

The Orange County Center of Excellence for Labor Market Research prepared this report to identify the occupations that most frequently request First Aid and/or CPR training by examining job postings related to these specific skills within the public services sector across Los Angeles County and Orange County. The proposed noncredit program will not be adding additional supply to the workforce on its own, rather it will support existing public services programs where First Aid and/or CPR training is a requirement of employment.

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.*

In the past 12 months, there were 3,917 online job postings identified using keywords related to “first aid” and “CPR”, along with general terms including nurses, law enforcement, paramedics, and firefighters.. Exhibit 7 shows the number of job postings by occupation. Over 32% of job postings were for *registered nurses*.

Exhibit 1: Number of Job Postings by Occupation (n=3,917)

Occupation	Job Postings	Percentage of Job Postings
Registered Nurses	1,256	32%
Licensed Practical and Licensed Vocational Nurses	335	9%
Home Health and Personal Care Aides	224	6%
Medical and Health Services Managers	189	5%
Nursing Assistants	175	4%
Psychiatric Technicians	115	3%
Police and Sheriff's Patrol Officers	108	3%
Health Technologists and Technicians, All Other	104	3%
Teaching Assistants, Except Postsecondary	83	2%
Medical Assistants	80	2%
Total Postings	3,917	100%

The top job titles for these middle-skill first aid/CPR occupations in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 2: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=3,917)

Job Titles	Job Postings	Percentage
Licensed Vocational Nurses	312	8%
Registered Nurses	144	4%
Licensed Practical Nurses/Licensed Vocational Nurses	98	3%
School Nurses	87	2%
Medical Assistants	63	2%

Job Titles	Job Postings	Percentage
Caregivers	58	1%
Bilingual Spanish Tellers	55	1%
Directors of Health Services	51	1%
Directors of Memory Care	44	1%
Emergency Medical Technicians	43	1%

The top employers for these middle-skill first aid/CPR occupations in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 3: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=3,917)

Employer	Job Postings	Percentage of Job Postings
Kaiser Permanente	585	15%
La Family Housing	69	2%
Ro Health	57	1%
University of Southern California	52	1%
Oakmont Management Group	50	1%
The Adult Skills Center	45	1%
Keck Medical Center of USC	45	1%
Telecare	44	1%
Alter Management	40	1%
Baldwin Park Unified School District	35	1%

The top specialized, soft, and computer skills for these middle-skill first aid/CPR occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 4: Top Skills by Number of Job Postings for Middle-Skill Occupations (n=3,917)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
First Aid (1,507)	Communication (1,739)	Microsoft Excel (281)
Medication Administration (1,476)	Leadership (1,060)	Microsoft Office (234)
Medical Records (1,240)	Management (988)	Microsoft Word (172)
Cardiopulmonary Resuscitation (CPR) (1,192)	Problem Solving (926)	Microsoft Outlook (166)
Nursing (1,163)	Record Keeping (892)	Microsoft PowerPoint (132)
Vital Signs (1,136)	Clerical Works (788)	Zoom (Video Conferencing Tool) (79)
Infection Control (975)	Confidentiality (679)	Homeless Management Information System (72)
Nursing Care (936)	Customer Service (622)	Spreadsheets (59)
Computerized Physician Order Entry (769)	Writing (615)	Productivity Software (58)
Patient Treatment (756)	Coordinating (607)	Google Workspace (48)

Demand & Supply Summary

Based on this report's job postings analysis, traditional labor market information was analyzed for the top three occupations that requested First Aid and/or CPR training:

- Middle-Skill
 - Registered Nurses (29-1141)
 - Licensed Practical and Licensed Vocational Nurses (29-2061)
 - Home Health and Personal Care Aides (31-1120)

Regional supply data from community college programs under TOP 2199.00 (Other Public and Protective Services) and awards from non-community college programs under CIP 44.9999 (Public Administration and Social Service Professions, Other) were examined but cannot be used to identify a potential labor market gap as the awards do not directly prepare students for the researched occupations.

Exhibit 1 lists the occupational demand, typical entry-level education, and educational attainment for the middle-skill occupations included in this report.

Exhibit 5: Labor Market Summary

Occupation (SOC)	Demand (Annual Openings)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Registered Nurses (29-1141)	LA: 2,537	OC: \$33.90	Postsecondary non-degree award	73%
	OC: 721			
	TTL: 3,258			
Licensed Practical and Licensed Vocational Nurses (29-2061)	LA: 65,757	OC: \$16.00	High school diploma or equivalent	33%
	OC: 13,060			
	TTL: 78,818			
Home Health and Personal Care Aides (31-1120)	LA: 5,258	OC: \$51.69	Bachelor's degree	30%
	OC: 1,573			
	TTL: 6,831			
Total	88,906	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these first aid/CPR occupations is projected to increase 15% through 2029, equating to 88,906 annual job openings.
- Hourly entry-level wages for these first aid/CPR occupations range from \$16.00 to \$51.69 in Orange County; 85% of annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- The typical entry-level education for these first aid/CPR occupations ranges from high school diploma or equivalent to a bachelor's degree.

- Between 30% and 73% 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 7 awards were conferred by 2 community colleges in Los Angeles and Orange counties for the TOP code: Other Public and Protective Services (2199.00).
- From 2020 to 2023, non-community college institutions conferred an average of 24 awards for the CIP code: Public Administration and Social Service Professions, Other (44.9999).
- DataVista shows insufficient data for student outcomes, including median wages, living wage metrics, and related employment in the field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these first aid/CPR 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 experienced growth in employment for these occupations, ranging from 4% to 7% growth. Beginning in 2025, job levels are projected to grow at a faster rate to the average of all occupations through 2029.

Exhibit 6: Annual Percentage Change in Jobs for First Aid/CPR Occupations, 2019-2029

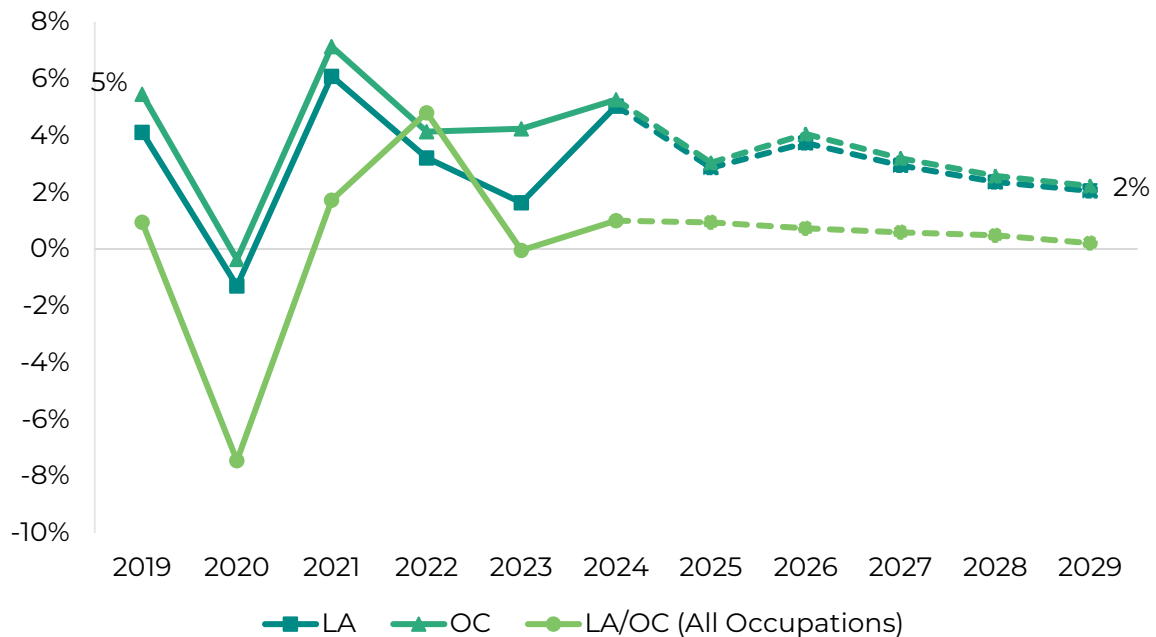


Exhibit 3 shows the five-year occupational demand projections for these middle-skill first aid/CPR occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 15% through 2029. There is projected to be 88,906 available annually.

Exhibit 7: Middle-Skill Occupational Demand in Los Angeles and Orange Counties¹

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	450,215	516,535	66,320	15%	73,552
Orange	97,186	112,735	15,549	16%	15,354
Total	547,401	629,270	81,869	15%	88,906

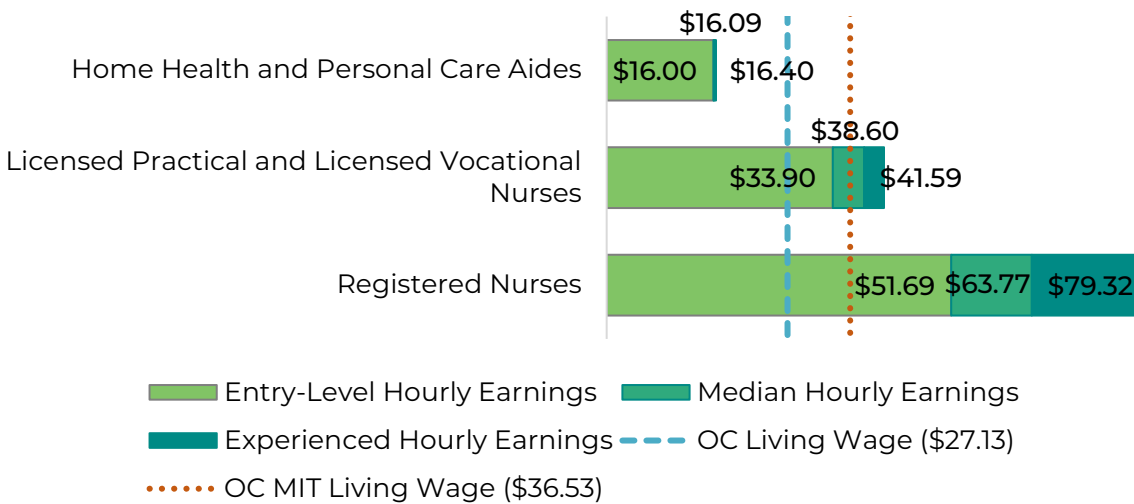
Wages

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, 85% annual openings for these first aid/CPR occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$16.00 and \$51.69. Exhibit 4 shows the wage range for each of these first aid/CPR occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

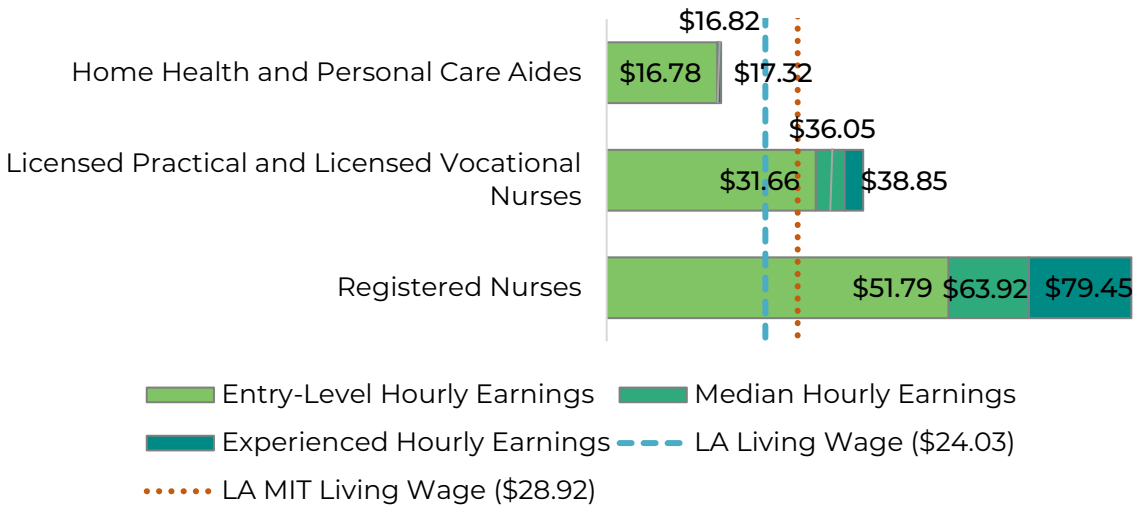
Exhibit 8: Wages by Occupation in Orange County



In Los Angeles County, 89% of annual openings for these first aid/CPR occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$16.78 to \$51.79. Exhibit 5 shows the wage range for each of these first aid/CPR occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

¹ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 9: Wages by Occupation in Los Angeles County

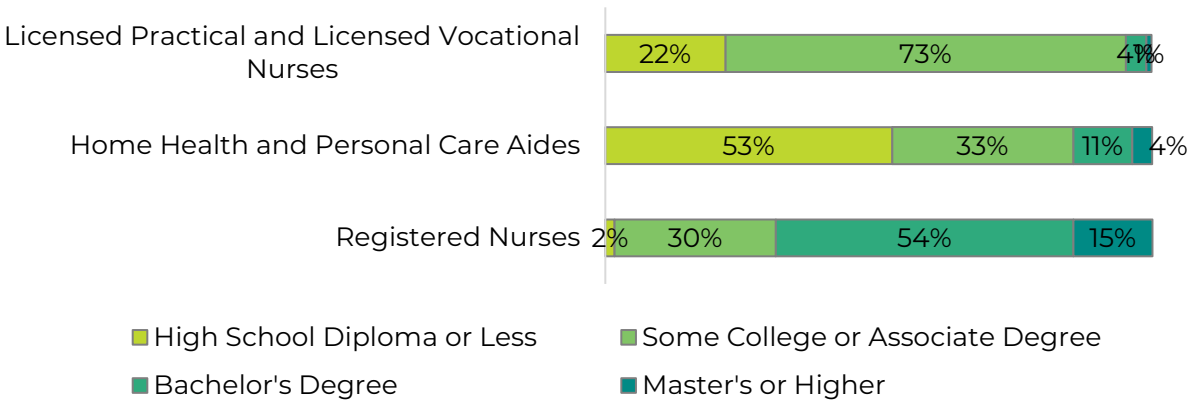


Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent as the typical entry-level education for *home health and personal care aides*, and postsecondary non-degree award for *licensed practical and licensed vocational nurses*, and bachelor's degree for *registered nurses*.

The national-level educational attainment data indicates between 30% and 73% 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 10: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

Of the cumulative job postings for these first aid/CPR occupations in Los Angeles and Orange counties listed a minimum education requirement:

- 52% (2,049) of Middle-Skill Job Postings
 - 75% (1,528) requested a high school diploma or associate degree.
 - 20% (401) requested a bachelor's degree.

This report highlights regional supply data consisting of 7 awards from community college programs under TOP 2199.00 (Other Public and Protective Services) and 24 awards from non-

community college programs under CIP 44.9999 (Public Administration and Social Service Professions, Other). Because this program is intended to support nursing, police academy, paramedic, and fire programs and not add further supply to the labor market, in additional supply was included for the following middle-skill occupations:

- Middle-Skill
 - *Registered Nurses (29-1141)*
 - *Licensed Practical and Licensed Vocational Nurses (29-2061)*
 - *Home Health and Personal Care Aides (31-1120)*

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupations included in this report.

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 Job². *Registered nurses* met the criteria of all designations, while *home health and personal care aides* and *licensed practical and licensed vocational nurses* were only considered a 2025 USN&WR Best Job.

Exhibit 11: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Registered Nurses	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Home Health and Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Licensed Practical and Licensed Vocational Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

Educational Supply

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code: Other Public and Protective Services (2199.00).

The colleges with the most completions in the region are Rio Hondo (5) and LA Trade (2). Over the past 12 months, there were no 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
2199.00	Other Public and Protective Services	LA Trade	1	2	3	2
		Rio Hondo	10	2	3	5
		LA Subtotal	11	4	6	7
		-	-	-	-	
		OC Subtotal	-	-	-	-
Supply Subtotal/Average			11	4	6	7
Supply Total/Average			11	4	6	7

Exhibit 13 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 certificate 16 to 30 semester 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 other public and protective services programs Coast County Community College District (CCCD), the Orange County Region, and California. DataVista shows insufficient data at the district and county levels.

Exhibit 14: Other Public and Protective Services (2199.00) Strong Workforce Program Metrics, 2021-24³

SWP Metric	CCCD	OC Region	California
SWP Students	18	18	578
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	Insufficient Data	18%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	100%	100%	93%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	34
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	Insufficient Data	17
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	Insufficient Data
Median Annual Earnings for SWP Exiting Students (2022-23)	Insufficient Data	Insufficient Data	\$55,604 (\$26.73)
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	Insufficient Data	23%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	Insufficient Data	57%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering other public and protective services programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code: Public Administration and Social Service Professions, Other (44.9999). The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 24 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
44.9999	Public Administration and Social Service Professions, Other	University of Southern California	22	29	20	24
Supply Subtotal/Average			22	29	20	24
Supply Total/Average			22	29	20	24

³ All SWP metrics are for 2023-24 unless otherwise noted.

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>

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