

⚠ 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 5,232 annual job openings throughout Los Angeles and Orange counties for these community music teaching occupations, which is more than the 237 awards conferred by educational institutions.		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	The majority (77%) of annual openings for these community music teaching occupations have entry-level hourly wages below the OC living wage of \$27.13.		
Education:	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	Although the majority (74%) of annual job openings for these community music teaching occupations typically require a high school diploma, approximately 25% 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 two occupations:

- Below Middle-Skill – denoted with an asterisk (*) throughout this report
 - *Self-Enrichment Teachers (25-3021)**
- Above Middle-Skill – denoted with a caret (^) throughout this report.
 - *Teachers and Instructors, All Other (25-3099)^*

Based on the available data, there appears to be a supply gap for these community music teaching occupations. However, typical education requirements for these occupations do not align with a community college education and 77% of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

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

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.

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
Self-Enrichment Teachers (25-3021)*	LA: 2,664 OC: 1,182	<i>Accounted for Below</i>	OC: \$17.16	High school diploma or equivalent	25%
Below Middle-Skill Total	3,847	<i>Accounted for Below</i>	N/A	N/A	N/A
Teachers and Instructors, All Other (25-3099)^	LA: 1,041 OC: 344	LA: 232 OC: 4	OC: \$27.84	Bachelor's degree	25%
Above Middle-Skill Total	1,386	237	N/A	N/A	N/A
Total	5,232	237	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these community music teaching occupations is projected to increase 6% through 2029, equating to 5,232 annual job openings.
- Hourly entry-level wages for these community music teaching occupations range from \$17.16 to \$27.84 in Orange County; 77% of annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 3,002 online job postings for these community music teaching occupations over the past 12 months. The highest number of postings were for dance instructors, piano teachers, and music teachers.
- The typical entry-level education for these community music teaching occupations ranges from a high school diploma to bachelor's degree.
- Approximately 25% 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 38 awards were conferred by 5 community colleges for these community music teaching occupations in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 199 awards for these community music teaching occupations in Los Angeles and Orange counties.
- According to DataVista, there is insufficient data regarding student outcomes for other education programs in Orange County, specifically median annual earnings, living wage attainment, and field of study employment.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these community music teaching 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, Orange County saw growth in employment. Beginning in 2025, job levels are projected to grow at a faster rate than all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Community Music Teaching Occupations, 2019-2029

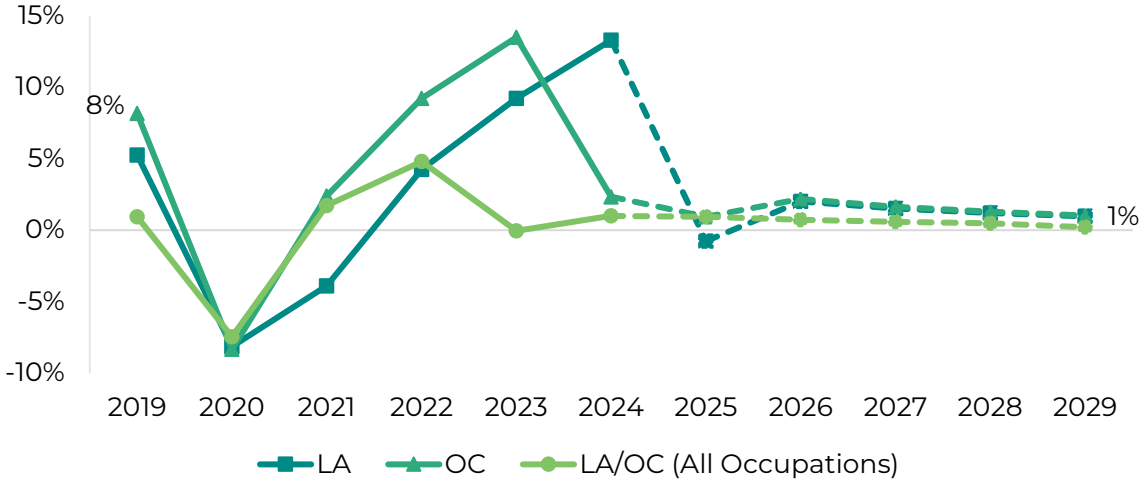


Exhibit 3 shows the five-year occupational demand projections for *self-enrichment teachers**. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 6% through 2029. There is projected to be 3,847 available annually.

Exhibit 3: Below 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	20,064	21,209	1,145	6%	2,664
Orange	8,632	9,329	697	8%	1,182
Total	28,696	30,538	1,843	6%	3,847

Exhibit 4 shows the five-year occupational demand projections for *teachers and instructors, all other[^]*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 4% through 2029. There is projected to be 1,386 available annually.

Exhibit 4: Above 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	8,324	8,597	274	3%	1,041
Orange	2,667	2,793	125	5%	344
Total	10,991	11,390	399	4%	1,386

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.

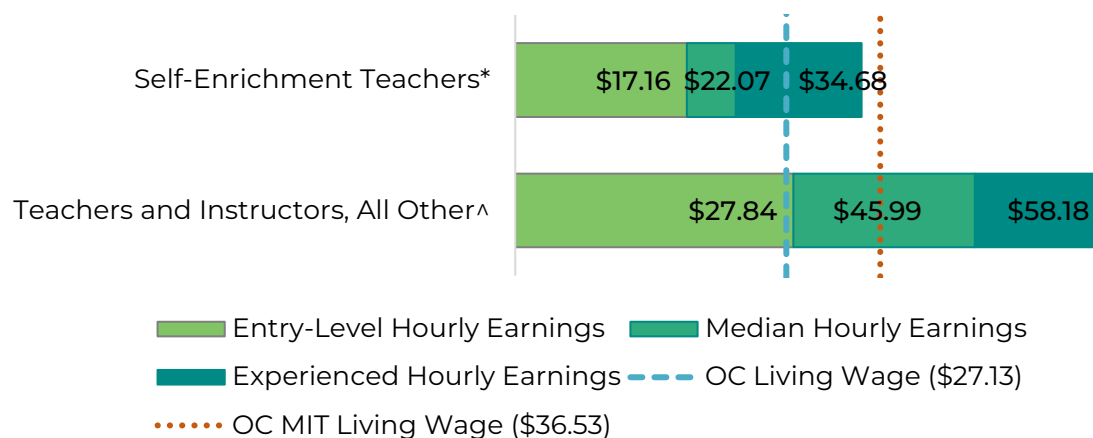
Wages

The labor market endorsement in this report considers the entry-level hourly wages for these community music teaching 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.

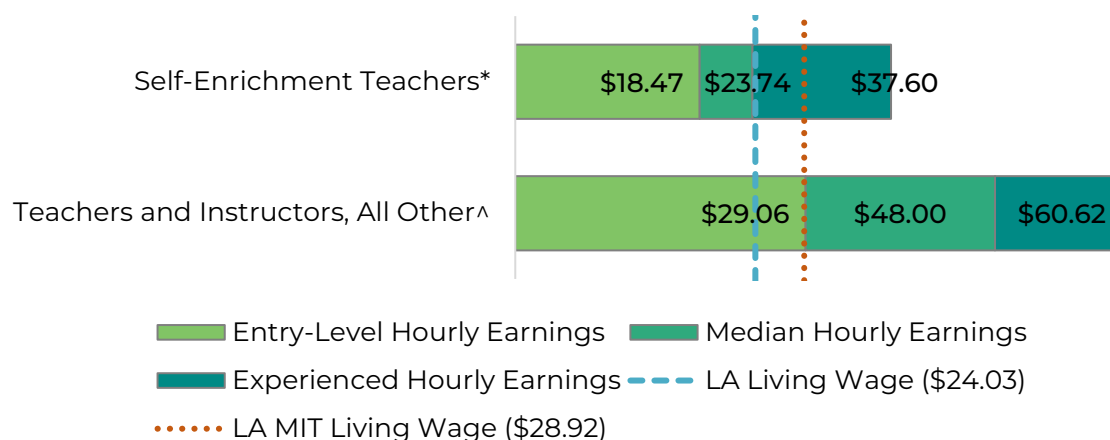
In Orange County, 77% of annual openings for these community music teaching occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$17.16 to \$27.84. Exhibit 5 shows the wage range for each of these community music teaching occupations in 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, 72% of annual openings for these community music teaching occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$18.47 to \$29.06. Exhibit 6 shows the wage range for each of these community music teaching 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 Job³. *Teachers and instructors, all other*[^] met the criteria to be a Great Recession-Resilient and COVID-19 Pandemic Recession-Resilient job.

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
Self-Enrichment Teachers*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teachers and Instructors, All Other [^]	<input checked="" type="checkbox"/>	<input checked="" 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 3,002 online job postings related to these community music teaching occupations listed in the past 12 months. Exhibit 8 shows the number of job postings by occupation. There were no job postings for the above middle-skill occupation, *teachers and instructors, all other*[^].

Exhibit 8: Number of Job Postings by Occupation (n= 3,002)

Occupation	Job Postings	Percentage of Job Postings
Self-Enrichment Teachers*	3,002	100%
Teachers and Instructors, All Other [^]	0	0%
Total Postings	3,002	100%

Job Postings for Below Middle-Skill Occupation

The top job titles for *self-enrichment teachers** in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 9: Top Job Titles by Number of Job Postings for Below Middle-Skill Occupation (n=3,002)

Job Titles	Job Postings	Percentage
Dance Instructors	133	4%
Piano Teachers	115	4%
Music Teachers	108	4%
Art Teachers	97	3%
Piano Instructors	78	3%
Music Instructors	71	2%
Martial Arts Instructors	68	2%
Art Instructors	62	2%
Dance Teachers	60	2%
Private Teachers	50	2%

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

The top employers for *self-enrichment teachers** in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 10: Top Employers by Number of Job Postings for Below Middle-Skill Occupation (n=3,002)

Employer	Job Postings	Percentage of Job Postings
Teachme.to	136	5%
After School Music Academy	57	2%
YMCA	56	2%
Edjoin.Org	50	2%
North Orange County Community College District	47	2%
Guitar Center Stores	47	2%
Encore Music And Performing Arts	41	1%
Traveling Music Lessons	38	1%
Learn2Code.Live	33	1%
United Academy of Music and Arts	30	1%

The top specialized, soft, and computer skills for *self-enrichment teachers** 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 Below Middle-Skill Occupation (n=3,002)

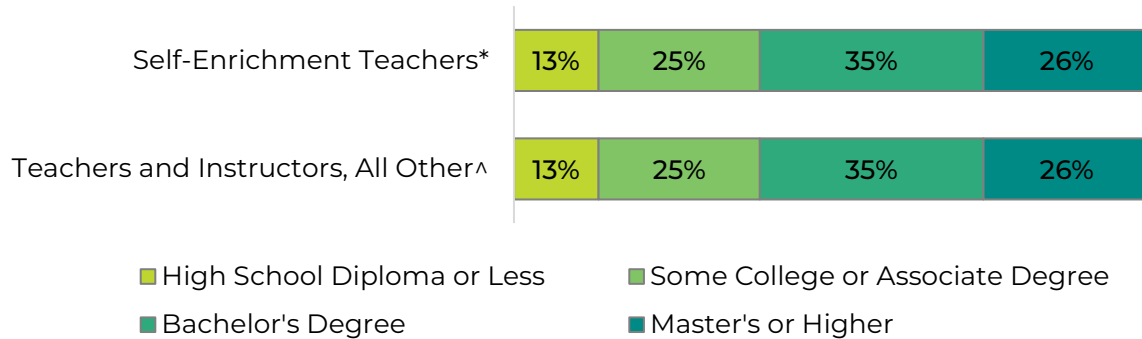
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lesson Planning (830)	Teaching (2,238)	Learning Management Systems (41)
Music Instruction (521)	Communication (1,273)	Zoom (Video Conferencing Tool) (32)
Working With Children (454)	Creativity (357)	Microsoft Visual Studio (27)
Classroom Management (419)	Coaching (354)	Microsoft Outlook (21)
Guitars (357)	Enthusiasm (311)	Dojo Toolkit (20)
Music Education (291)	Innovation (294)	Google Workspace (18)
Curriculum Development (268)	Leadership (270)	Microsoft Excel (17)
Behavior Management (236)	Interpersonal Communications (249)	Virtual Learning Environments (17)
Music Theory (223)	English Language (235)	Google Classroom (15)
Art Education (192)	Management (223)	Microsoft PowerPoint (14)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent for *self-enrichment teachers**, and bachelor's degree for *teachers and instructors, all other*^.

The national-level educational attainment data is the same for both occupations and indicates 25% 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 community music teaching occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 46% (1,383) of Below Middle-Skill Job Postings
 - 34% (470) requested a high school diploma or associate degree
 - 63% (878) requested a bachelor's degree

Educational Supply

The following supply tables display the total supply for these community music teaching 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 code: Other Education (0899.00).

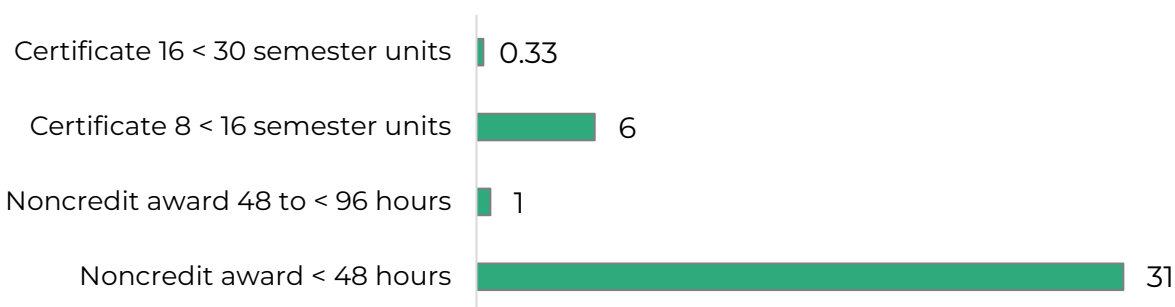
The colleges with the most completions in the region are LA Pierce (27), followed by Rio Hondo (6), and Orange Coast (4). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

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
0899.00	Other Education	Citrus	0	0	2	1
		LA Pierce	0	1	80	27
		Rio Hondo	14	0	3	6
		LA Subtotal	14	1	85	33
		Coastline	0	0	1	0
		Orange Coast	0	0	12	4
		OC Subtotal	0	0	13	4
Supply Total/Average			14	1	98	38

Exhibit 17 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for noncredit award less than 48 hours, followed by certificate 8 to 16 semester units and noncredit award 48 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 other education programs in South Orange County Community College District (SOCCCD), the Orange County Region, and California. According to the Chancellor's Office Curriculum Inventory (COCI), there are two active programs under the Other Education (0899.00) TOP code within Orange County. These programs are not within SOCCCD; therefore, student outcome data is unavailable at the district level. Furthermore, DataVista shows there are insufficient data at the county level.

Exhibit 15: Other Education (0899.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	SOCCCD	OC Region	California
SWP Students	N/A	41	3,467
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	N/A	29%	8%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	Insufficient Data	62%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	Insufficient Data	78
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	N/A	13	123
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	N/A	Insufficient Data	64%
Median Annual Earnings for SWP Exiting Students (2022-23)	N/A	Insufficient Data	\$44,692
Median Change in Earnings for SWP Exiting Students (2022-23)	N/A	Insufficient Data	26%
SWP Exiting Students Who Attained the Living Wage (2022-23)	N/A	Insufficient Data	47%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering other education programs. Exhibit 19 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes: Education, Other (13.999).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 199 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
13.9999	Education, Other	California State Polytechnic University-Pomona	111	113	113	112
		Mount Saint Mary's University	0	0	0	0
		Pacific Oaks College	3	7	5	5
		Pitzer College	1	1	0	1
		Presbyterian Theological Seminary in America	0	0	0	0
		University of La Verne	81	70	46	66
		University of Southern California	12	14	20	15
Supply Total/Average			208	205	184	199

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

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 other education programs, the overall Orange County population, and occupation-specific data for the two community music teaching occupations.

Hispanic or Latino students make up a larger share of enrollment (66%) compared to that of the workforce (19%), while white individuals are significantly more represented in the field (53%) than among students (27%). Overall, this suggests a disconnect between student representation and workforce.

Exhibit 17: Program and County Demographics by Ethnicity

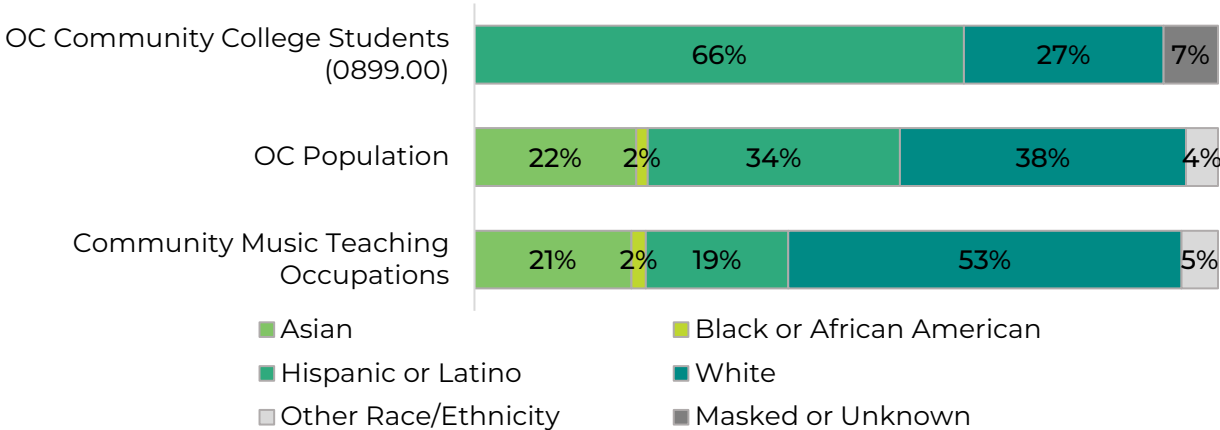
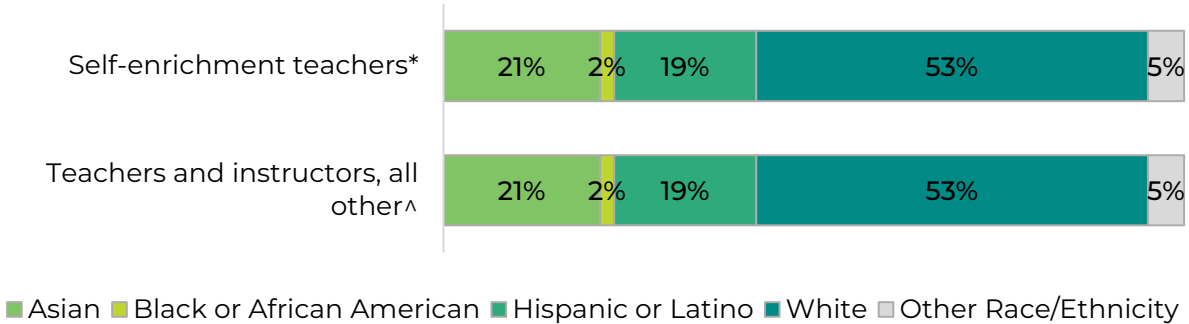


Exhibit 21 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

White workers represent over half (53%) of the workforce for both occupations.

Exhibit 18: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 22 compares the age of Orange County community college students enrolled in other education programs, the overall Orange County population, and occupation-specific data for the two Community music teaching occupations.

While 85% of program enrollment are aged 25 and younger, they represent only 18% of the workforce. In contrast, 83% of the workforce is aged 35 or older, but these age groups are absent from programs. This suggests some experience and training is required before entering these roles

Exhibit 19: Program and County Demographics by Age

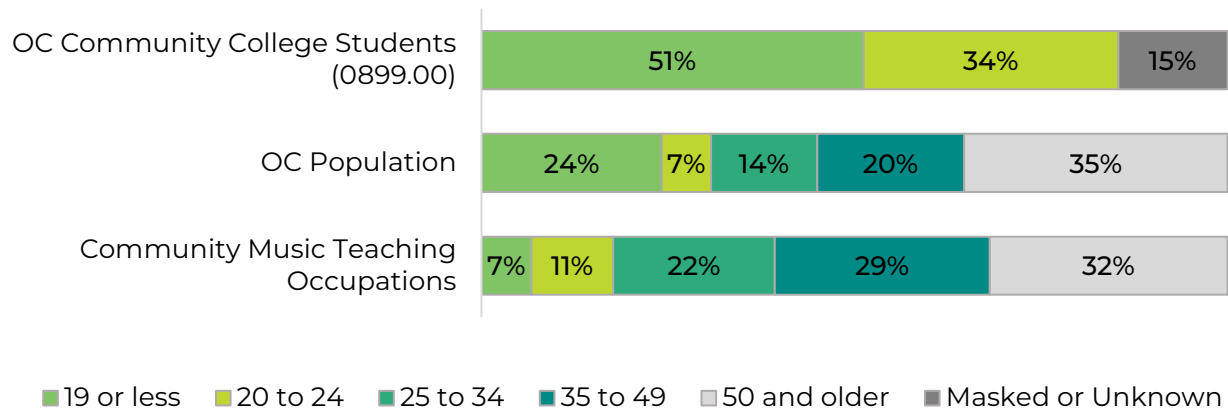
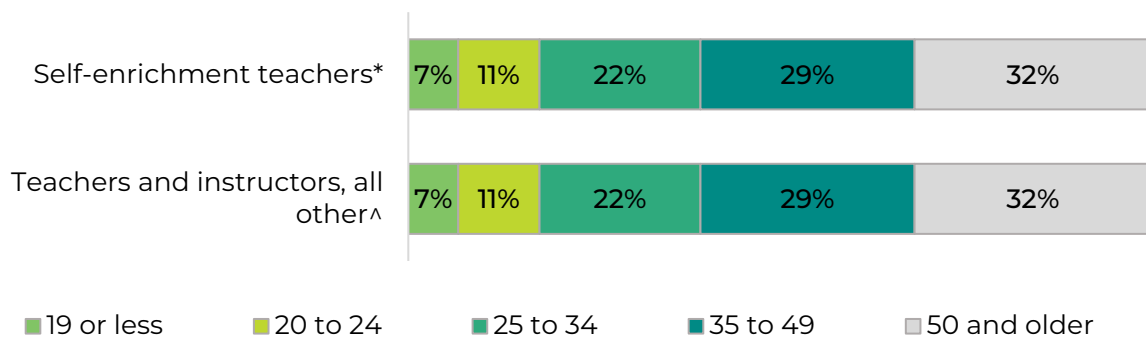


Exhibit 23 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

The majority (83%) of workers in both occupations are aged 25 or older. This suggests that some experience and training may be required for entry into the field.

Exhibit 20: Disaggregated Age Distribution by Occupation



Sex

Exhibit 24 compares the sex of Orange County community college students enrolled in other education programs, the overall Orange County population, and occupation-specific data for these Community music teaching occupations.

Though the population is split evenly between women and men, men represent 36% of workforce and show no representation in programs.

Exhibit 21: Program and County Demographics by Sex

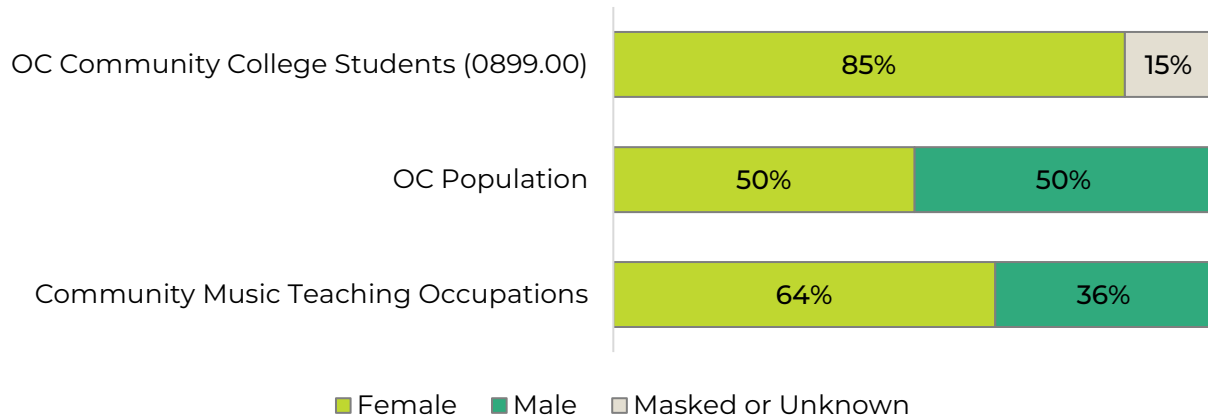
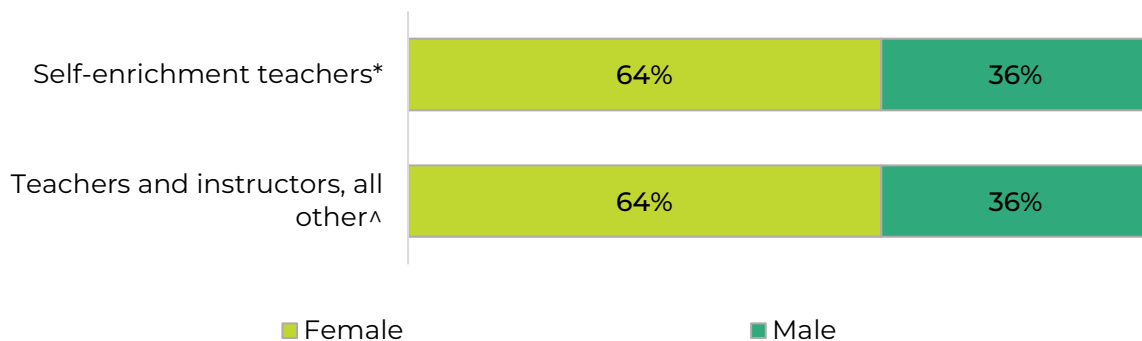


Exhibit 25 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Men are underrepresented in both occupations, accounting for only 36% of the workforce.

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) 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 CCCC'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, knowledges, 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.

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FOR LABOR MARKET RESEARCH

ORANGE COUNTY