

# Female Employment and Educational Outcomes

Los Angeles County, 2026



# Female Employment and Educational Outcomes

## Los Angeles County – 2026

This report was produced in honor of **International Women's Day**.

---

### Los Angeles Center of Excellence for Labor Market Research

1100 N Grand Ave, Office 1270 Walnut, CA 91789

Dr. Benjamin Falls, Professional Expert

Dr. Christopher L. Chen, Assistant Director

Luke Meyer, Director

*Publication Date – March 2025*

*Powered By Chancellor's Office*

## Our Mission

### Who We Are

The Centers of Excellence for Labor Market Research are part of the Workforce and Economic Development Division. As grant-funded technical assistance providers, the nine Centers are located strategically across the state to study California's regional economies. Our work supports the community colleges by providing customized data on high growth, emerging, and economically-critical industries and occupations.

### What We Do

The Centers produce reports and tools that provide a real-time picture of the labor market, where it is headed, and what programs and training are needed to meet future workforce demand. This research helps community colleges tailor their programs to support the state's dynamic and competitive workforce. Our work can also be applied to educational policy, faculty professional development, and work-based learning opportunities for students.

# Table of Contents

## Pages

- 4 - Female Employment and Educational Outcomes in Los Angeles County
  - 5 - Industries
  - 13- Occupations
  - 19 - California Community College Career & Technical Education Programs
  - 20 - Strong Workforce Program Outcomes
  - 21 - Median Annual Earnings
  - 22 - Median Change in Earnings
  - 23 - Attaining a Living Wage
  - 24 - Gaining Employment
  - 25 - Conclusion
- 

## Figures

- 4 - Figure 1: Average Earnings per Job and Percentage for Female Concentrated Industries
- 6- Figure 2: Weighted Average Annual Earnings between Female Concentrated and Underrepresented Occupations in Los Angeles County
- 8 - Figure 3: Community College CTE Programs with the Highest Percentage of Female Full-time Enrolled Students (FTES) in Los Angeles County (2024-25)
- 13 - Figure 4: Median Annual Earnings Among Female Students Following Academic Year of Exit (2022-23)
- 18 - Figure 5: Median Change in Earnings Among Female Students Before Academic Entry and After Exit (2022-23)
- 19 - Figure 6: Percentage of Female Students Attaining the Living Wage After Exit (2022-23)
- 21 - Figure 7: Percentage of Female Students Who Become Employed After Exit (2022-23)
- 22 - Figure 8. Median Change in Earnings Among Female Students Before Academic Entry and After Exit (2022-23)
- 23 - Figure 9. Percentage of Female Students Attaining the Living Wage After Exit (2022-23)
- 24 - Figure 10. Percentage of Female Students Who Become Employed After Exit (2022-23)

## Tables

- 5 - Table 1: Industries with the Highest Concentration of Female Workers
- 6 - Table 2: Industries with the Lowest Representation of Female Workers
- 9 & 10 - Table 3: NAICS 62: Health Care and Social Assistance
- 11 - Table 4: NAICS 90: Government
- 12 - Table 5: NAICS 72: Accommodation and Food Services
- 14 - Table 6: Female Concentrated Occupations
- 15 - Table 7: Female Underrepresented Occupations
- 17 - Table 8: Occupations with Greatest Number of Jobs Held by Females in 2024

# Female Employment and Educational Outcomes in Los Angeles County

As we commemorate International Women's Day, it's essential to acknowledge both the strengths of women in the workforce and the persistent equity gaps in labor market, educational, and employment outcomes in Los Angeles County. Women comprise **50.7%** of the county's workforce, playing a vital role in contributing to and shaping the economic landscape. Likewise, according to Census data, females make up about **50.5%** of the total population, making a slight majority. This equates to about **4.97 million females**, or about **90,000 more females than males** for the county.

## 50.7%

of County Workforce

Women's share of the Los Angeles County workforce

## 50.5%

of Total Population

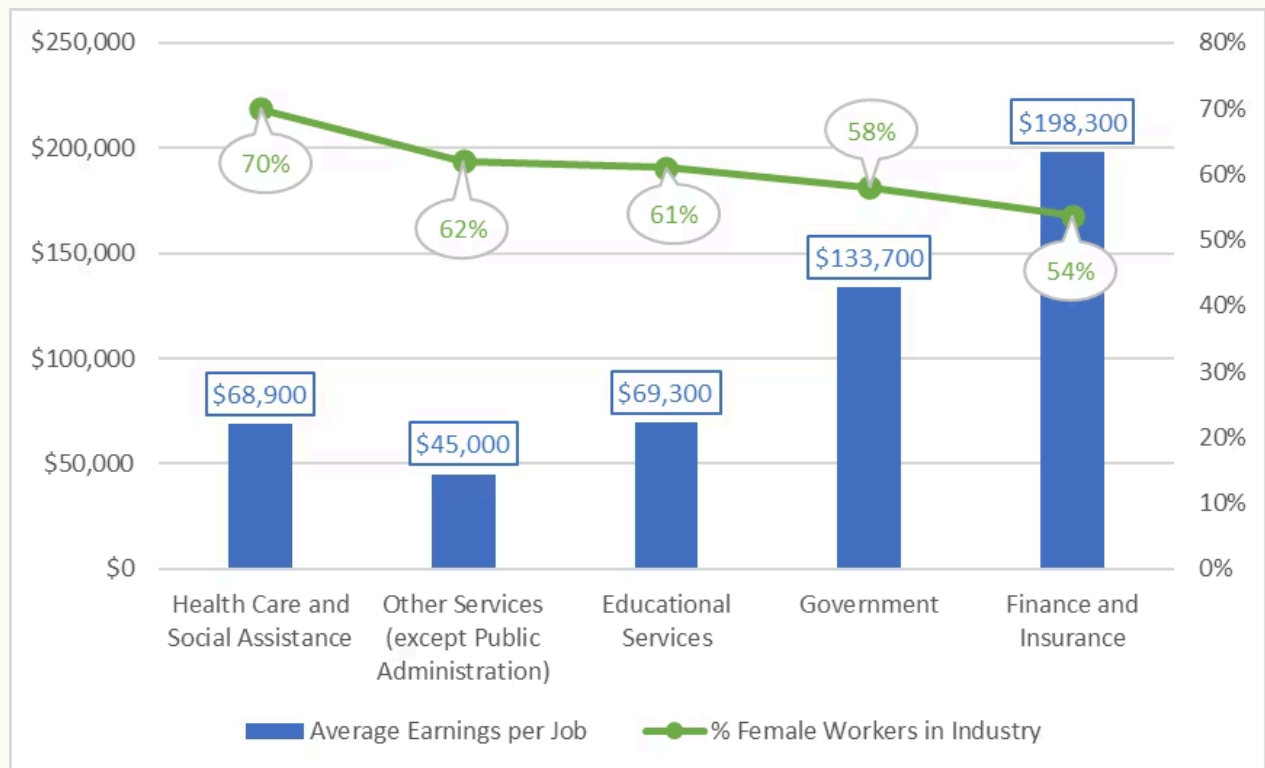
Female share of total county population per Census data

## 4.97M

Females in County

Approximately 90,000 more females than males in the county

### Figure 1: Average Earnings per Job and Percentage for Female Concentrated Industries



Source: Lightcast, 2026.1 Datarun. Note: Average earnings per job rounded to nearest \$100.

# Industries: Female Concentrated

In Los Angeles County, the distribution of female employment across industries reveals significant disparities. Figure 1 presents industries<sup>1</sup> with the highest representation of female workers and the average earnings per job in each industry. **Three out of five** of the female concentrated industries are projected to have positive job growth through 2028, while Finance and Insurance and Other Services expect job losses. Three of these industries with the highest level of female participation also have low average earnings, with Other Services having more than half the average salary for Los Angeles County. Two female-concentrated industries, **Government** and **Finance and Insurance**, have earnings higher than the county average while holding nearly **36%** of the total jobs across these industries.

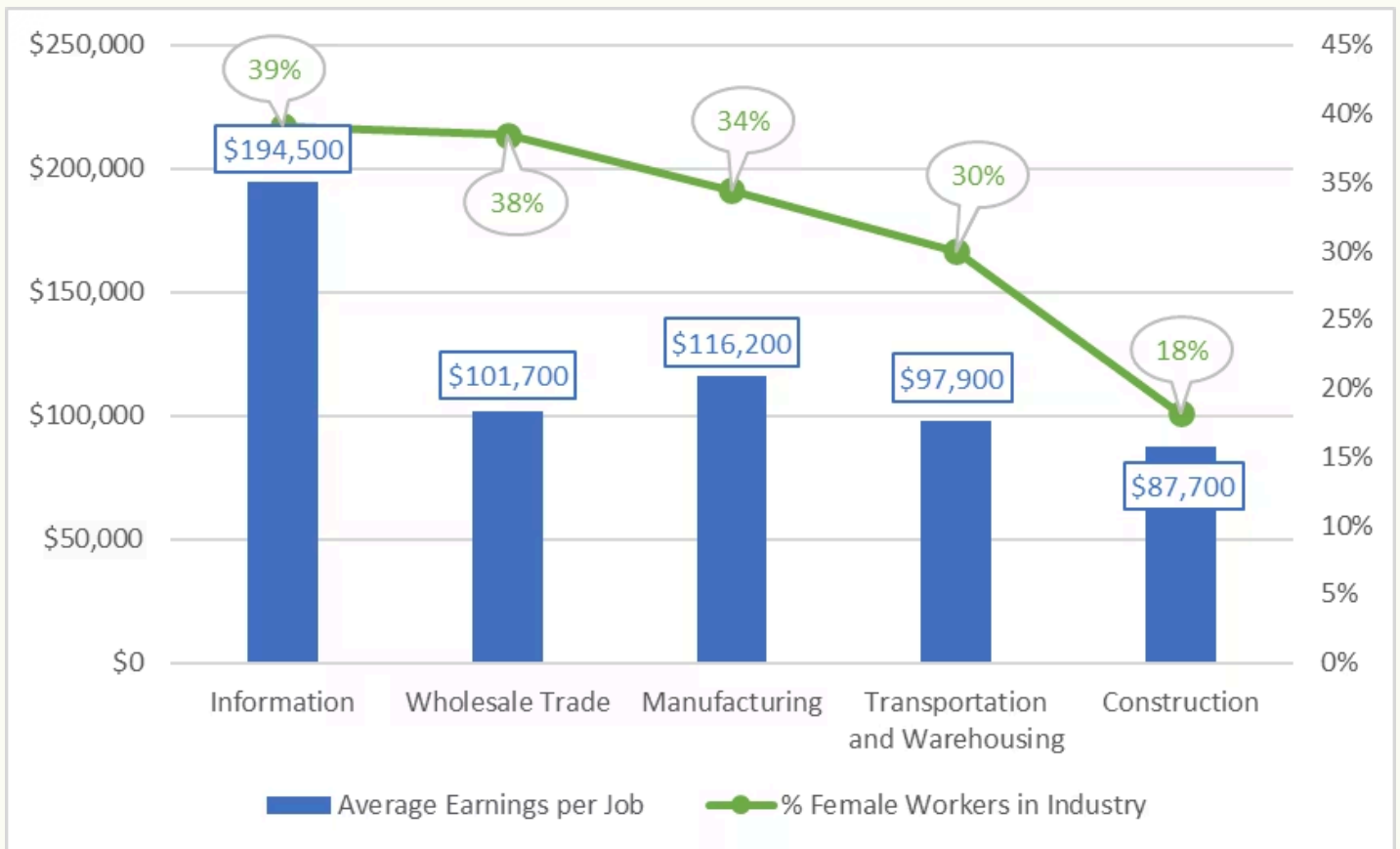
**Table 1: Industries with the Highest Concentration of Female Workers**

Industry (4-Digit NAICS)	Total Jobs	% of Female Workers
Health Care and Social Assistance	881,200	70%
Other Services (except Public Administration)	321,330	62%
Educational Services	185,911	61%
Government	632,645	58%
Finance and Insurance	138,184	54%
<b>Total</b>	<b>2,159,270</b>	
<b>Average</b>		<b>61%</b>

# Industries: Female Underrepresented

Conversely, Figure 2 illustrates the industries<sup>2</sup> with the lowest representation of female workers, along with average annual earnings per job in each industry. Among these underrepresented industries, **all but one**, Transportation and Warehousing, anticipate negative job growth through 2028. This ranges from a **7-9% decrease** for Information, Wholesale Trade, and Manufacturing, with Construction only expecting a **1% decrease**. Here, **four out of five** industries have higher than the county average earnings, with Construction having lower than average earnings for the county. Table 2 presents a breakdown of total jobs by industry, along with the percentage of female workers.

**Figure 2: Average Earnings per Job and Percentage for Female Underrepresented Industries**



Source: Lightcast, 2026.1 Datarun.

Note: Average earnings rounded to the nearest \$100.

## Table 2: Industries with the Lowest Representation of Female Workers

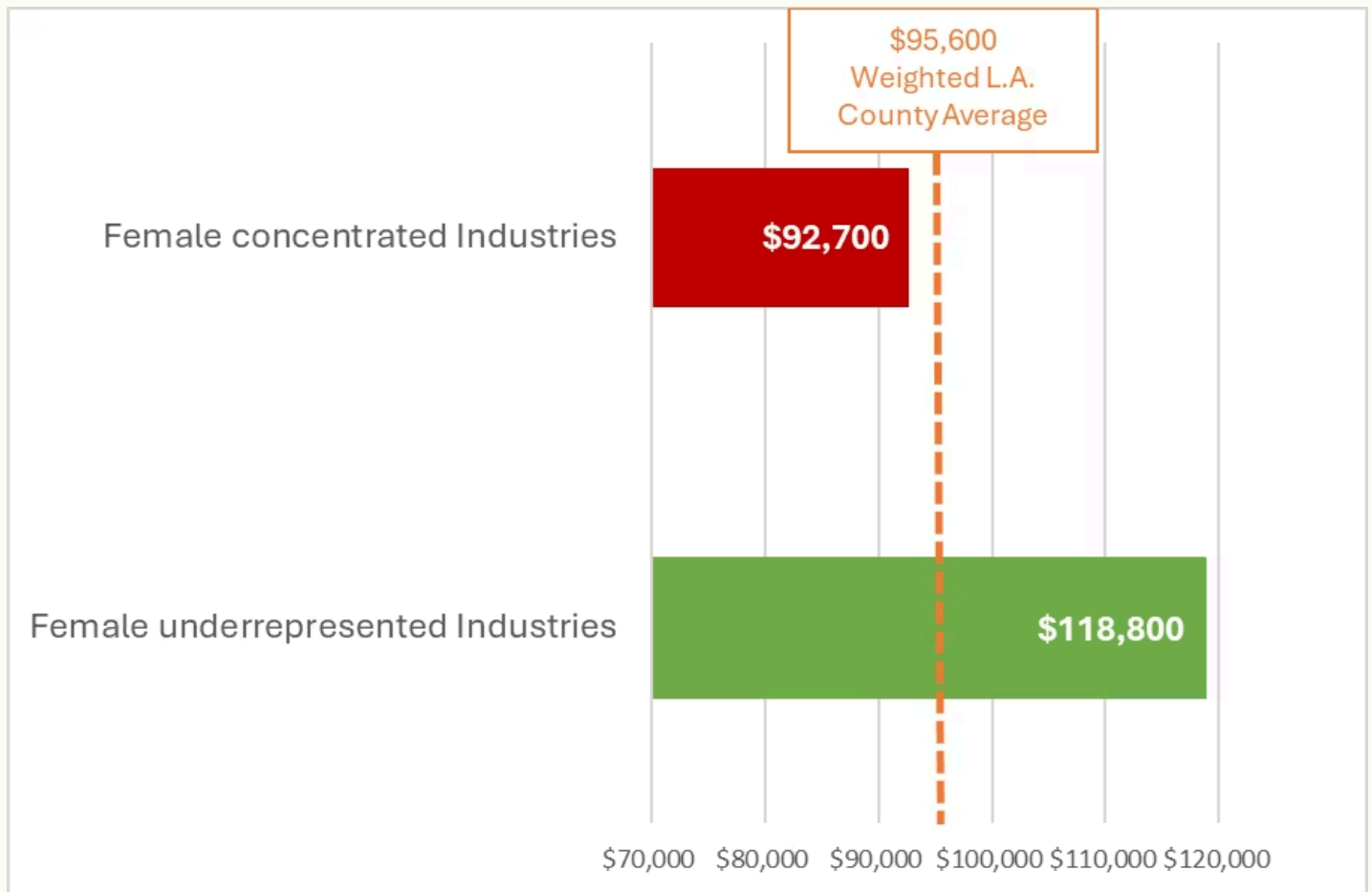
Industry (4-Digit NAICS)	Total Jobs	% of Female Workers
Other Services (except Public Administration)	210,253	39%
Professional, Scientific, and Technical Services	198,500	38%
Manufacturing	324,028	34%
Wholesale Trade	235,385	30%
Construction	216,742	18%
<b>Total</b>	<b>1,184,907</b>	
<b>Average</b>		<b>32%</b>

Source: Lightcast, 2026.1. Datarun

The weighted average earnings per job<sup>3</sup> for industries with a high concentration of female workers falls about **\$2,900 below** the overall average for L.A. County. In contrast, industries where women workers are underrepresented offer significantly higher than average earnings, about **\$23,200 more** than average. This disparity underscores a persistent equity gap, with an average earnings difference of nearly **\$26,100** between these two groups of industries (Figure 3).



**Figure 3: Weighted Average Earnings per Job Between Female Concentrated and Underrepresented Industries in Los Angeles County.**



Source: Lightcast, 2026.1 Datarun.

Note: Average earnings rounded to the nearest \$100.

Tables 3-5 provide a detailed breakdown of the three largest industries by employment in L.A. County. *Health Care and Social Assistance* is both the county's largest industry sector, supporting 833,684 workers, and the most female concentrated industry, with women comprising about 70% of its workforce. In 14 out of 18 four-digit industry categories, female representation meets or exceeds 65%, underscoring the industry's role as a key driver of women's employment.

### Table 3: NAICS 62: Health Care and Social Assistance

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% Female	LQ	2024 Avg Earnings/Job	2024–2029 % Change
Child Care Services	33,086	28,367	86%	0.88	\$44,200	(3%)
Offices of Dentists	36,984	27,785	75%	1.12	\$73,400	5%
Home Health Care Services	48,414	36,834	74%	0.88	\$44,000	22%
Specialty Hospitals	9,188	6,644	72%	1.10	\$127,800	33%
Outpatient Care Centers	73,339	54,905	71%	2.01	\$109,700	23%
Offices of Other Health Practitioners	49,669	37,107	71%	1.17	\$59,100	20%
Continuing Care Retirement Communities and Assisted Living Facilities	20,764	15,490	70%	0.69	\$57,100	20%
Nursing Care Facilities (Skilled Nursing)	51,335	36,543	70%	1.12	\$68,700	9%
Offices of Physicians	66,124	47,000	70%	0.72	\$128,600	(1%)
Individual and Family Services	315,965	228,182	70%	3.09	\$35,400	20%
General Medical and Surgical Hospitals	110,777	74,362	69%	0.72	\$122,200	(4%)

**Table 3 Continued: NAICS 62: Health Care and Social Assistance**

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% Female	LQ	2024 Avg Earnings/ Job	2024–2029 % Change
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	21,017	14,105	65%	1.02	\$63,200	13%
Psychiatric and Substance Abuse Hospitals	3,011	1,998	65%	0.75	\$81,200	3%
Other Residential Care Facilities	4,289	2,785	65%	0.85	\$63,500	(0%)
Medical and Diagnostic Laboratories	10,759	6,435	61%	1.09	\$92,700	(4%)
Community Food and Housing, and Emergency and Other Relief Services	10,034	6,104	60%	1.40	\$78,900	16%
Other Ambulatory Health Care Services	8,789	4,802	53%	0.72	\$77,800	5%
Vocational Rehabilitation Services	7,657	3,950	51%	0.87	\$53,100	(8%)
<b>Total</b>	<b>881,200</b>	<b>633,400</b>				
<b>Average</b>					<b>\$68,900</b>	<b>12.5%</b>

Data source: Lightcast.

Note: LQ = Employment Concentration, quantifying how concentrated a characteristic of a particular region is compared to the national average.

*Government*, the second-largest industry in the county, is also among the top five female concentrated industry sectors. Women comprise 58% of the workforce, reinforcing their strong presence. While most job categories within this industry offer earnings well above the county average, one category (*Federal Government, Military*) does not, and is also the category with the fewest females employed.

**Table 4: NAICS 90: Government**

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% Female	2024 Avg Earnings/Job	2024–2029 % Change
Education and Hospitals (Local Government)	253,245	176,275	70%	\$106,600	(0%)
Education and Hospitals (State Government)	83,250	47,260	56%	\$157,400	8%
State Government, Excluding Education and Hospitals	16,899	9,120	54%	\$132,200	3%
Local Government, Excluding Education and Hospitals	211,295	112,849	53%	\$161,300	6%
Federal Government, Civilian	49,871	20,117	41%	\$149,400	(2%)
Federal Government, Military	18,086	3,614	20%	\$37,200	3%
<b>Total</b>	<b>632,645</b>	<b>369,235</b>			
<b>Average</b>				<b>\$133,700</b>	<b>3.2%</b>

Data source: Lightcast

Note: LQ is also known as Employment Concentration, which quantifies how concentrated a characteristic of a particular region is compared to the national average. These characteristics could be an industry's or occupation's share of employment, resident demographics, online profiles, or job postings.

*Accommodation and Food Services*, the third-largest industry, has a female workforce of 49%. However, despite achieving near gender parity, all job categories within this sector fall significantly below the county's average wage.

**Table 5: NAICS Accommodation and Food Services**

Industry (4-Digit NAICS)	Total Jobs	Female Jobs	% Female	2024 Avg Earnings/Job	2024–2029 % Change
RV Parks and Recreational Camps	700	388	57%	\$51,500	(1%)
Rooming and Boarding Houses, Dormitories, and Workers' Camps	270	140	52%	\$43,300	(23%)
Special Food Services	36,918	18,851	50%	\$44,800	14%
Restaurants and Other Eating Places	358,643	175,250	49%	\$39,200	3%
Traveler Accommodation	47,764	23,304	49%	\$66,000	8%
Drinking Places (Alcoholic Beverages)	9,232	4,314	47%	\$35,100	4%
<b>Total</b>	<b>453,527</b>	<b>222,246</b>			
<b>Average</b>				<b>\$42,400</b>	<b>4.1%</b>

Data source: Lightcast.

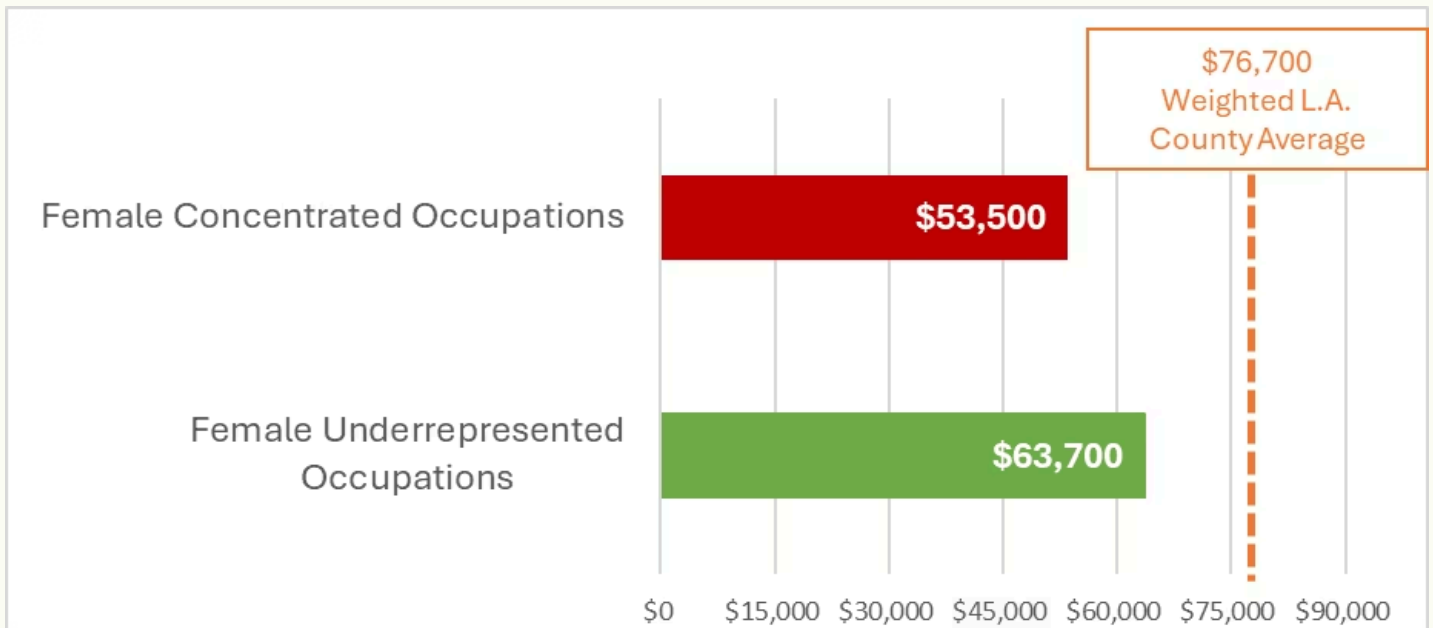
Note: LQ = Employment Concentration, which quantifies how concentrated a characteristic of a particular region is compared to the national average.



# Occupations

A different story emerges when comparing occupations<sup>4</sup> rather than industries. The weighted average annual earnings for female concentrated occupations are approximately **\$10,200 lower** than those for female underrepresented occupations (Figure 4). Examining the disparity through median salaries provides an additional perspective. Occupations with high concentrations of female workers have a median salary of **\$51,200**, compared to **\$51,000** for occupations in which women are underrepresented, resulting in a minimal difference of **\$200**. In both cases, median wages remain relatively low, indicating that these occupations offer limited earnings regardless of female representation.

**Figure 4. Weighted Average Annual Earnings between Female Concentrated and Underrepresented Occupations in Los Angeles County<sup>5</sup>**



Source: Lightcast, 2026.1 Datarun.

Note: Occupational earnings differ from Industry earnings. Industry earnings include wages and salaries and supplements (such as pensions), while occupational earnings only include wages and salaries.

A closer examination shows that these occupations generally have low educational requirements. **Fifteen of the twenty occupations** require a high school diploma or less for entry. Among these, three occupations require no formal education and are found within the group of occupations where women are underrepresented. On average, both high- and low-representation occupations are below the average salary in L.A. County.

## Table 6: Female Concentrated Occupations

Occupation	% Female	Median Annual Earnings	Typical On-The-Job Training	Educational Requirements
Preschool Teachers, Except Special Education	95%	\$44,800	None	Associate degree
Legal Secretaries and Administrative Assistants	95%	\$61,300	Moderate-term	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants	95%	\$80,900	None	High school diploma or equivalent
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	95%	\$52,000	Short-term	High school diploma or equivalent
Speech-Language Pathologists	94%	\$106,500	Internship/residency	Master's degree
Childcare Workers	93%	\$37,700	Short-term	High school diploma or equivalent
Medical Secretaries and Administrative Assistants	91%	\$50,400	Moderate-term	High school diploma or equivalent
Word Processors and Typists	90%	\$53,700	Short-term	High school diploma or equivalent
Skincare Specialists	90%	\$36,000	None	Postsecondary nondegree award
Hairdressers, Hairstylists, and Cosmetologists	90%	\$44,100	Short-term	High school diploma or equivalent

Source: Lightcast, 2026.1 Datarun

Note: Median Annual Earnings are rounded to the nearest \$100.

## Table 7: Female Underrepresented Occupations

Occupation	% Female	Median Annual Earnings	Typical On-The-Job Training	Educational Requirements
First-Line Supervisors of Production and Operating Workers	23%	\$71,600	None	High school diploma or equivalent
Security Guards	23%	\$43,000	Short-term	High school diploma or equivalent
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	23%	\$61,400	None	High school diploma or equivalent
Laborers and Freight, Stock, and Material Movers, Hand	23%	\$38,900	Short-term	No formal educational credential
Software Developers	20%	\$155,000	None	Bachelor's degree
Dishwashers	19%	\$38,100	Short-term	No formal educational credential
Police and Sheriff's Patrol Officers	18%	\$117,600	Moderate-term	High school diploma or equivalent
Light Truck Drivers	11%	\$43,700	Short-term	High school diploma or equivalent
Landscaping and Groundskeeping Workers	10%	\$40,000	Short-term	No formal educational credential
Heavy and Tractor-Trailer Truck Drivers	7%	\$58,300	Short-term	Postsecondary nondegree award

Source: Lightcast, 2026.1 Datarun

Note: Median Annual Earnings are rounded to the nearest \$100.

# Occupations: Key Findings & Educational Attainment

Three female concentrated occupations — **Executive Secretaries and Executive Administrative Assistants**, **Speech-Language Pathologists**, and **Dental Hygienists** — have average annual earnings above the Los Angeles County average. However, these occupations represent only **12.8%** of the total female workforce. In contrast, three occupations in which women are underrepresented also have average annual earnings above the county average. These occupations include **First-Line Supervisors of Production and Operating Workers**, **Software Developers**, and **Police and Sheriff's Patrol Officers**. Women in these occupations comprise only **3.7%** of the total workforce, yet they represent **20.9%** of all female workers in the ten female underrepresented occupations.

Another way to examine occupational patterns is to analyze the occupations with the largest number of female workers. Table 8 presents the five occupations with the highest levels of female employment, which together account for **19.8%** of the total female workforce in Los Angeles County. **Home Health and Personal Care Aides** alone represent **9.6%** of all female employment in the county. This occupation is predominantly female (73%) and has one of the lowest median annual wages among occupations with available data, approximately half of the county's median annual wage.

Among the five occupations listed, only **Registered Nurses** have median earnings above the county median, and this occupation requires a bachelor's degree. While this occupation represents a comparatively strong employment opportunity that may help offset broader equity gaps, the remaining occupations reflect a different trend. Two require only a high school diploma, while the others require no formal education, and all four have median salaries below the county median. This concentration of women in lower-paying occupations illustrates persistent wage disparities across the region.



## Table 8: Occupations with Greatest Number of Jobs Held by Females in 2024

Occupation	2024 Jobs	Female Jobs (%)	Median Annual Earnings	Typical On-The-Job Training	Educational Requirements
Home Health and Personal Care Aides	338,211	255,969 (73%)	\$35,000	Short-term on-the-job training	High school diploma or equivalent
Registered Nurses	86,095	73,467 (85%)	\$133,000	None	Bachelor's degree
Office Clerks, General	85,343	69,936 (83%)	\$47,100	Short-term on-the-job training	High school diploma or equivalent
Fast Food and Counter Workers	111,267	69,649 (62%)	\$37,000	Short-term on-the-job training	No formal educational credential
Cashiers	84,597	58,671 (70%)	\$36,400	Short-term on-the-job training	No formal educational credential

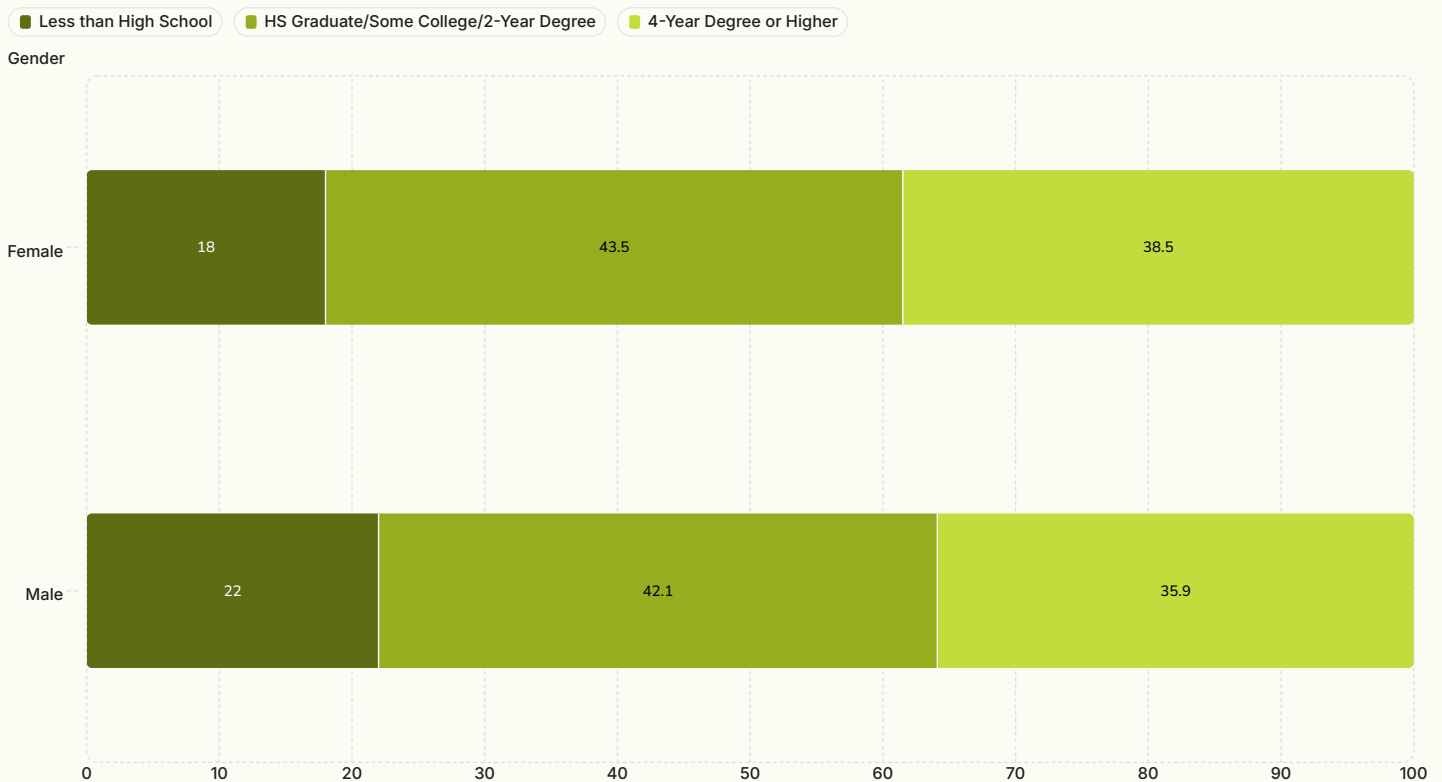
Source: Lightcast, 2026.1 Datarun.

Note: Median Annual Earnings are rounded to the nearest \$100.

These findings indicate that neither a high concentration of female workers within an occupation nor the presence of large numbers of female employees necessarily corresponds with higher wages. In other words, occupations that are predominantly female **do not consistently offer higher earnings**. Together, these patterns underscore the importance of expanding access to well-paying, sustainable career pathways for women. Efforts such as strengthening educational attainment, enhancing workforce development programs, and implementing policies that address gender-based wage disparities may help support greater mobility into higher-paying occupations.

Educational attainment often functions as a structural gateway to better-paying roles, particularly in industries that require formal degrees. Examining educational attainment by gender provides additional context for understanding these occupational patterns (Figure 5). According to Census data, women in Los Angeles County have slightly higher levels of educational attainment than men. Approximately **38.5%** of women hold a bachelor's degree or higher, compared to **35.9%** of men. Despite this advantage in educational attainment, women are represented at nearly equal levels in occupations that typically require a bachelor's degree or higher, with women holding **50.4%** of these positions. This suggests that higher educational attainment alone does not fully translate into greater access to higher-paying occupations. As a result, educational pathways that provide direct connections to employment, such as Career Technical Education (CTE) programs, often play an important role in preparing students to enter the workforce with industry-relevant skills and credentials.

**Figure 5: Educational Attainment by Gender<sup>6</sup>**

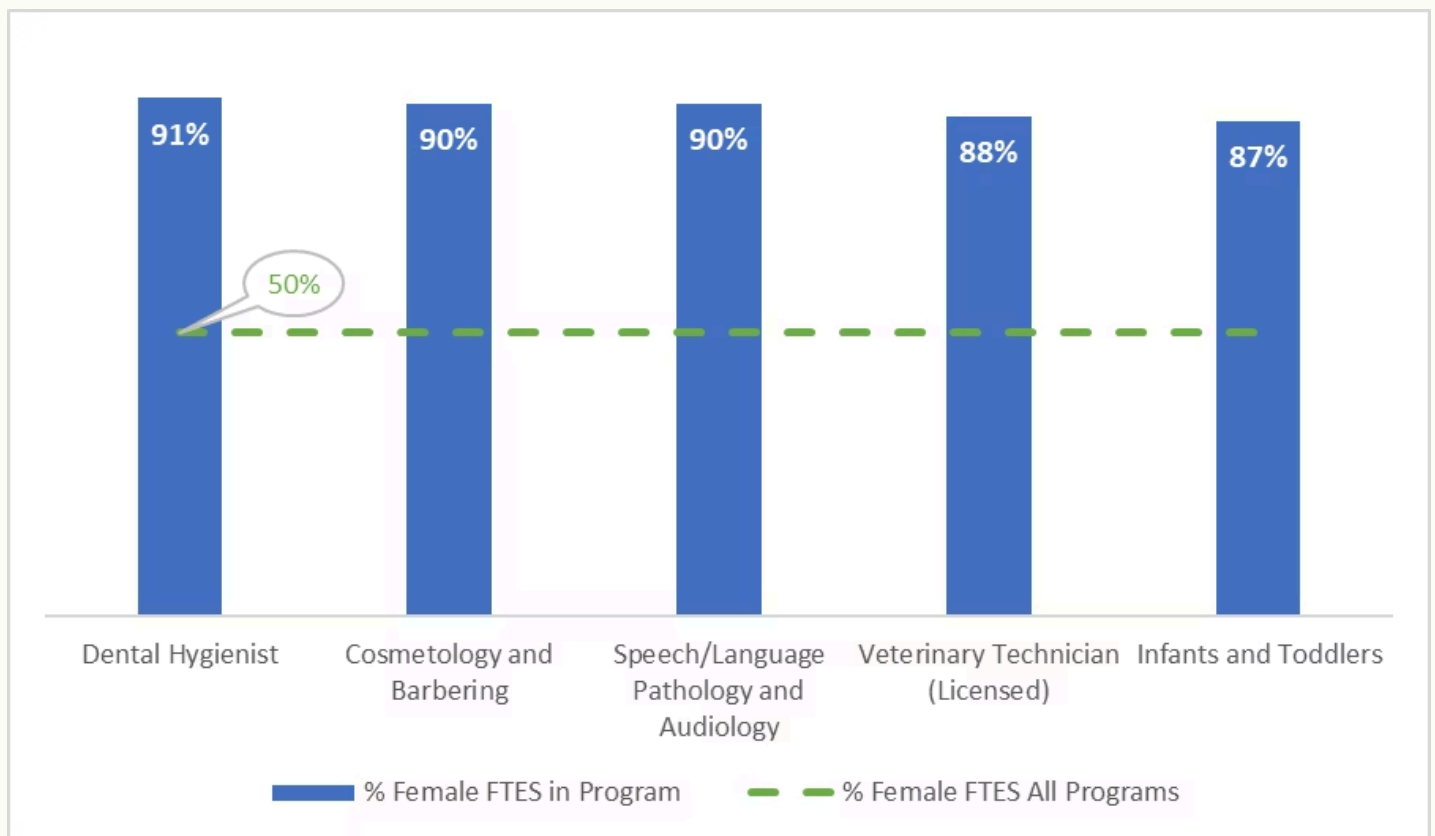


Source: US Census 2024, <https://data.census.gov/>

# California Community College Career & Technical Education Programs

The California Community College system provides equitable and accessible educational opportunities for female students by preparing them to continue their educational journey at four-year institutions or gain the knowledge, skills, and abilities (KSAs) to join the workforce immediately. Career Technical Education (CTE) programs are educational pathways that combine academic instruction with hands-on training in specific occupations. Figure 6 shows the programs with the most substantial female representation among the **19 community colleges** in Los Angeles County<sup>7</sup>.

**Figure 6: Community College CTE Programs with the Highest Percentage of Female Full-time Enrolled Students (FTES)<sup>8</sup> in Los Angeles County (2024-25)**



Source: California Community Colleges Chancellor's Office – Data Mart

# Strong Workforce Program Outcomes

Strong Workforce Program (SWP) students comprise those enrolled in a Career Technical Education (CTE) program assigned to a vocational industry sector at a California Community College. These programs are designed to equip learners with practical skills and industry-recognized credentials that lead to gainful employment and career advancement.



## Practical Skills

SWP programs equip learners with practical, hands-on skills directly applicable to their chosen industry sector.



## Industry-Recognized Credentials

Students earn credentials that are recognized by employers, improving their competitiveness in the labor market.



## Gainful Employment & Career Advancement

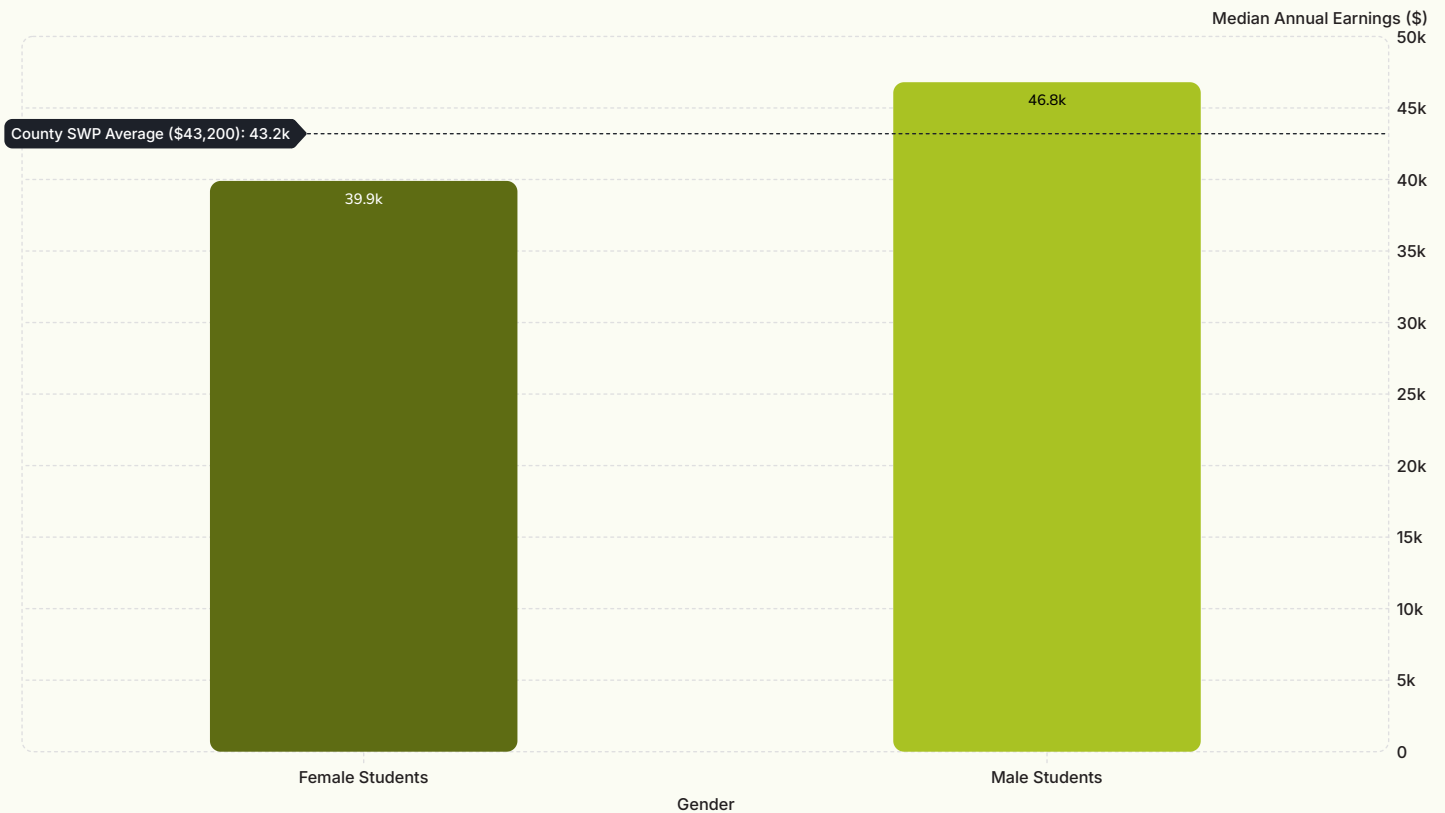
The ultimate goal of SWP programs is to lead students to gainful employment and long-term career advancement opportunities.



# Median Annual Earnings

Female students (n = 18,594) in CTE programs who exited the community college system and did not transfer to any postsecondary institution had nearly **\$7,000 lower** median annual earnings compared to male students (n = 18,238)<sup>9</sup> following the academic year of exit (Figure 7). This outcome suggests that, despite participation in workforce-oriented programs, female CTE students face reduced access to higher-paying employment opportunities immediately after leaving the system.

**Figure 7: Median Annual Earnings Among Female Students Following Academic Year of Exit (2022-23)<sup>10</sup>**

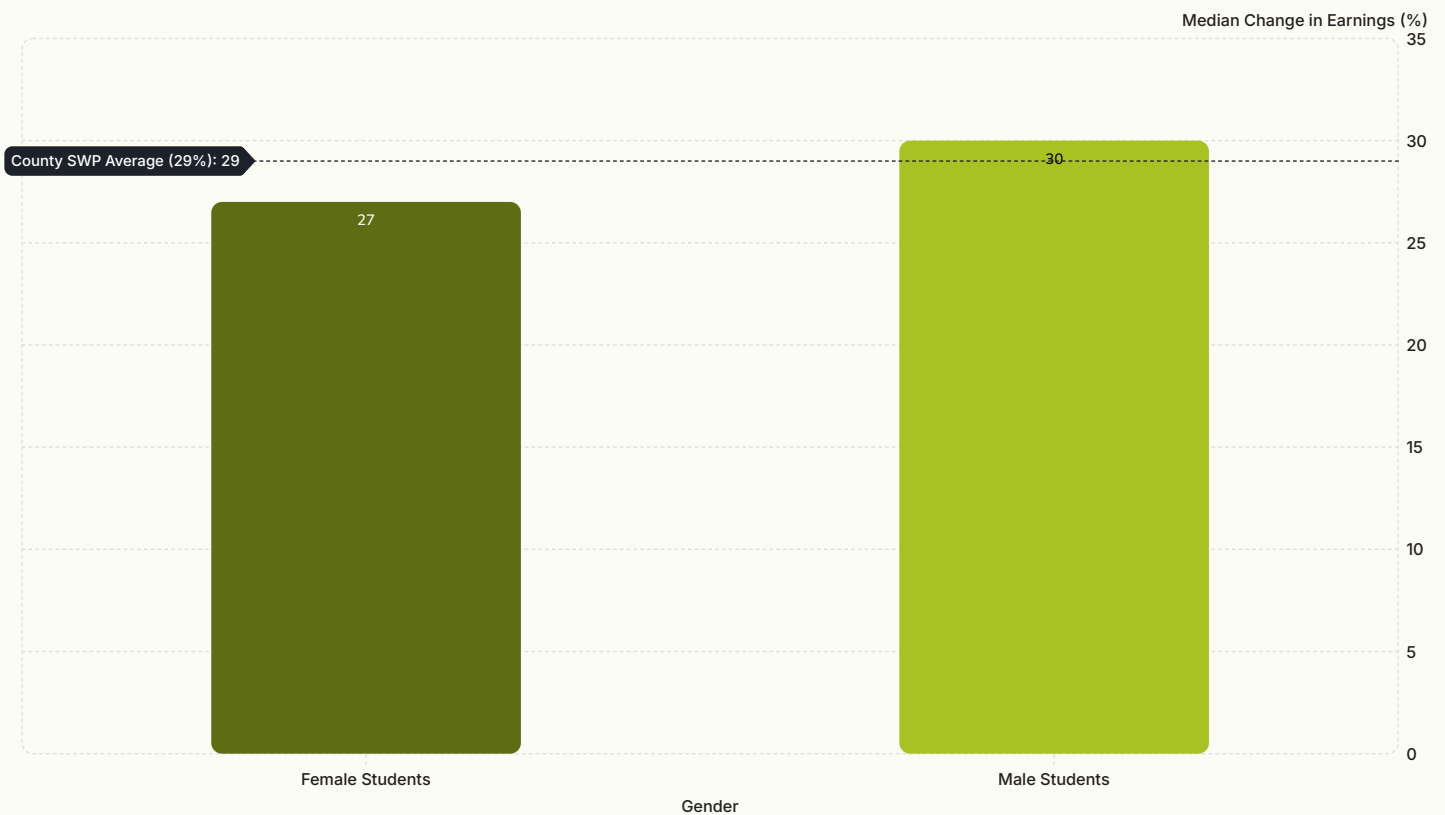


Source: Data Vista

# Median Change in Earnings

Change in earnings refers to the difference in earnings between the time before a student enters the California Community College system and when they exit. Female SWP students (n = 12,465) also reported a **three percent lower** median change in earnings compared to male SWP students (n = 12,217)<sup>11</sup> in Los Angeles County (Figure 8). This indicates persistent equity challenges as female students experienced less financial returns from their education shortly after their studies ended.

**Figure 8: Median Change in Earnings Among Female Students Before Academic Entry and After Exit (2022-23)<sup>12</sup>**

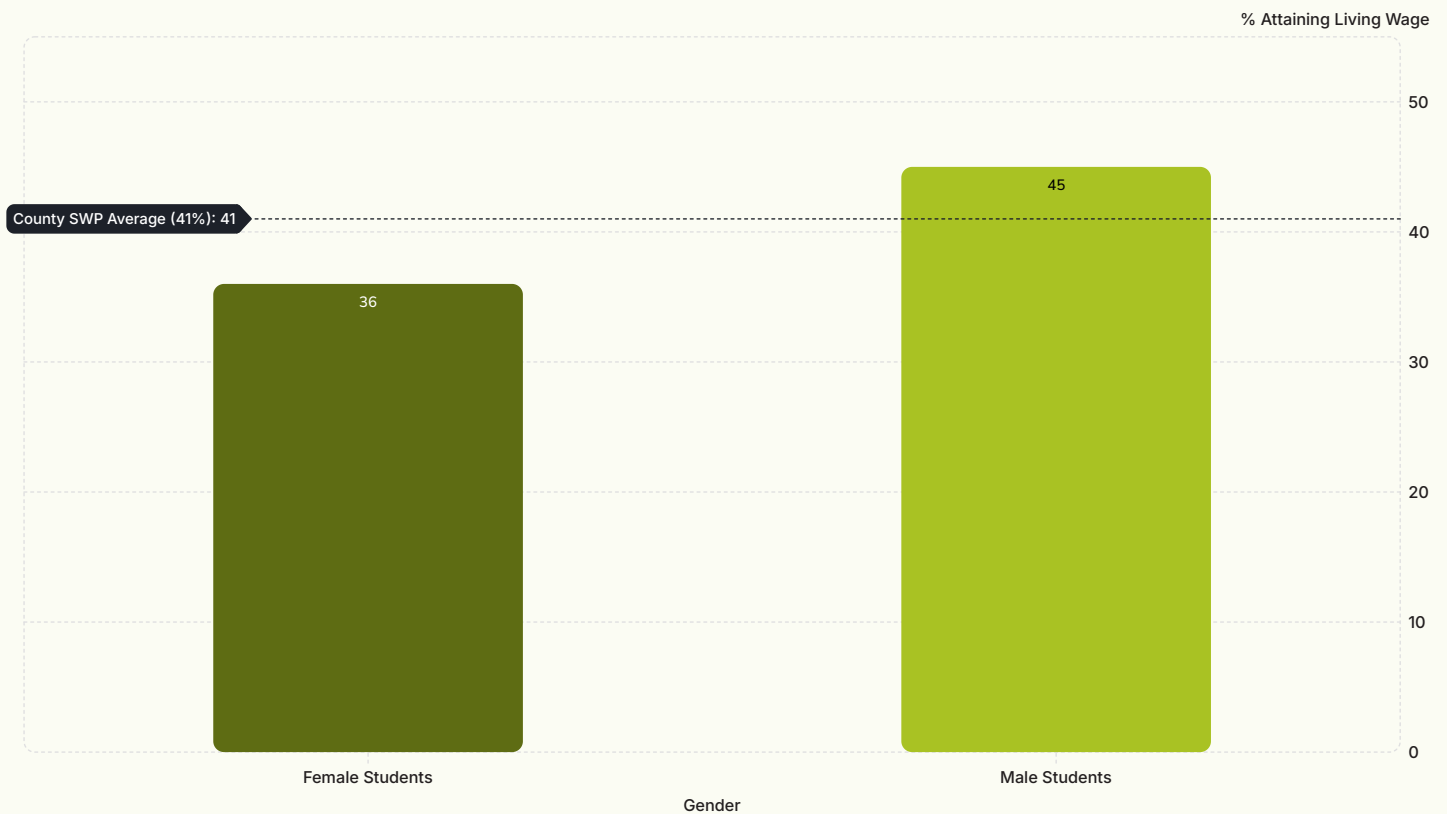


Source: Data Vista

# Attaining a Living Wage

This concerning trend extends to the percentage of SWP students attaining a living wage after workforce matriculation in Los Angeles County. Among SWP students who exited college and did not transfer to any postsecondary institution, female students (n = 18,566) had a **nine percent lower** rate of living wage attainment for a single adult compared to male students (n = 18,225)<sup>13</sup> in the county (Figure 9).

**Figure 9: Percentage of Female Students Attaining the Living Wage After Exit (2022-23)<sup>14</sup>**



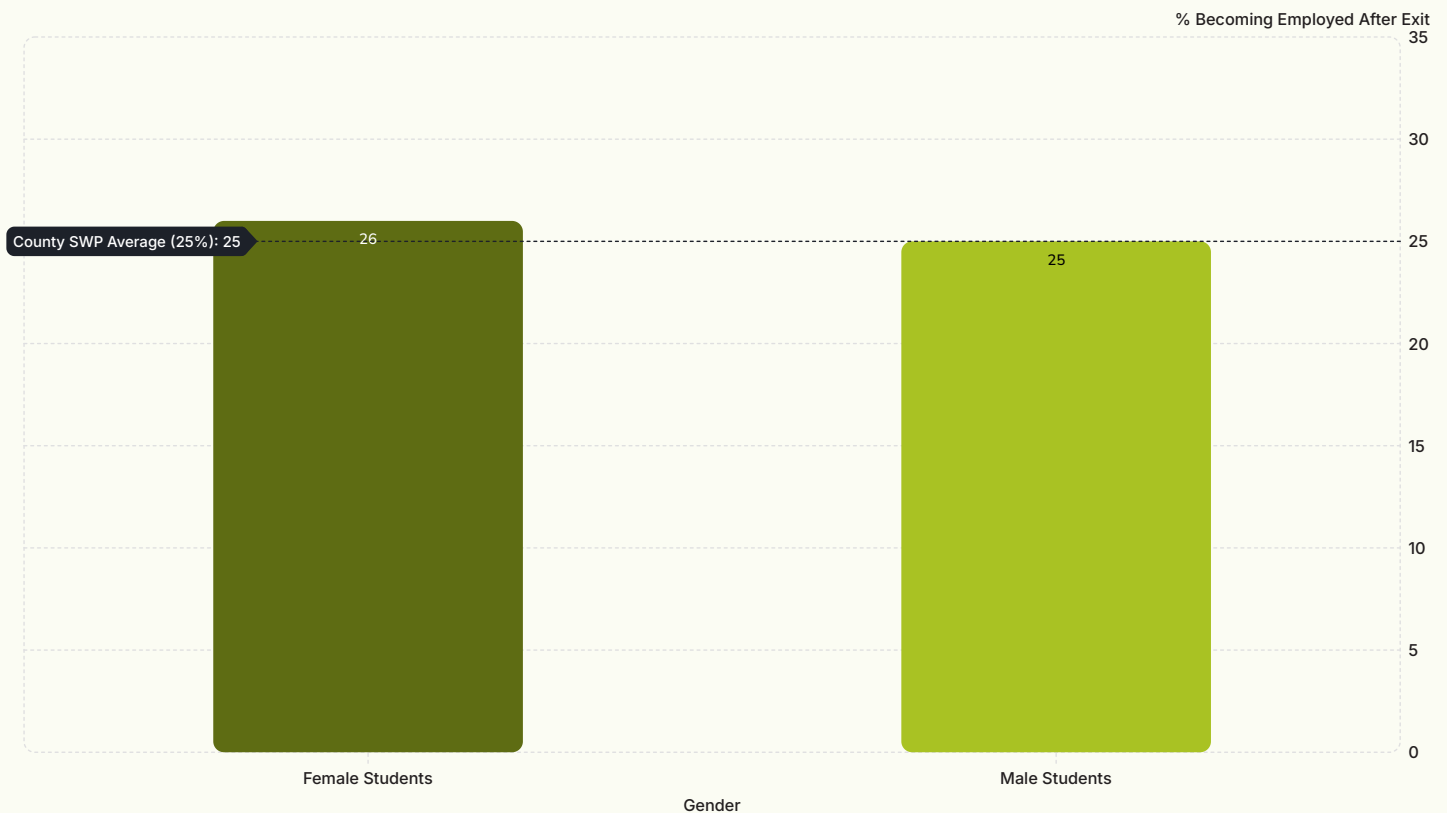
Source: Data Vista

Female SWP students attained a living wage at a rate of 36%, compared to 45% for male SWP students — a nine percentage point gap. The county-wide SWP average of 41% is shown as a reference line. This disparity highlights the ongoing challenge of ensuring that CTE program completion translates into economic self-sufficiency for female students.

# Gaining Employment

CTE programs are instrumental in enabling unemployed individuals or those seeking career transitions to gain employment. These programs prepare students to immediately apply to high-demand jobs by equipping them with relevant skills, certifications, and real-world experience. The percentage of female students (n = 13,949) who were unemployed before entry or re-entry into college and subsequently became employed after exit is **slightly higher** than both male students (n = 14,146) and the Los Angeles County average<sup>15</sup> for all SWP students (Figure 10). As such, CTE programs appear to be a useful resource in addressing female unemployment rates in Los Angeles County.

**Figure 10: Percentage of Female Students Who Become Employed After Exit (2022-23)<sup>16</sup>**



Source: Data Vista

# Conclusion


The findings from this report highlight persistent equity gaps affecting female workers and students in Los Angeles County. These disparities remain evident despite women having comparable educational attainment and similar participation rates in CTE programs. Industries and occupations with higher concentrations of female workers continue to offer lower earnings than those in which women are underrepresented. In both cases, however, wages generally fall below the county average. Although the differences in earnings between these groups are relatively small, many of the occupations involved have lower educational requirements. Given that women in Los Angeles County have similar educational attainment to men and are equally represented in CTE programs, these patterns suggest that disparities may be driven less by access to education and more by how workers are distributed across occupations.

The California Community Colleges system plays an important role in addressing these disparities by providing accessible and affordable educational pathways. However, despite these efforts, structural inequities in labor market outcomes persist for female students. While Strong Workforce Program (SWP) participants experience earnings gains after attending college, the results continue to show equity gaps. On average, male students report higher median annual earnings, larger increases in earnings after college, and a greater likelihood of reaching a living wage than female students. These findings underscore the importance of identifying and addressing the barriers women face within both the education system and the workforce, particularly where educational participation does not translate into equitable labor market outcomes.

Consistent with prior research, these disparities reflect a combination of structural factors, differences in career pathways, industry conditions, and variation in career interests. A study by Schollmeier and Scott<sup>17</sup> has suggested that underrepresentation may stem from factors such as perceived discrimination, limited formal education in blue-collar professions, industry-related risks, and demanding work hours. At the same time, research by Hoff and colleagues<sup>18</sup> examined the influence of career interests, particularly in fields such as prosocial careers (e.g., teaching, counseling, and healthcare services), where men are underrepresented, and trades (e.g., construction and engineering), where women are predominantly underrepresented. The patterns observed in this analysis align with this broader body of work and indicate that gender norms and occupation sorting continue to shape employment outcomes.

The findings from this report highlight the need to move beyond expanding access to education and toward strengthening pathways into high-demand, high-wage occupations. While participation in programs such as CTE is already comparable across genders, differences in post-exit outcomes underscore the importance of supporting entry, persistence, and advancement in priority jobs and programs. These efforts must also balance individual career interests and long-term job satisfaction, which are critical to sustained employment and economic mobility. By prioritizing high-demand occupations and emphasizing priority jobs and programs<sup>19</sup>, colleges can play a pivotal role in improving employment outcomes, reducing gender disparities, and fostering long-term financial stability for female students in Los Angeles County. Furthermore, emphasizing mentorship, scholarship opportunities, and workplace inclusivity policies can help dismantle the remaining barriers and ensure women have equitable access to well-paying, sustainable careers.

---

 **Important Disclaimer:** All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made based upon components or recommendations contained in this study.

© 2026 California Community Colleges Chancellor's Office, Centers of Excellence for Labor Market Research, Economic and Workforce Development Program.

All rights reserved.

# End Notes

1. Total jobs falling below  $\frac{1}{2}$  the 1st quartile (Q1, 58,453 jobs) were excluded to mitigate the influence of low-end variability and improve the robustness of the analysis.
2. Total jobs falling below  $\frac{1}{2}$  the 1st quartile (Q1, 58,453 jobs) were excluded to mitigate the influence of low-end variability and improve the robustness of the analysis.
3. As there is high variance in the number of jobs in each industry, the weighted average earnings per job across industries is used instead of median average earnings across industries. The weighted average earnings per job is calculated with the formula: Average (Average Earnings Per Job x 2024 Jobs in Industry for all five Female Concentrated/Underrepresented Industries)/Total 2024 Jobs for all five Female Concentrated and Underrepresented Industries.
4. The interquartile range for total female participation was used as a cutoff to ensure adequate occupation size for analysis (2,463).
5. Occupational earnings differ from Industry earnings. Industry earnings include wages and salaries and supplements (such as pensions), while occupational earnings only include wages and salaries.
6. Census gender data broken into 7 categories (i.e., X, Y, Z). These categories have been reduced to three (i.e., % Less than high school, % High school graduate, some college, or 2-year degree, and % 4-year degree or higher). Percentages rounded to nearest 10th.
7. To ensure sample size adequacy, only programs with more than 28.4 Total FTES (1st Quartile Median) were included in the analysis.
8. The FTES value is calculated by summing the "Total Hours" (refer to [SXD4](#) in CCCCCO MIS Data Element Dictionary) in all the enrollment records reported to CCCCCO MIS during the requested time period, then dividing by 525.
9. Average median annual earnings for all SWP students in Los Angeles County: \$43,200
10. All values rounded to nearest hundred. Due to a limited number of responses from non-binary students, their data could not be included in the figures. Among the 105 respondents, the average earnings were \$33,400.
11. Average median change in earnings for all SWP students in Los Angeles County: 29%
12. Due to the small sample size, data related to non-binary students could not be included in the figures. Among the 78 respondents, the median change in earnings was 31%.
13. Average percentage of attaining a living wage for all SWP students in Los Angeles County: 41%
14. Due to the small sample size, data related to non-binary students could not be included in the figures. Among the 103 respondents, the percentage attaining a living wage was 19%.
15. Average percentage of SWP students who exited all postsecondary and who were unemployed 2 quarters before entry or re-entry and became employed 2 quarters after exit: 25%

# End Notes

16. Due to a limited number of responses from non-binary students, their data could not be included in the figures. Among the 72 respondents, the percentage of students who were unemployed before entry or re-entry into college and subsequently became employed after exit is 28%.

17. Ryan Schollmeier and Alex Scott. "Examining the gender wage gap in logistics." *Journal of Business Logistics* 45.1 (2024): e12363.

18. Kevin A. Hoff, et al. "Interested and employed? A national study of gender differences in basic interests and employment." *Journal of Vocational Behavior* 148 (2024): 103942.

19. [Equity in Priority Jobs and Programs: Los Angeles Region - Centers of Excellence for Labor Market Research](#)