



⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input type="checkbox"/>	Partially Met <input checked="" type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 2,752 annual job openings throughout Los Angeles and Orange counties for these law enforcement leadership occupations, which is less than the 3,208 awards conferred by educational institutions . However, these educational programs also prepare students for 2 other related occupations, which accounts for 879 additional annual job openings . <i>When considering the strong demand across this occupation, it is likely the region is experiencing a supply gap.</i>		
Self-Sufficiency Standard Living Wage ¹ :	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	All annual job openings for these law enforcement leadership occupations have entry-level hourly wages above the OC living wage of \$27.13 .		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	All annual job openings for these middle-skill law enforcement leadership occupations typically require a high school diploma, and between 37% and 44% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to three middle-skill occupations:

- *First-Line Supervisors of Correctional Officers (33-1011)*
- *First-Line Supervisors of Police and Detectives (33-1012)*
- *Police and Sheriff's Patrol Officers (33-3051)*

Although the number of awards exceeds demand for these specific occupations, supply is likely overstated because related educational programs train for an additional two occupations. When considering the strong demand across these occupations, it is likely the region faces a supply gap in law enforcement leadership. Additionally, typical education requirements for these occupations align with a community college education, and annual job openings offer entry-level wages above the Self-Sufficiency Standard living

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; Orange County's living wage of \$27.13, was last updated in March 2024.

wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the three middle-skill occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
First-Line Supervisors of Police and Detectives (33-1012)	LA: 338	LA: 176	OC: \$69.47	High school diploma or equivalent	37%
	OC: 73	OC: 24			
	TTL: 412	TTL: 200			
First-Line Supervisors of Correctional Officers (33-1011)	LA: 24	<i>Accounted for Above</i>	OC: \$49.89	High school diploma or equivalent	44%
	OC: 5				
	TTL: 29				
Police and Sheriff's Patrol Officers (33-3051)	LA: 1,897	LA: 1,981	OC: \$43.09	High school diploma or equivalent	44%
	OC: 415	OC: 1,027			
	TTL: 2,312	TTL: 3,007			
Total	2,752	3,208	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these law enforcement leadership occupations is projected to increase 7% through 2029, equating to 2,752 annual job openings.
- Hourly entry-level wages for these law enforcement leadership occupations range from \$43.09 to \$69.47 in Orange County; all annual openings have entry-level wages above the Self-Sufficiency Standard living wage.
- There were 2,398 online job postings for these law enforcement leadership occupations over the past 12 months. The highest number of postings were for border patrol agents, customs and border protection officers, and lateral police officers.
- The typical entry-level education for these law enforcement leadership occupations is a high school diploma or equivalent.
- Between 37% and 44% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 3,142 awards were conferred by 26 community colleges in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 66 awards.
- In the 2022-23 academic year, Orange County community college students that exited administration of justice programs had a median annual wage of \$88,272 (\$42.44 per hour) post-exit, and 67% attained the regional living wage.
- In 2021-22, 55% of Orange County administration of justice students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these law enforcement leadership occupations from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2024, the region experienced modest fluctuations in these occupations, varying from a 3 percent decline to a 5 percent increase in employment. Beginning in 2025, these law enforcement leadership occupations are projected to grow at a faster rate compared to all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Law Enforcement Leadership Occupations, 2019-2029

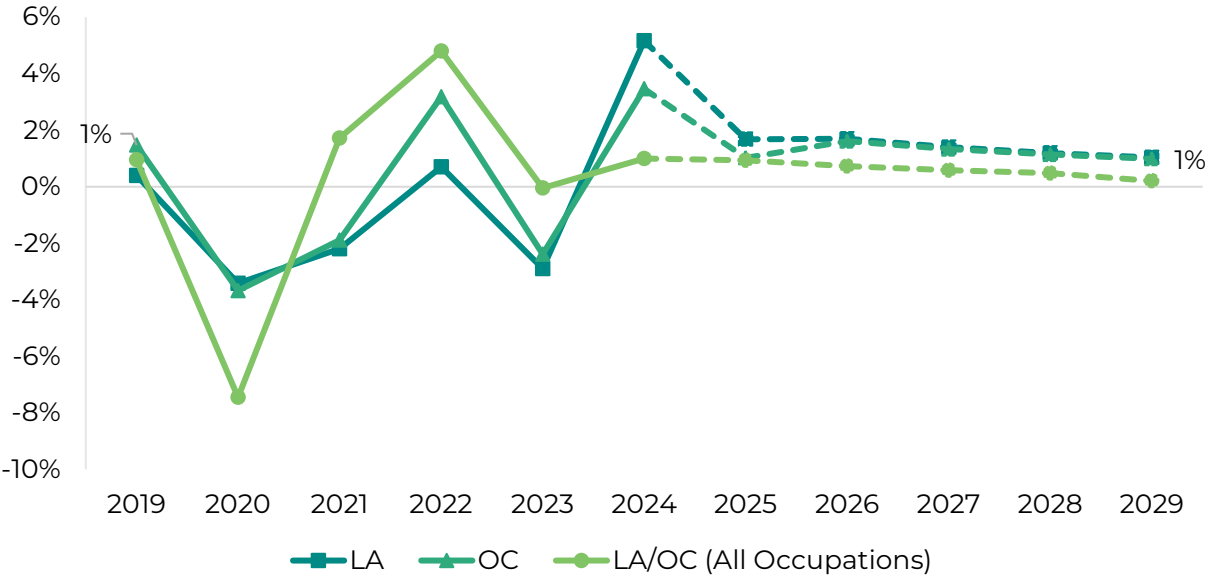


Exhibit 3 shows the five-year occupational demand projections for these middle-skill law enforcement leadership occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 7% through 2029. There is projected to be 2,752 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	25,583	27,425	1,843	7%	2,258
Orange	5,741	6,100	359	6%	494
Total	31,324	33,526	2,202	7%	2,752

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.

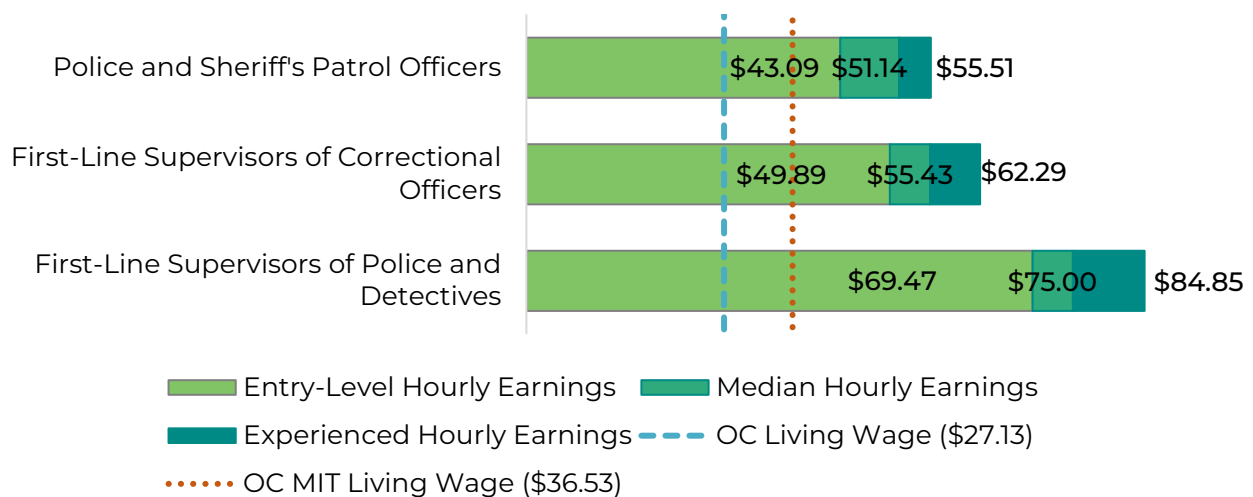
Wages

The labor market endorsement in this report considers the entry-level hourly wages for law enforcement leadership occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC 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 Orange County is \$36.53. 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.

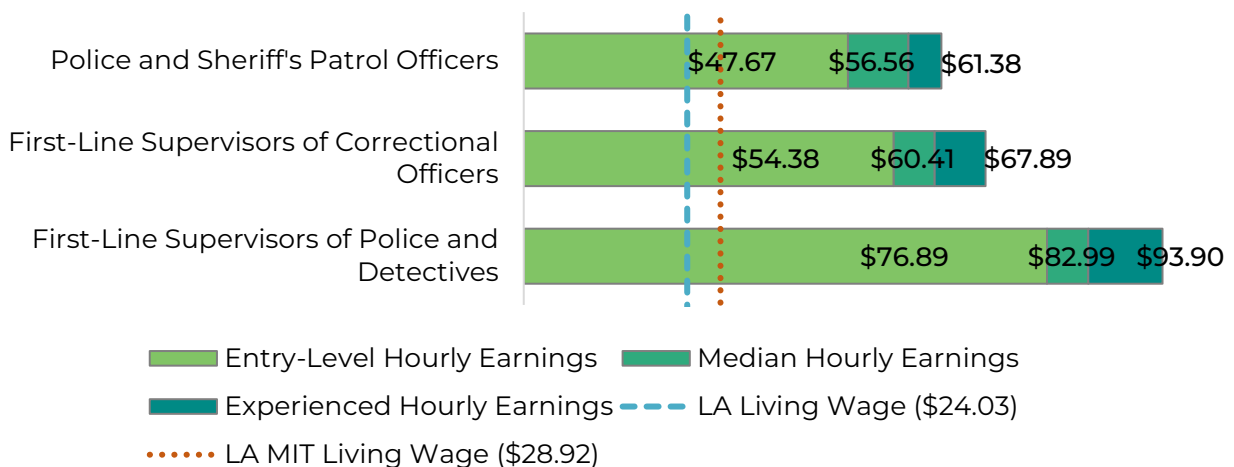
In Orange County, the typical entry-level wage for law enforcement leadership occupations ranges from \$43.09 to \$69.47, which is above the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for these occupations in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for law enforcement leadership development occupations ranges from \$47.67 to \$76.89, which is above the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for these occupations in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient Job, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job. Only one occupation, *first-line supervisors of police and detectives*, met the criteria to be considered a COVID-19 Pandemic Recession-Resilient Job. *First-line supervisors of correctional officers* and *police and sheriff's patrol officers* did not meet any of these designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
First-Line Supervisors of Police and Detectives	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
First-Line Supervisors of Correctional Officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Police and Sheriff's Patrol Officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 2,398 online job postings related to these law enforcement leadership occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Over 91% of job postings were for *police and sheriff's patrol officers*.

Exhibit 7: Number of Job Postings by Occupation (n=2,398)

Occupation	Job Postings	Percentage of Job Postings
Police and Sheriff's Patrol Officers	2,173	91%
First-Line Supervisors of Police and Detectives	166	7%
First-Line Supervisors of Correctional Officers	59	2%
Total Postings	2,398	100%

The top job titles for these middle-skill law enforcement leadership occupations in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupations (n=2,398)

Job Titles	Job Postings	Percentage
Border Patrol Agents	872	36%
Customs and Border Protection Officers	157	7%
Lateral Police Officers	156	7%
Police Officers	109	5%
Police Recruits	83	3%
Police Services Officers	81	3%
Police Academy Instructors	74	3%
Marine Interdiction Agents	60	3%
Federal Police Officers	47	2%

Job Titles	Job Postings	Percentage
Police Cadets	41	2%

The top employers for these middle-skill law enforcement leadership occupations in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupations (n=2,398)

Employer	Job Postings	Percentage of Job Postings
United States Department of Homeland Security	1100	46%
City & County of San Francisco	97	4%
Association Of Former Agents Of The United States Secret Service	81	3%
State of California	32	1%
County Of Los Angeles	27	1%
City of Los Angeles	21	1%
Allied Universal	21	1%
GardaWorld	20	1%
South Orange County Community College District	18	1%
Los Angeles County	18	1%

The top specialized, soft, and computer skills for these middle-skill law enforcement leadership occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

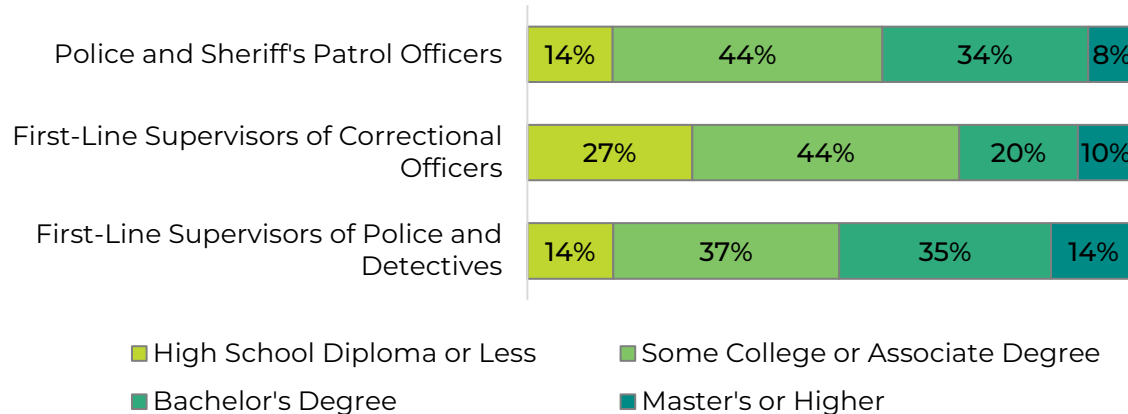
Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupations (n=2,398)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Contraband Detection And Control (1,080)	Operations (1,050)	Microsoft Office (48)
Law Enforcement (1,029)	Investigation (978)	Microsoft Excel (35)
Patrolling (681)	Communication (862)	Microsoft Outlook (25)
All Terrain Vehicles (613)	English Language (675)	Spreadsheets (22)
International Laws (552)	Spanish Language (626)	Microsoft PowerPoint (18)
Motorcycles (549)	Tactfulness (501)	Microsoft Word (16)
Immigration Law (367)	Report Writing (459)	Productivity Software (14)
Rehabilitation (367)	Writing (361)	Microsoft Access (6)
Agriculture (324)	Problem Solving (347)	Enterprise Application Software (5)
Forensic Psychology (307)	Management (346)	Software Suite (5)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent for *first-line supervisors of correctional officers, first-line supervisors of police and detectives, and police and sheriff's patrol officers*. The national-level educational attainment data indicates between 37% and 44% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 64% (1,531) of job postings for law enforcement leadership occupations included a stated minimum education requirement:

- 48% (733) requested a high school diploma or associate degree
- 35% (529) requested a bachelor's degree

Educational Supply

The following supply tables display the total supply for these middle-skill law enforcement leadership occupations that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Administration of Justice (2105.00)
- Police Academy (2105.50)

No awards were conferred under the TOP code: Modern Policing (2105.60).

The colleges with the most completions in the region are East LA (663), followed by Santa Ana (622), and Rio Hondo (305). Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

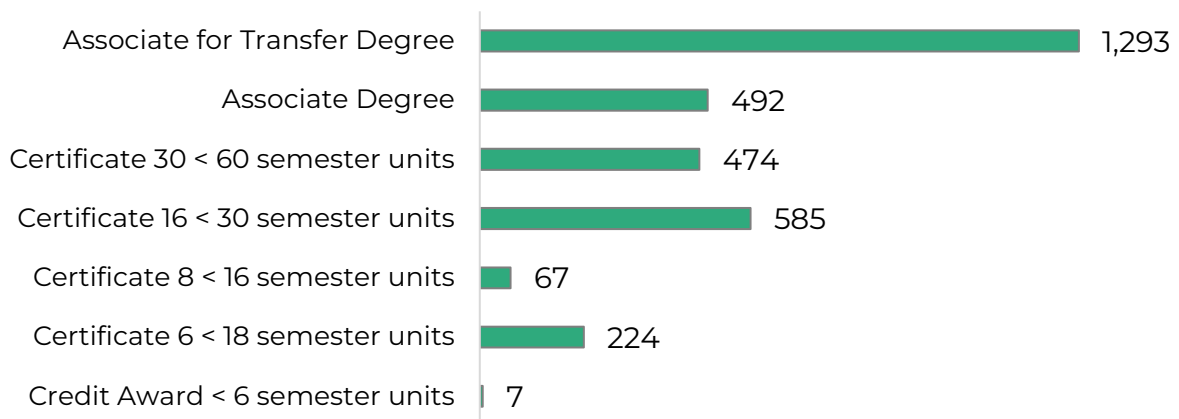
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
2105.00	Administration of Justice	Cerritos	99	94	95	96
		Citrus	219	143	143	168
		Compton	22	34	42	33
		East LA	405	334	305	348
		El Camino	104	78	86	89
		Glendale	42	28	25	32
		LA City	34	39	36	36
		LA Harbor	33	30	41	35
		LA Mission	70	44	42	52
		LA Pierce	90	74	83	82
		LA Trade	30	11	19	20
		LA Valley	39	36	39	38
		Long Beach	135	152	132	140
		Mt San Antonio	108	75	78	87
		Pasadena	77	62	68	69
		Rio Hondo	217	155	152	175
		Santa Monica	49	44	60	51
		West LA	77	51	34	54
		LA Southwest	31	30	28	30
				LA Subtotal	1,881	1,514
		Coastline	15	13	2	10
		Cypress	33	61	56	50
		Fullerton	119	109	105	111
		Golden West	189	154	171	171

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Irvine	75	49	36	53
		Santa Ana	85	83	86	85
		OC Subtotal	516	469	456	480
Supply Subtotal/Average			2,397	1,983	1,964	2,115
2105.50	Police Academy	East LA	116	270	290	225
		LA Mission	1	0	0	0
		Rio Hondo	166	146	50	121
		LA Subtotal	283	416	340	346
		Golden West	14	7	62	28
		Santa Ana	356	453	747	519
		OC Subtotal	370	460	809	546
Supply Subtotal/Average			653	876	1,149	893
2150.10	Corrections	Citrus	14	3	14	10
		East LA	46	164	60	90
		LA Trade	0	1	0	0
		Rio Hondo	12	12	5	10
		LA Subtotal	72	180	79	110
		Golden West	0	1	0	0
		Saddleback	11	2	1	5
		Santa Ana	15	26	16	19
		OC Subtotal	26	29	17	24
Supply Subtotal/Average			98	209	96	134
Supply Total/Average			3,148	3,068	3,209	3,142

Exhibit 13 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 degree, followed by certificate 16 to 30 semester units and associate degree.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for administration of justice programs in Coast Community College District (CCCD), the Orange County Region, and California. Of the 10,686 Orange County administration of justice students in the 2023-24 academic year, 13% (1,370) attended a CCCD college.

CCCD students that exited administration of justice programs in the 2022-23 academic year had lower median annual earnings (\$73,528 or \$35.35 per hour) compared to all administration of justice students in Orange County (\$88,272 or \$42.44 per hour). A lower percentage of CCCD administration of justice students attained the living wage (65%) when compared to all administration of justice students in Orange County (67%).

Exhibit 14: Administration of Justice (2105.00) Strong Workforce Program Metrics, 2021-24³

SWP Metric	CCCD	OC Region	California
SWP Students	1,370	10,686	87,044
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	18%	9%	16%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	59%	52%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	83	328	5,252
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	63	233	3,362
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	55%	54%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$73,528 (\$35.35)	\$88,272 (\$42.44)	\$60,512 (\$29.09)
Median Change in Earnings for SWP Exiting Students (2022-23)	28%	20%	26%
SWP Exiting Students Who Attained the Living Wage (2022-23)	65%	67%	59%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering administration of justice programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions from 2020 to 2023 under the related Classification of Instructional Programs (CIP) codes:

- Corrections (43.0102)
- Criminal Justice/Law Enforcement Administration (43.0103)

During this period, non-community college institutions in the region conferred an average of 66 awards annually in a related program. No awards were conferred under the related CIP code: Corrections Administration (43.0113).

³ All SWP metrics are for 2023-24 unless otherwise noted.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College-Lancaster	8	7	8	8
Supply Subtotal/Average			8	7	8	8
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln University	3	3	1	2
		Azusa Pacific University	49	31	17	32
		Fremont University	0	0	0	0
		Los Angeles Pacific University	14	8	6	9
		University of Antelope Valley	18	12	13	14
Supply Subtotal/Average			84	54	37	58
Supply Total/Average			92	61	45	66

Regional Demographics

The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in administration of justice programs, the overall Orange County population, and occupation-specific data for the four law enforcement leadership occupations included in this report.

Hispanic or Latino individuals show alignment between education and employment in law enforcement leadership, comprising 37% of administration of justice students and 30% of the workforce. In contrast, white workers make up just over half of the workforce (51%) but only 17% of students, suggesting they may be entering these jobs through alternate training pathways or are more likely to hold supervisory positions. Asian (students 6%, workers 9%) and Black or African American (students 2%, workers 2%) individuals show closely aligned shares, suggesting a proportional education to employment pipeline. However, 35% of administration of justice students are masked or unknown, limiting the ability to fully assess demographic representation in these programs.

Exhibit 16: Program and County Demographics by Ethnicity

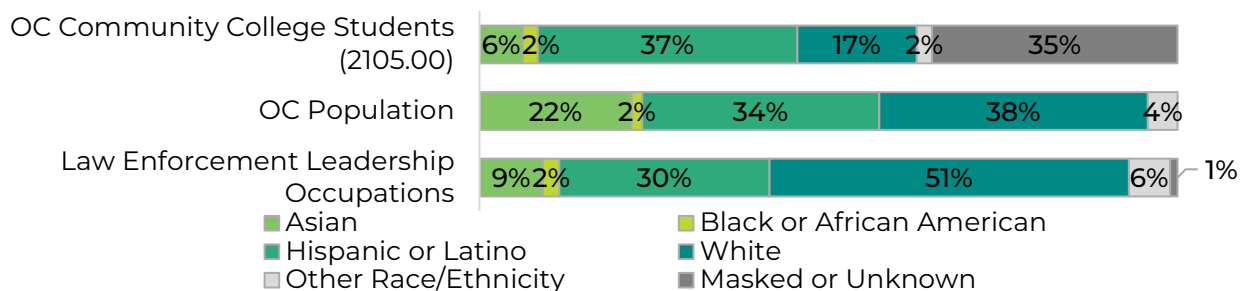
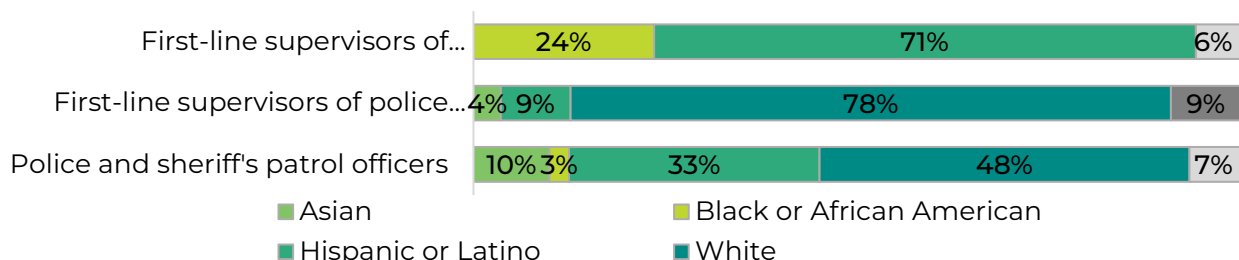


Exhibit 17 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

First-line supervisors of correctional officers are primarily comprised of Hispanic or Latino workers (71%) and Black or African American workers (24%). Notably, white and Asian workers are absent from this occupation, which has the second-highest entry-level wage. In contrast, the occupation with the highest entry-level wage, *first-line supervisors of police and detectives*, is dominated by white workers (78%), with minimal representation from Hispanic or Latino workers (9%) and Black or African American workers (4%). Across all three law enforcement leadership occupations, Asian workers consistently maintain low representation.

Exhibit 17: Disaggregated Ethnicity Data by Occupation



Age

Exhibit 18 compares the age of Orange County community college students enrolled in administration of justice programs, the overall Orange County population, and occupation-specific data for the four law enforcement leadership occupations included in this report.

Approximately 40% of workers are 50 and older, which is significantly higher than administration of justice students (10%). In contrast, only 6% of workers are 24 years or younger, which is far lower than administration of justice students (28%). This gap suggests that entering the field often requires additional experience or specialized training, which can delay workforce entry. Notably, 55% of workers are aged 25 to 49, which is slightly below administration of justice students in the same age range (61%). This suggests that the student pipeline--particularly among mid-career adults--plays a critical role in succession planning and sustaining the workforce as these individuals gain experience and advance into supervisory roles.

Exhibit 18: Program and County Demographics by Age

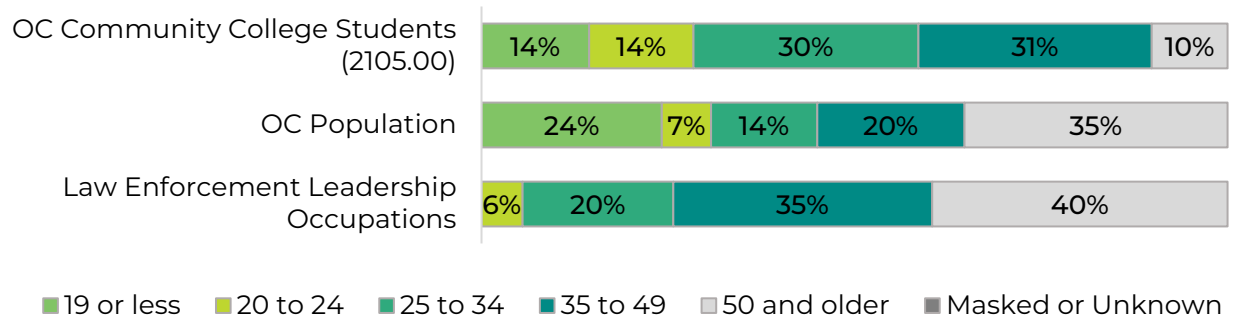
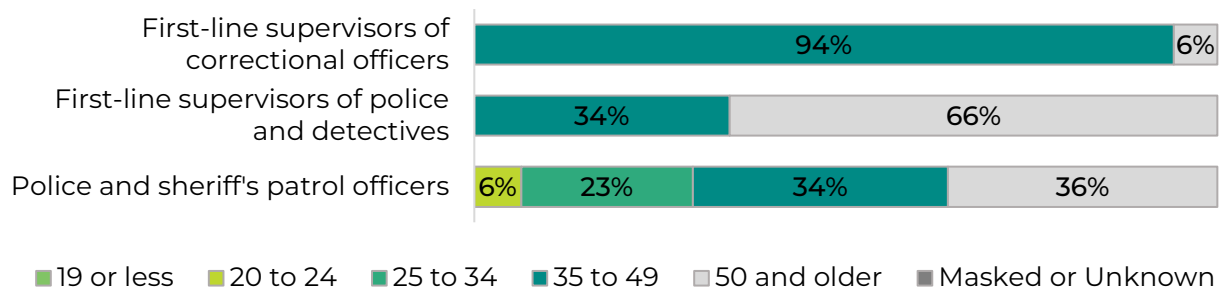


Exhibit 19 shows the disaggregated age data for each occupation reveals potential disparities in entry into well-paying occupations and/or career advancement.

Both supervisory roles—*first-line supervisors of correctional officers* and *first-line supervisors of police and detectives*—are dominated by workers aged 35 and older, with no workers aged 34 or younger represented. Notably, these two roles also offer the highest entry-level wages among the three law enforcement leadership occupations. Similarly, *police and sheriff's patrol officers* exhibit a delayed entry pattern. While only 6% enter the workforce between ages 20 and 24, a larger share begins between ages 25 and 34 (23%). This suggests that these roles often require additional training, certification, or experience before workforce entry.

Exhibit 19: Disaggregated Age Data by Occupation



Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in administration of justice programs, the overall Orange County population, and occupation-specific data for these law enforcement leadership occupations.

While women make up about half of the general population (50%), they represent only 32% of administration of justice students and 21% of law enforcement leadership occupations, pointing to gender disparities in interest in and entry into law enforcement.

Exhibit 20: Program and County Demographics by Sex

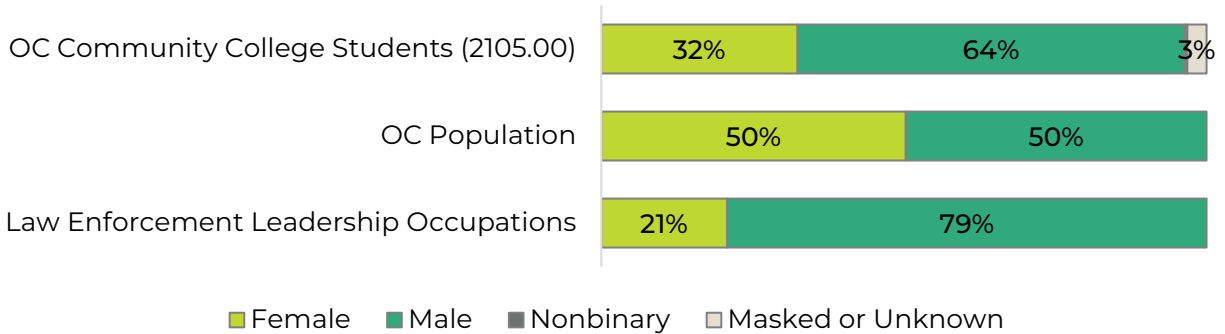
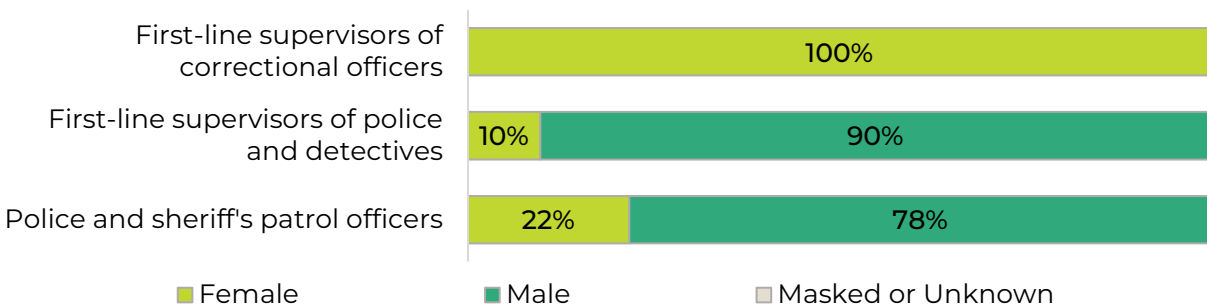


Exhibit 21 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Women are strongly represented in *first-line supervisors of correctional officers*; however, it is important to note that the total number of individuals reported for this occupation was relatively small (51), which may limit broader conclusions. Women make up a larger share of the lower-wage *police and sheriff's patrol officers* (22%) compared to *first-line supervisors of police and detectives* (10%).

Exhibit 21: Disaggregated Sex Data by Occupation



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

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

- All occupations that have 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 OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The 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 throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

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 (v.2026.1), a labor market analytics firm.
Living Wage	Per the CCCCCO's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County. The MIT Living Wage , updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.
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).
Student Metrics and Demographics	Data Vista (v.2.0), 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.

For more information, please contact the Orange County Center of Excellence:

Jesse Crete, Ed. D., Regional Director

crete_jesse@rscdd.edu

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FOR LABOR MARKET RESEARCH

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