

## 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>2,280 annual job openings</b> in the South Central Coast (SCC) Region for these infant and toddler teaching occupations, which is <b>more than the 946 awards conferred by educational institutions.</b>		
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
Self-Sufficiency Standard Living Wage:	<i>Comments:</i> <b>All (100%) of annual job openings</b> for these infant and toddler teaching 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 (83%) of annual job openings</b> for these infant and toddler teaching occupations typically require a <b>high school diploma or equivalent, between 34% and 37% 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 two middle-skill occupations:

- *Preschool Teachers, Except Special Education (25-2011)*
- *Childcare Workers (39-9011)*

Based on the available data there appears to be a supply gap for these infant and toddler teaching occupations and typical education requirements for these occupations align with a community college education. However, all 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
Preschool Teachers, Except Special Education (25-2011)	387	886	Ventura: \$17.42	Associate degree	34%
Childcare Workers (39-9011)	1,893	60	Ventura: \$16.00	High school diploma or equivalent	37%
<b>Total</b>	<b>2,280</b>	<b>946</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

#### Demand:

- The number of jobs related to these infant and toddler teaching occupations is projected to decrease 0.2% through 2029 in the SCC region. There is projected to be 2,280 annual job openings due to retirements and job replacements.
- Hourly entry-level wages for these infant and toddler teaching occupations in Ventura County range from \$16.00 to \$17.42; all (100%) annual job openings have entry-level wages below the Self-Sufficiency Standard living wage (\$24.53 for Ventura County).
- There were 1,149 online job postings for these infant and toddler teaching occupations over the past 12 months. The highest number of postings were for preschool teachers, nannies, and teachers.
- The typical entry-level education for these infant and toddler teaching occupations ranges from a high school diploma or equivalent to an associate degree.
- Between 34% and 37% 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 886 awards conferred by eight community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions conferred 60 related awards from 2020 to 2023.
- SCC community college students that exited Infant and Toddler programs in the 2022-23 academic year had a median annual wage of \$38,256 or \$18.39 per hour after exiting the program and 34% attained the regional living wage (Self-Sufficiency Standard).
- Throughout California, 85% of infant and toddler students that exited their program in 2021-22 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 2019. Notably, employment for these infant and toddler teaching occupations in Ventura County faced the largest decline (18%) from 2019 to 2024,

which is a larger decline 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 infant and toddler teaching occupations is projected to grow in San Luis Obispo and Santa Barbara but continue to decline slightly in the other two counties in the SCC Region.

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

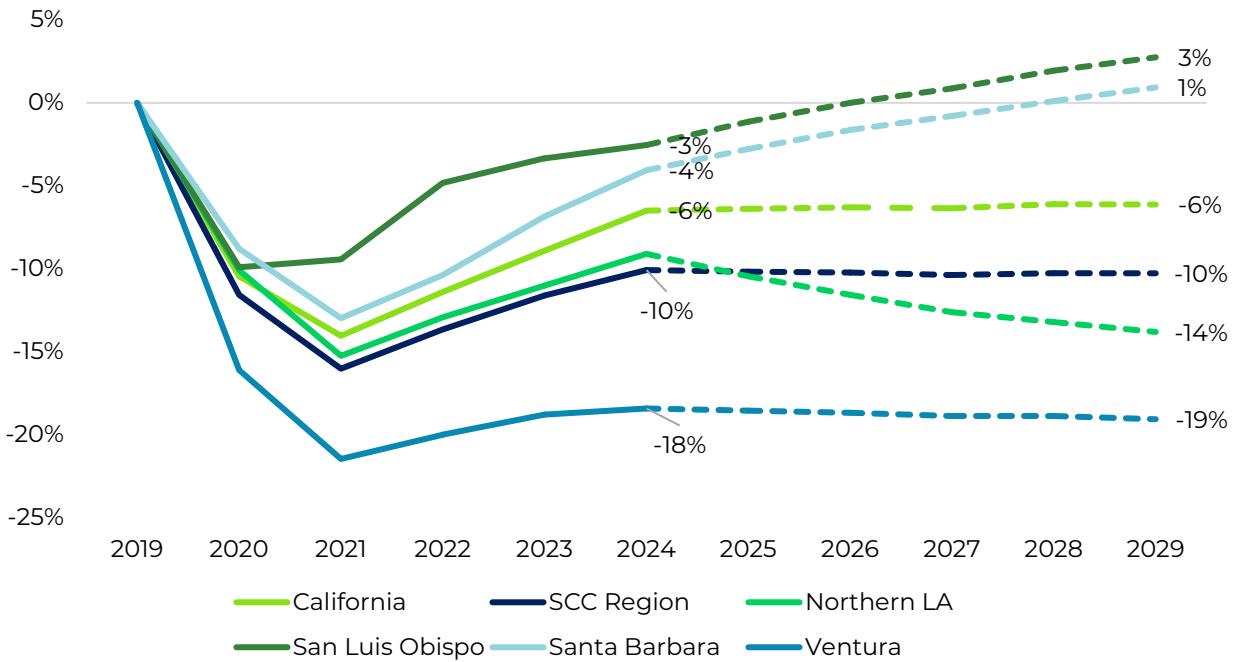


Exhibit 3 shows the five-year occupational demand projections for these infant and toddler teaching occupations. In the SCC Region, the number of jobs related to these occupations is projected to decrease 0.2% through 2029. There is projected to be 2,280 available annually. Northern Los Angeles County 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	5,044	4,783	(261)	(5%)	813
San Luis Obispo	1,456	1,535	79	5%	251
Santa Barbara	3,519	3,702	183	5%	607
Ventura	3,783	3,753	(30)	(0.8%)	594
<b>SCC Region</b>	<b>13,798</b>	<b>13,768</b>	<b>(30)</b>	<b>(0.2%)</b>	<b>2,280</b>

### Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these infant and toddler teaching 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.

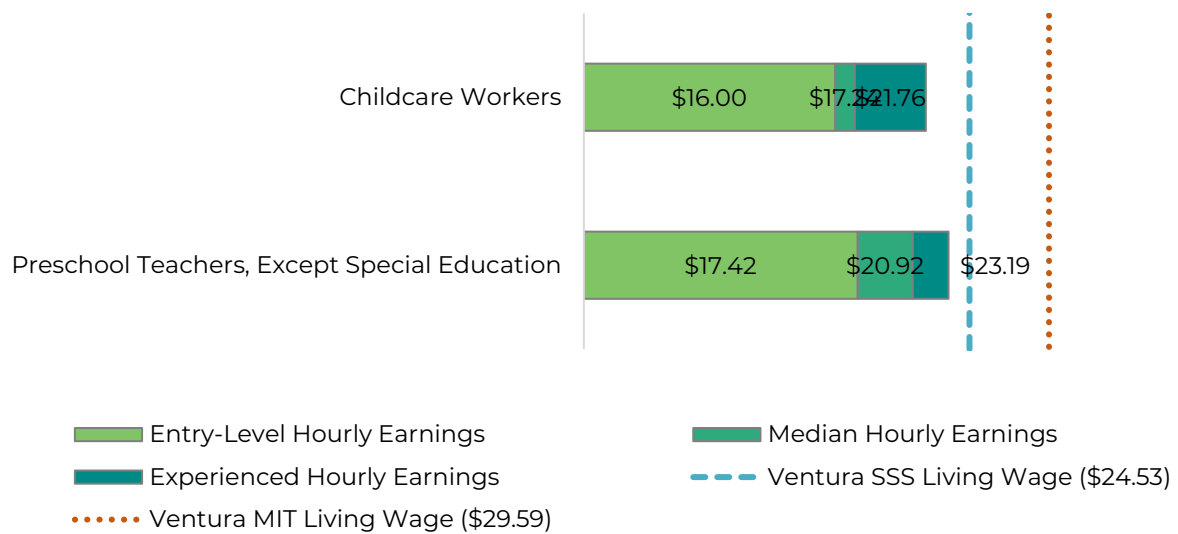
<sup>2</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

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 \$30.98. 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

All (100%) annual openings for these infant and toddler teaching 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 \$16.00 and \$17.42. Notably, wages are below the living wage even at the experienced level. Exhibit 4 shows the wage range for each of these infant and toddler teaching occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

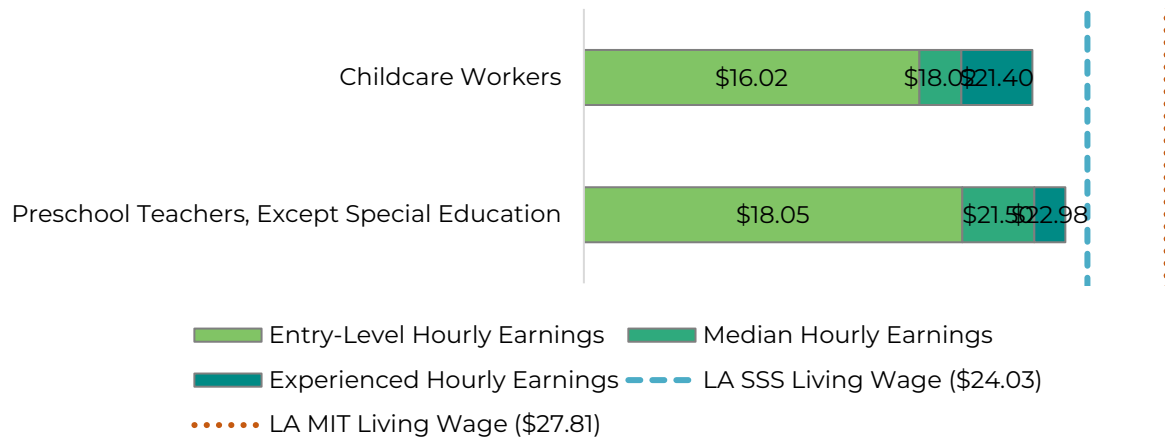
Exhibit 4: Wages by Occupation in Ventura County



## Northern Los Angeles

All (100%) annual openings for these infant and toddler teaching 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 \$16.02 and \$18.05. Notably, wages are below the living wage even at the experienced level. Exhibit 5 shows the wage range for each of these infant and toddler teaching occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

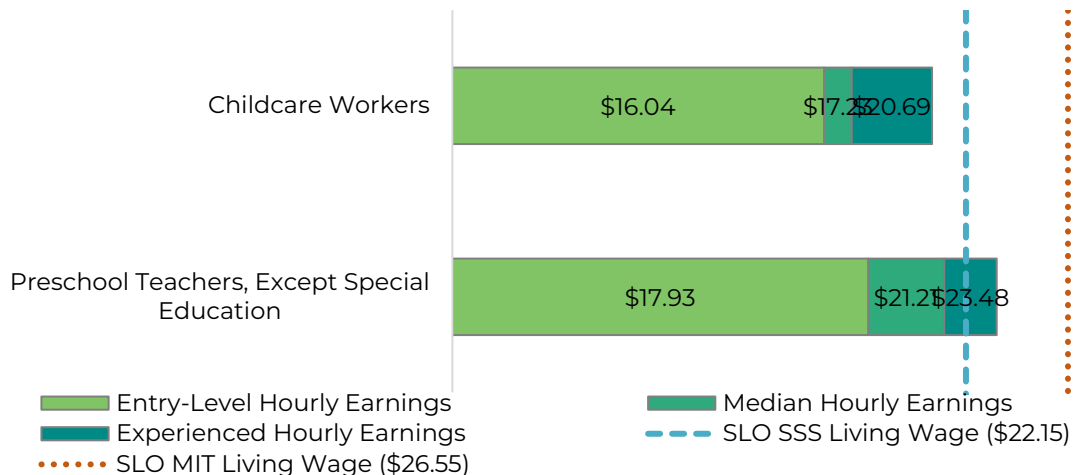
Exhibit 5: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

All (100%) annual openings for these infant and toddler teaching 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 \$16.04 and \$17.93. Median hourly wages for *Preschool Teachers, Except Special Education (25-2011)* are above the living wage, while *Childcare Workers (39-9011)* have wages below the living wage even at the experienced level. Exhibit 6 shows the wage range for each of these infant and toddler teaching occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

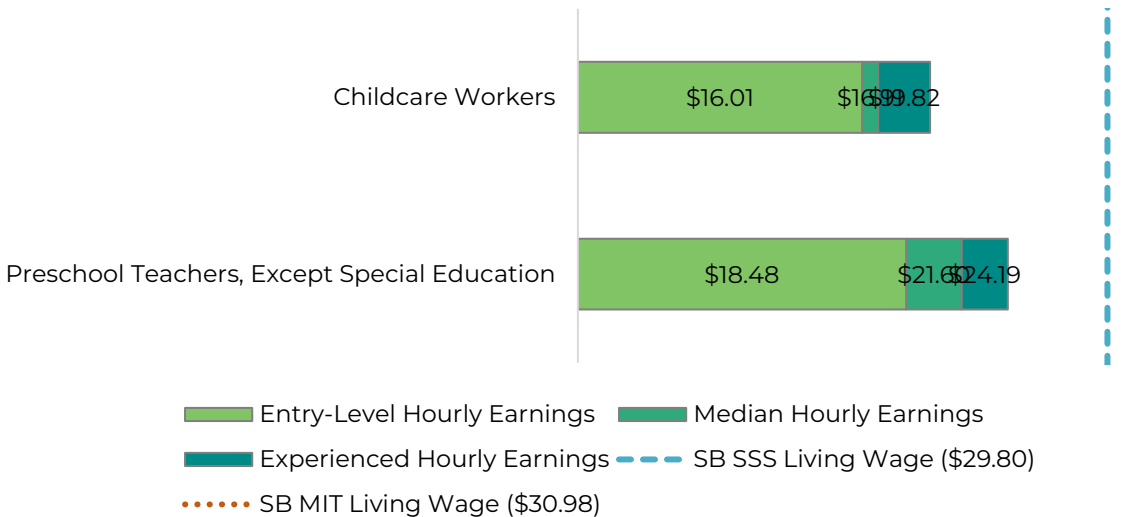
Exhibit 6: Wages by Occupation in San Luis Obispo County



## Santa Barbara

All (100%) annual openings for these infant and toddler teaching 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 \$16.01 and \$18.48. Notably, wages are below the living wage even at the experienced level. Exhibit 7 shows the wage range for each of these infant and toddler teaching 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 1,149 online job postings related to these infant and toddler teaching occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Approximately 37% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by County (n=1,149)

County	Job Postings	Percentage of Job Postings
Ventura	429	37%
Santa Barbara	285	25%
Northern Los Angeles	275	24%
San Luis Obispo	160	14%
<b>Total Postings</b>	<b>1,149</b>	<b>100%</b>

Of the 1,149 postings, the majority (70%) were for *Preschool Teachers, Except Special Education (25-2011)*, followed by *Childcare Workers (39-9011)*, as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=1,149)

Occupation	Job Postings	Percentage of Job Postings
Preschool Teachers, Except Special Education	810	70%
Childcare Workers	339	30%
<b>Total Postings</b>	<b>1,149</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=1,149)

Employer	Job Postings	Percentage of Job Postings
KinderCare Education	100	9%
Beach Baby Nannies	44	4%
Bright Horizons	33	3%
YMCA	29	3%
La Petite Academy	23	2%
Childtime Learning Centers	22	2%
Learning Experience	19	2%
Santa Barbara County Education Office	19	2%
Easterseals	16	1%
Learning Care Group	15	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=1,149)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Preschool Education (515)	Communication (362)	Microsoft Excel (32)
Child Development (469)	Teaching (269)	Microsoft Outlook (22)
Early Childhood Education (180)	English Language (146)	Microsoft Office (6)
Lifting Ability (177)	Leadership (144)	Microsoft Word (6)
Working With Children (153)	Planning (134)	Zoom (Video Conferencing Tool) (3)
Lesson Planning (150)	Organizational Skills (117)	Google Workspace (2)
Classroom Management (106)	Customer Service (113)	Productivity Software (2)
First Aid (76)	Multitasking (94)	R (Programming Language) (2)
Psychology (74)	Patience (89)	Google Calendar (1)
Housekeeping (71)	Multilingualism (71)	Google Docs (1)

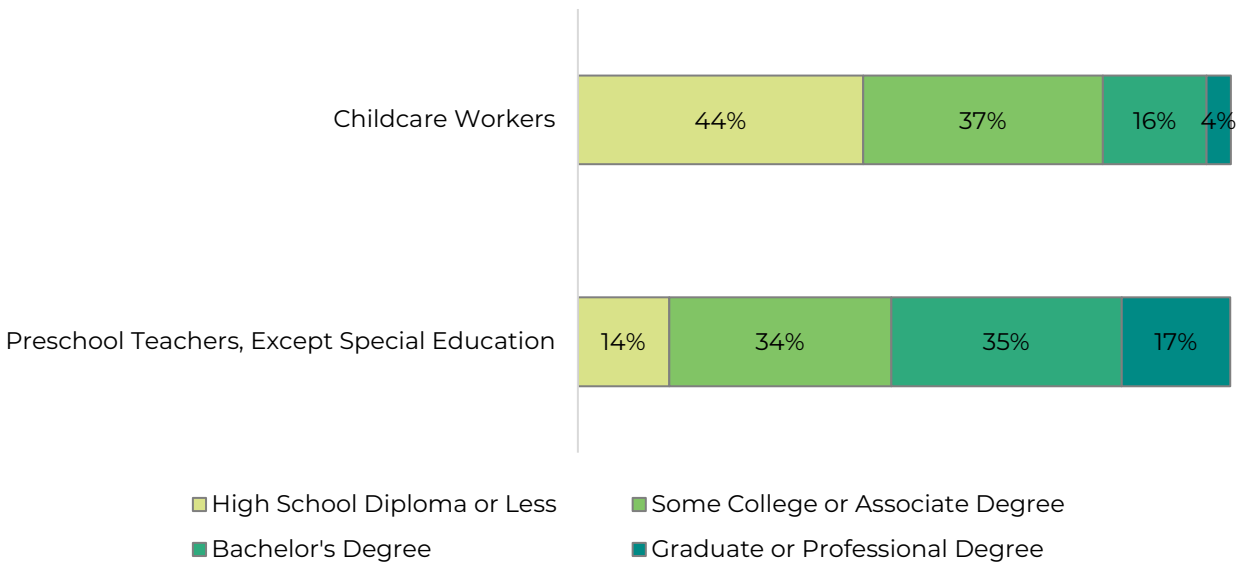
## Educational Attainment:

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

- High School Diploma or Equivalent
  - *Childcare Workers (39-9011)*
- Associate degree
  - *Preschool Teachers, Except Special Education (25-2011)*

The national-level educational attainment data indicates between 34% and 37% 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 46% of the cumulative job postings for these infant and toddler teaching occupations that listed a minimum education requirement in the SCC Region, 64% (341) requested a high school diploma or an associate degree, 34% (183) requested a high school diploma or an associate degree, 1% (7) requested a graduate or professional degree.

## Educational Supply

### Community College Supply:

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

- Educational Aide (Teacher Assistant), Bilingual (0802.10)
- Child Development/Early Care and Education (1305.00)
- Child and Adolescent Development (1305.10)
- Preschool Age Children (1305.40)
- The School Age Child (1305.50)
- Child Development Administration and Management (1305.80)
- Infants and Toddlers (1305.90)

The college with the most completions in the region is Moorpark (210), followed by Cuesta (187), and Oxnard (123).

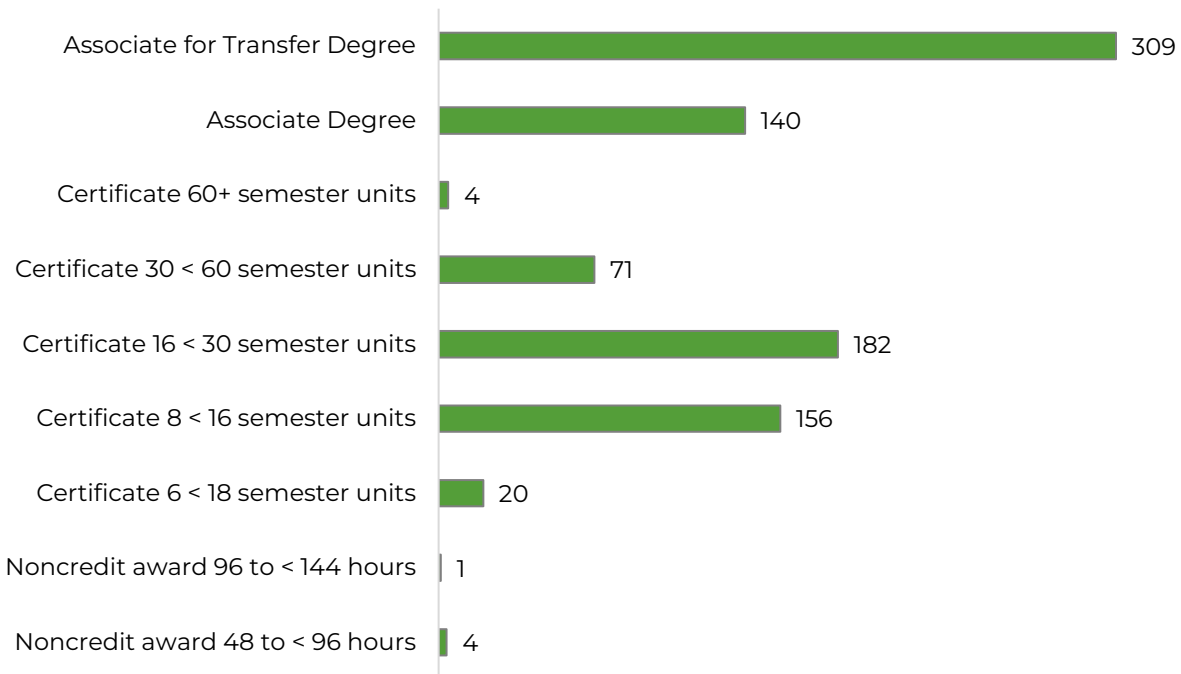
Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0802.10	Educational Aide (Teacher Assistant), Bilingual	Allan Hancock	0	1	0	0
<b>Supply Subtotal/Average</b>			<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
1305.00	Child Development /Early Care and Education	Allan Hancock	30	39	45	38
		Antelope Valley	147	98	67	104
		Canyons	46	39	35	40
		Cuesta	168	122	168	153
		Moorpark	185	121	140	149
		Oxnard	72	129	104	102
		Santa Barbara	41	88	78	69
<b>Supply Subtotal/Average</b>			<b>740</b>	<b>690</b>	<b>686</b>	<b>705</b>
1305.10	Child and Adolescent Development	Cuesta	39	25	32	32
		Moorpark	65	35	83	61
		Oxnard	17	25	22	21
		Santa Barbara	0	4	11	5
<b>Supply Subtotal/Average</b>			<b>121</b>	<b>89</b>	<b>148</b>	<b>119</b>
1305.40	Preschool Age Children	Canyons	28	21	15	21
		Moorpark	0	0	1	0
<b>Supply Subtotal/Average</b>			<b>28</b>	<b>21</b>	<b>16</b>	<b>22</b>
1305.50	The School Age Child	Antelope Valley	8	1	2	4
		Canyons	3	4	2	3
<b>Supply Subtotal/Average</b>			<b>11</b>	<b>5</b>	<b>4</b>	<b>7</b>

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1305.80	Child Development Administration and Management	Antelope Valley	0	0	23	8
		Canyons	5	2	1	3
		Cuesta	2	1	3	2
<b>Supply Subtotal/Average</b>			<b>7</b>	<b>3</b>	<b>27</b>	<b>12</b>
1305.90	Infants and Toddlers	Allan Hancock	2	6	1	3
		Canyons	20	10	10	13
		Santa Barbara	4	4	5	4
<b>Supply Subtotal/Average</b>			<b>26</b>	<b>20</b>	<b>16</b>	<b>21</b>
<b>Supply Total/Average</b>			<b>933</b>	<b>829</b>	<b>897</b>	<b>886</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 associate for transfer degrees, followed by certificates between 16 and less than 30 semester units, and certificates between 8 and less than 16 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 Infants and Toddlers programs at Ventura County Community College District (VCCCD), the SCC Region, and California. Of the 389 Infants and Toddlers students throughout the region in the 2023-24 academic year, 30% (115) attended a VCCCD college.

VCCCD students that exited Infants and Toddlers programs in the 2022-23 academic year had lower median annual earnings (\$37,252 or \$17.91 per hour) compared to all Infants and

Toddlers students in the SCC Region (\$38,256 or \$18.39 per hour); both figures are lower than statewide (\$40,141 or \$19.30 per hour). A similar percentage of SCC (33%) Infant and Toddler students attained the living wage when compared to all Infants and Toddlers students in the state (32%).

**Exhibit 15: Infants and Toddler (1305.90)  
Strong Workforce Program Metrics, 2023-24<sup>34</sup>**

SWP Metric	VCCCD	SCC Region	California
SWP Students	115	389	5,625
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	35%	21%	35%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data Unavailable	98%	82%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data Unavailable	4%	8%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	12%	8%	4%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data Unavailable	Data Unavailable	85%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$37,252 (\$17.91)	\$38,256 (\$18.39)	\$40,142 (\$19.30)
Median Change in Earnings for SWP Exiting Students (2022-23)	46%	14%	33%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data Unavailable	33%	32%

**Non-Community College Supply:**

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering infant and toddler teaching training programs. Over the past three years (2020-2023), there was an average of 60 awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Early Childhood Education and Teaching (13.1210)

No related awards under the following Classification of Instructional Programs (CIP) codes:

- Bilingual and Multilingual Education (13.0201)
- Child Development (19.0706)
- Child Care and Support Services Management (19.0708)
- Child Care Provider/Assistant (19.0709)
- Early Childhood and Family Studies (19.0711)

Exhibit 16 shows the number of awards conferred by non-community college institutions.

<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.

Exhibit 16: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2021-2022 Awards	3-Year Award Average
13.1210	Early Childhood Education and Teaching	California Polytechnic State University-San Luis Obispo	70	57	52	60
<b>Supply Subtotal/Average</b>			<b>70</b>	<b>57</b>	<b>52</b>	<b>60</b>
<b>Supply Total/Average</b>			<b>70</b>	<b>57</b>	<b>52</b>	<b>60</b>

## Regional Demographics

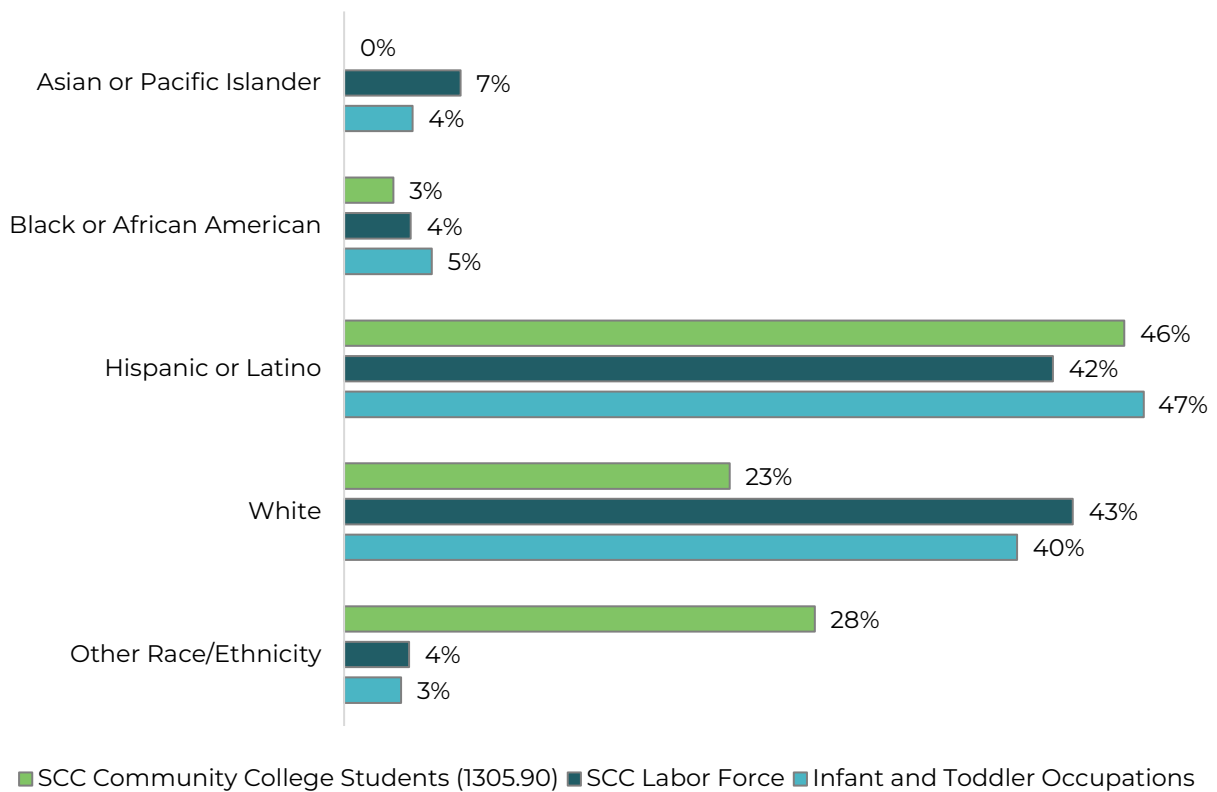
This section examines demographic data for SCC community college students in Infant and Toddler programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

### Ethnicity:

Exhibit 17 compares the ethnicity of SCC community college students enrolled in Infant and Toddler programs, the overall SCC labor force, and occupation-specific data for the two infant and toddler teaching occupations included in this report.

Notably, 47% of workers employed in these infant and toddler teaching occupations are Hispanic or Latino, which is lower than the labor force (42%) and community college Infants and Toddlers students (46%). Conversely, 28% of community college Infants and Toddlers students are Other Race/Ethnicity, which is higher than the overall SCC labor force (4%) and workers in these infant and toddler teaching occupations (3%).

Exhibit 17: Program and County Demographics by Ethnicity

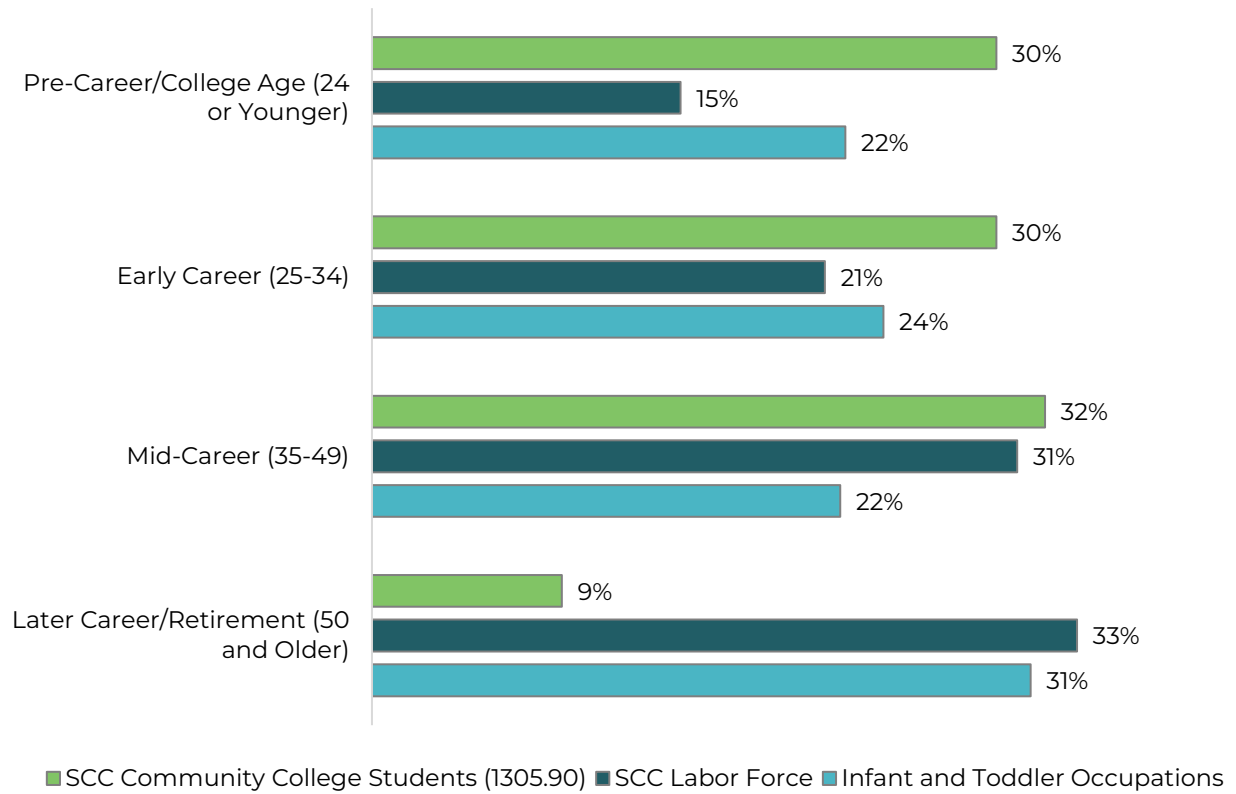


## Age:

Exhibit 18 compares the age of SCC community college students enrolled in Infants and Toddler programs, the overall SCC labor force, and occupation-specific data for the two infant and toddler teaching occupations included in this report.

The majority (53%) of workers in these infant and toddler teaching occupations are mid-career and older, which is slightly lower than the overall labor force (64%), but higher than community college Infants and Toddlers students (42%).

Exhibit 18: Program and County Demographics by Age

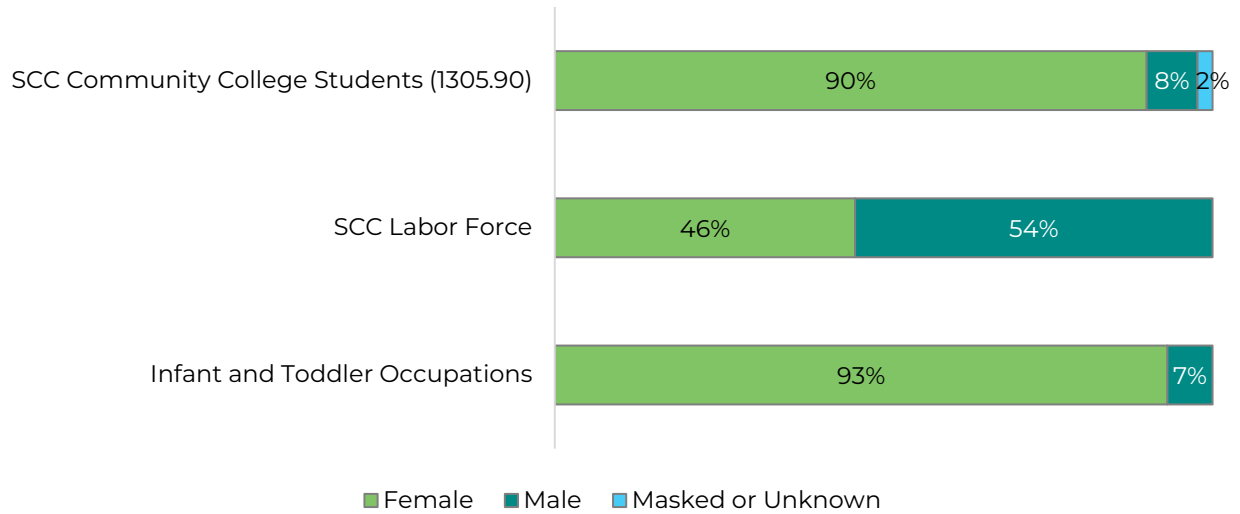


### Sex:

Exhibit 19 compares the sex of SCC community college students enrolled in Infants and Toddlers programs, the overall SCC labor force, and occupation-specific data for these infant and toddler teaching occupations.

There is a significant majority of female students (90%) and workers in these infant and toddler teaching occupations (93%), which contrasts with the labor force (46% 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.

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April 2026