

## Summary

| Program LMI Endorsement                              | Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Endorsed: Some LMI Criteria Met <input type="checkbox"/> | Not LMI Endorsed <input type="checkbox"/> |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------|
| <b>Program LMI Endorsement Criteria</b>              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                          |                                           |
|                                                      | Yes <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No <input type="checkbox"/>                              |                                           |
| Supply Gap:                                          | <p><i>Comments:</i> there is projected to be <b>288 annual job openings</b> in the South Central Coast (SCC) Region for these logistics and material transportation occupations, which <b>is less than the 2,236 awards conferred by educational institutions</b>.</p> <p>However, the educational programs that train for these 2 occupations also train for 32 other related occupations that account for 8,268 annual openings. <b>Therefore, supply is overstated and there is likely a supply gap present for these logistics and material transportation occupations</b></p> |                                                          |                                           |
|                                                      | Yes <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No <input type="checkbox"/>                              |                                           |
| Self-Sufficiency Standard Living Wage <sup>1</sup> : | <p><i>Comments:</i> <b>all (100%) annual job openings</b> for these logistics and material transportation occupations <b>have entry-level hourly wages above the Los Angeles County living wage of \$24.03</b>.</p>                                                                                                                                                                                                                                                                                                                                                                |                                                          |                                           |
|                                                      | Yes <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No <input type="checkbox"/>                              |                                           |
| Education:                                           | <p><i>Comments:</i> though <b>the majority (53%) of annual job openings</b> for these logistics and material transportation occupations typically require a <b>bachelor's degree, between 36% and 37% of workers in the field have completed some college or an associate degree as their highest level of education</b>.</p>                                                                                                                                                                                                                                                      |                                                          |                                           |
| <b>Additional Considerations</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                          |                                           |
| Emerging Occupation(s):                              | Yes <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Some <input type="checkbox"/>                            | No <input checked="" type="checkbox"/>    |
|                                                      | <i>Comments:</i> N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                          |                                           |

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) prepared this report to determine whether there is a supply gap in the SCC regional labor market related to two middle-skill occupations:

- *Transportation, Storage, and Distribution Managers* (11-3071)
- *Logisticians* (13-1081)

Based on the available data there is likely a supply gap for these logistics and material transportation occupations. Though demand is lower than supply, the educational programs that train for these 2 occupations also train for 32 other related occupations that account for 8,268 annual openings. Therefore, supply is overstated and there is likely a supply gap

<sup>1</sup> 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; the living wage for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties, last updated in March 2024.

present for these logistics and material transportation occupations. Additionally, the majority of annual job openings have entry-level wages above the living wage and typical education requirements for these occupations align with a community college education. **Therefore, due to all 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 occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

| Occupation (SOC)                                                         | Demand<br>(Annual<br>Openings) | Supply<br>(CC and<br>Non-CC) | Entry-Level<br>Hourly<br>Earnings<br>(25 <sup>th</sup> Percentile) | Typical<br>Entry-Level<br>Education     | Community<br>College<br>Educational<br>Attainment |
|--------------------------------------------------------------------------|--------------------------------|------------------------------|--------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------|
| Transportation,<br>Storage, and<br>Distribution<br>Managers<br>(11-3071) | 106                            | Accounted<br>for below       | Northern LA:<br>\$36.45                                            | High school<br>diploma or<br>equivalent | 36%                                               |
| Logisticians<br>(13-1081)                                                | 182                            | 2,236                        | Northern LA:<br>\$31.55                                            | Bachelor's<br>degree                    | 37%                                               |
| <b>Total</b>                                                             | <b>288</b>                     | <b>2,236</b>                 | <b>N/A</b>                                                         | <b>N/A</b>                              | <b>N/A</b>                                        |

#### Demand:

- The number of jobs related to these logistics and material transportation occupations is projected to increase 5% through 2029 in the SCC region. There are projected to be 288 annual job openings due to retirements and replacements.
- Hourly entry-level wages for these logistics and material transportation occupations in Northern Los Angeles County range from \$31.55 to \$36.45; all (100%) annual job openings have entry-level wages above the Self-Sufficiency Standard living wage (\$24.03 for Los Angeles County).
- There were 1,550 online job postings for these logistics and material transportation occupations over the past 12 months. The highest number of postings were for production planners, supply chain associates, supply chain managers, and logistics coordinators.
- The typical entry-level education for these logistics and material transportation occupations ranges from a high school diploma or equivalent to a bachelor's degree.
- Between 36% and 37% of workers in the field have completed some college or an associate degree as their highest level of education.

#### Supply:

- There was an average of 2,236 awards conferred by eight community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions conferred 1,177 related awards from 2020 to 2023.
- According to the Chancellor's Office Curriculum Inventory (COCI) data, there are currently no courses or programs offered under the Logistics and Material Transportation (0510.00) TOP code at the District level, and a small number of students throughout the SCC Region. Therefore, student outcomes data is limited or unavailable for all metrics as the district and regional level.

## Demand

### Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2019. Notably, employment for these logistics and material transportation occupations in San Luis Obispo County grew 45% from 2019 to 2024, which is significantly higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2024 to 2029, employment for these logistics and material transportation occupations is projected to steadily grow in all areas especially in San Luis Obispo County, where employment is projected to grow 54% compared to 2019 levels.

Exhibit 2: Historical and Projected Employment for Logistic and Material Transportation Occupations in the SCC Region, 2019-2029

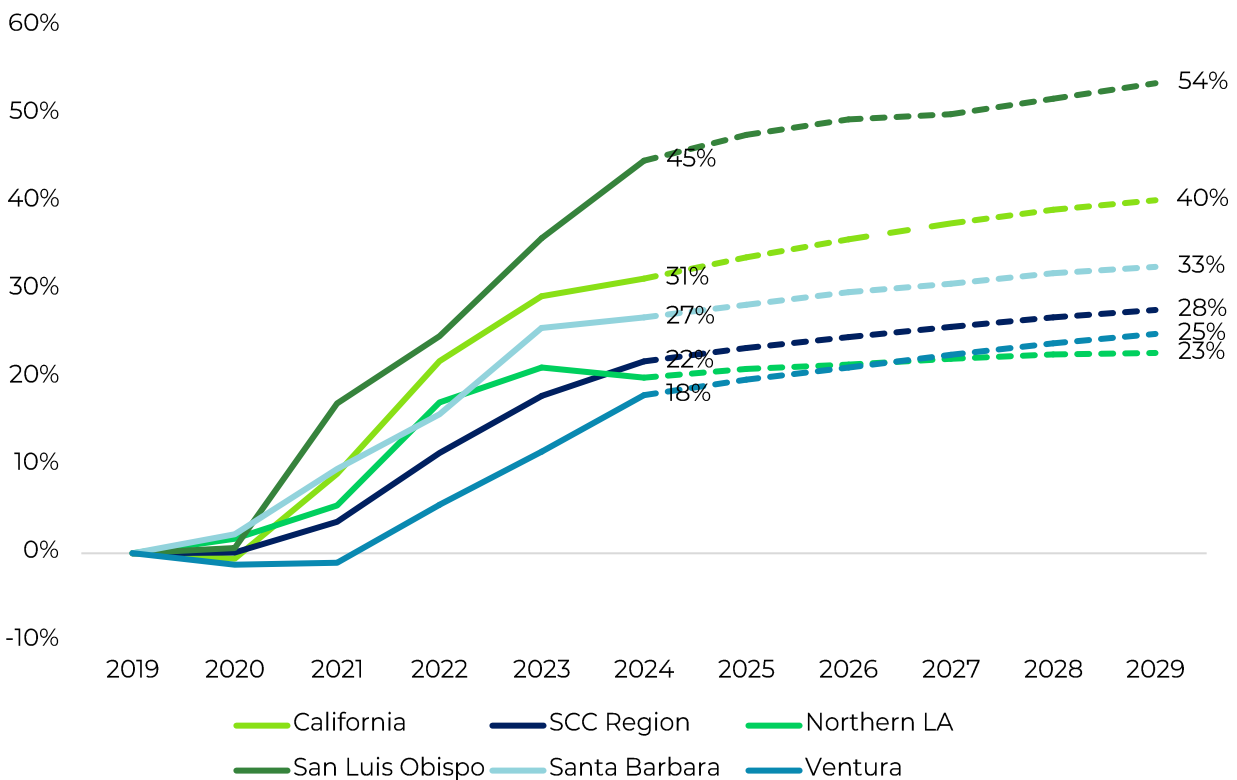


Exhibit 3 shows the five-year occupational demand projections for these logistics and material transportation occupations. In the SCC Region, the number of jobs related to these occupations is projected to increase 5% through 2029. There is projected to be 288 jobs available annually. Ventura County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region<sup>2</sup>

| Geography       | 2024 Jobs | 2029 Jobs | 2024-2029 Change | 2024-2029 % Change | Annual Openings |
|-----------------|-----------|-----------|------------------|--------------------|-----------------|
| Northern LA     | 727       | 744       | 17               | 2%                 | 65              |
| San Luis Obispo | 246       | 261       | 15               | 6%                 | 24              |
| Santa Barbara   | 529       | 553       | 24               | 4%                 | 50              |

<sup>2</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

| Geography         | 2024<br>Jobs | 2029<br>Jobs | 2024-2029<br>Change | 2024-2029<br>% Change | Annual<br>Openings |
|-------------------|--------------|--------------|---------------------|-----------------------|--------------------|
| Ventura           | 1,539        | 1,631        | 91                  | 6%                    | 148                |
| <b>SCC Region</b> | <b>3,039</b> | <b>3,186</b> | <b>147</b>          | <b>5%</b>             | <b>288</b>         |

## Wages:

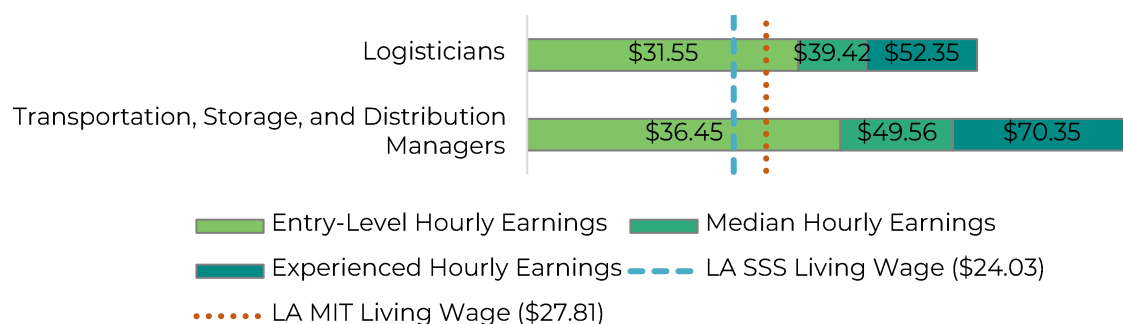
The labor market endorsement in this report considers the entry-level hourly wages for these logistics and material transportation occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Antelope Valley College, which is in Los Angeles County. Wages for other counties are included below to provide a complete analysis of the SCC Region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. Currently, the MIT Living Wage in Los Angeles County is \$26.63. 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.

## Northern Los Angeles

All (100%) annual openings for these logistics and material transportation occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$31.55 and \$36.45. Exhibit 4 shows the wage range for each of these logistics and material transportation occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

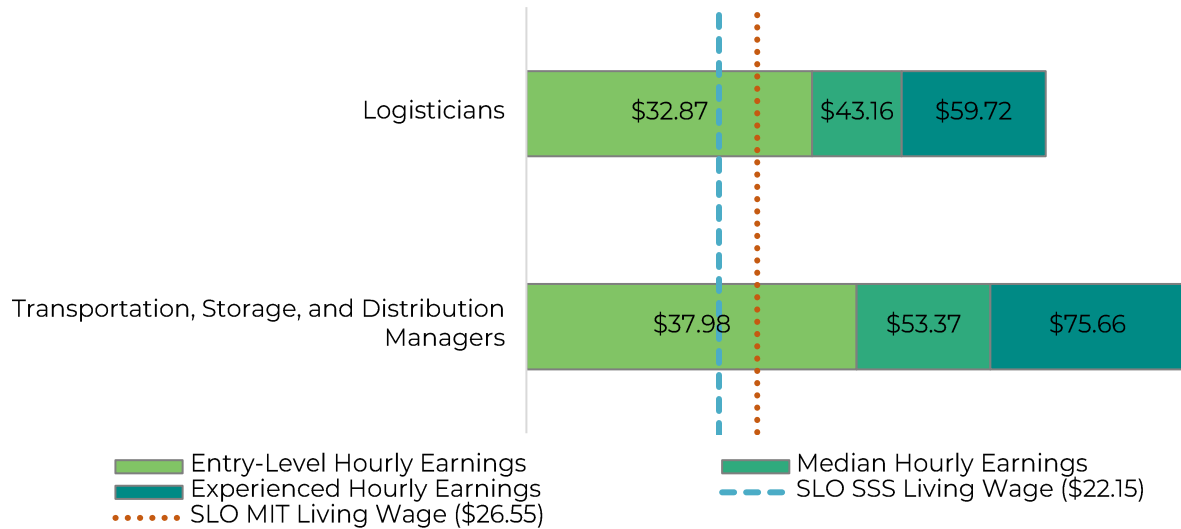
Exhibit 4: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

All (100%) annual openings for these logistics and material transportation occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$32.87 and \$37.98. Exhibit 5 shows the wage range for each of these logistics and material transportation occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

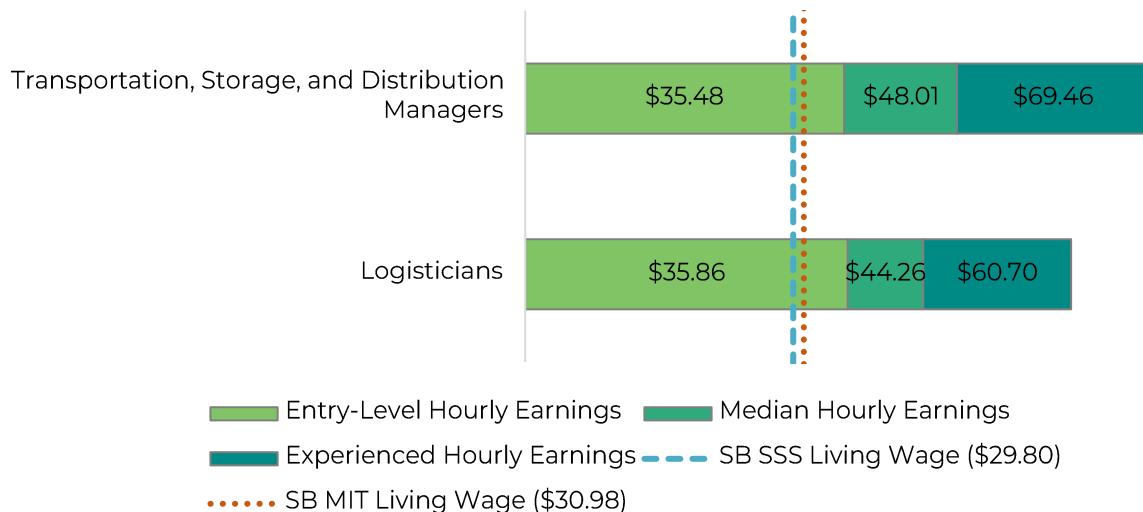
### Exhibit 5: Wages by Occupation in San Luis Obispo County



### Santa Barbara

All (100%) annual openings for these logistics and material transportation occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Typical entry-level hourly wages range between \$35.48 and \$35.86. Exhibit 6 shows the wage range for each of these logistics and material transportation occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

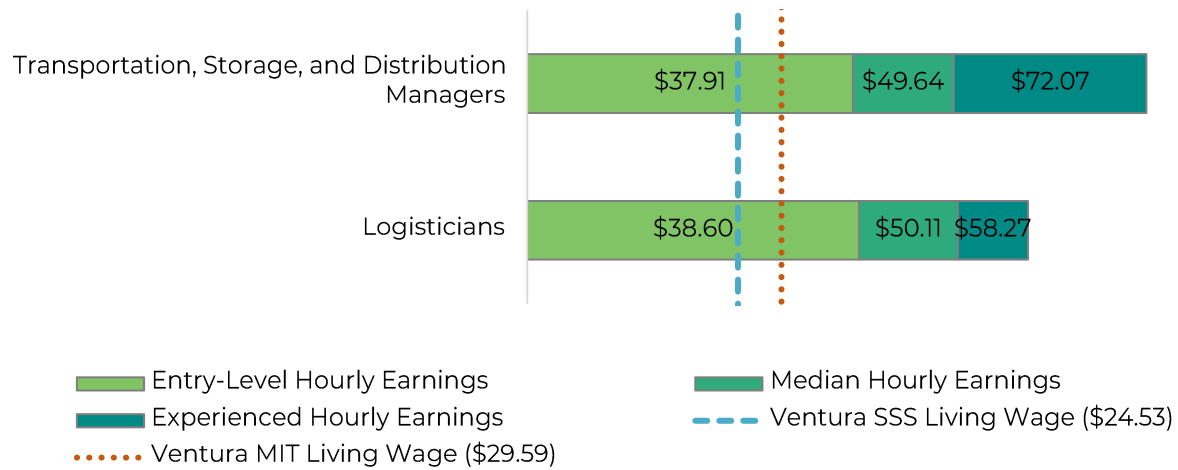
### Exhibit 6: Wages by Occupation in Santa Barbara County



### Ventura

All (100%) annual openings for these logistics and material transportation occupations have entry-level wages above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-level hourly wages range between \$37.91 and \$38.60. Exhibit 7 shows the wage range for each of these logistics and material transportation occupations in Ventura County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

## Exhibit 7: Wages by Occupation in Ventura County



### Job Postings:

There were 1,550 online job postings related to these logistics and material transportation occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. Approximately 50% of job postings were in Ventura County.

### Exhibit 8: Number of Job Postings by County (n=1,550)

| County                | Job Postings | Percentage of Job Postings |
|-----------------------|--------------|----------------------------|
| Ventura               | 773          | 50%                        |
| Northern Los Angeles  | 331          | 21%                        |
| Santa Barbara         | 322          | 21%                        |
| San Luis Obispo       | 124          | 8%                         |
| <b>Total Postings</b> | <b>1,550</b> | <b>100%</b>                |

Of the 1,550 postings, the majority (63%) were for *Logisticians (13-1081)*, followed by *Transportation, Storage, and Distribution Managers (11-3071)*, as shown in Exhibit 9.

### Exhibit 9: Number of Job Postings by Occupation (n=1,550)

| Occupation                                         | Job Postings | Percentage of Job Postings |
|----------------------------------------------------|--------------|----------------------------|
| Logisticians                                       | 978          | 63%                        |
| Transportation, Storage, and Distribution Managers | 572          | 37%                        |
| <b>Total Postings</b>                              | <b>1,550</b> | <b>100%</b>                |

The top employers in the region, by number of job postings, are shown in Exhibit 10.

### Exhibit 10: Top Employers by Number of Job Postings (n=1,550)

| Employer                           | Job Postings | Percentage of Job Postings |
|------------------------------------|--------------|----------------------------|
| Northrop Grumman                   | 68           | 4%                         |
| Lockheed Martin                    | 38           | 2%                         |
| United States Postal Service       | 29           | 2%                         |
| Advanced Bio-Logic Solutions Corp. | 25           | 2%                         |

| Employer             | Job Postings | Percentage of Job Postings |
|----------------------|--------------|----------------------------|
| RTX                  | 24           | 2%                         |
| Amentum              | 18           | 1%                         |
| T-Mobile US          | 17           | 1%                         |
| AppleOne             | 17           | 1%                         |
| Software Specialists | 16           | 1%                         |
| US Tech Solutions    | 14           | 1%                         |

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 11.

**Exhibit 11: Top Skills by Number of Job Postings (n=1,550)**

| Top Specialized Skills               | Top Soft Skills        | Top Computer Skills                           |
|--------------------------------------|------------------------|-----------------------------------------------|
| Supply Chain (648)                   | Communication (848)    | Microsoft Excel (416)                         |
| Inventory Management (447)           | Operations (818)       | SAP Applications (296)                        |
| Warehousing (400)                    | Management (591)       | Microsoft Office (273)                        |
| Purchasing (370)                     | Planning (532)         | Microsoft PowerPoint (191)                    |
| Procurement (356)                    | Leadership (491)       | Microsoft Outlook (112)                       |
| Continuous Improvement Process (345) | Customer Service (455) | Inventory Management System (93)              |
| Supply Chain Management (336)        | Microsoft Excel (416)  | Microsoft Word (93)                           |
| SAP Applications (296)               | Detail Oriented (395)  | Warehouse Management Systems (65)             |
| Inventory Control (279)              | Problem Solving (369)  | SAP ERP (64)                                  |
| Material Requirements Planning (267) | Coordinating (343)     | Tableau (Business Intelligence Software) (63) |

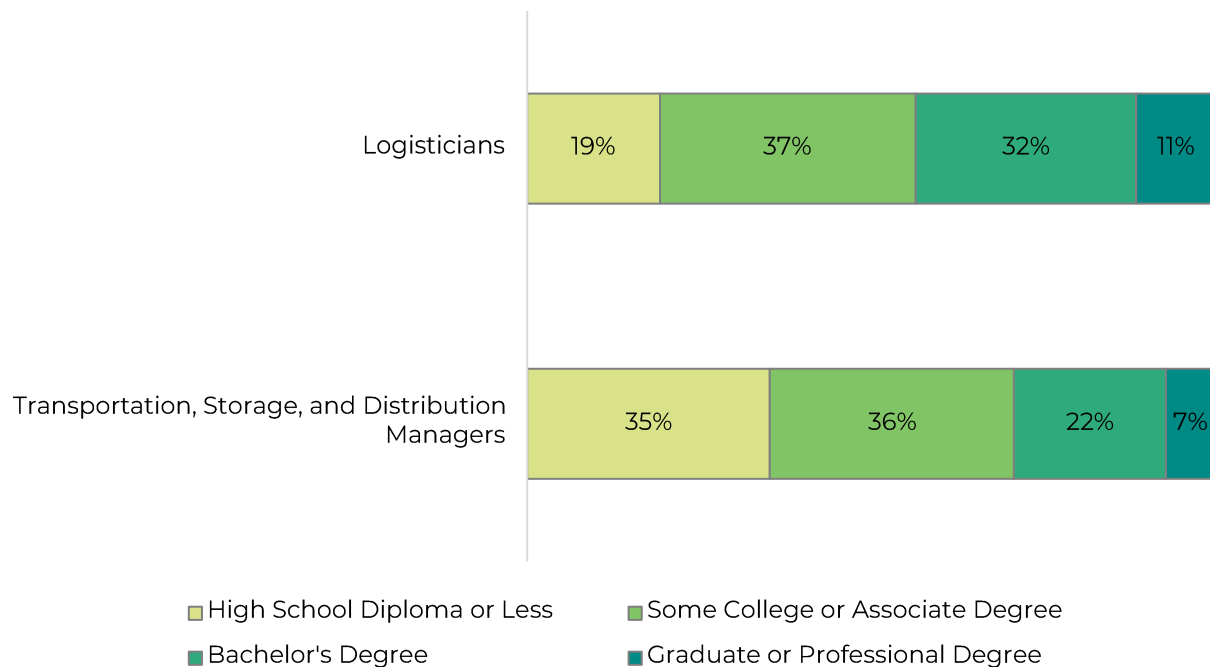
## Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for these logistics and material transportation occupations:

- High School Diploma or Equivalent
  - *Transportation, Storage, and Distribution Managers (11-3071)*
- Bachelor's Degree
  - *Logisticians (13-1081)*

The national-level educational attainment data indicates between 36% and 37% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 69% of the cumulative job postings for these logistics and material transportation occupations that listed a minimum education requirement in the SCC Region, 46% (486) requested a high school diploma or an associate degree, 53% (567) requested a bachelor's degree, and 1% (13) requested a graduate or professional degree.



## Educational Supply

### Community College Supply:

Exhibit 13 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Business and Commerce, General (0501.00)
- Business Administration (0505.00)
- Business Management (0506.00)
- Management Development and Supervision (0506.30)
- Logistics and Materials Transportation (0510.00)

The college with the most completions in the region is Cuesta (700), followed by College of the Canyons (387), and Moorpark (321).

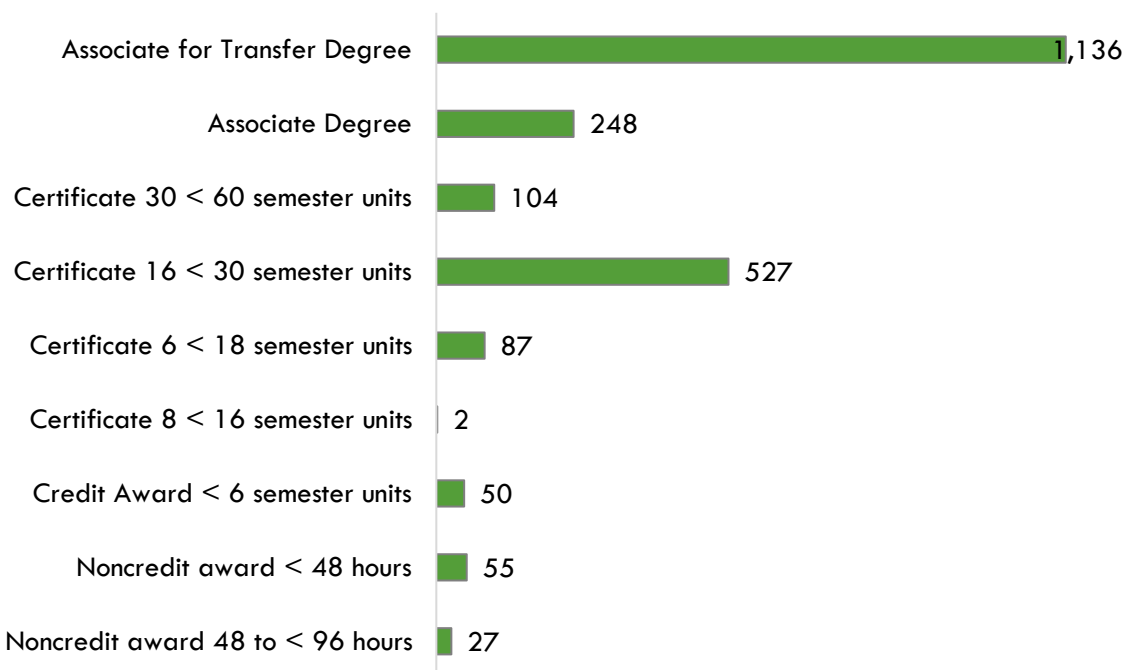
Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2021-2024

| TOP<br>Code             | Program                              | College         | 2021-<br>2022<br>Awards | 2022-<br>2023<br>Awards | 2023-<br>2024<br>Awards | 3-Year<br>Award<br>Average |
|-------------------------|--------------------------------------|-----------------|-------------------------|-------------------------|-------------------------|----------------------------|
| 0501.00                 | Business and<br>Commerce,<br>General | Allan Hancock   | 32                      | 17                      | 115                     | 55                         |
|                         |                                      | Antelope Valley | 37                      | 26                      | 65                      | 43                         |
|                         |                                      | Cuesta          | 243                     | 705                     | 428                     | 459                        |
|                         |                                      | Moorpark        | 75                      | 42                      | 53                      | 57                         |
| Supply Subtotal/Average |                                      |                 | 387                     | 790                     | 661                     | 613                        |
| 0505.00                 | Business<br>Administration           | Allan Hancock   | 107                     | 94                      | 114                     | 105                        |
|                         |                                      | Antelope Valley | 150                     | 120                     | 109                     | 126                        |
|                         |                                      | Canyons         | 307                     | 285                     | 229                     | 274                        |
|                         |                                      | Cuesta          | 159                     | 297                     | 250                     | 235                        |
|                         |                                      | Moorpark        | 254                     | 218                     | 224                     | 232                        |
|                         |                                      | Oxnard          | 82                      | 78                      | 72                      | 77                         |
|                         |                                      | Santa Barbara   | 116                     | 145                     | 160                     | 140                        |
|                         |                                      | Ventura         | 128                     | 118                     | 107                     | 118                        |
| Supply Subtotal/Average |                                      |                 | 1,303                   | 1,355                   | 1,265                   | 1,308                      |
| 0506.00                 | Business<br>Management               | Allan Hancock   | 12                      | 14                      | 12                      | 13                         |
|                         |                                      | Antelope Valley | 0                       | 0                       | 2                       | 1                          |
|                         |                                      | Canyons         | 148                     | 83                      | 110                     | 114                        |
|                         |                                      | Cuesta          | 4                       | 6                       | 8                       | 6                          |
|                         |                                      | Moorpark        | 3                       | 40                      | 53                      | 32                         |
|                         |                                      | Oxnard          | 19                      | 9                       | 10                      | 13                         |
|                         |                                      | Santa Barbara   | 11                      | 0                       | 1                       | 4                          |
|                         |                                      | Ventura         | 127                     | 132                     | 120                     | 126                        |
| Supply Subtotal/Average |                                      |                 | 324                     | 284                     | 316                     | 308                        |

| TOP<br>Code             | Program                                         | College       | 2021-<br>2022<br>Awards | 2022-<br>2023<br>Awards | 2023-<br>2024<br>Awards | 3-Year<br>Award<br>Average |
|-------------------------|-------------------------------------------------|---------------|-------------------------|-------------------------|-------------------------|----------------------------|
| 0506.30                 | Management<br>Development<br>and<br>Supervision | Santa Barbara | 0                       | 0                       | 7                       | 2                          |
|                         |                                                 | Ventura       | 5                       | 4                       | 7                       | 5                          |
| Supply Subtotal/Average |                                                 |               | 5                       | 4                       | 14                      | 8                          |
| Supply Total/Average    |                                                 |               | 2,019                   | 2,433                   | 2,256                   | 2,236                      |

Exhibit 14 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate for transfer degrees, followed by certificates between 16 and less than 30 semester units and associate degrees.

#### Exhibit 14: Annual Average Community College Awards by Type, 2021-2024



### Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Logistics and Material Transportation (0510.00) programs at Antelope Valley College (AVC), the SCC Region, and California. A review of Chancellor's Office Curriculum Inventory (COCI) data shows that there is currently only one college (Oxnard) in the SCC Region that offers Logistics and Material Transportation (0510.00) programs or courses. Therefore, student outcomes data is unavailable for Antelope Valley College, and nearly all data is unavailable for the SCC Region.

Of the 1,763 students in Logistics and Material Transportation (0510.00) programs statewide, only 2% (30) were in the SCC Region. Throughout the state, median annual earnings for students that exited Logistics and Material Transportation (0510.00) programs were \$49,274 (or \$23.69 per hour) and 53% of students attained the living wage.

Exhibit 15: Logistics and Material Transportation (0510.00)  
Strong Workforce Program Metrics, 2023-24<sup>34</sup>

| SWP Metric                                                                                | AVC              | SCC Region       | California         |
|-------------------------------------------------------------------------------------------|------------------|------------------|--------------------|
| SWP Students                                                                              | Data Unavailable | 30               | 1,763              |
| SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year | Data Unavailable | 43%              | 33%                |
| SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course                | Data Unavailable | Data Unavailable | 69%                |
| SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status | Data Unavailable | Data Unavailable | 11%                |
| SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)           | Data Unavailable | Data Unavailable | 3%                 |
| SWP Students with a Job Closely Related to Their Field of Study (2021-22)                 | Data Unavailable | Data Unavailable | 90%                |
| Median Annual Earnings for SWP Exiting Students (2022-23)                                 | Data Unavailable | Data Unavailable | \$49,274 (\$23.69) |
| Median Change in Earnings for SWP Exiting Students (2022-23)                              | Data Unavailable | Data Unavailable | 24%                |
| SWP Exiting Students Who Attained the Living Wage (2022-23)                               | Data Unavailable | Data Unavailable | 53%                |

### Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering logistic and material transportation training programs. Over the past three years (2020-2023), there were 1,177 awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Business Administration and Management, General (52.0201)

Exhibit 16 shows the number of awards conferred by non-community college institutions.

### Exhibit 16: Regional Non-Community College Awards, 2020-2023

| CIP Code | Program                                         | College                                                  | 2020-2021 Awards | 2021-2022 Awards | 2022-2023 Awards | 3-Year Award Average |
|----------|-------------------------------------------------|----------------------------------------------------------|------------------|------------------|------------------|----------------------|
| 52.0201  | Business Administration and Management, General | Antioch University-Santa Barbara                         | 1                | 3                | 8                | 4                    |
|          |                                                 | California Lutheran University                           | 105              | 87               | 130              | 107                  |
|          |                                                 | California Polytechnic State University- San Luis Obispo | 766              | 753              | 689              | 736                  |

<sup>3</sup> All SWP metrics are for 2023-24 unless otherwise noted. Metrics data is sourced from DataVista.

<sup>4</sup> Data that is not available in DataVista is denoted in Exhibit 15 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

| CIP Code                       | Program | College                                     | 2020-2021 Awards | 2021-2022 Awards | 2022-2023 Awards | 3-Year Award Average |
|--------------------------------|---------|---------------------------------------------|------------------|------------------|------------------|----------------------|
|                                |         | California State University-Channel Islands | 307              | 213              | 260              | 260                  |
|                                |         | Laurus College                              | 43               | 80               | 78               | 67                   |
|                                |         | Ventura Adult and Continuing Education      | 4                | 1                | 4                | 3                    |
| <b>Supply Subtotal/Average</b> |         |                                             | <b>1,226</b>     | <b>1,137</b>     | <b>1,169</b>     | <b>1,177</b>         |
| <b>Supply Total/Average</b>    |         |                                             | <b>1,226</b>     | <b>1,137</b>     | <b>1,169</b>     | <b>1,177</b>         |

## Regional Demographics

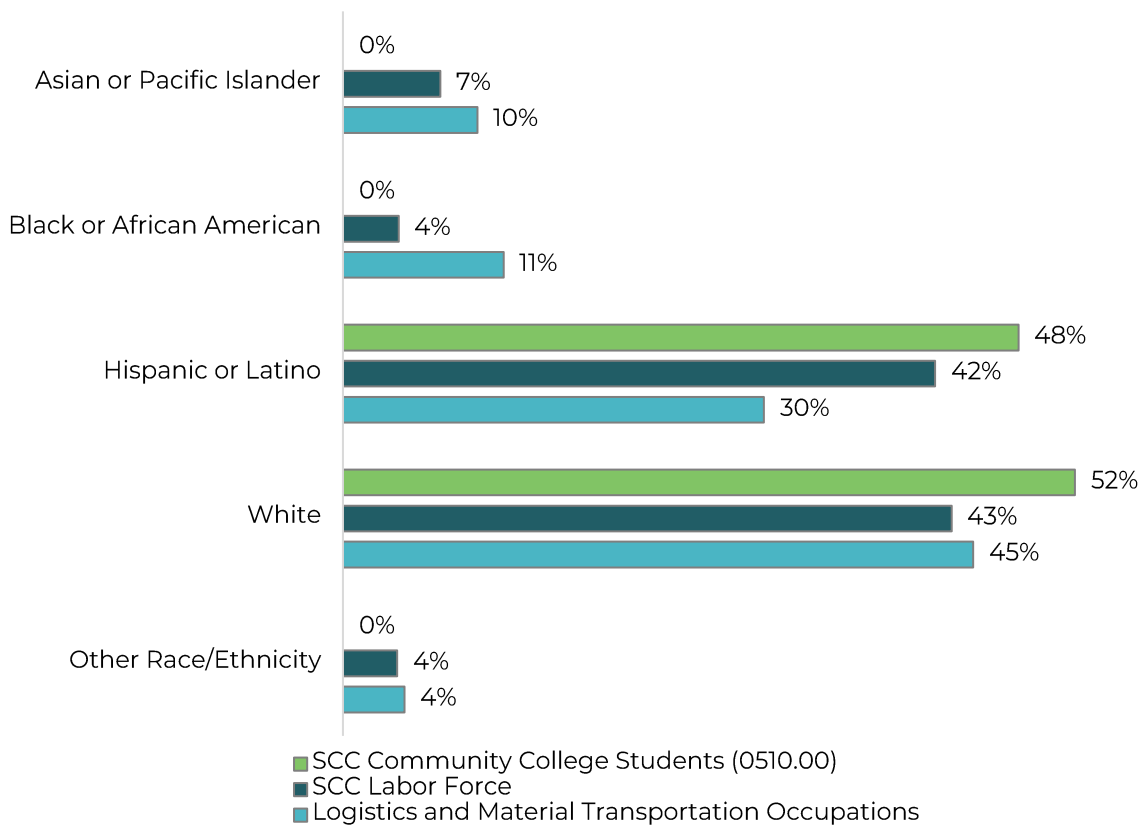
This section examines demographic data for SCC community college students in Logistics and Material Transportation (0510.00) programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

### Ethnicity:

Exhibit 17 compares the ethnicity of SCC community college students enrolled in Logistics and Material Transportation (0510.00) programs, the overall SCC labor force, and occupation-specific data for the two logistics and material transportation occupations included in this report.

Notably, 45% of workers employed in these logistics and material transportation occupations are white, which is higher than the labor force (43%); both figures are lower than the percentage of white Logistics and Material Transportation (0510.00) students (52%). Conversely, 48% of Logistics and Material Transportation (0510.00) students are Hispanic or Latino, which is higher than the labor force (42%, and significantly higher than these logistics and material transportation occupations (30%).

Exhibit 17: Program and County Demographics by Ethnicity

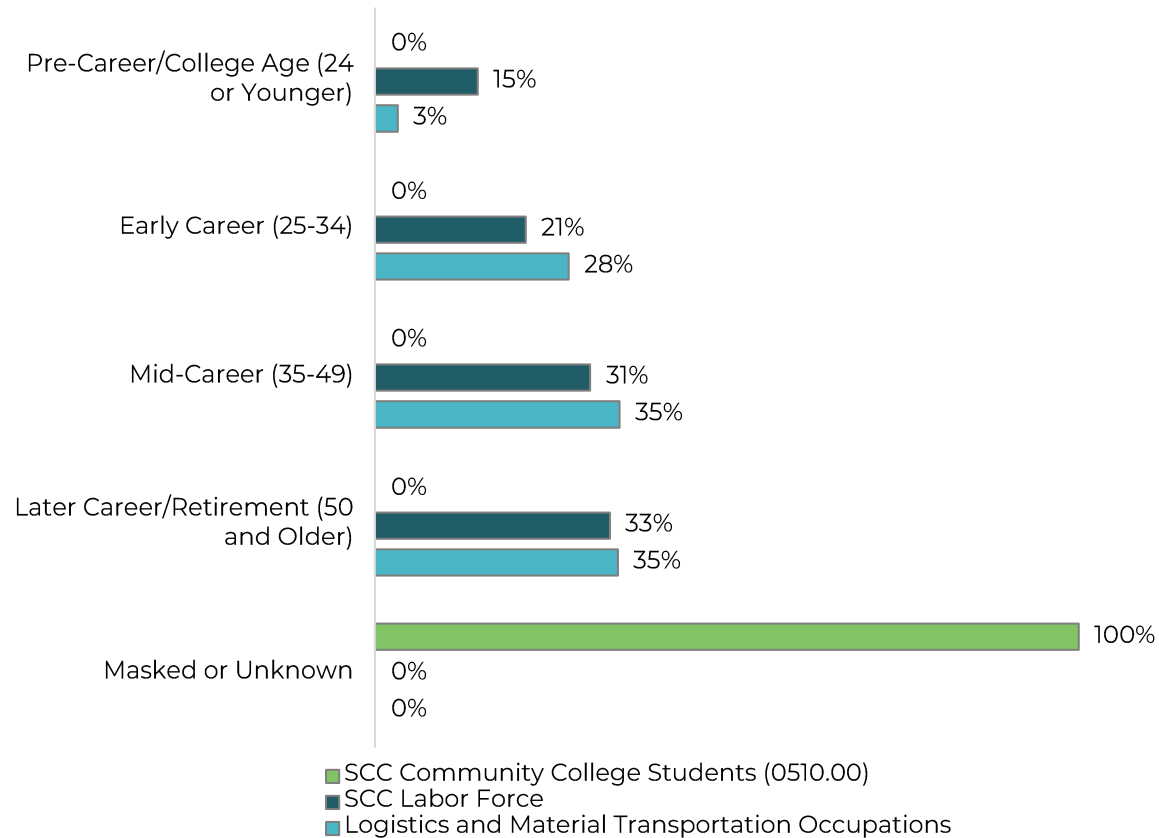


## Age:

Exhibit 18 compares the age of SCC community college students enrolled in Logistics and Material Transportation (0510.00) programs, the overall SCC labor force, and occupation-specific data for the two logistics and material transportation occupations included in this report.

Notably, all student age data is masked or unknown. Mid-Career (35-49) and Later Career/Retirement (50 and Older) workers account for the majority (70%) of workers in these logistics and material transportation occupations.

Exhibit 18: Program and County Demographics by Age

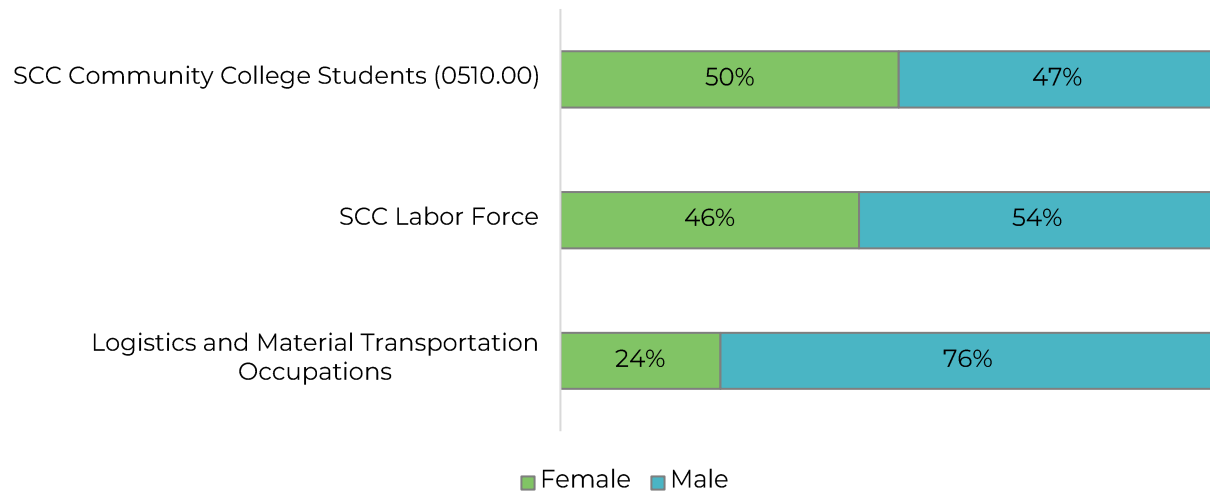


## Sex:

Exhibit 19 compares the sex of SCC community college students enrolled in Logistics and Material Transportation (0510.00) programs, the overall SCC labor force, and occupation-specific data for these logistics and material transportation occupations.

There is a significant majority of male workers (76%) in these logistics and material occupations, compared to female workers (24%).

Exhibit 19: Program and County Demographics by Sex



## Appendix A: Methodology

### Traditional Labor Market Data

The SCC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies.

Data included in this analysis represents the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the SCC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges.

Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the SCC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that require 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 SCC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)), also known as IPEDS.

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 in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

### Online Job Postings Data

Online job postings data, also known as real-time labor market information, captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions. Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more.

There are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.



Additionally, Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.<sup>5</sup> For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

## Geography

The South Central Coast region encompasses San Luis Obispo, Santa Barbara, and Ventura counties, as well as parts of Northern Los Angeles County. Exhibit 19 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 20: Northern Los Angeles ZIP Codes

| ZIP Code | Primary City    | ZIP Code | Primary City |
|----------|-----------------|----------|--------------|
| 91310    | Castaic         | 93532    | Lake Hughes  |
| 91321    | Newhall         | 93534    | Lancaster    |
| 91322    | Newhall         | 93535    | Lancaster    |
| 91350    | Santa Clarita   | 93536    | Lancaster    |
| 91351    | Canyon Country  | 93539    | Lancaster    |
| 91354    | Valencia        | 93543    | Littlerock   |
| 91355    | Valencia        | 93544    | Llano        |
| 91380    | Santa Clarita   | 93550    | Palmdale     |
| 91381    | Stevenson Ranch | 93551    | Palmdale     |
| 91382    | Santa Clarita   | 93552    | Palmdale     |
| 91383    | Santa Clarita   | 93553    | Pearblossom  |
| 91384    | Castaic         | 93563    | Valyermo     |
| 91385    | Valencia        | 93584    | Lancaster    |
| 91386    | Canyon Country  | 93586    | Lancaster    |
| 91387    | Canyon Country  | 93590    | Palmdale     |
| 91390    | Santa Clarita   | 93591    | Palmdale     |
| 93510    | Acton           | 93599    | Palmdale     |

Though traditional labor market information is available at the ZIP code level, it does not always add up to data reported at the county level for multiple reasons:

- ZIP codes are not official geographically bounded areas, unlike states and counties.
- ZIP codes may cross county lines, such as ZIP code 93461, which is primarily in San Luis Obispo County, but also crosses into Kern County.

For these reasons, the number of jobs and average annual openings for each county may not add up to the total for the SCC Region. However, considering jobseekers may cross county lines for opportunities, the traditional labor market data is reflective of opportunities available to jobseekers in the SCC Region.

Additionally, job postings data is available only at the city or county level. To analyze job postings for the entire SCC region, the SCC COE developed a list of cities available in Lightcast for analysis. Additionally, demographic data is not available at the ZIP code level but is available at the Census Bureau's Public Use Microdata Area (PUMA) level. Demographic data was sourced via IPUMS and analyzed by the SCC COE.

<sup>5</sup> K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

## 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 <a href="#">Lightcast</a> , a labor market analytics firm.                                                                                                                                                                                                        |
| Living Wage                                                                                   | Per the CCCCCO, this report's endorsement criteria uses the <a href="#">University of Washington's Center for Women's Welfare Self-Sufficiency Standard</a> last updated in March 2024.<br><br>The <a href="#">MIT Living Wage</a> , updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference.   |
| Typical Education and Training Requirements, and Educational Attainment                       | The <a href="#">Bureau of Labor Statistics (BLS)</a> 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 <a href="#">O*NET</a> database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.                                                                                                                                                                                             |
| Educational Supply                                                                            | The <a href="#">CCCCCO Data Mart</a> provides information about students, courses, student services, outcomes and faculty and staff.<br><br>The <a href="#">National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS)</a> collects data on the number of postsecondary awards earned (completions). |
| Student Metrics and Demographics                                                              | <a href="#">Data Vista</a> , 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 <a href="#">Census Bureau's American Community Survey (ACS)</a> is the premier source for detailed population and housing information.<br><br>Data is sourced from <a href="#">IPUMS USA</a> , a database providing access to ACS and other Census Bureau data products.                                                                      |

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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