

⚠ 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 829 annual job openings throughout Los Angeles and Orange counties for these audio-related occupations, which is more than the 277 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"/>
	All annual job openings for these audio-related occupations have entry-level hourly wages significantly below the OC living wage of \$27.13 .		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	All annual job openings for these middle-skill audio-related occupations typically require a postsecondary non-degree award, and 39% 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
 - *Audio and Video Technicians (27-4011)*
 - *Sound Engineering Technicians (27-4014)*

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. However, all annual job openings have entry-level wages significantly 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 the middle-skill 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
Audio and Video Technicians (27-4011)	LA: 455 OC: 69 TTL: 524	Accounted For Below	OC: \$20.06	Postsecondary non-degree award	39%
Sound Engineering Technicians (27-4014)	LA: 276 OC: 29 TTL: 305	LA: 180 OC: 96 TTL: 277	OC: \$20.75	Postsecondary non-degree award	39%
Total	829	277	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these audio-related occupations is projected to decrease 4% through 2029, equating to 829 annual job openings.
- Hourly entry-level wages for these audio-related occupations range from \$20.06 to \$20.75 in Orange County; all annual openings have entry-level wages significantly below the Self-Sufficiency Standard living wage.
- There were 878 online job postings for these audio-related occupations over the past 12 months. The most common job titles were audiovisual technicians, sound mixers, and low voltage technicians.
- The typical entry-level education for these audio-related occupations is a postsecondary non-degree award.
- About 39% 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 198 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 79 awards for these middle-skill occupations.
- In the 2022-23 academic year, Orange County community college students that exited commercial music programs had a median annual wage of \$30,408 (\$14.62 per hour) post-exit, and 17% attained the regional living wage.
- In 2021-22, 63% of Orange County commercial music 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 audio-related 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 and did not experience a rebound in growth until 2023, when the region experienced 40% growth in employment. Beginning in 2025, job levels are projected to grow at a slightly faster rate compared to the LA region, and the average of all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Audio-Related Occupations, 2019-29

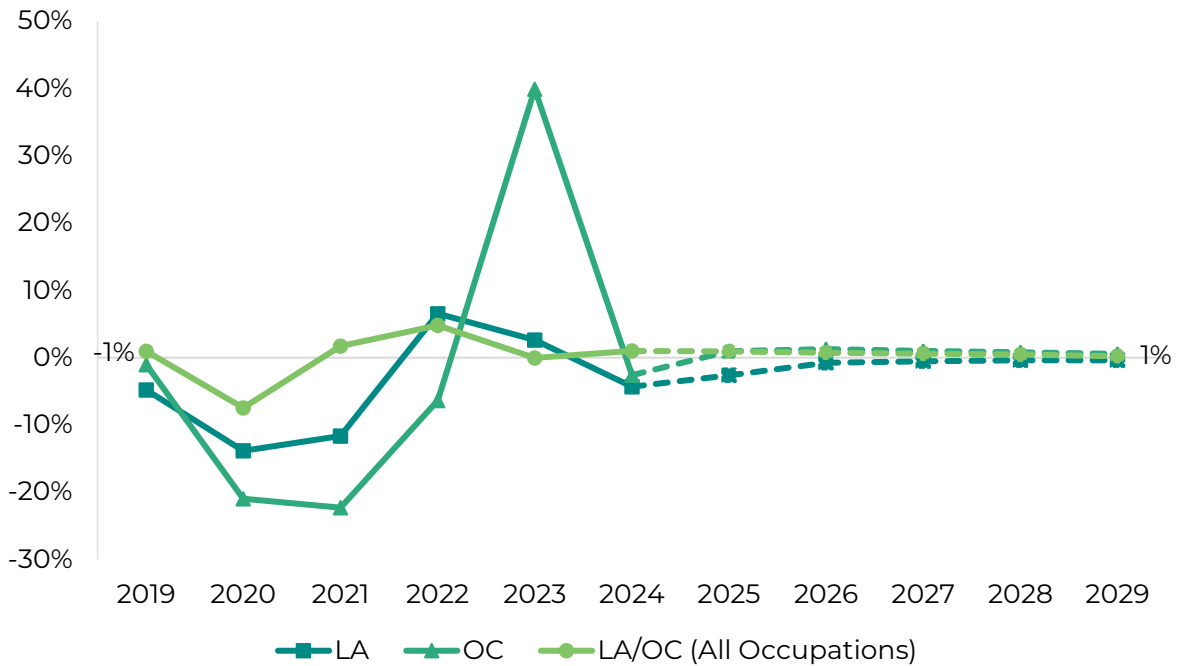


Exhibit 3 shows the five-year occupational demand projections for these middle-skill occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to decrease 4% through 2029. There is projected to be 829 available annually.

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

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	9,470	9,032	(438)	(5%)	731
Orange	1,139	1,193	54	5%	98
Total	10,609	10,224	(384)	(4%)	829

Wages

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

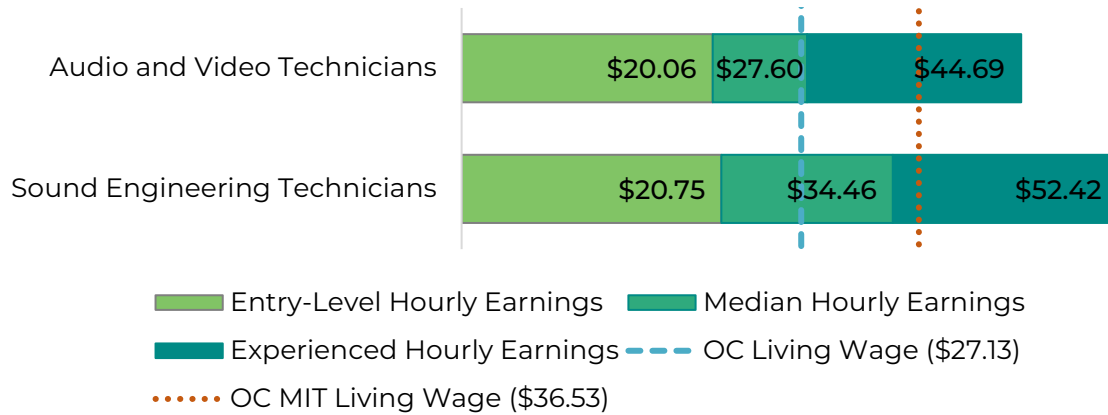
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities

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.

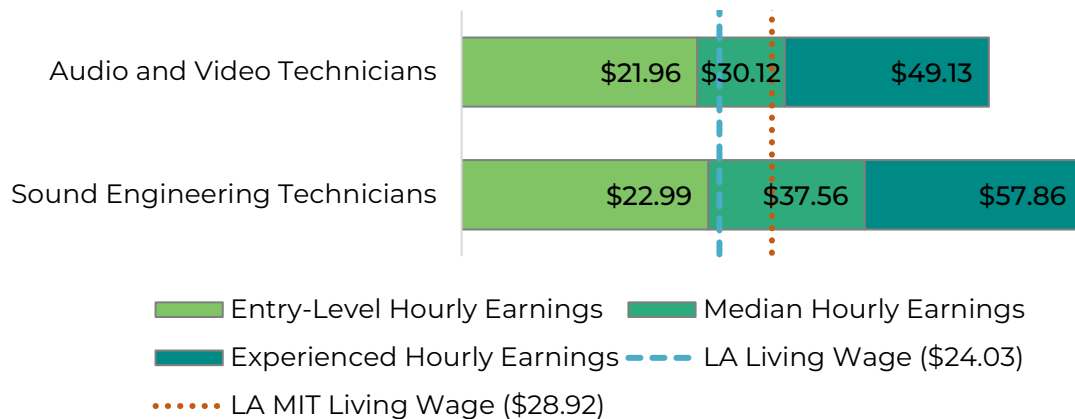
In Orange County, all annual openings for these audio-related occupations have entry-level wages significantly below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$20.06 to \$20.75. Exhibit 4 shows the wage range for each of these audio-related occupations in Orange County 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 audio-related occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$21.96 to \$22.99. Exhibit 5 shows the wage range for each of these audio-related 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 Job³. Neither of these occupations met the criteria for any of these 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
Sound Engineering Technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio and Video Technicians	<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 878 online job postings related to these audio-related occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. About two-thirds (67%) of job postings were for *audio and video technicians*.

Exhibit 7: Number of Job Postings by Occupation (n=878)

Occupation	Job Postings	Percentage of Job Postings
Audio and Video Technicians	588	67%
Sound Engineering Technicians	290	33%
Total Postings	878	100%

The top job titles for these middle-skill audio-related 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=878)

Job Titles	Job Postings	Percentage
Audiovisual Technicians	168	19%
Sound Mixers	29	3%
Low Voltage Technicians	23	3%
Sound Designers	18	2%
Audiovisual/IT Technicians	17	2%
Audio/Video Technicians	16	2%
Audio Visual Managers	16	2%
Audio Engineers	15	2%
Audiovisual Event Technicians	13	1%
Sound Recordist/recorders	12	1%

The top employers for these middle-skill audio-related 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=878)

Employer	Job Postings	Percentage of Job Postings
Encore Global	34	4%
AVI-SPL	17	2%
Five-Star Audiovisual	9	1%
Milestone Technologies	8	1%
Eos Group	7	1%

Employer	Job Postings	Percentage of Job Postings
Prialto Amplify People	6	1%
Golden Star Technology Inc (Gst)	6	1%
Eidim Group	6	1%
Meta	6	1%
TEKsystems	6	1%

The top specialized, soft, and computer skills for these middle-skill audio-related 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=878)

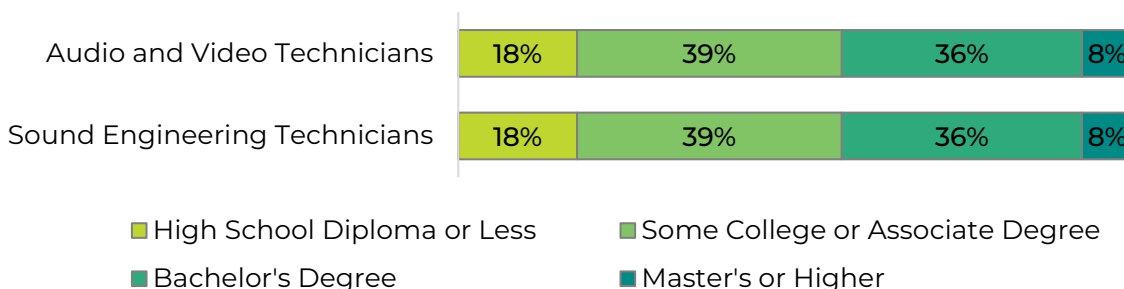
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lifting Ability (152)	Troubleshooting (Problem Solving) (377)	Zoom (Video Conferencing Tool) (68)
Crestron (A/V Systems) (127)	Communication (353)	Microsoft Teams (50)
Project Management (111)	Customer Service (202)	Microsoft Office (41)
Technical Issues (99)	Problem Solving (175)	Microsoft Outlook (37)
Low Voltage (91)	Management (162)	Microsoft Excel (36)
Electrical Wiring (86)	Operations (160)	Microsoft PowerPoint (34)
Audio-Visual Technology (75)	Detail Oriented (156)	Mac OS (31)
Control Systems (73)	Professionalism (118)	Pro Tools (26)
Audio Engineering (67)	Coordinating (88)	Cisco WebEx (24)
Workflow Management (66)	Leadership (88)	Snap One (21)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for these occupations.

The national-level educational attainment data indicates between 39% 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 audio-related occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 32% (281) of Middle-Skill Occupations Job Postings
 - 70% (196) requested a high school diploma or associate degree
 - 30% (84) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for these middle-skill audio-related 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 code:

- Commercial Music (1005.00)

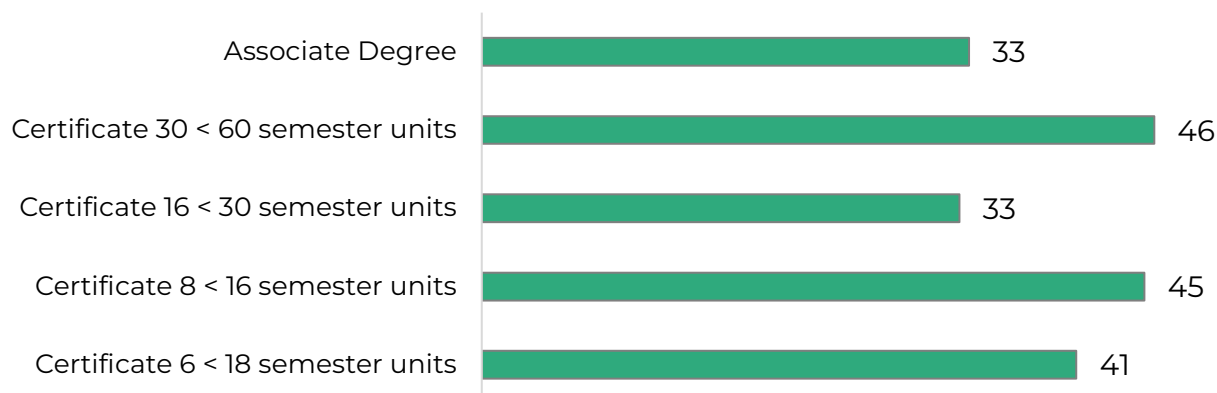
The colleges with the most completions in the region are Saddleback (64), Citrus (33), and LA City (18). Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

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
1005.00	Commercial Music	Cerritos	13	6	5	8
		Citrus	26	36	36	33
		Compton	0	1	5	2
		East LA	0	6	2	3
		LA City	25	11	19	18
		LA Harbor	7	4	2	4
		LA Pierce	0	1	0	0
		LA Valley	18	12	12	14
		Long Beach	0	0	1	0
		Pasadena	0	3	18	7
		Rio Hondo	1	8	27	12
		LA Subtotal	90	88	127	102
		Cypress	12	11	23	15
		Fullerton	7	2	15	8
		Irvine	0	0	1	0
		Orange Coast	1	0	8	3
		Saddleback	95	45	52	64
		Santa Ana	7	6	4	6
		OC Subtotal	122	64	103	96
		Supply Subtotal/Average			212	152
Supply Total/Average			212	152	230	198

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 less than 60 semester units, followed by certificates between 8 and 16 semester units.

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



Community College Student Outcomes

Exhibit 19 shows the Strong Workforce Program (SWP) metrics for commercial music programs South Orange County Community College District (SOCCCD), the Orange County Region, and California. Of the 981 Orange County commercial music students in the 2023-24 academic year, 19% (220) attended a SOCCCD college.

SOCCCD students that exited commercial music programs in the 2022-23 academic year had higher median annual earnings (\$43,768 or \$21.04 per hour) compared to all commercial music students in Orange County (\$30,408 or \$14.62 per hour). A higher percentage of SOCCCD commercial music students attained the living wage (34%) when compared to all commercial music students in Orange County (17%).

Exhibit 14: Commercial Music (1005.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	SOCCCD	OC Region	California
SWP Students	220	981	8,914
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	19%	20%	22%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	89%	Insufficient Data
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	21	54	365
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	11	43	426
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	63%	59%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$43,768 (\$21.04)	\$30,408 (\$14.62)	\$30,440 (\$14.63)
Median Change in Earnings for SWP Exiting Students (2022-23)	38%	44%	27%
SWP Exiting Students Who Attained the Living Wage (2022-23)	34%	17%	24%

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

Non-Community College Supply

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

- Recording Arts Technology/Technician (10.0203)

No awards were conferred under the related CIP codes:

- Communications Technology/Technician (10.0105)
- Audio Engineering Technology/Technician (15.0307)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 79 awards annually in related programs.

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
10.0203	Recording Arts Technology/Technician	California College of ASU	21	3	0	8
		California State University-Dominguez Hills	2	9	27	13
		Loyola Marymount University	12	13	11	12
		Mount Saint Mary's University	0	0	0	0
		Musicians Institute	48	31	59	46
Supply Subtotal/Average			83	56	97	79
Supply Total/Average			83	56	97	79

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 commercial music programs, the overall Orange County population, and occupation-specific data for the four audio-related occupations included in this report.

Hispanic or Latino and Asian workers are almost half as represented in audio-related occupations (46% and 15%, respectively) compared to their shares of community college commercial music enrollments (27% and 8%). In contrast, white individuals make up just over a fourth (26%) of commercial music students and over half (60%) of the workforce, indicating a potential disconnect between training pipelines and employment outcomes. Notably, there are no reported Black or African American live sound workers.

Exhibit 16: Program and County Demographics by Ethnicity

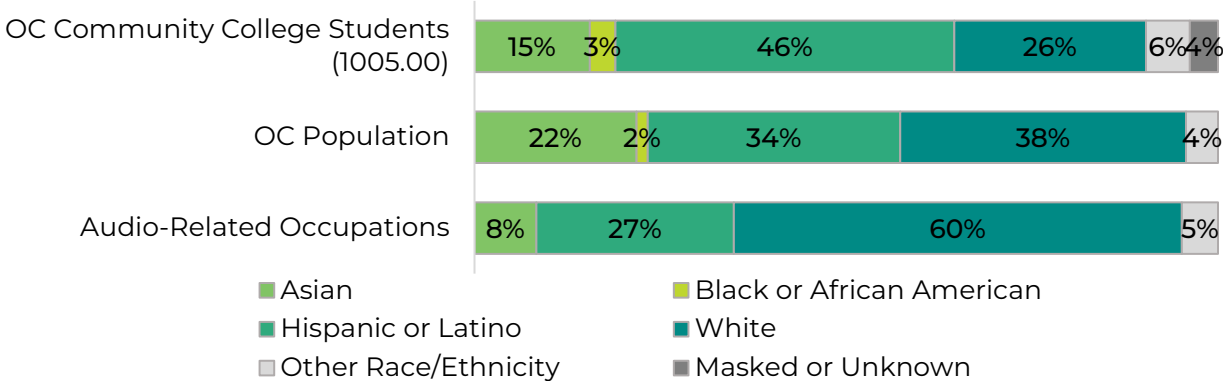
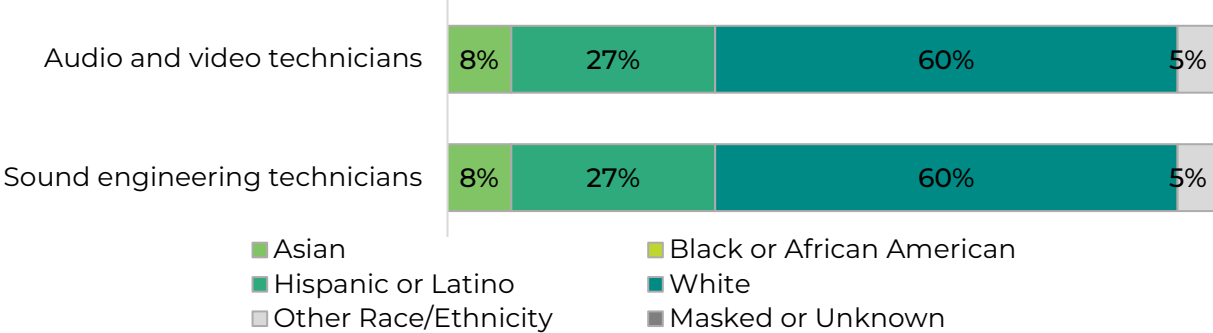


Exhibit 17 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Asian and Black or African American individuals are underrepresented in both of these audio-related occupations, with no representation for African American individuals.

Exhibit 17: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 18 compares the age of Orange County community college students enrolled in commercial music programs, the overall Orange County population, and occupation-specific data for the four audio-related occupations included in this report.

Community college students enrolled in these programs skew younger, with 72% under the age of 25, compared to just 12% of the audio-related workforce. In contrast, 52% 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

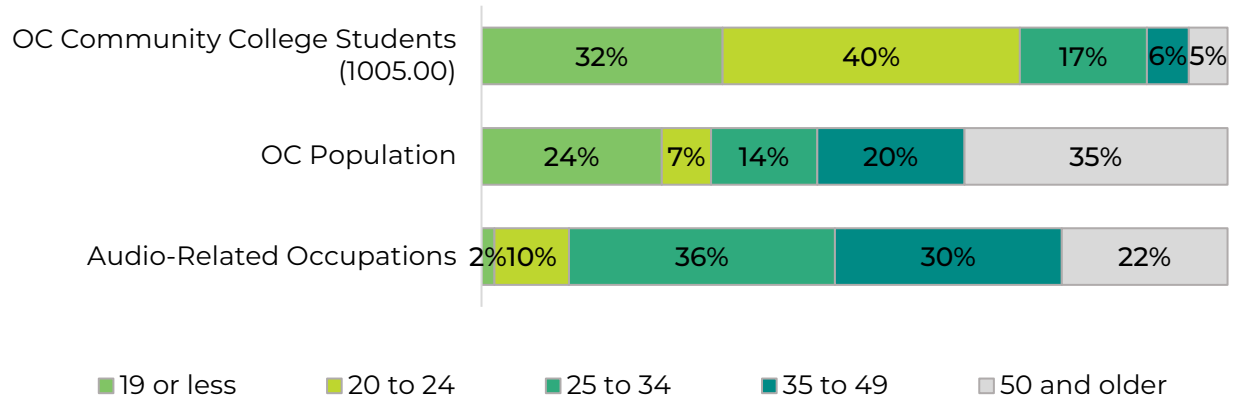
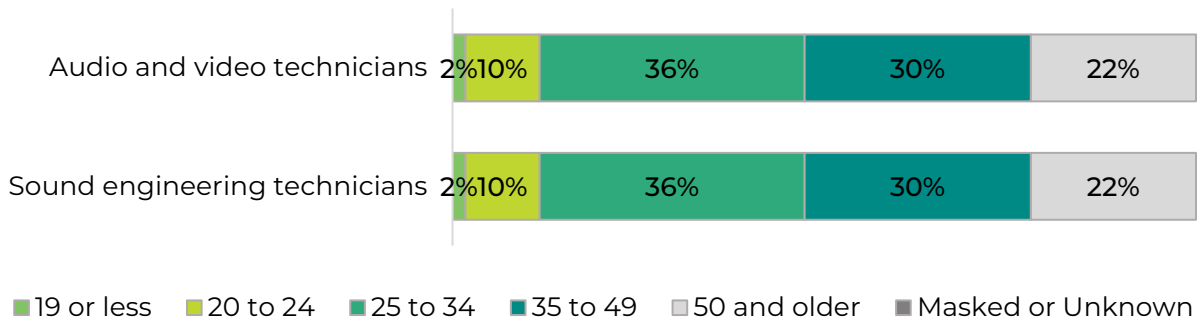


Exhibit 24 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Two-thirds (66%) of the audio-related workforce for both occupations are between the ages of 25 and 49 years of age, with only 12% under the age of 24.

Exhibit 19: Disaggregated Age Distribution by Occupation



Sex

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

Though the population has an even gender distribution, only 13% of this workforce, and 29% of community college students, are women.

Exhibit 20: Program and County Demographics by Sex

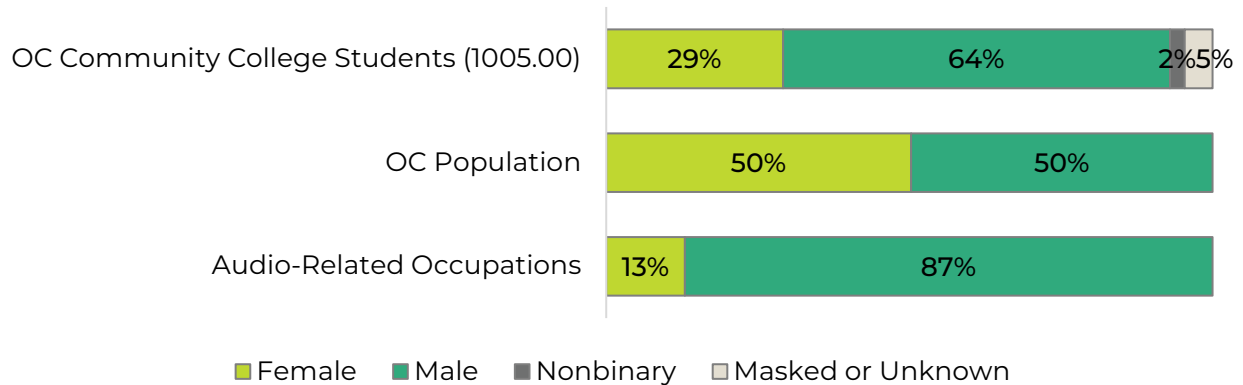
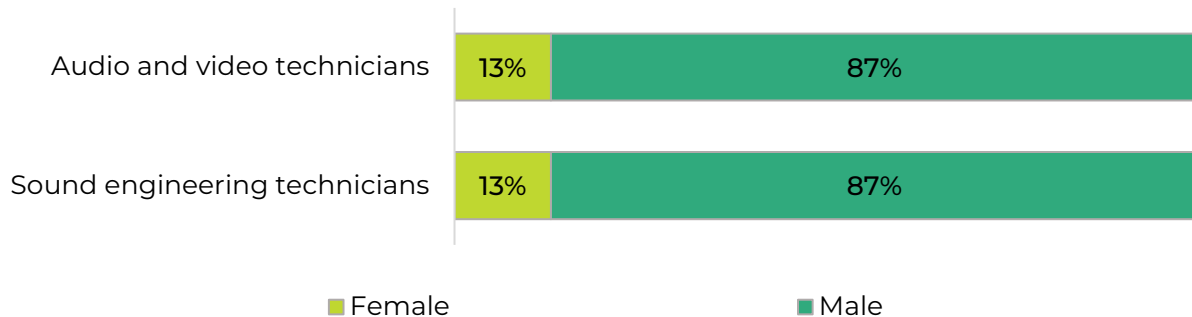


Exhibit 21 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Men make up the vast majority of workers in both of these occupations.

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	<p>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.</p> <p>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.</p>
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	<p>The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The 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	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

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

Jesse Crete, Ed. D., Regional Director

crete_jesse@rscdd.edu

May 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY