

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be <b>1,852 annual job openings</b> throughout Los Angeles and Orange counties for these AI for business applications occupations, which <b>is more than the 1,138 awards conferred by educational institutions.</b>		
Self-Sufficiency Standard Living Wage <sup>1</sup> :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	<b>All annual job openings</b> for these AI for business applications occupations <b>have entry-level hourly wages below the OC living wage of \$27.13.</b>		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	Although the majority (77%) of annual job openings for these AI for business applications occupations typically require a high school diploma, <b>between 36% and 38% of workers in the field have completed some college or an associate degree as their highest level of education.</b>		

## 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 two occupations:

- Below Middle-Skill – denoted with an asterisk (\*) throughout this report
  - *Office and Administrative Support Workers, All Other (43-9199)\**
- Middle-Skill
  - Human Resources Assistants, Except Payroll and Timekeeping (43-4161)

Based on the available data, there appears to be a supply gap for these AI for business applications 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.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for these AI for business applications occupations included in this report.

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

## Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Office and Administrative Support Workers, All Other (43-9199)*	LA: 1,077 OC: 346	<i>Accounted for Below</i>	OC: \$18.98	High school diploma or equivalent	38%
<b>Below Middle-Skill Total</b>	<b>1,423</b>	<b>Accounted for Below</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	LA: 310 OC: 119	LA: 809 OC: 329	OC: \$22.84	Associate degree	36%
<b>Middle-Skill Total</b>	<b>429</b>	<b>1,138</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Total</b>	<b>1,852</b>	<b>1,138</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### Demand

- In Los Angeles and Orange counties, the number of jobs related to these AI for business applications occupations is projected to decrease 2% through 2029, equating to 1,852 annual job openings.
- Hourly entry-level wages for these AI for business applications occupations range from \$18.98 to \$22.84 in Orange County; all annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 2,820 online job postings for these AI for business applications occupations over the past 12 months. The highest number of postings were for human resources assistants, human resources coordinators, and human resources administrators.
- The typical entry-level education for these AI for business applications occupations ranges from high school diploma or equivalent to an associate degree.
- Between 36% and 38% 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 1,093 awards were conferred by 27 community colleges in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 45 awards.
- In the 2022-23 academic year, Orange County community college students that exited office technology/office computer applications programs had a median annual wage of \$43,120 (\$20.73 per hour) post-exit, and 33% attained the regional living wage.

- In 2021-22, 80% of Orange County office technology/office computer applications 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 AI for business applications 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. Following a two-year decline between 2021 and 2023, employment for these occupations in Orange County rebounded with notable growth in 2024. Beginning in 2025, job levels are projected to grow at a slower rate than all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for AI for Business Applications Occupations, 2019-2029

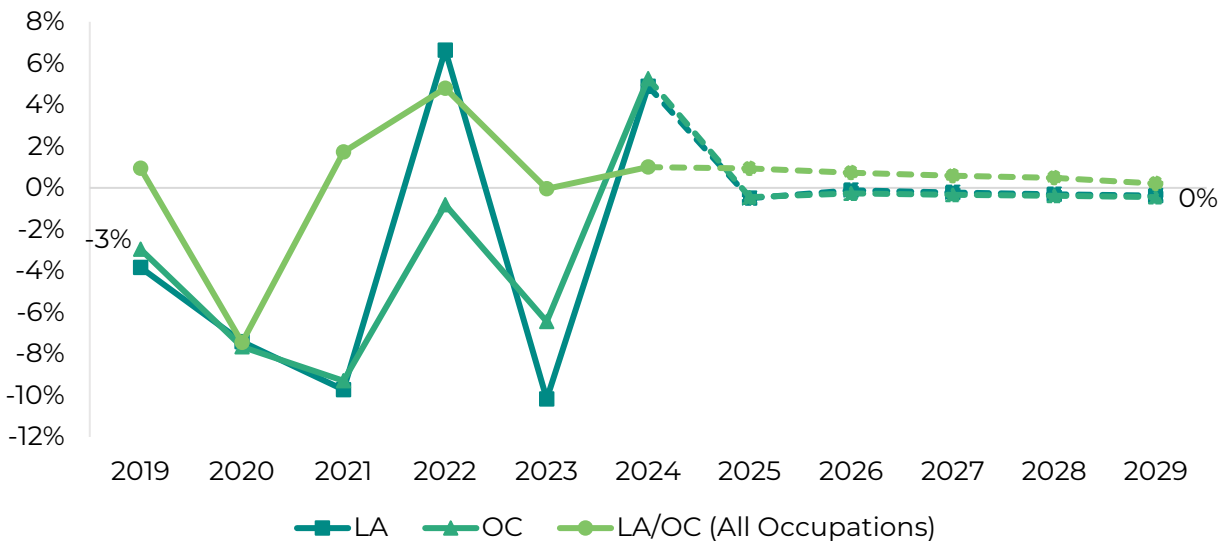


Exhibit 3 shows the five-year occupational demand projections for *office and administrative support workers, all other\**. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to decrease 1% through 2029. There is projected to be 1,423 available annually.

Exhibit 3: Below Middle-Skill Occupational Demand in Los Angeles and Orange Counties<sup>2</sup>

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	10,239	10,112	(127)	(1%)	1,077
Orange	3,293	3,240	(53)	(2%)	346
<b>Total</b>	<b>13,532</b>	<b>13,351</b>	<b>(180)</b>	<b>(1%)</b>	<b>1,423</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.

Exhibit 4 shows the five-year occupational demand projections for *human resources assistants, except payroll and timekeeping*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to decrease 2% through 2029. There is projected to be 429 available annually.

Exhibit 4: Middle-Skill Occupational Demand in Los Angeles and Orange Counties

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	2,979	2,906	(73)	(2%)	310
Orange	1,146	1,117	(29)	(3%)	119
<b>Total</b>	<b>4,125</b>	<b>4,023</b>	<b>(102)</b>	<b>(2%)</b>	<b>429</b>

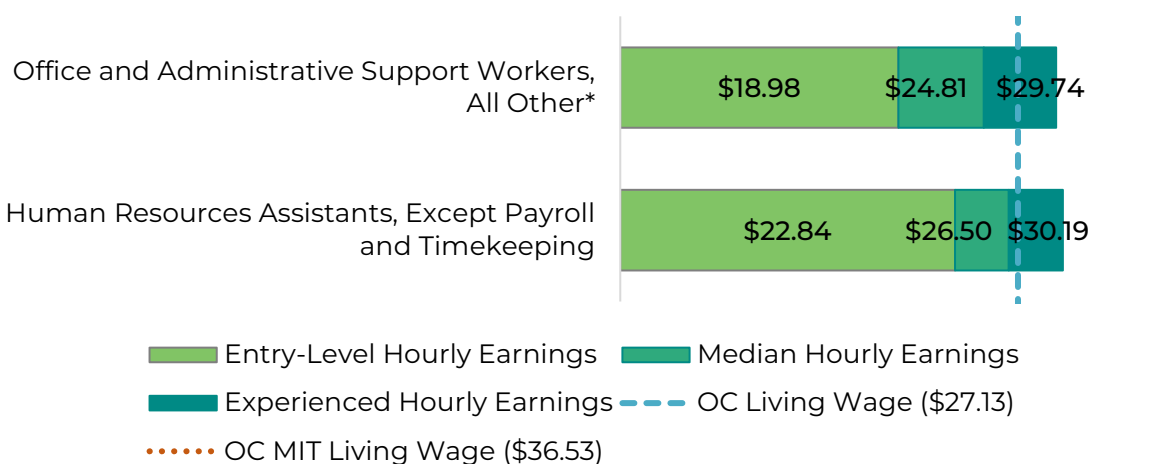
### Wages

The labor market endorsement in this report considers the entry-level hourly wages for these AI for business applications 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.

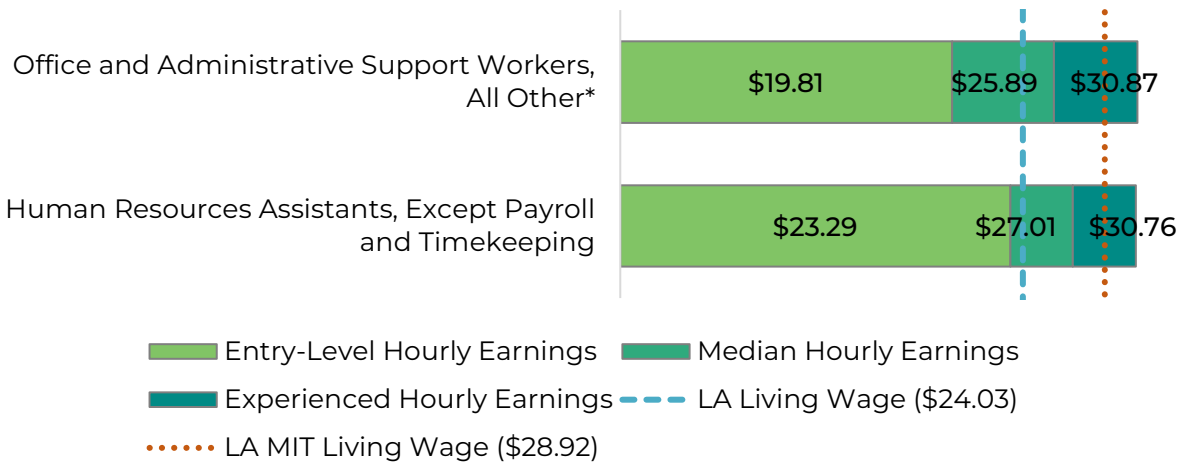
In Orange County, all annual openings for these AI for business applications occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$18.98 and \$22.84. Exhibit 5 shows the wage range for each of these AI for business applications occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Orange County



In Los Angeles County, all of annual openings for these AI for business applications occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$19.81 and \$23.29. Exhibit 6 shows the wage range for each of these AI for business applications occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

### Exhibit 6: Wages by Occupation in Los Angeles County



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

Exhibit 7 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job<sup>3</sup>. None of these occupations met the criteria for any of these designations.

### Exhibit 7: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Office and Administrative Support Workers, All Other*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources Assistants, Except Payroll and Timekeeping	<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 2,820 online job postings related to these AI for business applications occupations listed in the past 12 months. Exhibit 8 shows the number of job postings by occupation. There were no job postings for the below middle-skill occupation, *office and administrative support workers, all other\**.

### Exhibit 8: Number of Job Postings by Occupation (n= 2,820)

Occupation	Job Postings	Percentage of Job Postings
Human Resources Assistants, Except Payroll and Timekeeping	2,820	100%
Office and Administrative Support Workers, All Other*	0	0%
<b>Total Postings</b>	<b>2,820</b>	<b>100%</b>

<sup>3</sup> "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

## Job Postings for Middle-Skill Occupation

The top job titles for *human resources assistants, except payroll and timekeeping* in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 9: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=2,820)

Job Titles	Job Postings	Percentage
Human Resources Assistants	538	19%
Human Resources Coordinators	363	13%
Human Resources Administrators	161	6%
Recruiting Coordinators	154	5%
Human Resources Administrative Assistants	95	3%
Human Resources Clerks	63	2%
Onboarding Coordinators	45	2%
Recruiting Assistants	42	1%
Human Resources Technicians	36	1%
Security Officers	28	1%

The top employers for *human resources assistants, except payroll and timekeeping* in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 10: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=2,820)

Employer	Job Postings	Percentage of Job Postings
Robert Half	135	5%
AppleOne	69	2%
Ultimate Staffing	47	2%
Vaco	45	2%
Aston Carter	27	1%
Lee Hecht Harrison	21	1%
Roth Staffing Companies	20	1%
Volt	18	1%
NBC	14	>1%
Hyatt	12	>1%

The top specialized, soft, and computer skills for *human resources assistants, except payroll and timekeeping* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 14.

Exhibit 11: Top Skills by Number of Job Postings for Middle-Skill Occupation (n=2,820)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Human Resources Information System (HRIS) (824)	Communication (1,531)	Microsoft Excel (870)
Administrative Support (762)	Detail Oriented (1,291)	Microsoft Office (841)
Auditing (620)	Microsoft Excel (870)	Human Resources Information System (HRIS) (824)
Employee Onboarding (584)	Microsoft Office (841)	Microsoft Outlook (612)
Data Entry (520)	Organizational Skills (840)	Microsoft PowerPoint (434)
Employee Relations (419)	Confidentiality (827)	Applicant Tracking Systems (302)

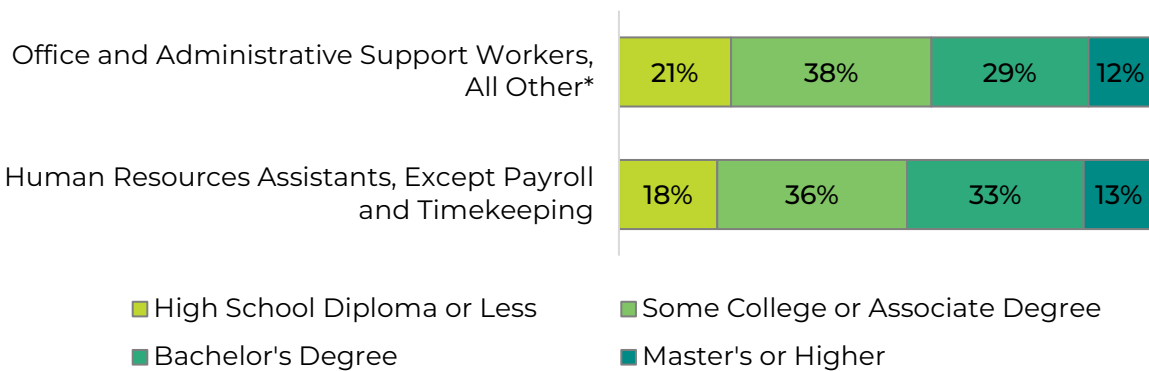
Top Specialized Skills	Top Soft Skills	Top Computer Skills
HR Operations (354)	Administrative Functions (817)	Microsoft Word (255)
Labor Law (335)	Coordinating (748)	Spreadsheets (183)
Applicant Tracking Systems (302)	Scheduling (729)	Workday (Software) (157)
Workflow Management (253)	Operations (715)	Google Workspace (150)

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent for *office and administrative support workers, all other\**, and associate degree for *human resources assistants, except payroll and timekeeping*.

The national-level educational attainment data indicates between 36% and 38% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 15 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



### Requested Minimum Education Requirement

Of the cumulative job postings for these AI for business applications occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 58% (1,628) of Middle-Skill Job Postings
  - 57% (928) requested a high school diploma or associate degree.
  - 43% (694) requested a bachelor's degree.

## Educational Supply

The following supply tables display the total supply for these AI for business applications occupations that align with these TOP and CIP codes and program needs.

### Community College Supply

Exhibit 16 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Office Technology/Office Computer Applications (0514.00).

The colleges with the most completions in the region are Mt San Antonio (243), followed by Santa Ana (156), and LA Valley (94). Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

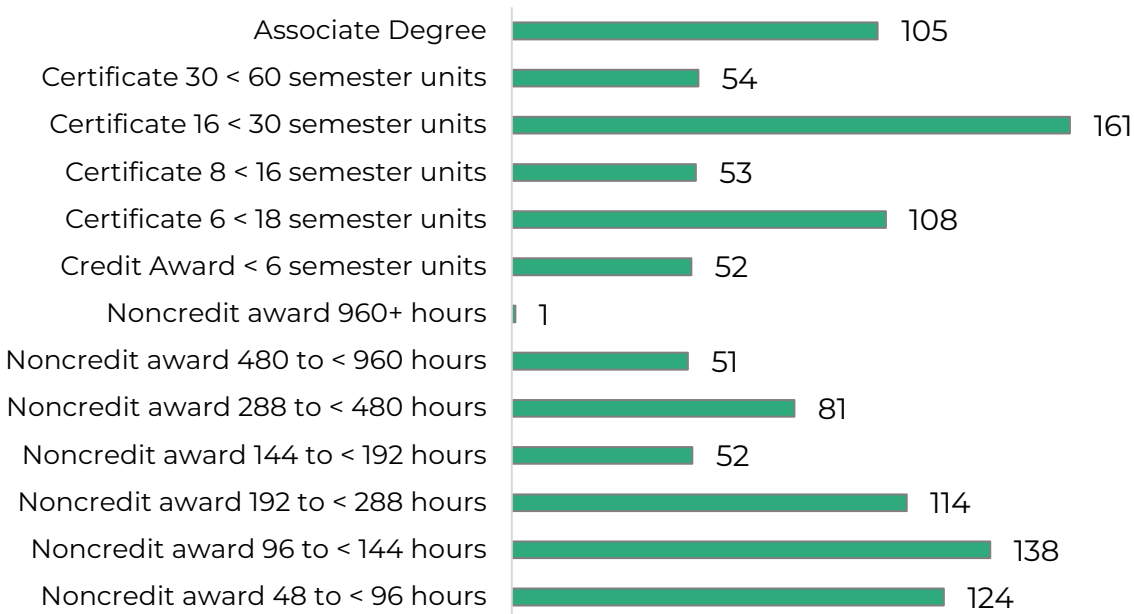
Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average	
0514.00	Office Technology/ Office Computer Applications	Cerritos	14	20	24	19	
		Citrus	3	2	3	3	
		East LA	47	17	43	36	
		El Camino	1	2	3	2	
		Glendale	53	94	38	62	
		LA City	35	43	33	37	
		LA Harbor	13	0	2	5	
		LA Mission	17	16	7	13	
		LA Pierce	66	38	64	56	
		LA Trade	24	14	17	18	
		LA Valley	65	98	120	94	
		Long Beach	92	74	58	75	
		Mt San Antonio	233	210	285	243	
		Pasadena	43	21	163	76	
		Rio Hondo	9	0	3	4	
		Santa Monica	11	8	15	11	
		West LA	0	19	1	7	
		LA Southwest	9	1	1	4	
		<b>LA Subtotal</b>		<b>735</b>	<b>677</b>	<b>880</b>	<b>764</b>
		Coastline	0	0	11	4	
		Cypress	5	3	1	3	
		Golden West	0	0	4	1	
		Irvine	12	11	3	9	
		North Orange Adult	34	54	26	38	
		Orange Coast	1	24	33	19	
		Saddleback	4	46	70	40	

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Santa Ana	130	133	204	156
		Santiago Canyon	100	42	35	59
		<b>OC Subtotal</b>	<b>286</b>	<b>313</b>	<b>387</b>	<b>329</b>
<b>Supply Total/Average</b>			<b>1,021</b>	<b>990</b>	<b>1,267</b>	<b>1,093</b>

Exhibit 17 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificate 16 to 30 semester units, followed by noncredit award 96 to to 144 hours and noncredit award 48 to to 96 hours.

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



### Community College Student Outcomes

Exhibit 18 shows the Strong Workforce Program (SWP) metrics for office technology/office computer applications programs in Coast Community College District (CCCD), the Orange County Region, and California. Of the 4,744 Orange County office technology/office computer applications students in the 2023-24 academic year, 6% (303) attended a CCCD college.

CCCD students that exited office technology/office computer applications programs in the 2022-23 academic year had higher median annual earnings (\$51,228 or \$24.63 per hour) compared to all office technology/office computer applications students in Orange County (\$43,120 or \$20.73 per hour). A higher percentage of CCCD office technology/office computer applications students attained the living wage (46%) when compared to all office technology/office computer applications students in Orange County (33%).

Exhibit 15: Office Technology/Office Computer Applications (0514.00) Strong  
Workforce Program Metrics, 2021-24<sup>4</sup>

SWP Metric	CCCD	OC Region	California
SWP Students	303	4,744	39,938
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	12%	9%	26%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	60%	68%	73%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	46	286	1,980
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	58	1,652
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	80%	69%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$51,228 (\$24.63)	\$43,120 (\$20.73)	\$42,748 (\$20.55)
Median Change in Earnings for SWP Exiting Students (2022-23)	11%	17%	25%
SWP Exiting Students Who Attained the Living Wage (2022-23)	46%	33%	43%

### Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering office technology/office computer applications programs. Exhibit 19 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes:

- Administrative Assistant and Secretarial Science, General (52.0401)
- Business/Office Automation/Technology/Data Entry (52.0407)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 45 awards annually in related programs.

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

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
52.0401	Administrative Assistant and Secretarial Science, General	Hacienda La Puente Adult Education	23	24	20	22
		InterCoast Colleges-West Covina	3	12	10	8
		Pomona Unified School District Adult and Career Education	1	4	4	3
<b>Supply Subtotal/Average</b>			<b>27</b>	<b>40</b>	<b>34</b>	<b>34</b>
52.0407	Business/Office Automation/	Baldwin Park Adult &	0	2	4	2

<sup>4</sup> All SWP metrics are for 2023-24 unless otherwise noted.

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
	Technology/ Data Entry	Community Education				
		Learnet Academy Inc	14	8	6	9
<b>Supply Subtotal/Average</b>			<b>14</b>	<b>10</b>	<b>10</b>	<b>11</b>
<b>Supply Total/Average</b>			<b>41</b>	<b>50</b>	<b>44</b>	<b>45</b>

# 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 20 compares the ethnicity of Orange County community college students enrolled in office technology/office computer applications programs, the overall Orange County population, and occupation-specific data for the two AI for business applications occupations.

Hispanic or Latino students make up a larger share of enrollment (58%) than of the workforce (37%), while white individuals are significantly more represented in the field (39%) than among students (14%). Asian and Black or African American representation is relatively similar across both groups. Overall, this suggests a disconnect between student representation and workforce.

Exhibit 17: Program and County Demographics by Ethnicity

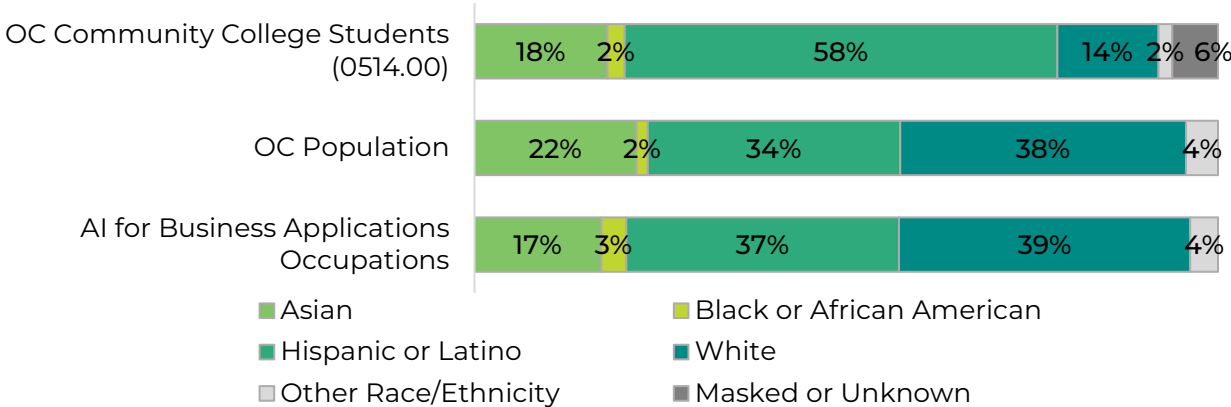
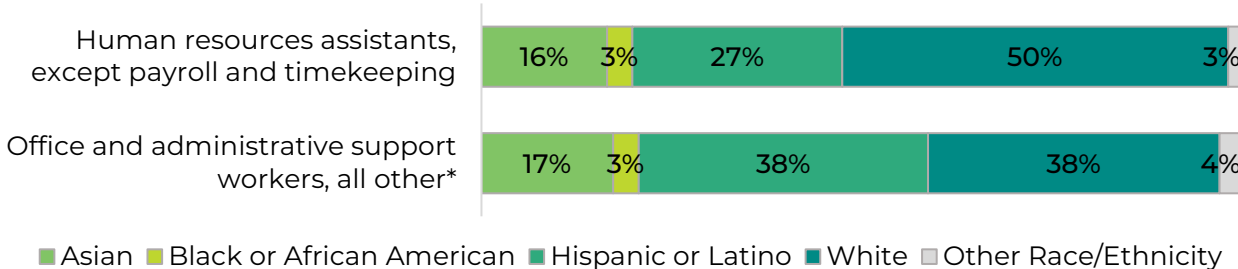


Exhibit 21 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

There is a higher percentage of Hispanic or Latino workers in the lower wage, below middle skill-occupation, *office and administrative support workers, all other\** (38%), compared to the middle-skill occupation *human resources assistants, except payroll and timekeeping* (27%). Conversely, white workers make up a higher proportion of *human resources assistants, except payroll and timekeeping* (50%) compared to their representation of *office and administrative support workers, all other\** (38%).

Exhibit 18: Disaggregated Ethnic Distribution by Occupation



## Age

Exhibit 22 compares the age of Orange County community college students enrolled in office technology/office computer applications programs, the overall Orange County population, and occupation-specific data for the two AI for business applications occupations.

The majority of the workforce (60%) is aged 25 to 49, a higher proportion than the 51% of students in the same bracket, suggesting that individuals typically enter these roles during their early-to-mid career. Conversely, students aged 50 and older represent 34% of enrollment compared to only 27% of the workforce, indicating that older professionals are actively utilizing these programs for upskilling.

Exhibit 19: Program and County Demographics by Age

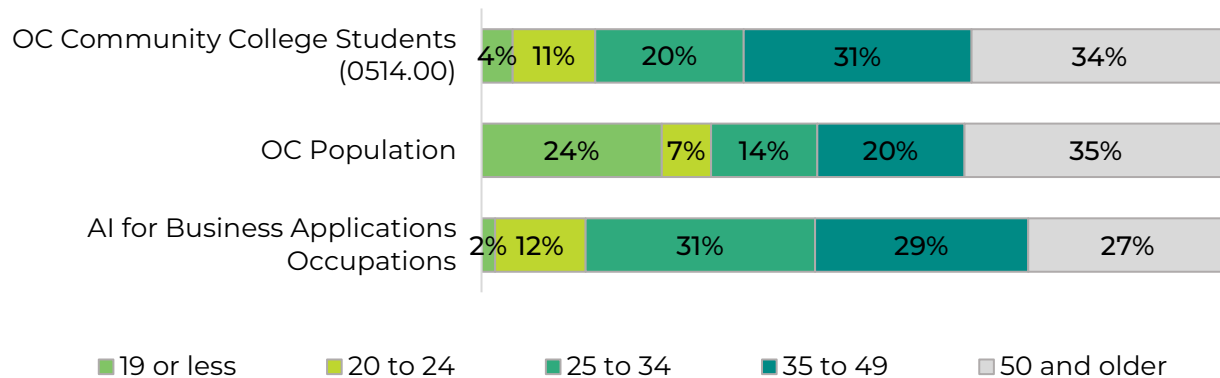
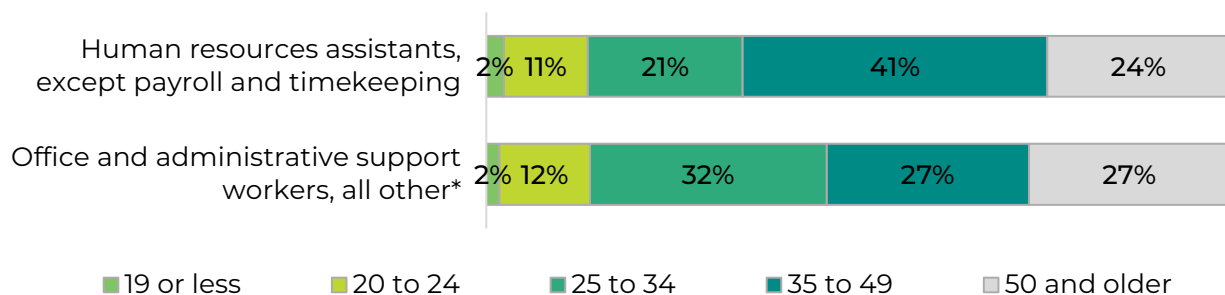


Exhibit 23 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

*Office and administrative support workers, all other\** have a higher concentration in the 25 to 34 age bracket (32%) than *human resources assistants, except payroll and timekeeping*. In contrast, *human resources assistants, except payroll and timekeeping* have a significantly higher representation of workers aged 35 to 49 (41%) compared to the 27% seen in *office and administrative support workers, all other\**.

Exhibit 20: Disaggregated Age Distribution by Occupation



## Sex

Exhibit 24 compares the sex of Orange County community college students enrolled in office technology/office computer applications programs, the overall Orange County population, and occupation-specific data for these AI for business applications occupations.

Though the population is split evenly between women and men, only 26% of office technology/office computer applications workers in the field, and 25% of community college students, are men.

Exhibit 21: Program and County Demographics by Sex

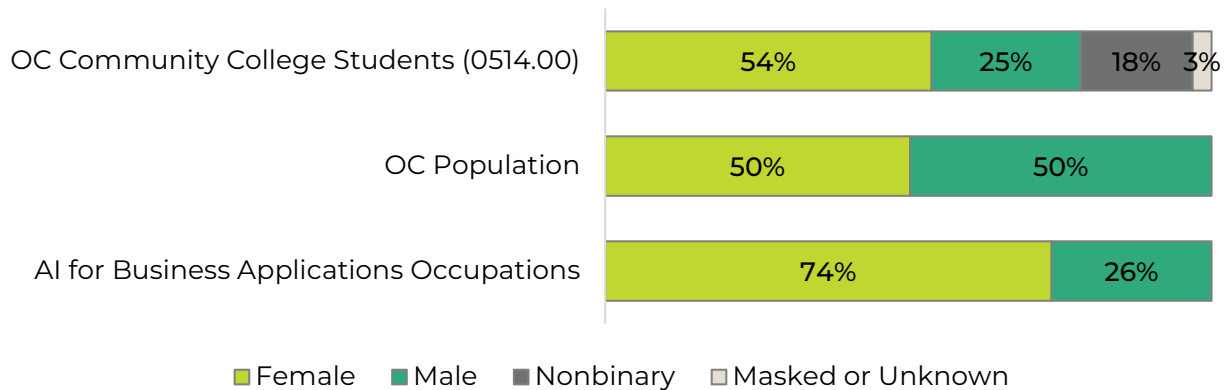
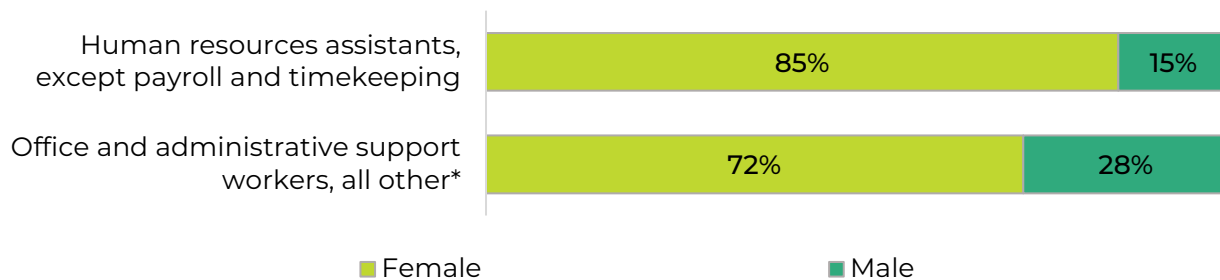


Exhibit 25 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Men are far more underrepresented in the higher paying occupation *office and administrative support workers, all other\** (15%) compared to the lower paying occupation *administrative support workers, all other\** (28%).

Exhibit 22: Disaggregated Sex Distribution 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](http://datamart.cccco.edu)) and 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, 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 <a href="#">Lightcast</a> (v.2026.1), a labor market analytics firm.
Living Wage	<p>Per the CCCC's 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, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The <a href="#">MIT Living Wage</a>, 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.</p>
Typical Education and Training Requirements, and Educational Attainment	The <a href="#">Bureau of Labor Statistics (BLS)</a> uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The <a href="#">O*NET</a> database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The <a href="#">CCCCO Data Mart</a> provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The <a href="#">National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS)</a> collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The <a href="#">Data Vista</a> (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	<p>The <a href="#">Census Bureau's American Community Survey (ACS)</a> is the premier source for detailed population and housing information.</p> <p>Data is sourced from <a href="#">IPUMS USA</a>, a database providing access to ACS and other Census Bureau data products.</p>

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FOR LABOR MARKET RESEARCH

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