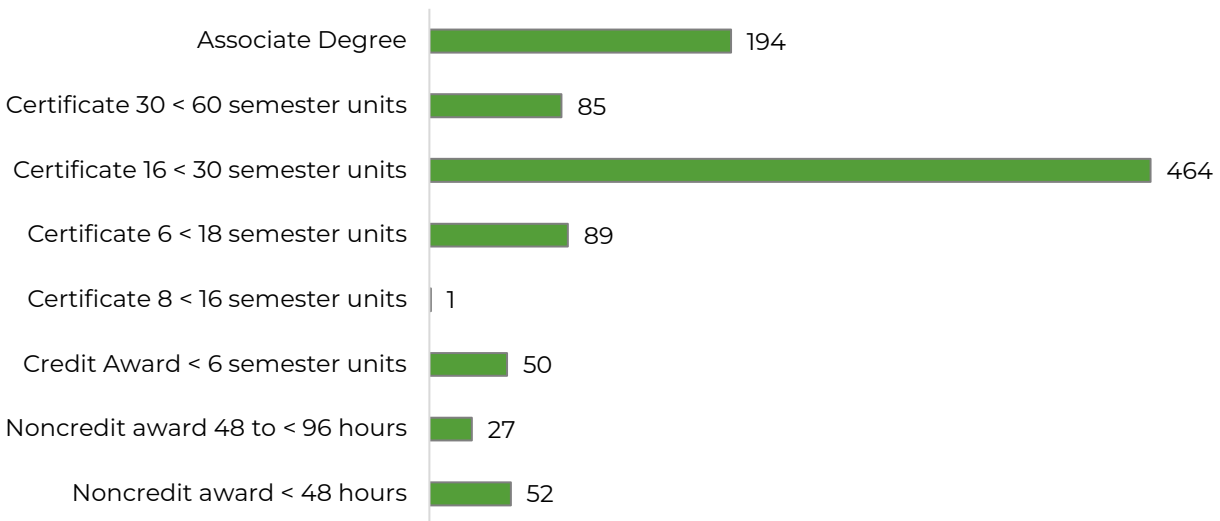
The college with the most completions in the region is Cuesta (466), followed by Canyons (150), and Ventura (126).

Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0501.00	Business and Commerce, General	Allan Hancock	32	17	115	55
		Antelope Valley	37	26	65	43
		Cuesta	243	705	428	459
		Moorpark	75	42	53	57
<b>Supply Subtotal/Average</b>			<b>387</b>	<b>790</b>	<b>661</b>	<b>613</b>
0506.00	Business Management	Allan Hancock	12	14	12	13
		Antelope Valley	0	0	2	1
		Canyons	148	83	110	114
		Cuesta	4	6	8	6
		Moorpark	3	40	53	32
		Oxnard	19	9	10	13
		Santa Barbara	11	0	1	4
		Ventura	127	132	120	126
<b>Supply Subtotal/Average</b>			<b>740</b>	<b>690</b>	<b>686</b>	<b>705</b>
0506.40	Small Business and Entrepreneurship	Allan Hancock	1	2	2	2
		Antelope Valley	0	1	0	0
		Canyons	33	40	35	36
		Cuesta	4	1	0	2
		Santa Barbara	0	4	3	2
<b>Supply Subtotal/Average</b>			<b>121</b>	<b>89</b>	<b>148</b>	<b>119</b>
<b>Supply Total/Average</b>			<b>749</b>	<b>1,122</b>	<b>1,017</b>	<b>963</b>

Exhibit 14 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificates between 16 and less than 30 semester units, followed by associate degrees.

## Exhibit 14: Annual Average Community College Awards by Type, 2021-2024



### Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Small Business and Entrepreneurship (0506.40) programs at Ventura County Community College District College (VCCCD), the SCC Region, and California. Of the 378 Small Business and Entrepreneurship (0506.40) students throughout the SCC Region, 43% (162) attended a VCCCD college.

VCCCD students that exited Small Business and Entrepreneurship (0506.40) programs in the 2022-23 academic year had median annual earnings of \$43,108 (or \$20.73 per hour), which is higher when compared to Small Business and Entrepreneurship (0506.40) students in the SCC Region (\$35,680 or \$17.15 per hour) and statewide (\$39,930 or \$19.20 per hour).

### Exhibit 15: Small Business and Entrepreneurship (0506.40) Strong Workforce Program Metrics, 2023-24<sup>34</sup>

SWP Metric	VCCCD	SCC Region	California
SWP Students	162	378	10,725
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	15%	35%	33%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	57%	59%	68%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data unavailable	7%	9%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Data unavailable	6%	4%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data unavailable	Data unavailable	69%

<sup>3</sup> All SWP metrics are for 2023-24 unless otherwise noted. Metrics data is sourced from DataVista.

<sup>4</sup> 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.

SWP Metric	VCCCD	SCC Region	California
Median Annual Earnings for SWP Exiting Students (2022-23)	\$43,108 (\$20.73)	\$35,680 (\$17.15)	\$39,930 (\$19.20)
Median Change in Earnings for SWP Exiting Students (2022-23)	49%	43%	26%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data unavailable	30%	39%

### Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering related training programs. Though non-community college institutions offer general business administration and management programs, no awards were conferred for programs specifically related to small business and entrepreneurship, including the following Classification Instructional Programs (CIP) codes:

- Entrepreneurship/Entrepreneurial Studies (52.0701)
- Social Entrepreneurship (52.0704)

## Regional Demographics

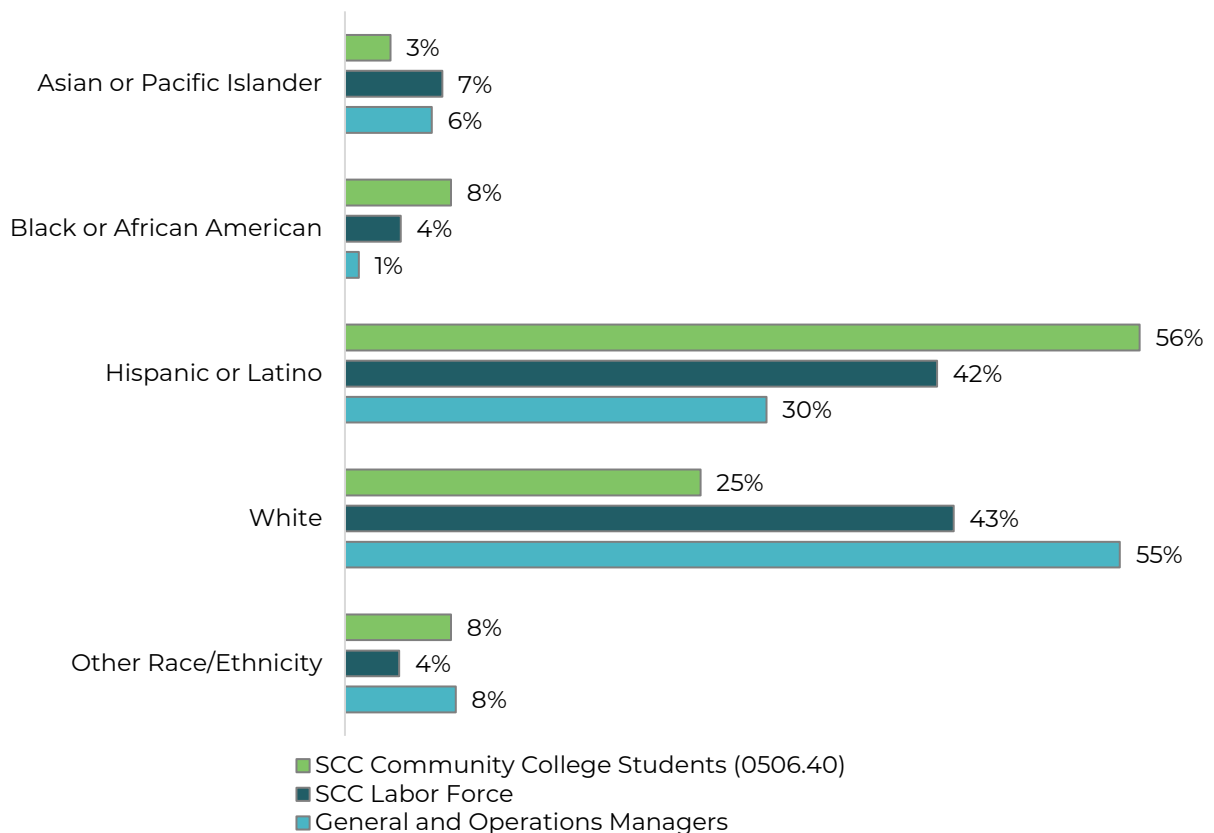
This section examines demographic data for SCC community college students in Small Business and Entrepreneurship (0506.40) programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

### Ethnicity:

Exhibit 16 compares the ethnicity of SCC community college students enrolled in Small Business and Entrepreneurship (0506.40) programs, the overall labor force to occupation-specific data for *General and Operations Managers (11-1021) (29-9045)*.

The majority (55%) of *General and Operations Managers (11-1021)* are white, which is significantly higher in comparison to the overall SCC labor force (43%) and students in Small Business and Entrepreneurship (0506.40) programs. Conversely, 56% of Small Business and Entrepreneurship (0506.40) students are Hispanic or Latino, which is significantly higher compared to the SCC labor force (42%) and *General and Operations Managers (11-1021)*.

Exhibit 16: Program and County Demographics by Ethnicity

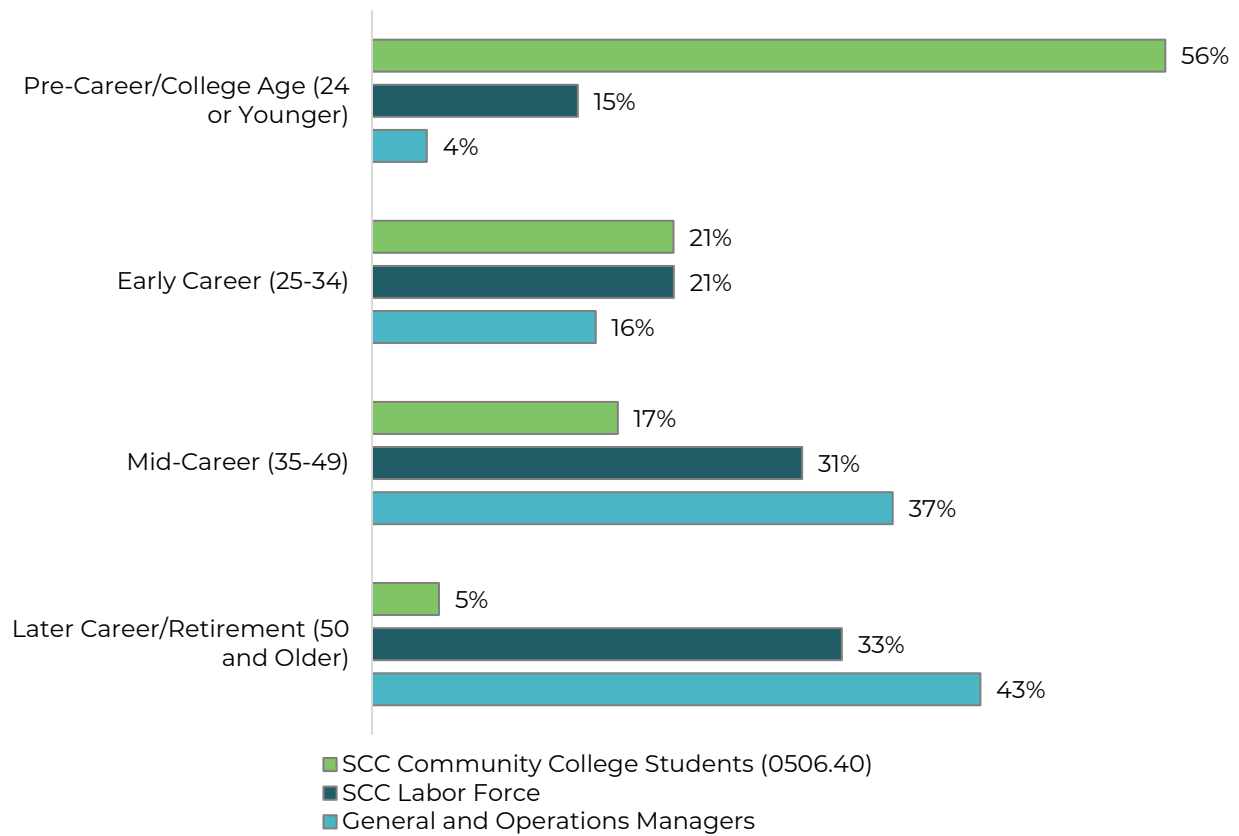


## Age:

Exhibit 17 compares the age of SCC community college students enrolled in Small Business and Entrepreneurship (0506.40) programs, the overall SCC labor force, and occupation-specific data for *General and Operations Managers (11-1021)*.

Approximately 43% of *General and Operations Managers (11-1021)* are Later Career/Retirement (50 and Older) age, which is significantly higher than the overall SCC labor force (33%) and community college Small Business and Entrepreneurship (0506.40) students (5%). Conversely, 56% of Small Business and Entrepreneurship (0506.40) community college students are Pre-Career/College Age (24 or Younger), which is significantly higher than the SCC labor force (15%) and *General and Operations Managers (11-1021)* (4%).

Exhibit 17: Program and County Demographics by Age

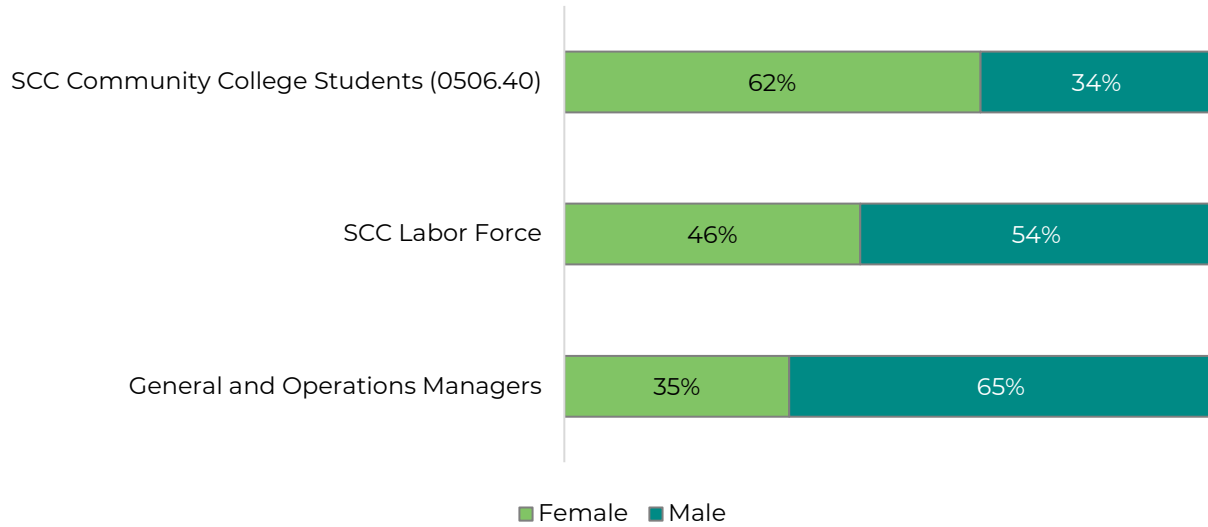


**Sex:**

Exhibit 18 compares the sex of SCC community college students enrolled in Small Business and Entrepreneurship (0506.40) programs, the overall SCC labor force, and occupation-specific data for *General and Operations Managers (11-1021)*.

The majority (65%) of *General and Operations Managers (11-1021)* are men, which is significantly higher when compared to the labor force (54%) and community college Small Business and Entrepreneurship (0506.40) students (34%).

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](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://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.<sup>5</sup> 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 19 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 19: 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.

<sup>5</sup> 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.

## 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 <a href="#">Lightcast</a> , a labor market analytics firm.
Living Wage	<p>Per the CCCCCO, this report’s endorsement criteria uses the <a href="#">University of Washington’s Center for Women’s Welfare Self-Sufficiency Standard</a> last updated in March 2024.</p> <p>The <a href="#">MIT Living Wage</a>, updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference.</p>
Typical Education and Training Requirements, and Educational Attainment	The <a href="#">Bureau of Labor Statistics (BLS)</a> 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 <a href="#">O*NET</a> database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The <a href="#">CCCCCO Data Mart</a> provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The <a href="#">National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS)</a> collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	<a href="#">Data Vista</a> , 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	<p>The <a href="#">Census Bureau’s American Community Survey (ACS)</a> is the premier source for detailed population and housing information.</p> <p>Data is sourced from <a href="#">IPUMS USA</a>, a database providing access to ACS and other Census Bureau data products.</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.

For more information, please contact the South Central Coast Center of Excellence:

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