



## 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"/>
<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>318 annual job openings</b> in the South Central Coast (SCC) Region for these machinist occupations, which <b>is more than the 3 awards conferred by educational institutions.</b>		
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
Self-Sufficiency Standard Living Wage <sup>1</sup> :	<i>Comments:</i> <b>the majority (92%) of annual job openings</b> for these machinist occupations <b>have entry-level hourly wages below the Ventura County living wage of \$24.53.</b>		
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Education:	<i>Comments:</i> though <b>the majority (93%) of annual job openings</b> for these real estate occupations typically require a <b>high school diploma or equivalent, between 41% and 44% 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 three middle-skill occupations:

- *Machinists (51-4041)*
- *Computer Numerically Controlled Tool Operators (51-9161)*
- *Computer Numerically Controlled Toll Programmers (51-9162)*

Based on the available data there appears to be a supply gap for these machinist occupations and 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.**

<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
Machinists (51-4041)	157	3	Ventura: \$21.53	High school diploma or equivalent	41%
Computer Numerically Controlled Tool Operators (51-9161)	140	Accounted for above	Ventura: \$22.08	High school diploma or equivalent	44%
Computer Numerically Controlled Tool Programmers (51-9162)	21	Accounted for above	Ventura: \$26.39	Postsecondary nondegree award	44%
<b>Total</b>	<b>318</b>	<b>3</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

#### Demand:

- The number of jobs related to these machinist occupations is projected to decrease 1% through 2029 in the SCC region. There is projected to be 318 annual job openings due to retirements and replacements.
- Hourly entry-level wages for these machinist occupations in Ventura County range from \$21.53 to \$26.39; the majority (92%) of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 1,166 online job postings for these machinist occupations over the past 12 months. The highest number of postings were CNC machinists, CNC programmers, and machinists.
- The typical entry-level education for these machinist occupations ranges from a high school diploma or equivalent to a postsecondary nondegree award.
- Between 41% and 44% 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 3 awards conferred by four community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions did not confer any related awards from 2020 to 2023.
- SCC community college students that exited Machining and Machine Tool (0956.30) programs in the 2022-23 academic year had a median annual wage of \$39,372 (\$18.93 per hour) after exiting the program and 29% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the state, 74% of Machining and Machine Tool (0956.30) students that exited their program in 2021-22 reported that they are working in a job closely related

to their field of study. Due to a small number of students, this data was unavailable at the regional level.

## Demand

### Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2019. Notably, employment for these machinist occupations in Santa Barbara County decreased 34% from 2019 to 2024, which is significantly lower 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 these machinist occupations is projected to remain negative in all areas, except for San Luis Obispo County.

Exhibit 2: Historical and Projected Employment for Machinist Occupations in the SCC Region, 2019-2029

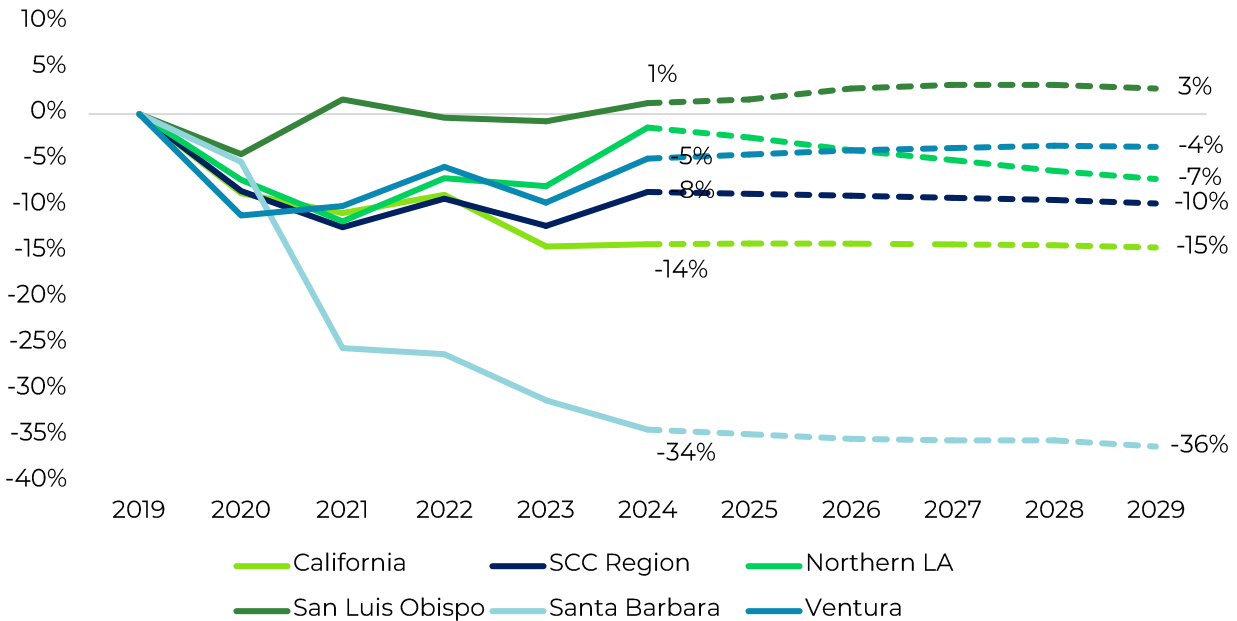


Exhibit 3 shows the five-year occupational demand projections for these machinist occupations. In the SCC Region, the number of jobs related to these occupations is projected to decrease 1% through 2029. There is projected to be 318 jobs available annually. Ventura County has the highest number of jobs and annual openings and employment is projected to grow 1% through 2029.

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	1,004	947	(57)	(6%)	95
San Luis Obispo	255	259	5	2%	27
Santa Barbara	392	381	(11)	(3%)	38
Ventura	1,491	1,512	20	1%	153
<b>SCC Region</b>	<b>3,142</b>	<b>3,099</b>	<b>(43)</b>	<b>(1%)</b>	<b>318</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:

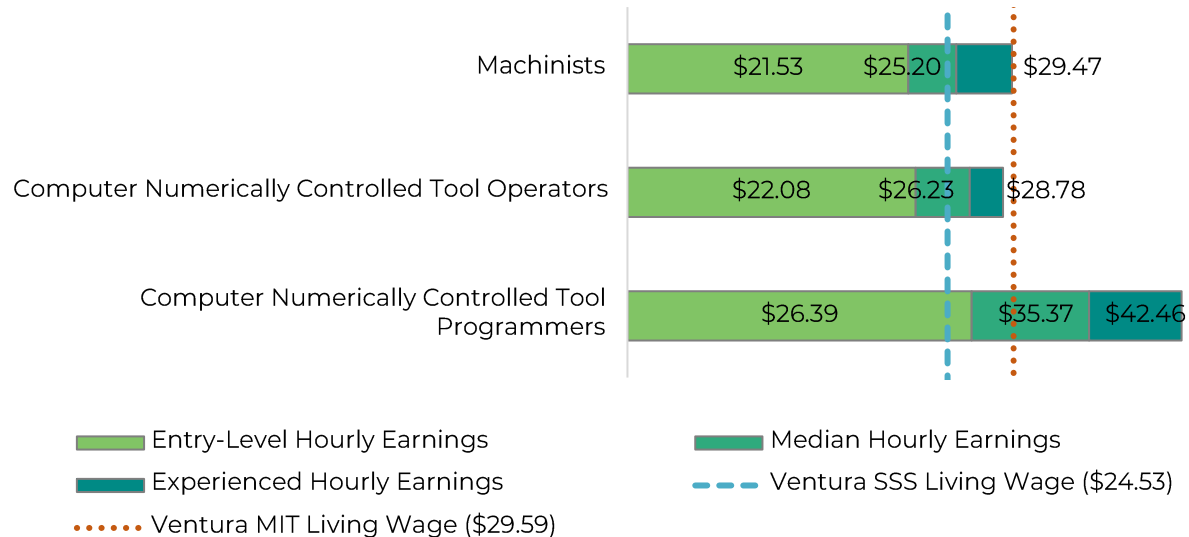
The labor market endorsement in this report considers the entry-level hourly wages for these machinist occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Ventura College, which is in Ventura County. Wages for other 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

The majority (92%) of annual openings for these machinist 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 \$21.53 and \$26.39. Exhibit 4 shows the wage range for each of these machinist occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

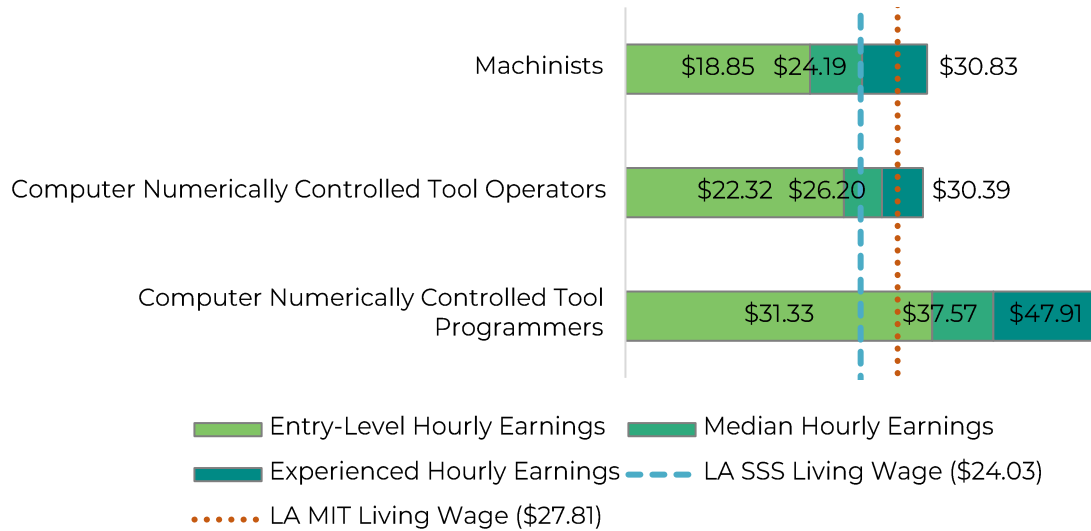
Exhibit 4: Wages by Occupation in Ventura County



## Northern Los Angeles

The majority (92%) of annual openings for these machinist 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 \$21.53 and \$26.39. Exhibit 5 shows the wage range for each of these machinist occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

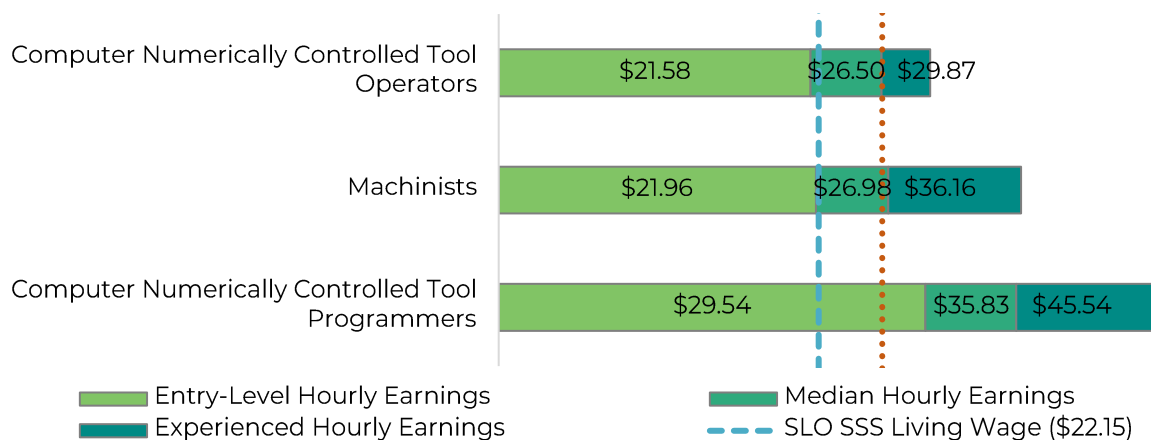
Exhibit 5: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

The majority (97%) of annual openings for these machinist 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 \$21.58 and \$29.54. Exhibit 6 shows the wage range for each of these machinist occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

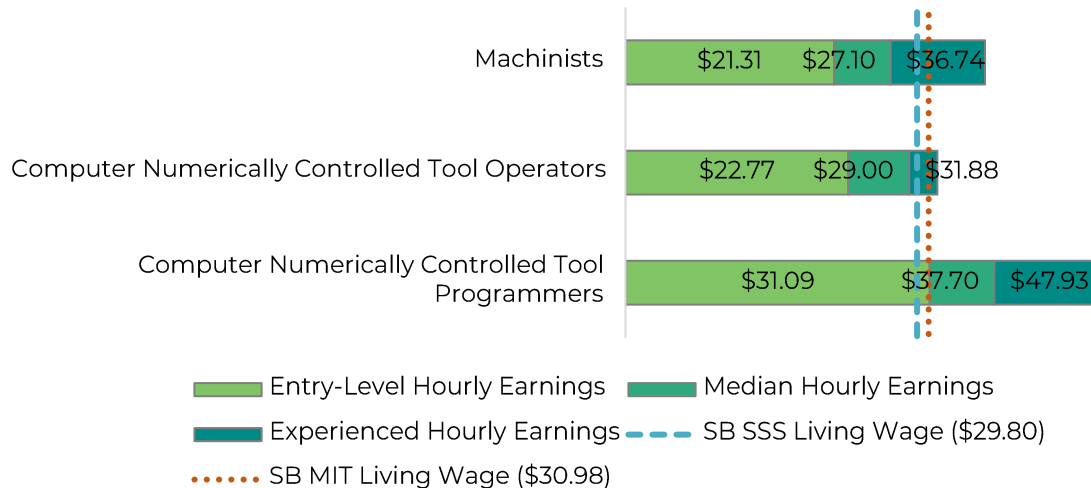
Exhibit 6: Wages by Occupation in San Luis Obispo County



## Santa Barbara

The majority (95%) of annual openings for these machinist 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 \$21.31 and \$31.09. Exhibit 7 shows the wage range for each of these machinist occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Santa Barbara County



## Job Postings:

There were 1,166 online job postings related to these machinist occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Approximately 47% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by County (n=1,166)

County	Job Postings	Percentage of Job Postings
Ventura	682	47%
Northern Los Angeles	348	24%
Santa Barbara	101	9%
San Luis Obispo	35	3%
<b>Total Postings</b>	<b>1,166</b>	<b>100%</b>

Of the 1,166 postings, most (45%) were for *Machinists (51-4041)*, followed by *Computer Numerically Controlled Tool Operators (51-9161)* and *Computer Numerically Controlled Tool Programmers (51-9162)*.

Exhibit 9: Number of Job Postings by Occupation (n=1,166)

Occupation	Job Postings	Percentage of Job Postings
Machinists	660	45%
Computer Numerically Controlled Tool Operators	255	18%
Computer Numerically Controlled Tool Programmers	251	17%
<b>Total Postings</b>	<b>1,166</b>	<b>100%</b>

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=1,166)**

Employer	Job Postings	Percentage of Job Postings
Aerotek	57	22%
AppleOne	40	7%
Belcan	31	4%
Adecco	30	4%
Regal Rexnord Corp	29	3%
Johnson Service Group	28	3%
Express Employment Professionals	24	2%
Peak Agency Ltd	19	2%
Entegee	18	1%
Parker Hannifin	17	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=1,166)**

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Machining (736)	Operations (458)	Mastercam (CAD/CAM Software) (203)
Lathes (626)	Detail Oriented (341)	G-Codes (91)
Computer Numerical Control (CNC) (517)	Troubleshooting (Problem Solving) (276)	SolidWorks (CAD) (76)
Mills (420)	Communication (258)	Angular (Web Framework) (33)
Tooling (408)	Mathematics (251)	Azure Blueprints (29)
Micrometer (358)	Problem Solving (211)	Programming Tools (29)
Calipers (328)	Planning (143)	Business Software (27)
Blueprinting (315)	English Language (141)	Microsoft Excel (27)
CNC Machining (315)	Quality Control (125)	Microsoft Office (26)
CNC Milling (255)	Management (87)	Fusion (CAD Software) (21)

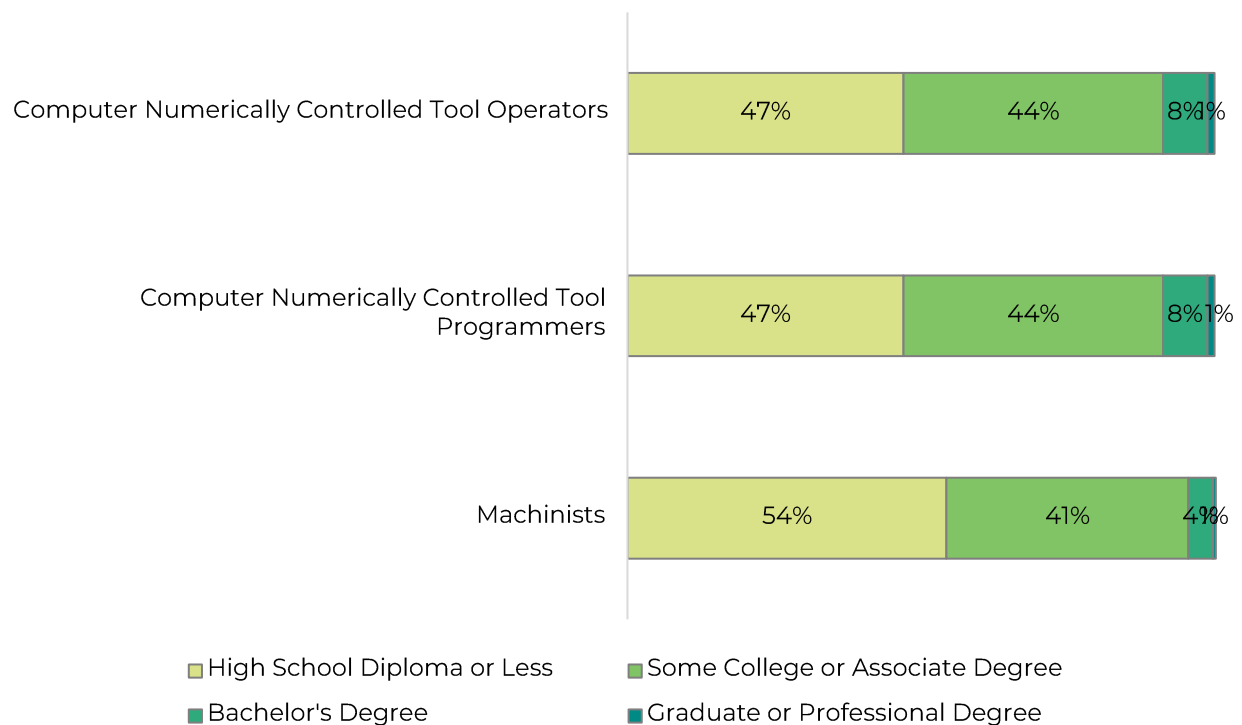
## Educational Attainment:

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

- High school diploma or equivalent
  - *Machinists (51-4041)*
  - *Computer Numerically Controlled Tool Operator (51-9161)*
- Postsecondary nondegree award
  - *Computer Numerically Controlled Tool Programmer (51-9162)*

The national-level educational attainment data indicates between 41% and 44% 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 34% of the cumulative job postings for these machinist occupations that listed a minimum education requirement in the SCC Region, 94% (374) requested a high school diploma or an associate degree, and 6% (25) 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:

- Machining and Machine Tool (0956.30)

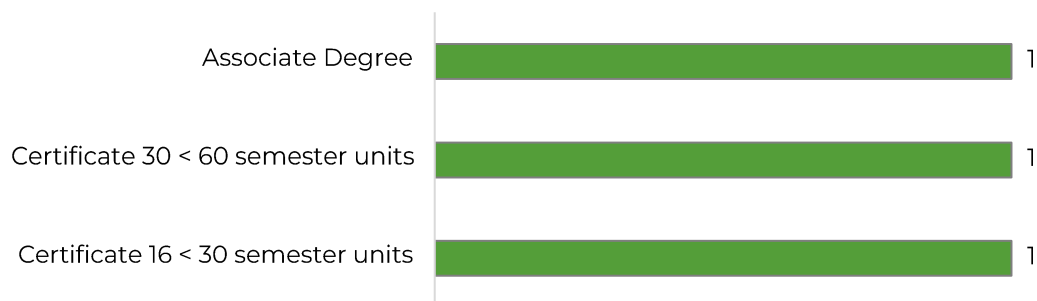
The only college with completions in the region is Allan Hancock (3).

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
0956.30	Machining and Machine Tools	Allan Hancock	2	1	5	3
<b>Supply Total/Average</b>			<b>2</b>	<b>1</b>	<b>5</b>	<b>3</b>

Exhibit 14 shows the annual average community college awards by type from 2021-22 to 2023-24. There was one award conferred each for associate degrees, certificates between 30 and less than 60 semester units, and certificates between 16 and less than 30 semester units.

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 Machining and Machine Tools (0956.30) programs at Ventura County Community College District (VCCCD) the SCC Region, and California. As noted above, there is a small number of students enrolled in these Machining and Machine Tools (0956.30) program, therefore nearly all metrics are unavailable at the district level and for the SCC Region.

Students in California that existed Machining and Machine Tools (0956.30) programs in the 2022-2023 academic year had median annual earnings of \$56,106 (or \$26.94 per hour), which is significantly higher than the SCC region's median annual earnings of \$39,372 (or \$18.93 per hour).

Exhibit 15: Machining and Machine Tools (0956.30)  
Strong Workforce Program Metrics, 2023-24<sup>34</sup>

SWP Metric	VCCCD	SCC Region	California
SWP Students	Data unavailable	159	2,878
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Data unavailable	42%	40%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data unavailable	Data unavailable	88%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data unavailable	Data unavailable	9%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Data unavailable	Data unavailable	1%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data unavailable	Data unavailable	74%
Median Annual Earnings for SWP Exiting Students (2022-23)	Data unavailable	\$39,372 (\$18.93)	\$56,106 (\$26.97)
Median Change in Earnings for SWP Exiting Students (2022-23)	Data unavailable	38%	29%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data unavailable	29%	58%

<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.

# Regional Demographics

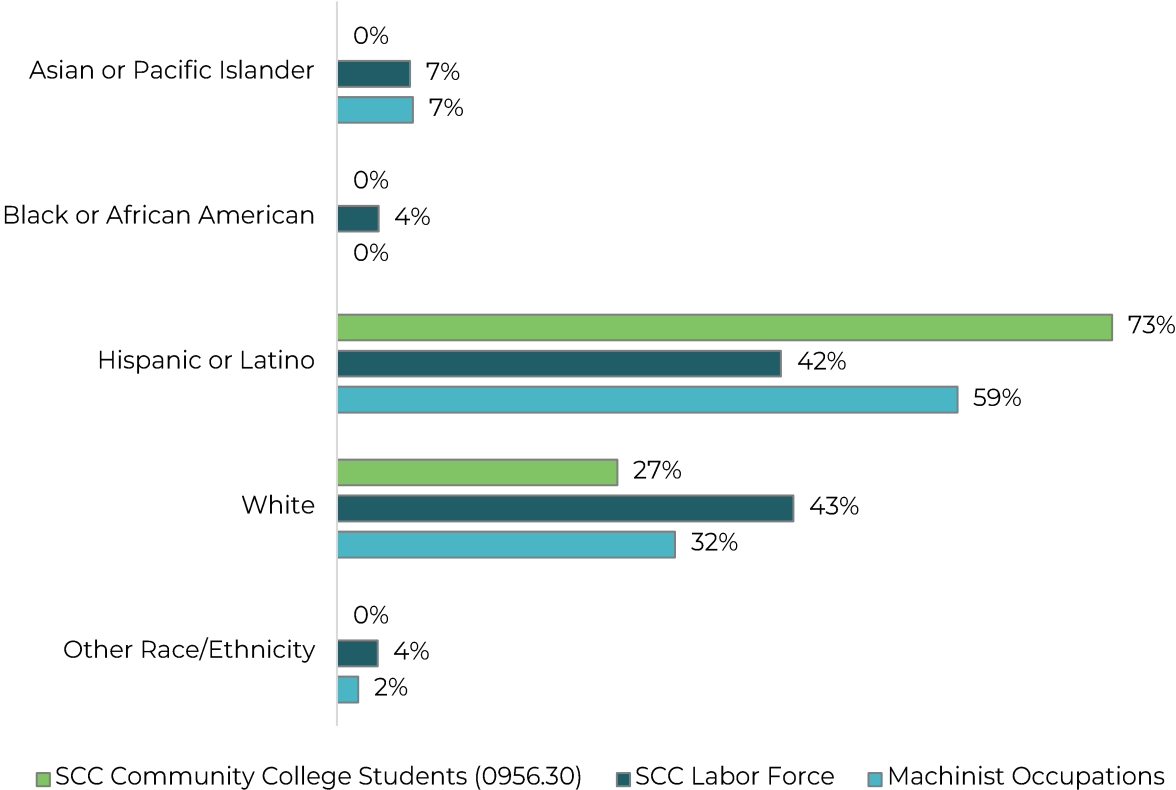
This section examines demographic data for SCC community college students in Machining and Machine Tools (0956.30) programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

## Ethnicity:

Exhibit 16 compares the ethnicity of SCC community college students enrolled in Machining and Machine Tools (0956.30) programs, the overall SCC labor force, and occupation-specific data for the three machinist occupations included in this report.

Notably, 73% of community college students in Machining and Machine Tool (0956.30) programs are Hispanic or Latino, which is much higher than the labor force (42%) and workers in these three machinist occupations (59%) included in this report. Conversely, 27% of community college Machining and Machine Tool students are white, which is less than the labor force (43%), as well as workers in these machinist occupations (32%).

Exhibit 17: Program and County Demographics by Ethnicity

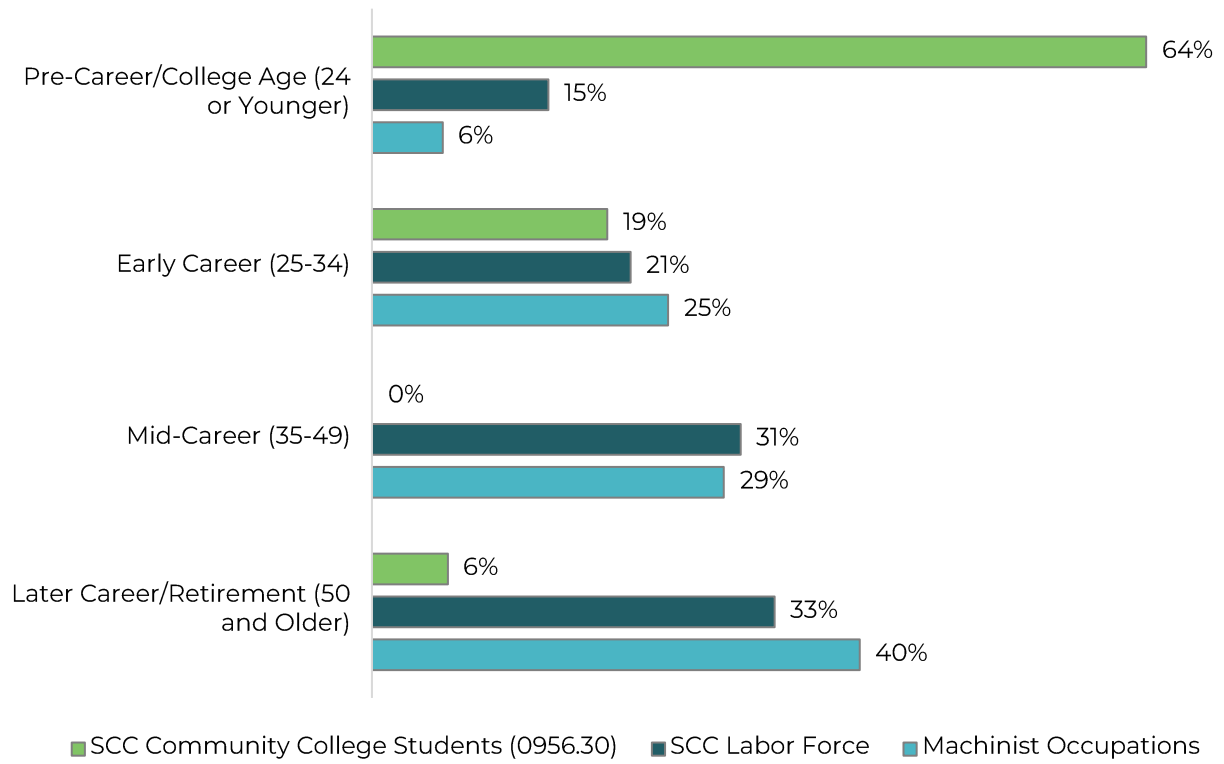


## Age:

Exhibit 17 compares the age of SCC community college students enrolled in Machining and Machine Tools (0956.30) programs, the overall SCC labor force, and occupation-specific data for the three machinist occupations included in this report.

The majority (40%) of workers in these machinist occupations are Later Career/Retirement age (50 and older), which is higher than the labor force (33%) and community college Machining and Machine Tools (0956.30) students (6%). Notably, the majority (64%) of community college students in Machining and Machine Tools (0956.30) programs are Pre-Career/College Age (24 or younger).

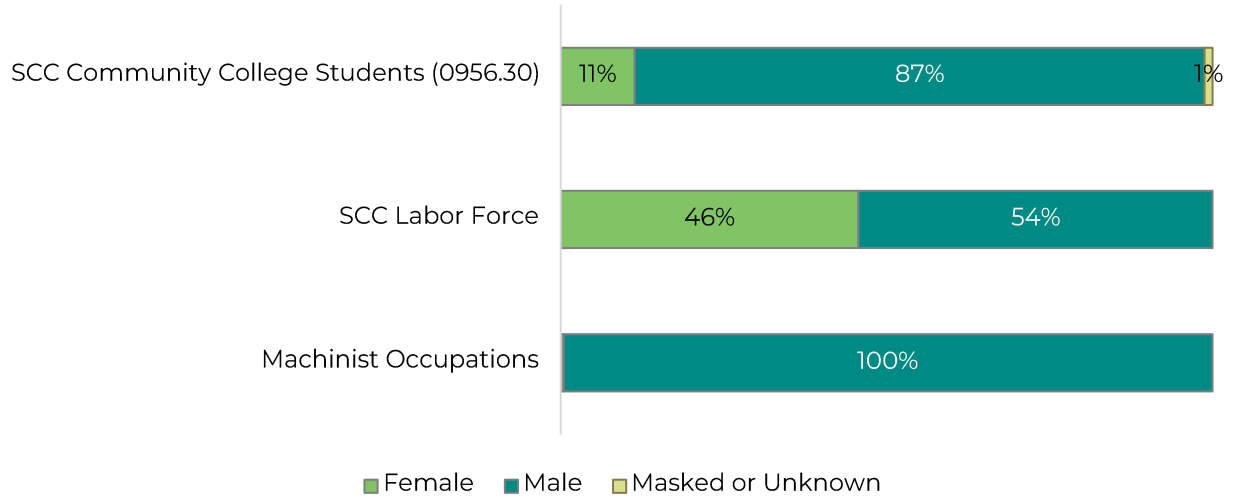
## Exhibit 18: Program and County Demographics by Age



**Sex:**

Exhibit 18 compares the sex of SCC community college students enrolled in Machining and Machine Tools (0956.30) programs, the overall SCC labor force, and occupation-specific data for these machinist occupations. There is a significant majority of male students (87%) and (100%) of workers in these machinist occupations, which contrasts with the labor force (54% female).

Exhibit 19: 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 20: 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.

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.

<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>.

## 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	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.  The <a href="#">MIT Living Wage</a> , updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference.
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	The <a href="#">CCCCCO Data Mart</a> provides information about students, courses, student services, outcomes and faculty and staff.  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).
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	The <a href="#">Census Bureau's American Community Survey (ACS)</a> is the premier source for detailed population and housing information.  Data is sourced from <a href="#">IPUMS USA</a> , 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.

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

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FOR LABOR MARKET RESEARCH  
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April 2026