



⚠ 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 745 annual job openings throughout Los Angeles and Orange counties for <i>healthcare support workers, all other</i> , which is more than the 254 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"/>
	Typical entry-level wages for healthcare support workers, all other are \$22.24, which is below the OC living wage of \$27.13.		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	<i>Healthcare support workers, all other</i> typically require a high school diploma 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 one occupation:

- Middle-Skill
 - *Healthcare Support Workers, All Other (31-9099)*

Based on the available data, there appears to be a supply gap for *healthcare support workers, all other*, and typical education requirements for these occupations align with a community college education. However, entry-level wages are 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
Healthcare Support Workers, All Other (31-9099)	LA: 550 OC: 195	LA: 130 OC: 124	OC: \$22.24	High school diploma or equivalent	42%
Total	745	254	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these lactation education occupations is projected to increase 5% through 2029, equating to 745 annual job openings.
- Hourly entry-level wages for *healthcare support workers, all other* are \$22.24 in Orange County, which is below the Self-Sufficiency Standard living wage.
- There were 1,108 online job postings for *healthcare support workers, all other* over the past 12 months. The highest number of postings were for speech language pathologists, speech language pathologist assistants, and endoscopy technicians.
- The typical entry-level education for *healthcare support workers, all other* is a high school diploma or equivalent.
- Approximately 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 254 awards were conferred by 6 community colleges for the middle-skill occupation in Los Angeles and Orange counties.
 - Community colleges conferred an average of 580 awards applicable towards the above middle-skill occupation.
- From 2020 to 2023, no awards were conferred by non-community college institutions for the middle-skill occupation.
 - Non-community colleges conferred an average of 4 awards applicable towards the above middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited other health occupations programs had a median annual wage of \$34,252 (\$16.47 per hour) post-exit, and 25% attained the regional living wage.
- In 2021-22, 63% of Orange County other health occupations students that exited their programs reported working a job closely related to their field of study.

Above Middle-Skill Occupations

Although the endorsement summary is based on occupations attainable at the community college level, including related above middle-skill occupations can help illustrate potential career pathways and emerging labor market trends. Since the related program may serve as a stepping-stone toward further education and training, the following above middle-skill occupation, which requires a bachelor's degree or higher, is included in this report:

- Above Middle-Skill – denoted with a caret (^) throughout this report.
 - *Health Education Specialists (21-1091)*[^]

Exhibit 2 lists the occupational demand, supply, typical entry-level education, and educational attainment for the above middle-skill occupations included in this report.

Exhibit 2: Labor Market Summary for Above Middle-Skill Occupation

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Health Education Specialists (21-1091) [^]	LA: 489 OC: 147	LA: 348 OC: 236	OC: \$22.76	Bachelor's degree	25%
Total	636	584	N/A	N/A	N/A

Demand Occupational Projections

Exhibit 3 shows the annual percentage change in jobs for these lactation education 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 with a notable 21% spike in 2021. Beginning in 2025, job levels are projected to grow at a faster rate than all occupations through 2029.

Exhibit 3: Annual Percentage Change in Jobs for Lactation Education Occupations, 2019-2029

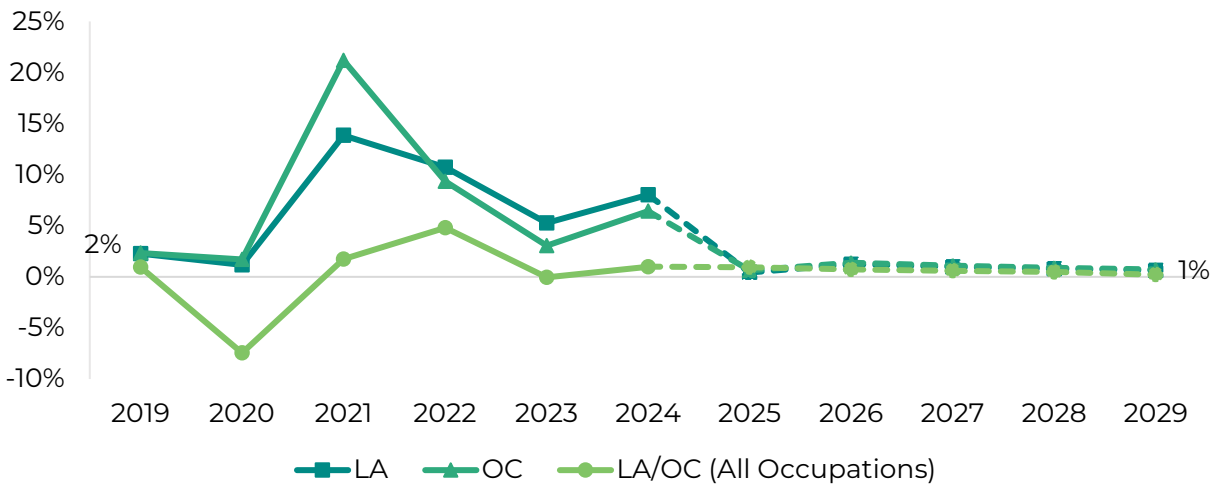


Exhibit 4 shows the five-year occupational demand projections for *healthcare support workers, all other*. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 5% through 2029. There is projected to be 745 available annually.

Exhibit 4: 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	3,971	4,171	199	5%	550
Orange	1,392	1,468	76	5%	195
Total	5,363	5,639	276	5%	745

Exhibit 5 shows the five-year occupational demand projections for *health education specialists*^Δ. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 3% through 2029. There is projected to be 636 available annually.

Exhibit 5: 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	4,416	4,559	143	3%	489
Orange	1,302	1,355	53	4%	147
Total	3,021	3,222	201	7%	375

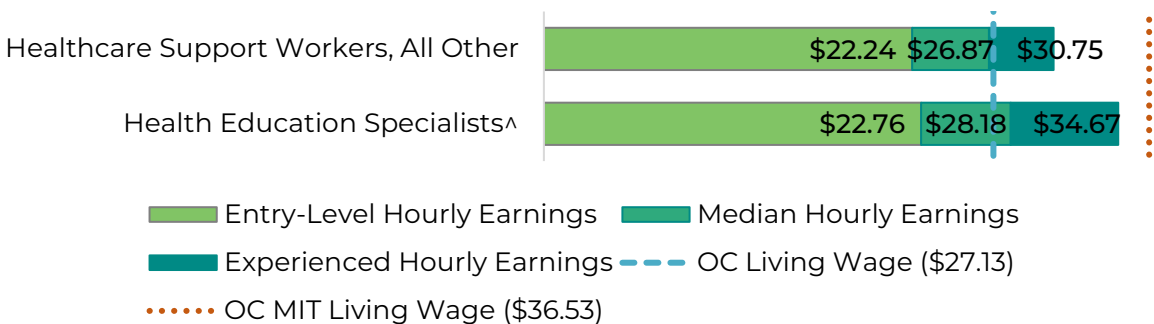
Wages

The labor market endorsement in this report considers the entry-level hourly wages for these lactation education 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, entry-level wages for *healthcare support workers, all other* are \$22.24, which is below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 6 shows the wage range for each of these lactation education occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

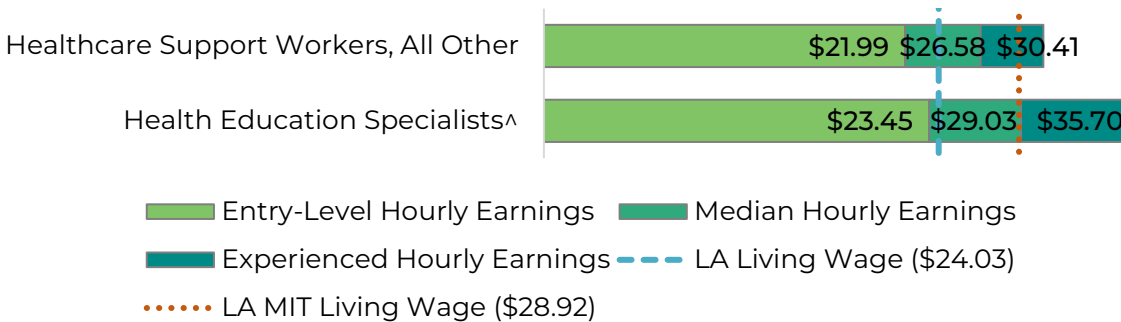
Exhibit 6: Wages by Occupation in Orange County



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.

In Los Angeles County, entry-level wages for *healthcare support workers, all other* are \$21.99, which is below the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 7 shows the wage range for each of these lactation education occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Los Angeles County



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

Exhibit 8 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. None of these occupations met the criteria for these designations.

Exhibit 8: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Health Education Specialists [^]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Healthcare Support Workers, All Other	<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.*

This section provides three job posting analyses to provide a comprehensive assessment of regional demand for the proposed program. The first analysis examines all job postings for *healthcare support workers, all other*, the second focuses on *health education specialists[^]*, and the third explores job postings related to International Board Certified Lactation Consultant (IBCLC).

Please note, job postings do not equate to labor market demand. Rather, they provide insights for program development, such as which employers are hiring and the skills they look for from candidates.

There were 2,065 online job postings related to these lactation education occupations listed in the past 12 months. Exhibit 9 shows the number of job postings by occupation. Over 50% of job postings were for *healthcare support workers, all other*.

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 9: Number of Job Postings by Occupation (n=2,065)

Occupation	Job Postings	Percentage of Job Postings
Healthcare Support Workers, All Other	1,108	54%
Health Education Specialists^	957	46%
Total Postings	2,065	100%

Job Postings for Middle-Skill Occupation

The top job titles for *healthcare support workers, all other* in the region, by number of job postings, are shown in Exhibit 10.

Exhibit 10: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=1,108)

Job Titles	Job Postings	Percentage
Speech Language Pathologists	338	31%
Speech Language Pathologist Assistants	209	19%
Endoscopy Technicians	92	8%
School Speech Language Pathologist Assistants	69	6%
Speech Therapy Assistants	55	5%
School Speech Language Pathologists	41	4%
GI Technicians	36	3%
Endoscopic Specialists	28	3%
Certified Speech Language Pathologists	18	2%
Endo/GI Travel Registered Nurses	17	2%

The top employers for *healthcare support workers, all other* in the region, by number of job postings, are shown in Exhibit 11.

Exhibit 11: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=1,108)

Employer	Job Postings	Percentage of Job Postings
Soliant Health	188	17%
ProCare Therapy	83	7%
Speech Improvement Center	39	4%
Sunbelt Staffing	37	3%
Providence	29	3%
Stepping Stones	28	3%
CompHealth	27	2%
University of California	26	2%
Amergis	20	2%
Blazerjobs	19	2%

The top specialized, soft, and computer skills for *healthcare support workers, all other* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 12.

Exhibit 12: Top Skills by Number of Job Postings for Middle-Skill Occupation (n=1,108)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Speech-Language Pathology (821)	Communication (561)	Microsoft Office (16)
Treatment Planning (277)	Interpersonal Communications (157)	Microsoft Excel (10)
Speech Therapy (204)	Organizational Skills (88)	Epic EMR (8)
Endoscopy (181)	Multilingualism (87)	Microsoft Outlook (8)
Pathology (171)	Record Keeping (78)	Proprietary Software (8)
Individualized Education Programs (IEP) (137)	Confidentiality (64)	Microsoft PowerPoint (6)
Pediatrics (130)	Clerical Works (57)	Oracle Health EHR (5)
Language Development (103)	Spanish Language (57)	R (Programming Language) (5)
Communication Disorders (93)	Customer Service (52)	Google Workspace (4)
Augmentative And Alternative Communications (85)	English Language (52)	Microsoft Word (3)

Job Postings for Above Middle-Skill Occupation

The top job titles for *health education specialists*¹ in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 13: Top Job Titles by Number of Job Postings for Above Middle-Skill Occupation (n=957)

Job Titles	Job Postings	Percentage
Lactation Consultants	118	12%
Health Educators	64	7%
CPR/BLS Instructors	35	4%
Health Coaches	34	4%
AHA Instructors	30	3%
CPR and First Aid Instructors	25	3%
Peer Recovery Coaches	25	3%
Diabetes Educators	23	2%
Life Skills Coaches	23	2%
CPR Instructors	22	2%

The top employers for *health education specialists*[^] in the region, by number of job postings, are shown in Exhibit 14.

Exhibit 14: Top Employers by Number of Job Postings for Above Middle-Skill Occupation (n=957)

Employer	Job Postings	Percentage of Job Postings
Kaiser Permanente	123	13%
Gosvea	33	3%
Telecare	29	3%
Providence	25	3%
University of California	18	2%
America Usjedu Group	17	2%
Safe Heart CPR	16	2%
YMCA	15	2%
Future Transitions	12	1%
National Eagle Security	11	1%

The top specialized, soft, and computer skills for *health education specialists*[^] listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 15.

Exhibit 15: Top Skills by Number of Job Postings for Above Middle-Skill Occupation (n=957)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Cardiopulmonary Resuscitation (CPR) (223)	Communication (367)	Microsoft Excel (142)
Nursing (171)	Teaching (260)	Microsoft PowerPoint (134)
Adult Education (164)	Customer Service (231)	Microsoft Office (24)
Health Education (155)	Microsoft Excel (142)	Microsoft Word (22)
Postpartum Care (117)	Microsoft PowerPoint (134)	Microsoft Outlook (21)
Mental Health (94)	Interpersonal Communications (124)	Zoom (Video Conferencing Tool) (15)
Target Audience (84)	Management (112)	Spreadsheets (12)
Community Health (72)	Confidentiality (102)	Microsoft SharePoint (7)
First Aid (72)	Planning (101)	Document-Oriented Databases (5)
Lesson Planning (71)	Computer Literacy (96)	Epic EMR (5)

Job Postings for International Board Certified Lactation Consultant (IBCLC)

There were 281 online job postings for International Board Certified Lactation Consultant (IBCLC) in the past 12 months. The top occupations for IBCLC in the region, by number of job postings, are shown in Exhibit 16.

Exhibit 16: Top Occupations by Number of Job Postings for International Board Certified Lactation Consultant (IBCLC) (n=281)

Job Titles	Job Postings	Percentage
Health Education Specialists (21-1091) [^]	155	55%
Registered Nurses (29-1141)	52	19%
Dietitians and Nutritionists (29-1031) [^]	29	10%

Job Titles	Job Postings	Percentage
Child, Family, and School Social Workers (21-1021)^	12	4%
Medical and Health Services Managers (11-9111)^	5	2%
Obstetricians and Gynecologists (29-1218)^	5	2%
Managers, All Other (11-9199)^	4	1%
Educational, Guidance, and Career Counselors and Advisors (21-1012)^	3	1%
Physicians, All Other (29-1229)^	3	1%
Network and Computer Systems Administrators (15-1244)	2	1%

The top job titles for IBCLC in the region, by number of job postings, are shown in Exhibit 17.

Exhibit 17: Top Job Titles by Number of Job Postings for IBCLC (n=281)

Job Titles	Job Postings	Percentage
Lactation Consultants	101	47%
Health Educators	18	8%
Registered Dietitians	9	4%
Lactation Specialists	8	4%
Dietitians	7	3%
Registered Nurses IBCLC	5	2%
Certified Lactation Counselors	5	2%
Lifestyle Educators	4	2%
Mother-Baby Registered Nurses	4	2%
Parent Coaches	4	2%

Approximately 33% (94) job postings listed an advertised salary. The advertised salary for IBCLC in the region are shown in Exhibit 18.

Exhibit 18: Top Occupations by Number of Job Postings for IBCLC (n=94)

Job Titles	Job Postings	Percentage
\$43,000-\$59,999	12	13%
\$60,000-\$72,999	3	3%
\$73,000-\$85,999	4	4%
\$86,000-\$98,999	13	14%
\$99,000-\$111,999	6	6%
\$112,000-\$124,999	9	10%
\$125,000-\$137,999	4	4%
\$138,000-\$150,999	19	20%
\$151,000-\$163,999	10	11%
\$164,000-\$176,999	6	6%

The top employers for IBCLC in the region, by number of job postings, are shown in Exhibit 19.

Exhibit 19: Top Employers by Number of Job Postings for IBCLC (n=281)

Employer	Job Postings	Percentage of Job Postings
Kaiser Permanente	128	59%
Hoag Health System	8	4%
PIH Health	6	3%
Antelope Valley Partners For Health	6	3%
Childrens Hospital Los Angeles	5	2%

Employer	Job Postings	Percentage of Job Postings
Children's Health Orange County	5	2%
Ahmc Healthcare	3	1%
St. Francis Medical Center	3	1%
Adventist Health	3	1%
Shields For Families	3	1%

The top specialized, soft, and computer skills for IBCLC listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 20.

Exhibit 20: Top Skills by Number of Job Postings for IBCLC (n=281)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Adult Education (133)	Customer Service (107)	Microsoft Excel (92)
Nursing (116)	Microsoft Excel (92)	Microsoft PowerPoint (88)
Postpartum Care (107)	Teaching (89)	Zoom (Video Conferencing Tool) (6)
Cardiopulmonary Resuscitation (CPR) (95)	Microsoft PowerPoint (88)	Epic EMR (5)
Target Audience (81)	Confidentiality (80)	Microsoft Word (3)
Registration (63)	Communication (75)	Microsoft Outlook (2)
Protected Health Information (53)	Ethical Standards And Conduct (73)	Microsoft SharePoint (2)
Trade Secrets (52)	Honesty (65)	Canva (Software) (1)
Pediatrics (45)	Management (53)	Clinic Management Systems (1)
Health Education (39)	Computer Literacy (52)	Google Workspace (1)

The top qualifications for IBCLC in the region, by number of job postings, are shown in Exhibit 21.

Exhibit 21: Top Qualifications by Number of Job Postings for IBCLC (n=281)

Employer	Job Postings	Percentage of Job Postings
International Board Certified Lactation Consultant (IBCLC)	212	75%
Basic Life Support (BLS) Certification	126	45%
Board Certified/Board Eligible	123	44%
Pediatric Advanced Life Support (PALS)	92	33%
Registered Nurse (RN)	88	31%
Neonatal Resuscitation Program Certification (NRP)	44	16%
Certified Diabetes Care and Education Specialist (CDCES)	38	14%
Registered Dietitian (RD/RDN)	36	13%
Certified Nutrition Support Dietitian	34	12%
Board Certified Specialist In Renal Nutrition	32	11%

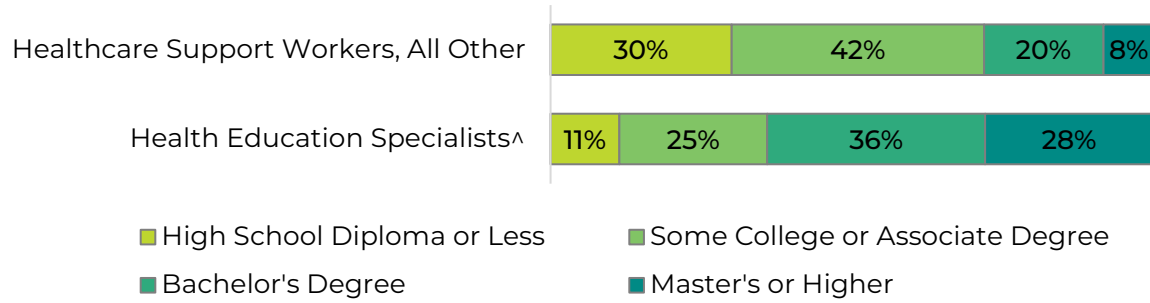
Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent for *healthcare support workers, all other*, and bachelor's degree for *health education specialists*⁴.

The national-level educational attainment data indicates between 25% and 42% of workers in the field have completed some college or an associate degree as their highest level of

education. Exhibit 22 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 22: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

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

- 48% (532) of Middle-Skill Job Postings
 - 46% (245) requested a high school diploma or associate degree.
 - 50% (268) requested a bachelor's degree.
- 58% (554) of Above Middle-Skill Job Postings
 - 58% (324) requested a high school diploma or associate degree.
 - 32% (178) requested a bachelor's degree.
- 68% (192) of International Board Certified Lactation Consultant (IBCLC) Job Postings
 - 62% (119) requested a high school diploma or associate degree
 - 19% (36) requested a bachelor's degree

Educational Supply

The following supply tables display the total supply for these middle-skill lactation education occupations that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 23 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Health Occupations, General (1201.00)
- Other Health Occupations (1299.00)

The colleges with the most completions in the region are Saddleback (217), followed by Santiago Canyon (87), and LA City (87). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

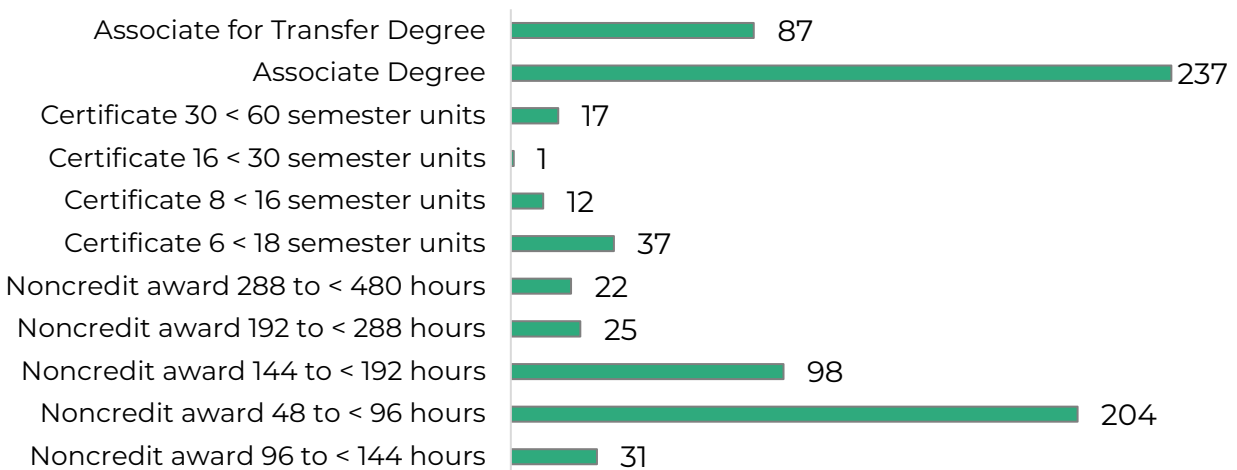
Exhibit 23: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1201.00	Health Occupations, General	Cerritos	0	1	1	1
		Citrus	6	1	1	3
		East LA	44	45	51	47
		LA City	55	104	101	87
		LA Mission	20	7	26	18
		LA Trade	2	14	3	6
		Long Beach	16	15	27	19
		Mt San Antonio	8	11	12	10
		Pasadena	66	42	38	49
		Santa Monica	0	22	75	32
		West LA	6	111	94	70
		LA Southwest	4	3	2	3
		Cerritos	0	1	1	1
		Citrus	6	1	1	3
		East LA	44	45	51	47
		LA City	55	104	101	87
		LA Mission	20	7	26	18
		LA Trade	2	14	3	6
		Long Beach	16	15	27	19
		Mt San Antonio	8	11	12	10
		Pasadena	66	42	38	49
		Santa Monica	0	22	75	32
		West LA	6	111	94	70
		LA Southwest	4	3	2	3

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		LA Subtotal	227	376	431	345
		Coastline	0	0	1	0
		Cypress	16	6	12	11
		Golden West	0	0	4	1
		Irvine	1	3	0	1
		Orange Coast	2	3	2	2
		Saddleback	229	206	215	217
		Santa Ana	0	3	2	2
		OC Subtotal	248	221	236	235
Supply Subtotal/Average			475	597	667	580
1299.00	Other Health Occupations	East LA	38	20	1	20
		Mt San Antonio	35	72	56	54
		LA Southwest	85	43	40	56
		LA Subtotal	158	135	97	130
		North Orange Adult	25	9	22	19
		Orange Coast	35	0	20	18
		Santiago Canyon	61	56	145	87
		OC Subtotal	121	65	187	124
Supply Subtotal/Average			279	200	284	254
Supply Total/Average			754	797	951	834

Exhibit 24 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate degree, followed by noncredit award 48 to to 96 hours and noncredit award 144 to to 192 hours.

Exhibit 24: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 25 shows the Strong Workforce Program (SWP) metrics for other health occupations programs in Rancho Santiago Community College District (RSCCD), the Orange County Region, and California. Of the 2,123 Orange County other health occupations students in the 2023-24 academic year, 18% (379) attended an RSCCD college.

RSCCD students that exited other health occupations programs in the 2022-23 academic year had lower median annual earnings (\$29,192 or \$14.03 per hour) compared to all other health occupations students in Orange County (\$34,252 or \$16.47 per hour). A higher percentage of RSCCD other health occupations students attained the living wage (27%) when compared to all other health occupations students in Orange County (22%).

Exhibit 25: Other Health Occupations (1299.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	RSCCD	OC Region	California
SWP Students	379	2,123	6,290
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	17%	18%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	67%	69%	84%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	144	186	327
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	0	44	184
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	63%	71%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$29,192 (\$14.03)	\$34,252 (\$16.47)	\$38,362 (\$18.44)
Median Change in Earnings for SWP Exiting Students (2022-23)	27%	22%	27%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	25%	36%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering other health occupations programs. Exhibit 26 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes: Health and Wellness, General (52.1501). However, there were no awards for Lactation Consultant (51.0815).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 4 awards annually in related program.

Exhibit 26: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.0001	Health and Wellness, General	Biola University	3	5	3	4
		Touro University Worldwide	0	0	2	1
Supply Total/Average			3	5	5	4

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 27 compares the ethnicity of Orange County community college students enrolled in other health occupations programs, the overall Orange County population, and occupation-specific data for the four lactation education occupations included in this report.

Hispanic or Latino individuals maintain the highest representation among both students (62%) and workers (46%), though the significant decrease between these groups suggests potential disconnect in the transition from education to employment. Conversely, White individuals represent only 12% of students but 30% of the workforce, indicating they may utilize alternative entry pathways into the field.

Exhibit 27: Program and County Demographics by Ethnicity

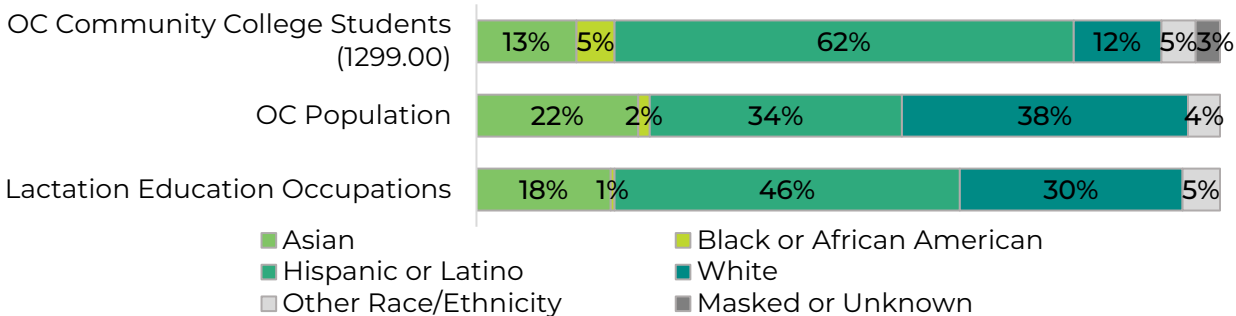
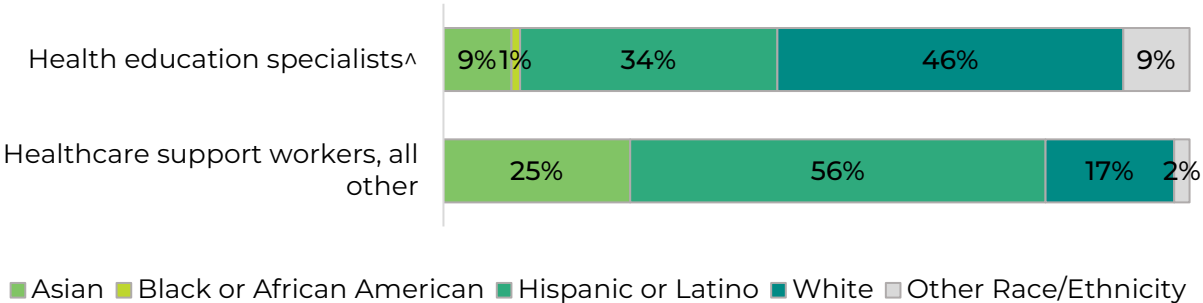


Exhibit 28 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Over half (56%) of *healthcare support workers, all other* comprise of Hispanic or Latino workers, which is a higher proportion than *health education specialist*^ (34%). In contrast, white workers account for nearly half (46%) of *health education specialist*^ which is more than *healthcare support workers, all other* (17%). *Health education specialists*^ have higher education requirements and entry-level wages of the two occupations.

Exhibit 28: Disaggregated Ethnic Distribution by Occupation

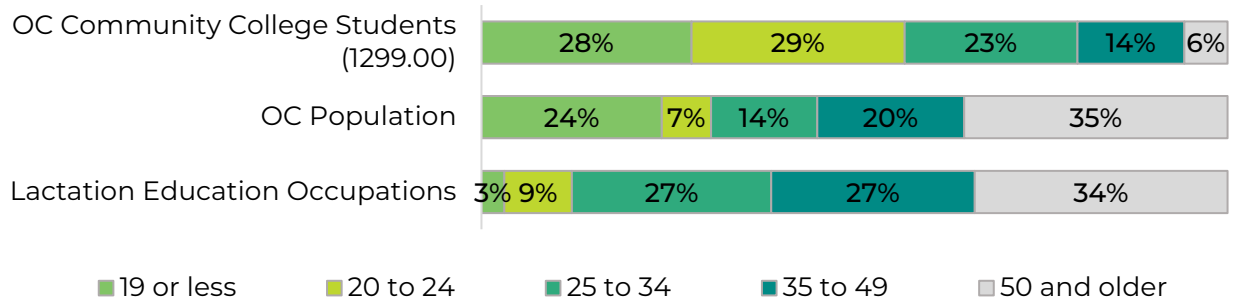


Age

Exhibit 29 compares the age of Orange County community college students enrolled in other health occupations programs, the overall Orange County population, and occupation-specific data for the four lactation education occupations included in this report.

The majority (57%) of students are aged 24 and younger, a figure nearly five times higher than that age group's representation in the workforce (12%). Conversely, the workforce is heavily concentrated among individuals aged 25 and older, suggesting that significant experience or prior training is often required before entering these occupations.

Exhibit 29: Program and County Demographics by Age

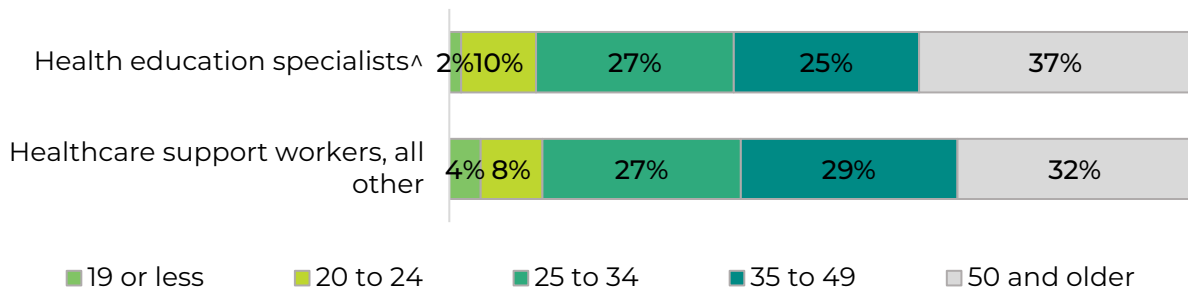


Both occupations show a similar trend in age demographics, where the concentration of individuals is primarily 25 and older; this suggests that significant experience or prior training may be required for entry.

Exhibit 30 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Both occupations show a similar trend in age demographics, where the concentration of individuals is primarily 25 and older; this suggests that significant experience or prior training may be required for entry.

Exhibit 30: Disaggregated Age Distribution by Occupation



Sex

Though the population is split evenly between women and men, men only comprise of 18% of students and 29% of the workforce.

Exhibit 31 compares the sex of Orange County community college students enrolled in other health occupations programs, the overall Orange County population, and occupation-specific data for these lactation education occupations.

Though the population is split evenly between women and men, men only comprise of 18% of students and 29% of the workforce.

Exhibit 31: Program and County Demographics by Sex

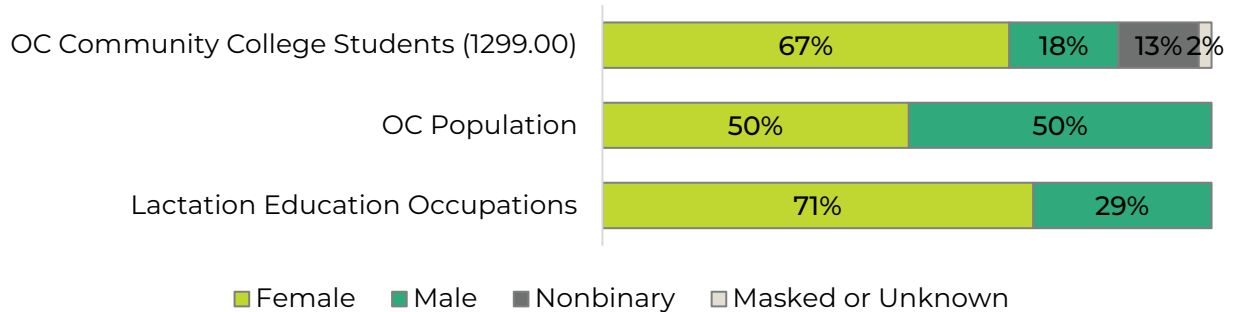
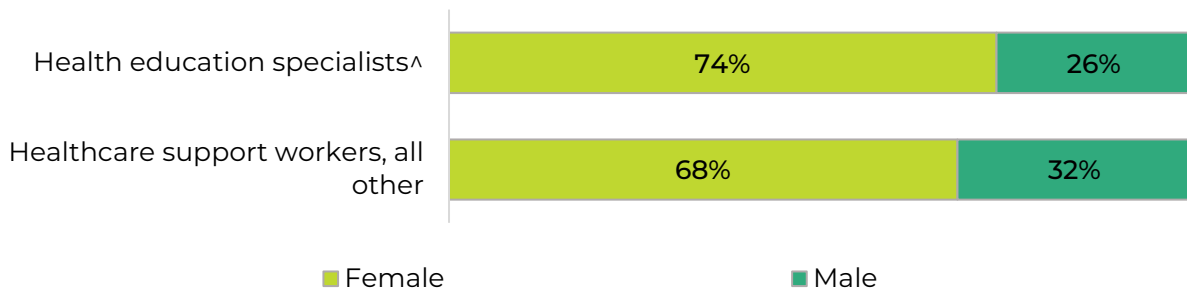


Exhibit 32 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Both occupations are predominantly held by women.

Exhibit 32: 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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