

## Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
<b>Program LMI Endorsement Criteria</b>			
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
Supply Gap:	<i>Comments:</i> The SCC COE predicates endorsement only for middle-skill occupations. <b>Since this program includes above middle-skill occupations only, labor market endorsement criteria is not included.</b>		
Self-Sufficiency Standard Living Wage <sup>1</sup> :	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
	<i>Comments:</i> See comment above.		
Education:	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
	<i>Comments:</i> See comment above.		
<b>Additional Considerations</b>			
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> N/A		

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) prepared this report to determine whether there is a supply gap in the SCC regional labor market related to three above middle skill occupations:

- *Producers and Directors (27-2012)*
- *Camera Operators, Television, Video, and Film (27-4031)*
- *Film and Video Editors (27-4032)*

The SCC COE predicates endorsement only for middle-skill occupations. Since this program included above middle-skill occupations only, labor market endorsement criteria is not 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; 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
Producers and Directors (27-2012)	90	200	Northern LA: \$29.43	Bachelor's Degree	19%
Camera Operators, Television, Video, and Film (27-4031)	23	Accounted for above	Northern LA: \$19.86	Bachelor's Degree	26%
Film and Video Editors (27-4032)	34	Accounted for above	Northern LA: \$22.69	Bachelor's Degree	26%
<b>Total</b>	<b>147</b>	<b>200</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

#### Demand:

- The number of jobs related to these film occupations is projected to increase 7% through 2029 in the SCC region. There is projected to be 147 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for these film occupations in Northern Los Angeles County range from \$19.86 to \$29.43; 62% of annual job openings have entry-level wages above the Self-Sufficiency Standard living wage (\$24.03 for Los Angeles County).
- There were 222 online job postings for these film occupations over the past 12 months. The highest number of postings were for production managers, videographers, and video editors.
- Typical entry-level education for these film occupations are a bachelor's degree.
- Between 19% and 26% 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 187 awards conferred by eight community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions conferred 13 related awards from 2020 to 2023.
- SCC community college students that exited Film Production programs in the 2022-23 academic year had a median annual wage of \$29,440 or (\$14.15 per hour) after exiting the program and only 8% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 71% of Film Production 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 film occupations in San Luis Obispo County grew 37% from 2019 to 2024, which is significantly higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2024 to 2029, employment for these film occupations is projected to steadily grow in all areas except in Northern Los Angeles County, where employment is projected to remain flat.

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

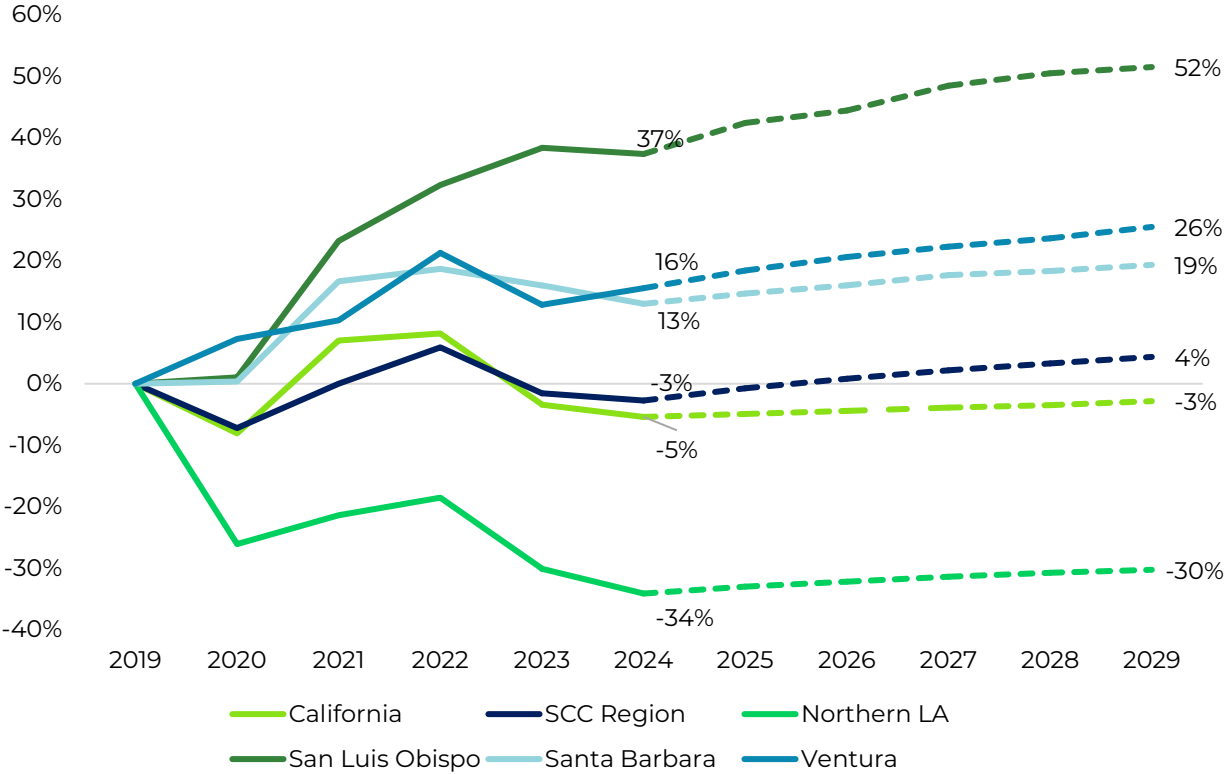


Exhibit 3 shows the five-year occupational demand projections for these film occupations. In the SCC Region, the number of jobs related to these occupations is projected to increase 7% through 2029. There is projected to be 147 jobs available annually. Ventura County has the highest number of jobs and annual openings, with employment projected to increase through 2029.

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

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	410	433	23	6%	37
San Luis Obispo	136	150	14	10%	14
Santa Barbara	339	358	19	5%	30

<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.

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Ventura	684	742	58	9%	65
<b>SCC Region</b>	<b>1,564</b>	<b>1,677</b>	<b>113</b>	<b>7%</b>	<b>147</b>

### Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these film occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by College of the Canyons, which is in Los Angeles County. Wages for other counties are included below to provide a complete analysis of the SCC Region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. Currently, the MIT Living Wage in Los Angeles County is \$27.81. 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 addition to the traditional labor market data presented in the figures below, it is also important to consider wage dynamics specifically for screenwriters. The Writers Guild of America West (WGAW) represents thousands of writers that write scripted series, news programs, and more. WGAW membership uses a “unit system” that is based on writing employment – depending on the number of units earned by a writer, they may be eligible for either full or partial membership. Though WGAW recently announced a tentative deal that will run through 2030, the most current compensation information is from the 2023 agreement.<sup>3</sup>

Compensation for WGAW screenwriters varies based on several factors, including the production type (theatrical, television, or new media for example), the production budget, the originality of the screenplay, and more. A full breakdown of the compensation for WGAW members is available online.<sup>4</sup>

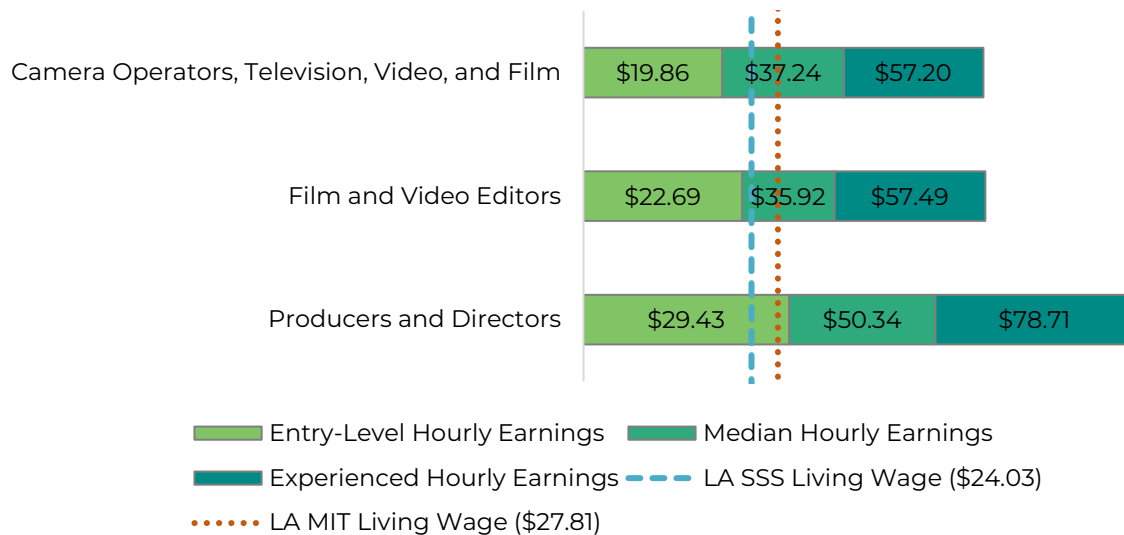
<sup>3</sup> <https://www.wga.org/the-guild/going-guild/join-the-guild>

<sup>4</sup> [https://www.wga.org/uploadedFiles/contracts/2023\\_Schedule\\_of\\_Minimums\\_Year\\_3.pdf](https://www.wga.org/uploadedFiles/contracts/2023_Schedule_of_Minimums_Year_3.pdf)

## Northern Los Angeles

The majority (62%) of annual openings for these film occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$19.86 and \$29.43. Median hourly earnings for these film occupations in Northern Los Angeles County are above the living wage. Exhibit 4 shows the wage range for each of these film occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

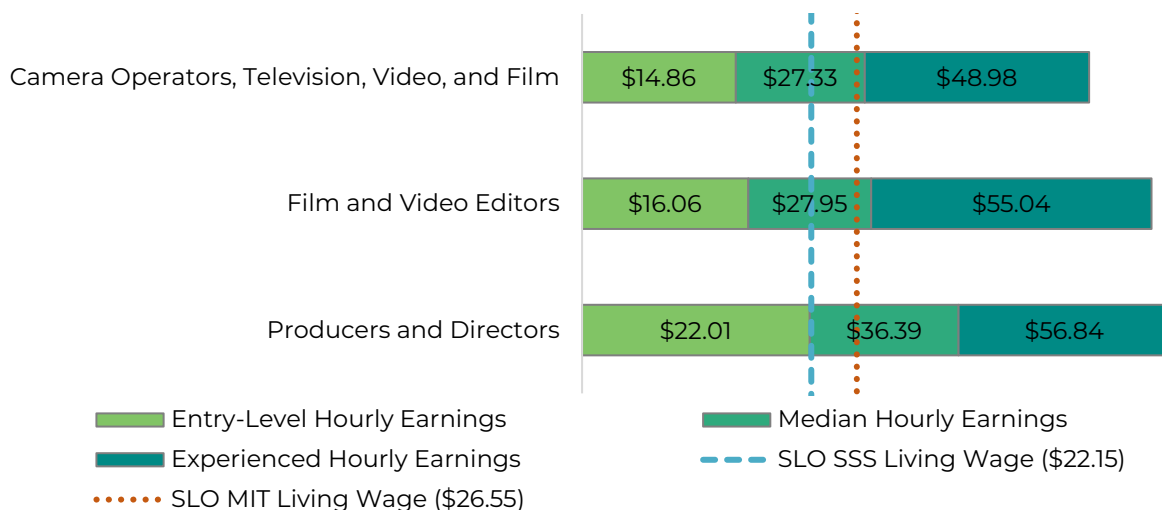
Exhibit 4: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

All (100%) of annual openings for these film 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 \$14.86 and \$22.01. Median hourly earnings for these film occupations in San Luis Obispo County are above the living wage. Exhibit 5 shows the wage range for each of these film occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

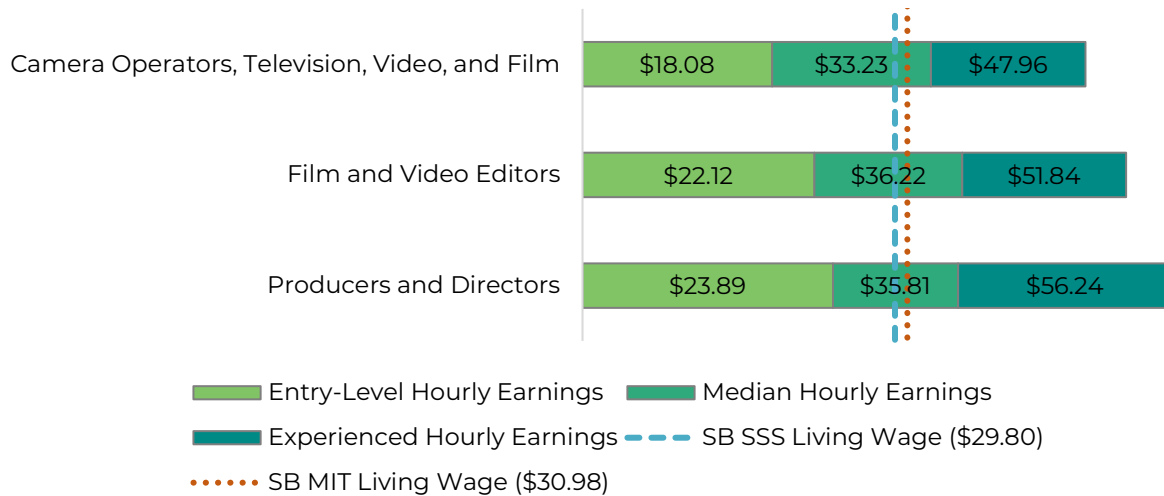
Exhibit 5: Wages by Occupation in San Luis Obispo County



## Santa Barbara

All (100%) annual openings for these film 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 \$18.08 and 23.89. Median hourly earnings are above the living wage for all three occupations. Exhibit 6 shows the wage range for each of these film occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

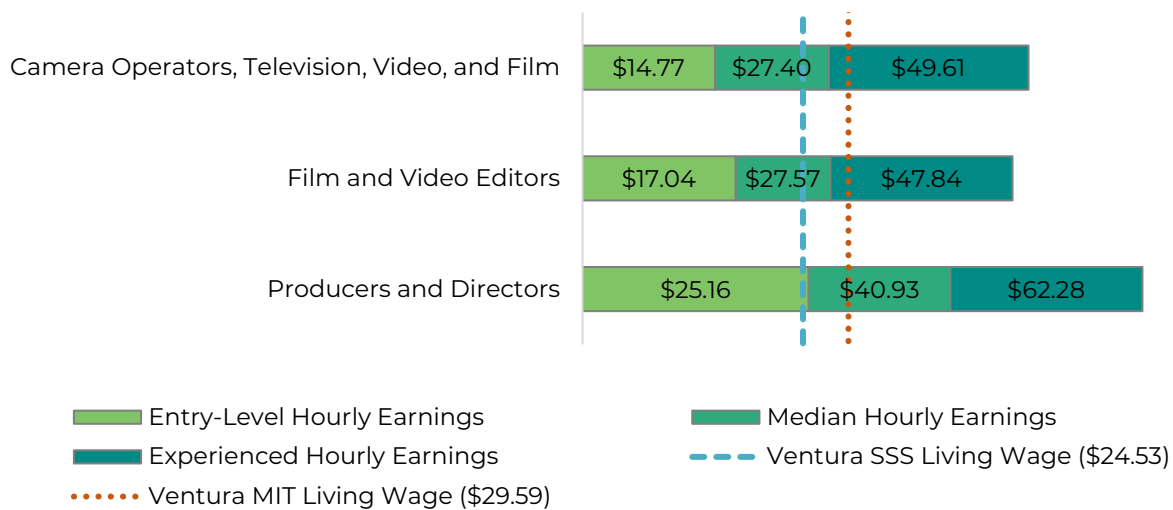
Exhibit 6: Wages by Occupation in Santa Barbara County



## Ventura

The majority (60%) of annual openings for these film occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-level hourly wages range between \$14.77 and \$25.16. Median hourly earnings for these film occupations in Ventura County are above the living wage. Exhibit 7 shows the wage range for each of these film occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Ventura County



## Job Postings:

There were 222 online job postings related to these film occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Approximately 43% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by County (n=222)

County	Job Postings	Percentage of Job Postings
Ventura	96	43%
Santa Barbara	56	25%
Northern Los Angeles	42	19%
San Luis Obispo	28	13%
<b>Total Postings</b>	<b>222</b>	<b>100%</b>

Of the 222 postings, the majority (57%) were for Producers and Directors (27-2012), followed by Camera Operators, Television, Video, and Film (27-4031), as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=222)

Occupation	Job Postings	Percentage of Job Postings
Producers and Directors	126	57%
Camera Operators, Television, Video, and Film	65	29%
Film and Video Editors	31	14%
<b>Total Postings</b>	<b>222</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=222)

Employer	Job Postings	Percentage of Job Postings
Amgen	13	6%
Antelope Valley College	4	2%
Sun Gro Horticulture	3	1%
University of California-Santa Barbara	3	1%
Dole Packaged Foods	3	1%
Insight Global	3	1%
Guitar Center Stores	3	1%
Northrop Grumman	3	1%
Cherry Hill Programs	3	1%
Pennymac	3	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=222)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Marketing (45)	Communication (98)	Adobe Premiere Pro (43)
Adobe Premiere Pro (43)	Leadership (69)	Adobe After Effects (23)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Production Management (34)	Management (57)	Adobe Photoshop (17)
Project Management (31)	Editing (56)	Microsoft Office (17)
Storytelling (27)	Operations (56)	Video Editing Software (16)
Post-Production (26)	Detail Oriented (38)	Final Cut Pro (14)
Workflow Management (24)	Planning (38)	Microsoft Excel (14)
Adobe After Effects (23)	Scheduling (28)	Adobe Creative Suite (11)
Content Creation (23)	Forecasting (27)	TikTok (11)
Continuous Improvement Process (21)	Troubleshooting (Problem Solving) (27)	DaVinci Resolve (Video Editing Software) (9)

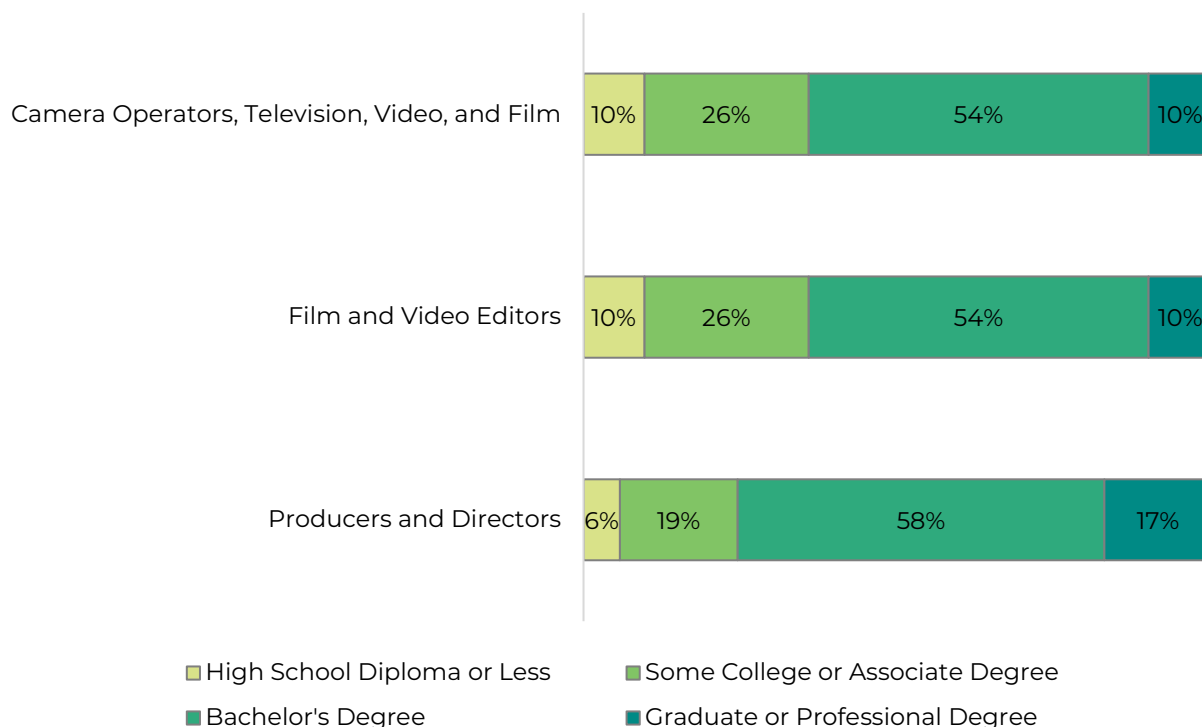
### Educational Attainment:

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

- Bachelor's Degree
  - *Camera Operators, Television, Video and Film (27-4031)*
  - *Film and Video Editors (27-4032)*
  - *Producers and Directors (27-2012)*

The national-level educational attainment data indicates between 19% and 26% 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 37% of the cumulative job postings for these film occupations that listed a minimum education requirement in the SCC Region, 20% (17) requested a high school diploma or an associate degree, 77% (64) requested a bachelor's degree, and 2% (2) 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:

- Radio and Television (0604.00)
- Television (including combined TV/film/video) (0604.20)
- Film Production (0612.20)

No awards were conferred for the following TOP codes:

- Radio (0604.10)

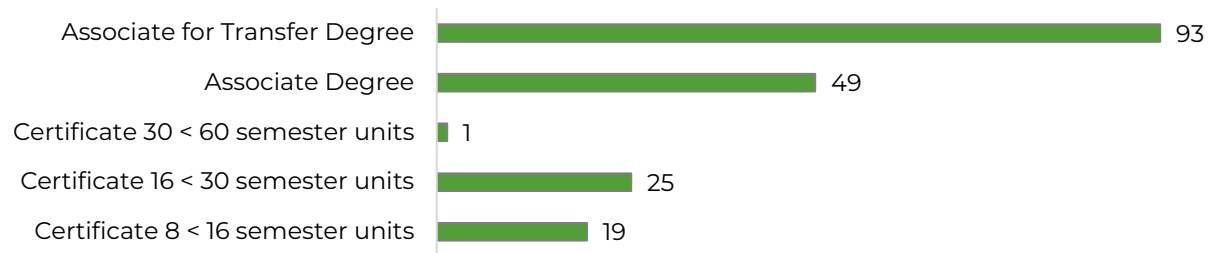
The college with the most completions in the region is Moorpark (79), followed by Oxnard (25), and Cuesta (22).

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
0604.00	Radio and Television	Cuesta	15	4	6	8
		Moorpark	18	40	63	40
<b>Supply Subtotal/Average</b>			<b>33</b>	<b>44</b>	<b>69</b>	<b>49</b>
0604.20	Television (including combined TV/film/video)	Antelope Valley	16	16	10	14
		Cuesta	13	17	12	14
		Moorpark	37	44	36	39
		Oxnard	29	27	18	25
		Santa Barbara	9	10	13	11
		Ventura	0	0	3	1
<b>Supply Subtotal/Average</b>			<b>104</b>	<b>114</b>	<b>92</b>	<b>103</b>
0612.20	Film Production	Allan Hancock	5	1	4	3
		Canyons	22	23	19	21
		Santa Barbara	8	7	17	11
<b>Supply Subtotal/Average</b>			<b>35</b>	<b>31</b>	<b>40</b>	<b>35</b>
<b>Supply Total/Average</b>			<b>172</b>	<b>189</b>	<b>201</b>	<b>187</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 associate degrees and certificates between 16 and less than 30 semester units.

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



### Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Film Production (0612.20) programs at College of the Canyons (COC), the SCC Region, and California. Of the 832 Film Production (0612.20) students throughout the region in the 2023-24 academic year, 18% (150) attended COC.

COC students that exited Film Production (0612.20) programs in the 2022-23 academic year had lower median annual earnings (\$24,084 or \$11.58 per hour) compared to all Film Production (0612.20) students in the SCC Region (\$29,440 or \$14.15 per hour); both figures lower than statewide (\$30,954 or \$14.88 per hour). A lower percentage of SCC Film Production (0612.20) students (8%) attained the living wage when compared to all Film Production (0612.20) students in the state (20%).

### Exhibit 15: Film Production (0612.20) Strong Workforce Program Metrics, 2023-24<sup>56</sup>

SWP Metric	COC	SCC Region	California
SWP Students	150	832	9,446
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	59%	33%	31%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data Unavailable	Data Unavailable	78%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	11%	4%	4%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	10%	5%	7%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data Unavailable	71%	61%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$24,084 (\$11.58)	\$29,440 (\$14.15)	\$30,954 (\$14.88)
Median Change in Earnings for SWP Exiting Students (2022-23)	Data Unavailable	32%	36%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data Unavailable	8%	20%

<sup>5</sup> All SWP metrics are for 2023-24 unless otherwise noted. Metrics data is sourced from DataVista.

<sup>6</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.

## Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering related training programs. Over the past three years (2020-2023), there were 13 related awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Radio and Television (09.0701)
- Cinematography and Film/Video Production (50.0602)

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

- Radio and Television Broadcasting Technology/Technician (10.0202)
- Directing and Theatrical Production (50.0507)

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

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
09.0701	Radio and Television	Ventura Adult and Continuing Education	1	5	4	3
<b>Supply Subtotal/Average</b>			<b>1</b>	<b>5</b>	<b>1</b>	<b>5</b>
50.0602	Cinematography and Film/Video Production	California Lutheran University	8	12	9	10
<b>Supply Subtotal/Average</b>			<b>8</b>	<b>12</b>	<b>9</b>	<b>10</b>
<b>Supply Total/Average</b>			<b>9</b>	<b>17</b>	<b>13</b>	<b>13</b>

# Regional Demographics

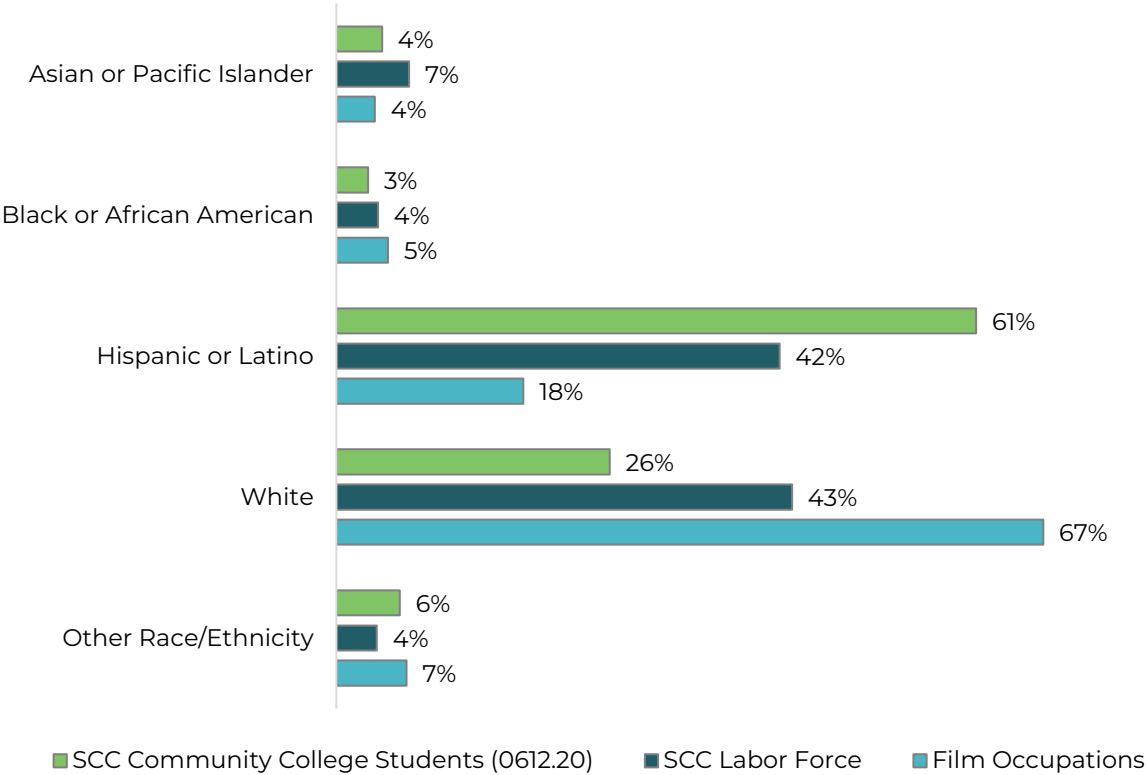
This section examines demographic data for SCC community college students in Film Production programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

## Ethnicity:

Exhibit 17 compares the ethnicity of SCC community college students enrolled in Film Production programs, the overall SCC labor force, and occupation-specific data for the three film occupations included in this report.

Notably, 67% of workers employed in these film occupations are white, which is much higher than the labor force (43%) and community college Film Production students (26%). Conversely, 61% of community college Film Production students are Hispanic or Latino, which is higher than the labor force (42%), but more than double these film occupations (18%).

Exhibit 17: Program and County Demographics by Ethnicity

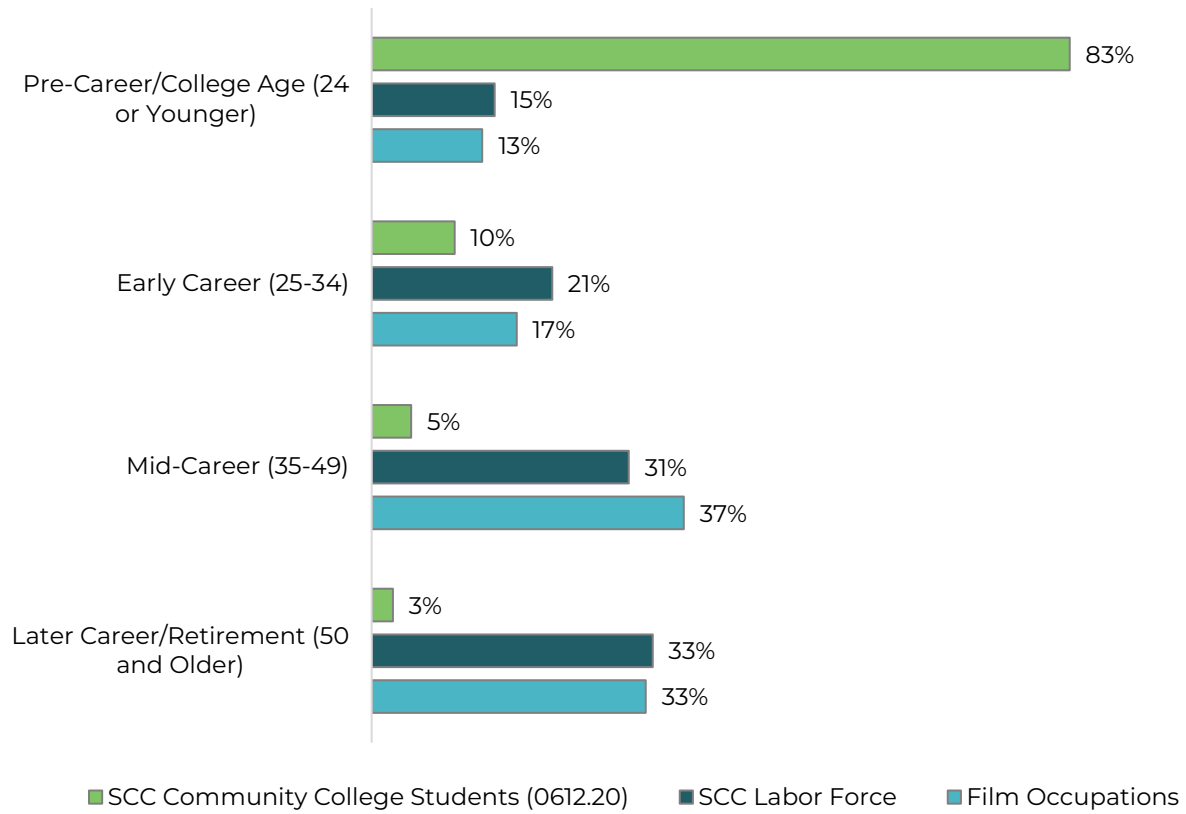


## Age:

Exhibit 18 compares the age of SCC community college students enrolled in Film Production programs, the overall SCC labor force, and occupation-specific data for the three film occupations included in this report.

The majority (70%) of workers in these film occupations are mid-career (35-49) or older, which is similar to the SCC labor force (64%), but significantly higher than community college Film Production students (8%). Conversely 83% of Film Production students are Pre-Career/College Age (24 or Younger), which is significantly higher than the labor force (15%) and workers in film occupations (13%).

Exhibit 18: Program and County Demographics by Age

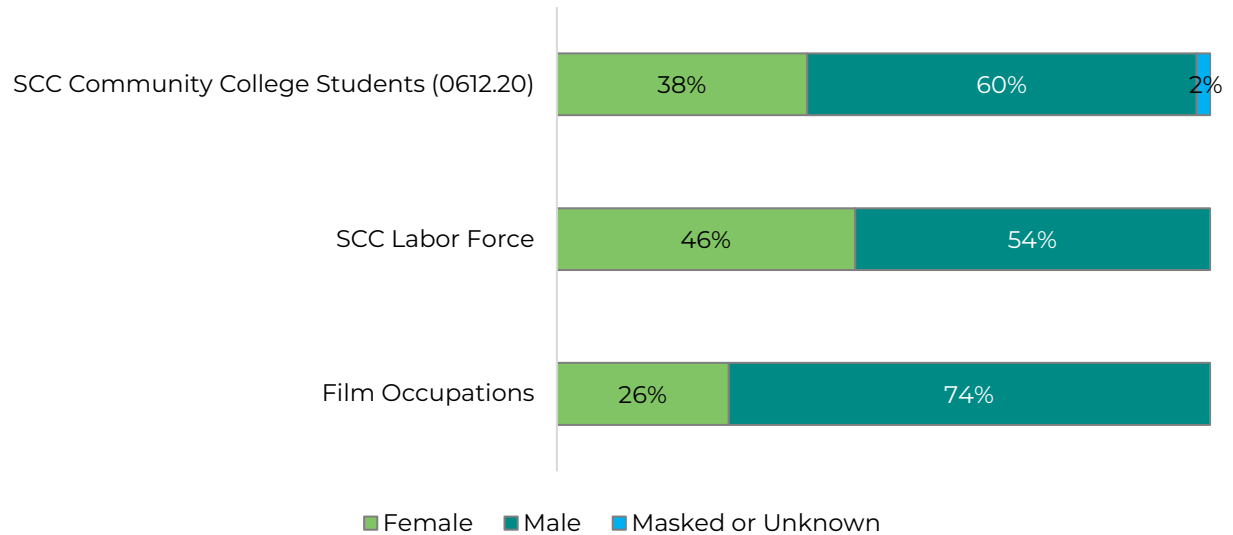


## Sex:

Exhibit 19 compares the sex of SCC community college students enrolled in Film Production programs, the overall SCC labor force, and occupation-specific data for these film occupations.

There is a majority of male students (60%) and workers in these film occupations (74%), which mirrors the labor force (54% male).

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>7</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>7</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 CCCCO, 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="#">CCCCO 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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FOR LABOR MARKET RESEARCH  
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May 2026