Labor Market Analysis for Program Modification: 0957.20/Construction Inspection
CIP: 46.0403/Building/Home/Construction Inspection/Inspector
(Construction Inspection Associate in Science)
(Construction Inspection Certificate)

Orange County Center of Excellence, May 2026

FOR LABOR MARKET RESEARCH
ORANGE COUNTY

☑ Endorsed: All Criteria Met			
Program LMI Endorsement Criteria			
Supply Gap:	Met ☑	Partially Met ☐	Not Met ☐
	There are projected to be **2,266 annual job openings** throughout Los Angeles and Orange counties for these construction inspection occupations, which **is more than the 1,492 awards conferred by educational institutions**.		
Self-Sufficiency Standard Living Wage[1]:	Met ☑	Partially Met ☐	Not Met ☐
	All annual job openings for these construction inspection occupations **have entry-level hourly wages above the OC living wage of $27.13**.		
Education:	Met ☑	Partially Met ☐	Not Met ☐
	All annual job openings for these middle-skill construction inspection occupations typically require a high school diploma or equivalent; however, **between 30% and 42% 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:

- Middle-Skill
  - *First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)*
  - *Construction and Building Inspectors (47-4011)*

Based on the available data, there appears to be a supply gap for these middle-skill occupations, and typical education requirements align with a community college education. Additionally, all annual job openings have entry-level wages above the Self-Sufficiency Standard living wage. **Therefore, due to all regional labor market criteria being met, the COE endorses this proposed program.**

[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 lists the occupational demand, supply, typical entry-level education, and educational attainment for the 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 (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	LA: 1,159	LA: 927	OC: $36.17	High school diploma or equivalent	30%
	OC: 643	OC: 501			
	TTL: 1,801	*TTL: 1,428*			
Construction and Building Inspectors (47-4011)	LA: 333	LA: 14	OC: $34.47	High school diploma or equivalent	42%
	OC: 131	OC: 50			
	TTL: 464	*TTL: 64*			
Total	**2,266**	**1,492**	**N/A**	**N/A**	**N/A**

Demand

- In Los Angeles and Orange counties, the number of jobs related to these construction inspection occupations is projected to increase 0.5% through 2029, equating to 2,266 annual job openings.
- Hourly entry-level wages for these construction inspection occupations range from $34.47 to $36.17 in Orange County; all annual job openings have entry-level wages above the Self-Sufficiency Standard living wage.
- There were 2,207 online job postings for these construction inspection occupations over the past 12 months. The most common job titles were construction inspectors, building inspectors, and construction foremen.
- The typical entry-level education for these construction inspection occupations ranges is a high school diploma or equivalent.
- Between 30% and 42% 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 724 awards were conferred by 17 community colleges in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 768 awards for these middle-skill occupations.
- In the 2022-23 academic year, Orange County community college students that exited construction inspection programs had a median annual wage of $73,036 ($35.11 per hour) post-exit, and 63% attained the regional living wage.
- Due to insufficient data, the percentage of 2021-22 Orange County construction inspection students that exited their programs reported working a job closely related to their field of study is not available.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these construction inspection 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 2020 to 2023, Orange County experienced varying levels of job growth, followed by a 1% drop in 2024. After a year of stagnation in 2025, job levels are projected to grow at a similar rate to the average of all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Construction Inspection Occupations, 2019-29

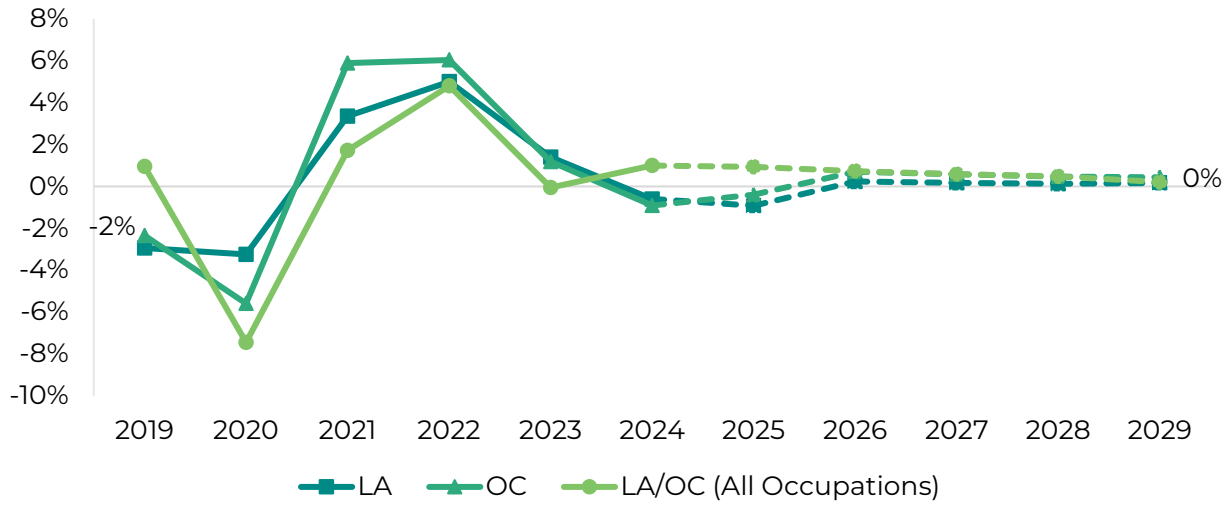


Exhibit 3 shows the five-year occupational demand projections for these middle-skill construction inspection occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 0.5% through 2029. There is projected to be 2,266 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties[2]

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	18,336	18,294	(42)	-0.2%	1,492
Orange	9,297	9,465	168	1.8%	773
Total	**27,632**	**27,759**	**127**	**0.5%**	**2,266**

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these construction inspection 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.

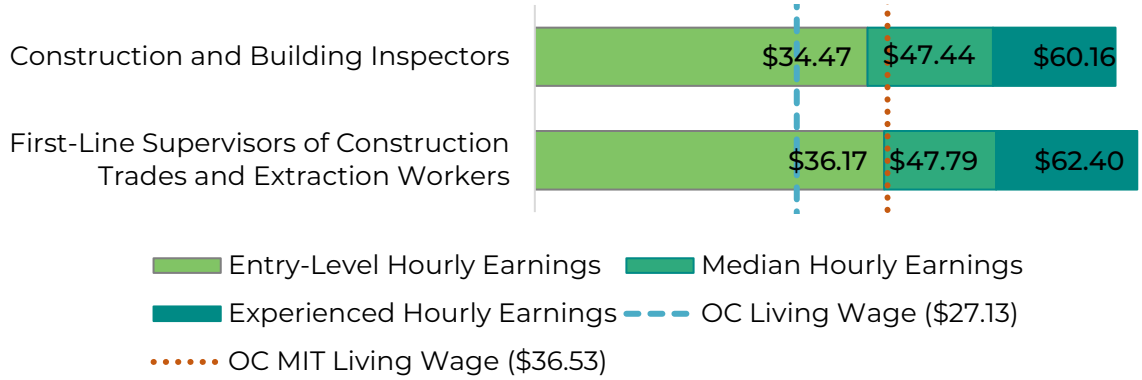
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is $36.53. Both figures account for geographic-specific costs of necessities

[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.

such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

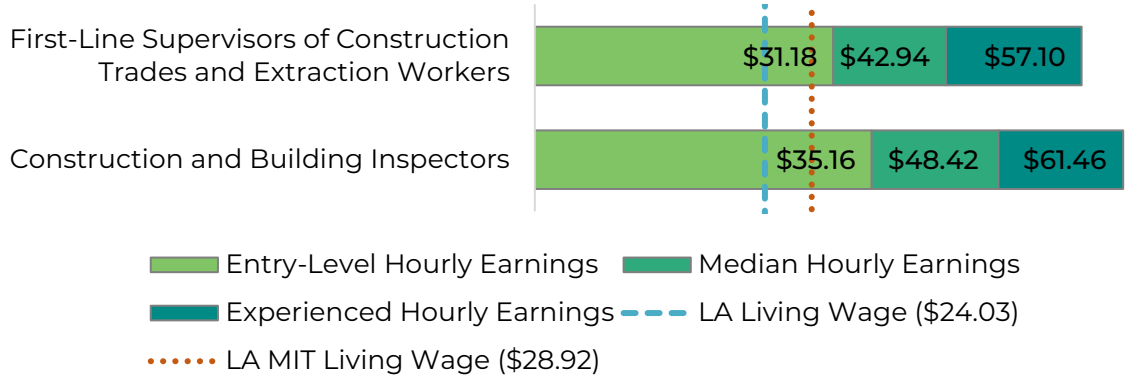
In Orange County, all annual openings for these construction inspection occupations have entry-level wages above the Self-Sufficiency living wage of $27.13 for a single adult, ranging from $34.47 and $36.17. Exhibit 4 shows the wage range for each of these construction inspection occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, all annual openings for these construction inspection occupations have entry-level wages above the Self-Sufficiency living wage of $24.03 for a single adult, ranging from $31.18 and $35.16. Exhibit 5 shows the wage range for each of these construction inspection occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level 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, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job[3]. F*irst-line supervisors of construction trades and extraction workers* met the criteria for one designation: COVID-19 Pandemic Recession-Resilient Job. *Construction and building inspectors* did not meet the criteria for any of the three designations.

[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.

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 Construction Trades and Extraction Workers	☐	☑	☐
Construction and Building Inspectors	☐	☐	☐

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 2,207 online job postings related to these construction inspection occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Over 71% of job postings were for *construction and building inspectors*, while *first-line supervisors of construction trades and extraction workers* accounted for 29%.

Exhibit 7: Number of Job Postings by Occupation (n=2,207)

Occupation	Job Postings	Percentage of Job Postings
Construction and Building Inspectors	1,574	71%
First-Line Supervisors of Construction Trades and Extraction Workers	633	29%
Total	**2,207**	**100%**

The top job titles for these middle-skill construction inspection 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 Middle-Skill Occupation (n=2,207)

Job Titles	Job Postings	Percentage
Construction Inspectors	208	9%
Building Inspectors	166	8%
Construction Foremen	86	4%
Electrical Inspectors	82	4%
Electrical Foremen	75	3%
Mechanical Inspectors	44	2%
Public Works Inspectors	41	2%
Permit Technicians	38	2%
Inspectors	37	2%
Plans Examiners	32	1%

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

Exhibit 9: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=2,207)

Employer	Job Postings	Percentage of Job Postings
HILL International	74	3%
Willdan	40	2%
Willdan Group	30	1%
Bureau Veritas	29	1%
Atlas	25	1%
Bpr Consulting Group	23	1%
Vci Construction	22	1%
AECOM	21	1%
Jacobs Solutions	21	1%
Cornerstone Concilium	21	1%

The top specialized, soft, and computer skills for these middle-skill construction inspection 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 Middle-Skill Occupations (n=2,207)

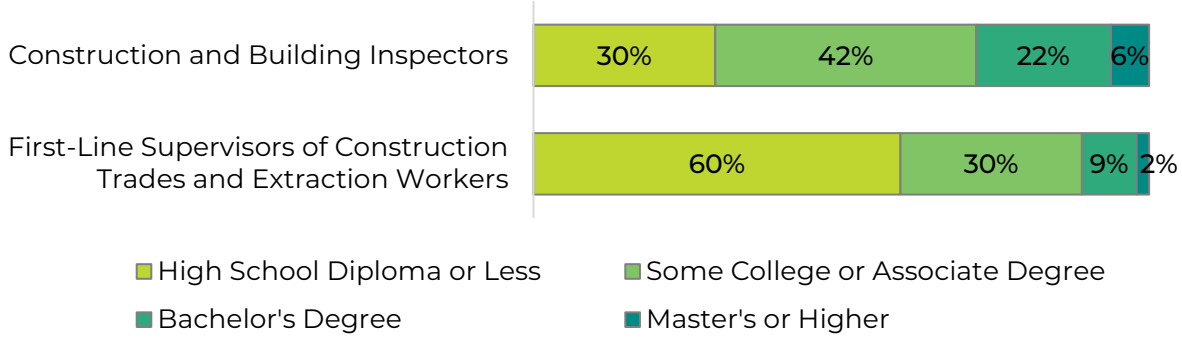
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Construction (1,272)	Communication (1,120)	Microsoft Excel (313)
Project Management (597)	Management (542)	Microsoft Outlook (301)
Building Codes (568)	Coordinating (521)	Microsoft Office (268)
Construction Inspection (395)	Operations (435)	Microsoft Word (121)
Plumbing (380)	Quality Control (411)	Microsoft PowerPoint (116)
Change Orders (377)	Detail Oriented (382)	Procore (69)
Construction Management (364)	Customer Service (373)	Project Management Software (60)
Submittals (Construction) (351)	Quality Assurance (365)	Spreadsheets (60)
Public Works (327)	Problem Solving (348)	Primavera (Software) (42)
Blueprinting (302)	Leadership (341)	Project Management Information Systems (37)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for both construction inspection occupations.

The national-level educational attainment data indicates between 30% and 42% 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

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

- 48% (1057) of Middle-Skill Job Postings
  - 68% (723) requested a high school diploma or associate degree
  - 30% (314) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for these middle-skill construction inspection 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:

- Construction Crafts Technology (0952.00)
- Carpentry (0952.10)
- Electrical (0952.20)
- Plumbing, Pipefitting and Steamfitting (0952.30)
- Masonry, Tile, Cement, Lath and Plaster (0952.60)
- Drywall and Insulation (0952.80)
- Construction Inspection (0957.20)

The colleges with the most completions in the region are LA Trade (274), Santiago Canyon (95), and LA Southwest (79). Over the past 12 months, there were no related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-24

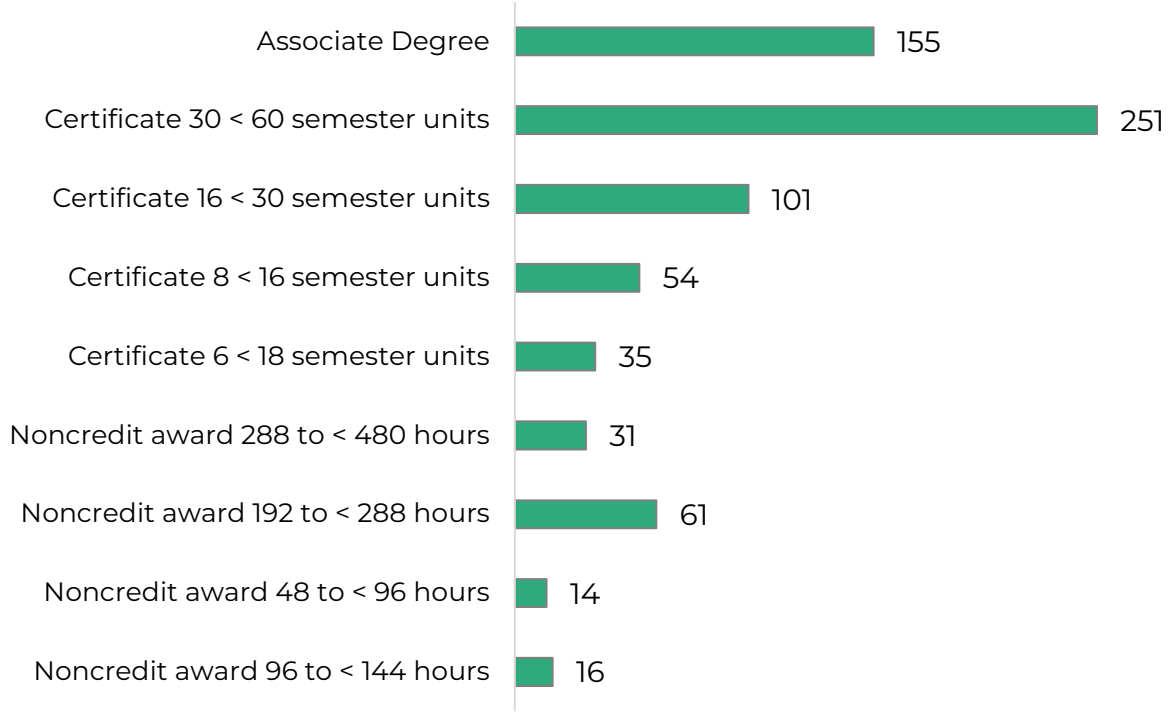
TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0952.00	Construction Crafts Technology	El Camino	7	7	9	8
		LA Mission	0	11	0	4
		LA Trade	0	55	30	28
		Long Beach	40	30	34	35
		Pasadena	0	1	0	0
		LA Southwest	23	75	97	65
		LA Subtotal	**70**	**179**	**170**	**140**
		Fullerton	4	16	24	15
		Orange Coast	22	41	67	43
		Santa Ana	31	14	47	31
		OC Subtotal	**57**	**71**	**138**	**89**
Supply Subtotal/Average			**127**	**250**	**308**	**228**
0952.10	Carpentry	LA Trade	42	43	39	41
		Rio Hondo	0	0	20	7
		LA Southwest	23	9	0	11
		LA Subtotal	**65**	**52**	**59**	**59**
		Santiago Canyon	1	4	7	4
		OC Subtotal	**1**	**4**	**7**	**4**
Supply Subtotal/Average			**66**	**56**	**66**	**63**
0952.20	Electrical	LA Trade	147	150	196	164
		LA Subtotal	**147**	**150**	**196**	**164**
		Coastline	1	0	0	0

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Irvine	12	31	17	20
		Orange Coast	3	0	5	3
		Santiago Canyon	0	137	68	68
		OC Subtotal	**16**	**168**	**90**	**91**
Supply Subtotal/Average			**163**	**318**	**286**	**256**
0952.30	Plumbing, Pipefitting and Steamfitting	LA Trade	33	37	49	40
		LA Subtotal	**33**	**37**	**49**	**40**
		Orange Coast	5	3	6	5
		OC Subtotal	**5**	**3**	**6**	**5**
Supply Subtotal/Average			**38**	**40**	**55**	**44**
0952.60	Masonry, Tile, Cement, Lath and Plaster	-	-	-	-	-
		LA Subtotal	**-**	**-**	**-**	**-**
		Orange Coast	3	3	7	4
		OC Subtotal	**3**	**3**	**7**	**4**
Supply Subtotal/Average			**3**	**3**	**7**	**4**
0952.80	Drywall and Insulation	LA Southwest	0	9	0	3
		LA Subtotal	**0**	**9**	**0**	**3**
		Santiago Canyon	1	6	17	8
		OC Subtotal	**1**	**6**	**17**	**8**
Supply Subtotal/Average			**1**	**15**	**17**	**11**
0957.00	Civil and Construction Management Technology	Citrus	5	9	2	5
		LA Valley	5	11	9	8
		Mt San Antonio	10	17	28	18
		Pasadena	0	0	2	1
		LA Subtotal	**20**	**37**	**41**	**33**
		Fullerton	14	17	27	19
		Santa Ana	2	1	4	2
		OC Total	**16**	**18**	**31**	**22**
Supply Subtotal/Average			**36**	**55**	**72**	**54**
0957.20	Construction Inspection	Pasadena	14	18	9	14
		LA Subtotal	**14**	**18**	**9**	**14**
		Coastline	14	31	16	20
		Fullerton	10	7	17	11
		Saddleback	1	7	4	4
		Santiago Canyon	11	15	17	14

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		OC Subtotal	**36**	**60**	**54**	**50**
		Supply Subtotal/Average	**50**	**78**	**63**	**64**
		Supply Total/Average	**484**	**815**	**874**	**724**

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificates between 30 and 60 semester units, followed by associate degrees then certificate between 16 to 30 units.

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 construction inspection programs in North Orange County Community College District (NOCCCD), the Orange County Region, and California. There were 490 Orange County construction inspection students in the 2023-24 academic year; the percentage of these students who attended an NOCCCD college, as well as several of their outcomes metrics, are not available due to insufficient data.

Orange County students that exited construction inspection programs in the 2022-23 academic year had higher median annual earnings ($73,036 or $35.11 per hour) compared to all construction inspection students in the state ($64,012 or $30.78 per hour). A higher percentage of Orange County construction inspection students attained the living wage (63%) when compared to all construction inspection students in California (60%).

Exhibit 14: Construction Inspection (0957.20) Strong Workforce Program Metrics, 2021-24[4]

SWP Metric	NOCCCD	OC Region	California
SWP Students	Insufficient Data	490	1,466
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	31%	39%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	58%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	15	30	101
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	Insufficient Data	16
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	72%
Median Annual Earnings for SWP Exiting Students (2022-23)	Insufficient Data	$73,036	$64,012
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	35%	31%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	63%	60%

Non-Community College Supply

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

- Electrician (46.0302)

No awards were conferred under the related CIP codes:

- Mason/Masonry (46.0101)
- Carpentry/Carpenter (46.0201)
- Building/Property Maintenance (46.0401)
- Concrete Finishing/Concrete Finisher (46.0402)
- Building/Home/Construction Inspection/Inspector (46.0403)
- Drywall Installation/Drywall (46.0404)
- Glazier (46.0406)
- Painting/Painter and Wall Coverer (46.0408)
- Roofer (46.0410)
- Building/Construction Site Management/Manager (46.0412)
- Carpet, Floor, and Tile Worker (46.0413)
- Building Construction Technology/Technician (46.0415)
- Building/Construction Finishing, Management, and Inspection, Other (46.0499)
- Pipefitting/Pipefitter and Sprinkler Fitter (46.0502)
- Plumbing Technology/Plumber (46.0503)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 768 awards annually in related programs.

[4] 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
46.0302	Electrician	Baldwin Park Adult & Community Education	74	75	46	65
		Capstone College	23	29	61	38
		InterCoast Colleges-Santa Ana	12	9	9	10
		InterCoast Colleges-West Covina	54	84	84	74
		Southern California Institute of Technology	281	268	256	268
		UEI College-Gardena	0	0	0	0
		UEI College-Huntington Park	0	120	180	100
		UEI College-West Covina	144	220	274	213
		Supply Subtotal/Average	**588**	**805**	**910**	**768**
		Supply Total/Average	**588**	**805**	**910**	**768**

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 construction inspection programs, the overall Orange County population, and occupation-specific data for the two construction inspection occupations included in this report.

White and Hispanic or Latino individuals represent the majority in construction inspection occupations (49% and 44%, respectively), community college construction inspection programs (28% and 53%), and in the county population (38% and 34%). Nevertheless, despite comprising nearly a quarter of the population, their Asian and Black or African American counterparts account for only 12% of construction inspection students (7% and 5%) and 6% of the workforce (6% and 0%), indicating a potential disconnect between training pipelines and employment outcomes.

Exhibit 16: Program and County Demographics by Ethnicity

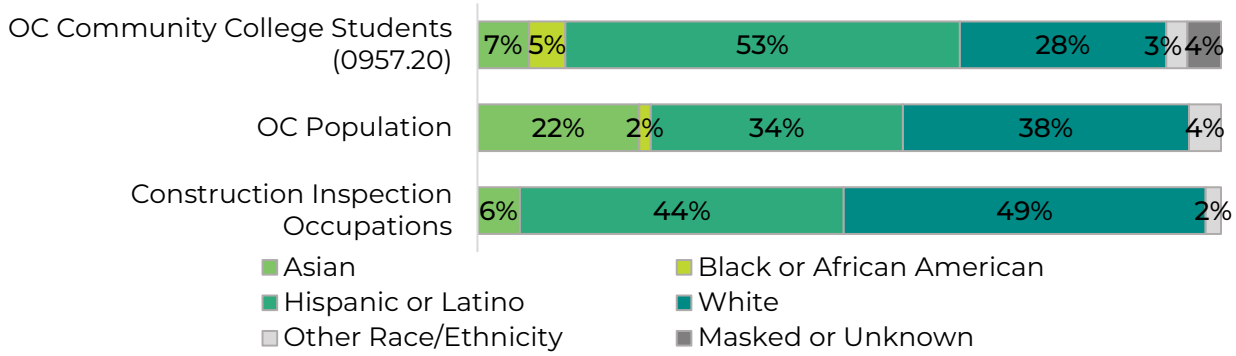
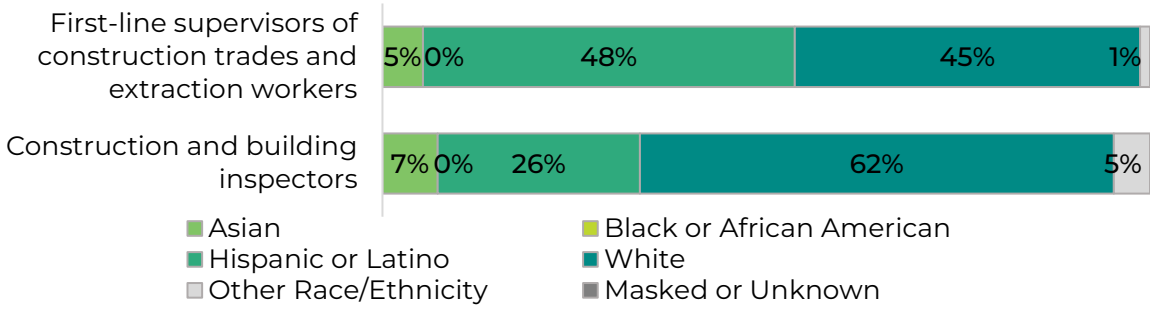


Exhibit 17 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Across the construction inspection workforce, Hispanic or Latino and white individuals are largely represented, accounting for 93% of workers (48% and 45%, respectively) in the highest-paying occupation—*first-line supervisors of construction trades and extraction workers*. In contrast, Asian and Black or African individuals are largely underrepresented across both occupations, indicating potential barriers to access, advancement, or equitable hiring within the construction inspection field.

Exhibit 17: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 18 compares the age of Orange County community college students enrolled in construction inspection programs, the overall Orange County population, and occupation-specific data for the two construction inspection occupations included in this report.

Community college students enrolled in construction instruction programs skew younger, with 53% under age 35 compared to just 19% in the construction inspection workforce. In contrast, 81% of workers are aged 35 or older, suggesting that these roles may require additional experience or advanced training prior to entry.

Exhibit 18: Program and County Demographics by Age

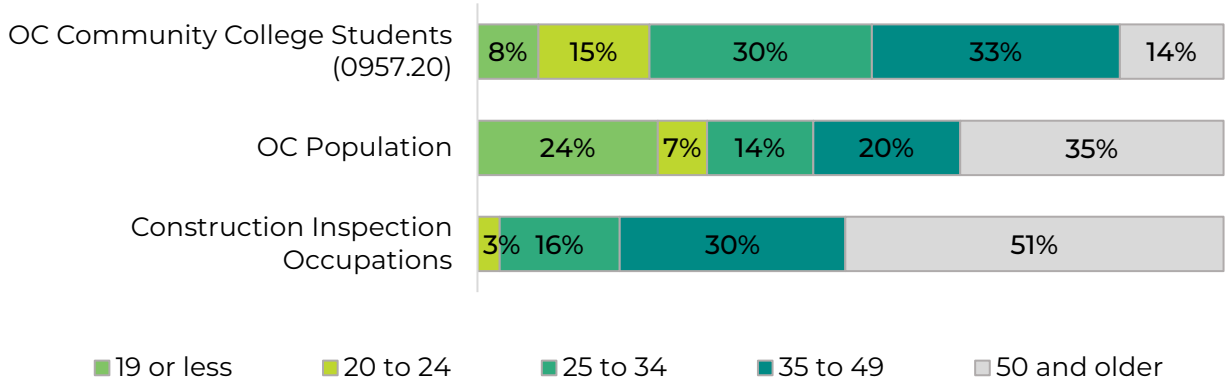
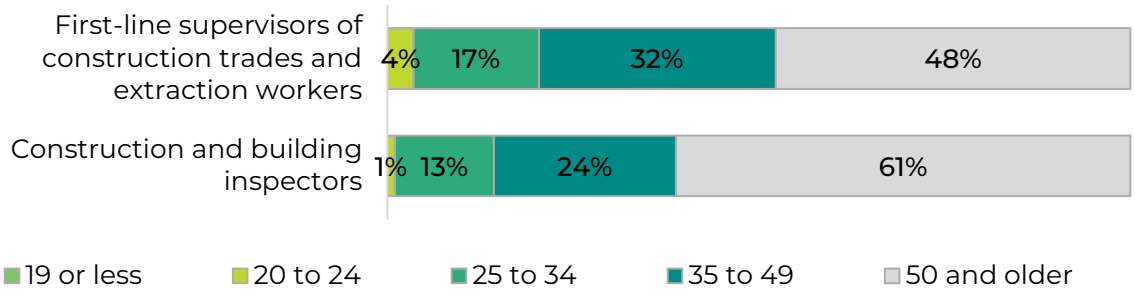


Exhibit 19 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

While accounting for the plurality of workers in both occupations, individuals over 50 are most represented in the lowest-paying occupation, *construction and building inspectors*. In contrast, the highest-paying occupation, *first-line supervisors of construction trades and extraction workers,* has greater representation for all other age groups, except for individuals 19 or less who hold no representation in either occupation. This disparity suggests that advancing into higher-paying roles is more accessible to younger workers, while becoming an inspector may require substantial experience, training, or career progression over time considering the concentration of workers over 50.

Exhibit 19: Disaggregated Age Distribution by Occupation



Sex

Exhibit 20 compares the sex of Orange County community college students enrolled in construction inspection programs, the overall Orange County population, and occupation-specific data for these construction inspection occupations.

Though the population has an even gender distribution, only 4% of the construction inspection workforce, and 25% of community college students, are women.

Exhibit 20: Program and County Demographics by Sex

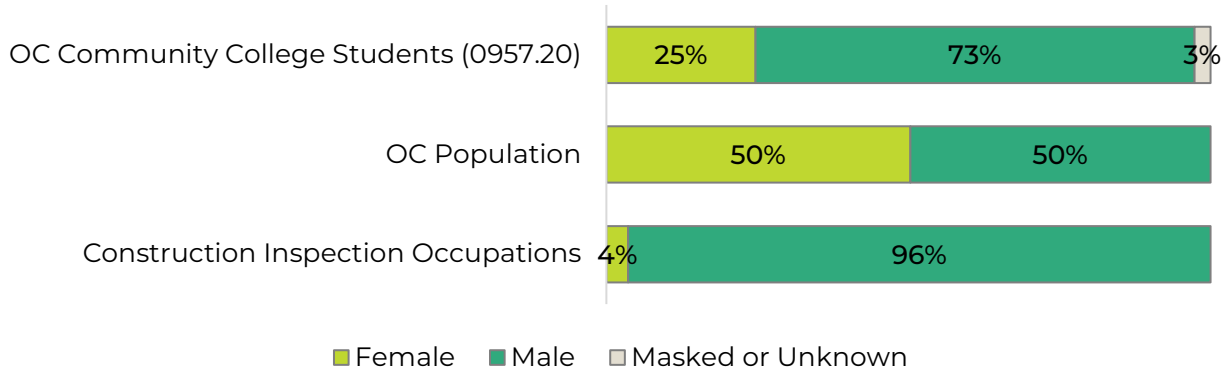
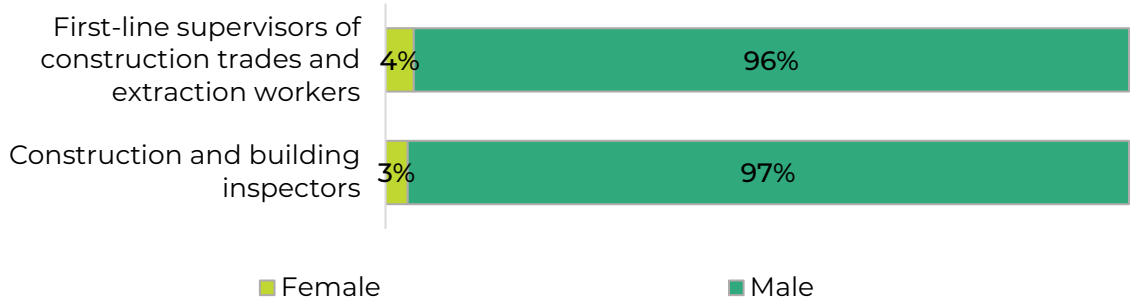


Exhibit 21 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Women are overwhelmingly underrepresented across both occupations, indicating potential barriers to access, advancement, or equitable hiring within the construction inspection field.

Exhibit 21: 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 CCCCO'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
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