

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met ☐	Endorsed: Some LMI Criteria Met ☒	Not LMI Endorsed ☐
Program LMI Endorsement Criteria			
	Yes ☒		No ☐
Supply Gap:	Comments: there is projected to be 13 annual job openings in the South Central Coast (SCC) Region for <i>Shoe and Leather Workers and Repairers (51-6041)</i> , which is more than the 0 related awards conferred by regional institutions .		
	Yes ☐		No ☒
Self-Sufficiency Standard Living Wage ¹ :	Comments: Typical entry-level wages for <i>Shoe and Leather Workers and Repairers (51-6041)</i> are \$5.02, which is significantly below the San Luis Obispo County living wage of \$22.15 .		
	Yes ☒		No ☐
Education:	Comments: Though the typical entry-level education for <i>Shoe and Leather Workers and Repairers (51-6041)</i> is a high school diploma or equivalent, 24% of workers in the field have completed some college or an associate degree as their highest level of education .		
Additional Considerations			
Emerging Occupation(s):	Yes ☐	Some ☐	No ☒
	Comments: 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 one middle-skill occupation:

- *Shoe and Leather Workers and Repairers (51-6041)*

Due to the specialized nature of this occupation, the SCC COE conducted additional research to provide further context for this occupation and the broader industry in which these skills may be applied. The Footwear and Leather Goods Repair industry (NAICS Code 811430), includes establishments primarily engaged in repairing footwear and other leather or leather-like goods, such as handbags, briefcases, and saddlery, without retailing new footwear or leather goods. According to industry data from Lightcast, there are 73 establishments in the SCC Region in Footwear and Leather Goods Repair industry, Though *Shoe and Leather Workers and Repairers (51-6041)* is a small occupation concentrated

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; the living wage for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties, last updated in March 2024.

within the Footwear and Leather Goods Repair industry, workers in this occupation may also be employed across other businesses and specialized services in the region.

Additionally, a review of Apprenticeship USA found that while *Shoe and Leather Workers and Repairers (51-6041)* is listed as an apprenticeable occupation, there are currently no registered apprenticeship programs for this occupation in California or nationally. Given that this labor market analysis was prepared for Cuesta College, which serves San Luis Obispo County and its significant agricultural and equine-related activity, horse saddle and related leather repair work may also be relevant to consider within the broader context of this occupation. Because wage outcomes for this occupation were significantly below the living wage, the COE also conducted a supplemental review of Lightcast self-employment data; however, the self-employment analysis showed little difference in wages, with self-employed workers in this occupation also earning low wages consistent with the traditional employment data.

As part of its program development process, Cuesta College should consider engaging small businesses engaged in leatherworking. Though a comprehensive list of Footwear and Leather Goods Repair companies is not available, examples of these small businesses include Finn's Leather Shop in Morro Bay and Shauna's Leather Goods in Paso Robles. Beyond San Luis Obispo County, other businesses include First Street Leather in Solvang and Authentic Leather Patch Company in Buellton. Other opportunities may be available outside of the region, such as in Monterey and Carmel-By-The-Sea.

Based on the available data there appears to be a supply gap for *Shoe and Leather Workers and Repairers (51-6041)* and typical education requirements for this occupation align with a community college education. However, the majority of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage and wages appear to be incredibly low, likely due to challenges with properly capturing wage data for this specialized area.

Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.

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

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Shoe and Leather Workers and Repairers (51-6041)	13	0	San Luis Obispo: \$5.02	High school diploma or equivalent	24%
Total	13	0	N/A	N/A	N/A

Demand:

- The number of jobs related to *Shoe and Leather Workers and Repairers (51-6041)* is projected to decrease 4% through 2029 in the SCC region. There is projected to be 13 annual job openings due to retirements and replacements.
- Hourly entry-level wages for *Shoe and Leather Workers and Repairers (51-6041)* in San Luis Obispo County are \$5.02, which is significantly below the Self-Sufficiency Standard living wage (\$22.15 for San Luis Obispo County).

- There were 1,457 online job postings for *Shoe and Leather Workers and Repairers (51-6041)* over the past 12 months. The postings were custom framers, woodworkers, cobblers, water damage specialists, and production leads.
- The typical entry-level education for *Shoe and Leather Workers and Repairers (51-6041)* is a high school diploma.
- Approximately 24% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- There were no awards conferred by any of the community colleges in the SCC Region from 2021 to 2024.
- Non-community college institutions did not confer any 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 Other Engineering and Related Industrial Technologies (0999.00) TOP code in the SCC Region. Therefore, student outcomes data is unavailable for all metrics at the district and regional level.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for *Shoe and Leather Workers and Repairers (51-6041)* compared to the number of jobs in 2019. Notably, employment for *Shoe and Leather Workers and Repairers (51-6041)* in Santa Barbara County grew 411% 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 *Shoe and Leather Workers and Repairers (51-6041)* is projected to steadily decrease in all areas except Santa Barbara County, where employment is projected to grow slightly.

Exhibit 2: Historical and Projected Employment for Shoe and Leather Workers and Repairers in the SCC Region, 2019-2029

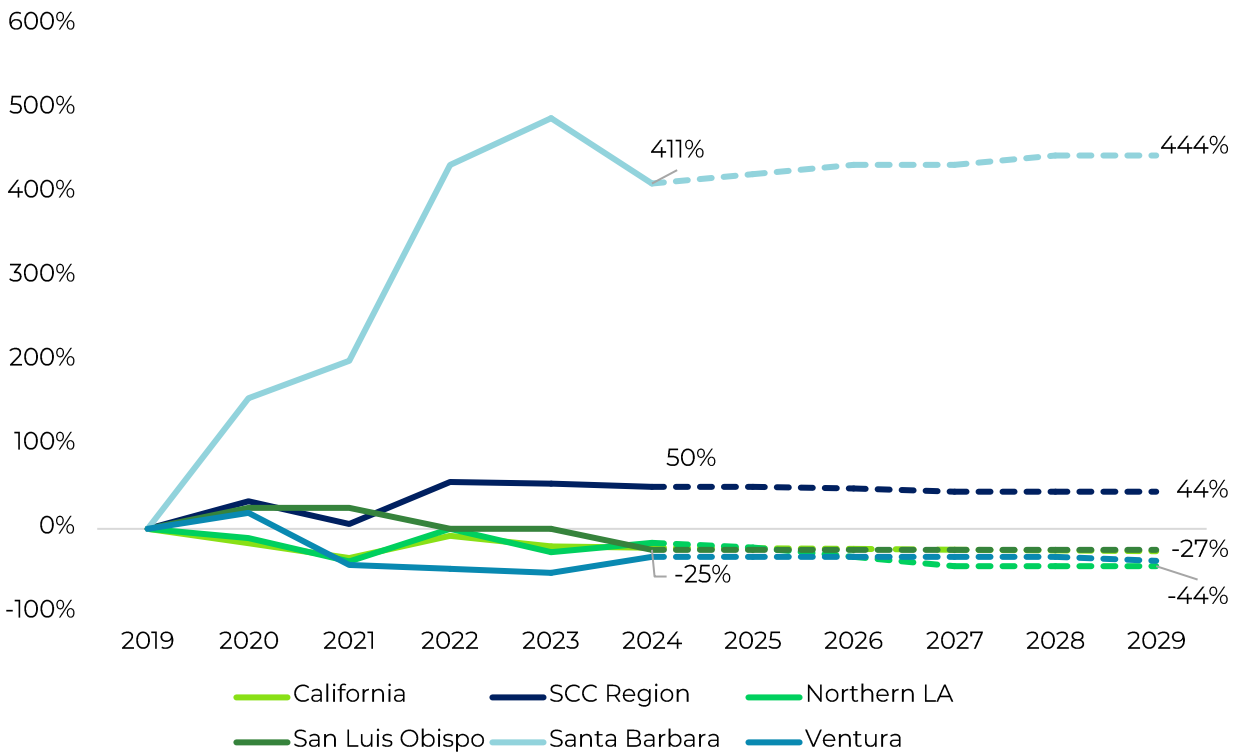


Exhibit 3 shows the five-year occupational demand projections for *Shoe and Leather Workers and Repairers (51-6041)*. In the SCC Region, the number of jobs related to these occupations is projected to decrease 4% through 2029. There is projected to be 13 jobs available annually. Santa Barbara County has the highest number of jobs and annual openings, but employment is projected decrease through 2029.

Exhibit 3: Occupational Demand in the SCC Region²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	15	10	(6)	(37%)	1
San Luis Obispo	3	3	0	(13%)	0
Santa Barbara	46	49	3	7%	6
Ventura	14	13	0	(2%)	2
SCC Region	78	75	(3)	(4%)	13

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

Wages:

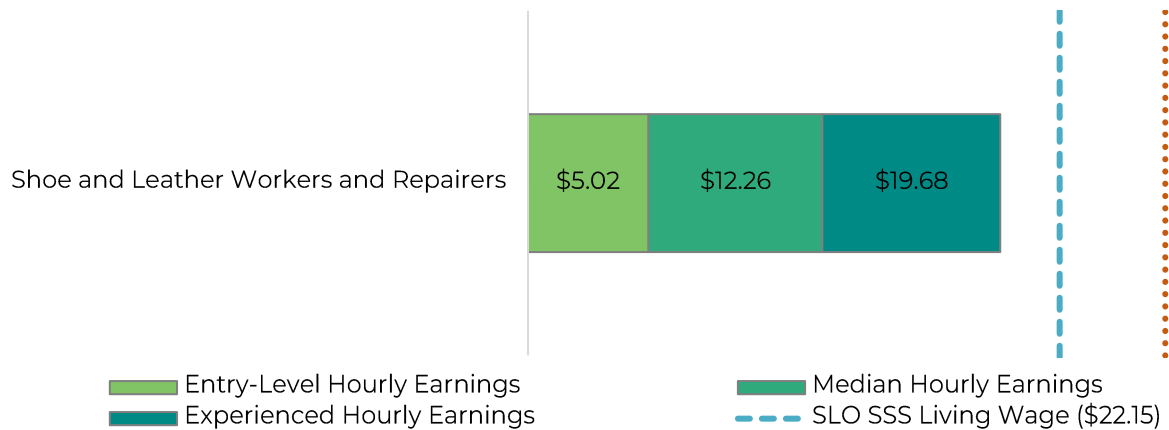
The labor market endorsement in this report considers the entry-level hourly wages for *Shoe and Leather Workers and Repairers (51-6041)* in relation to the living wage of the county where the requesting community college is located. This report was requested by Cuesta College, which is in San Luis Obispo 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 San Luis Obispo County is \$26.55. 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.

San Luis Obispo

Typical entry-hourly wages for *Shoe and Leather Workers and Repairers (51-6041)* are \$5.02, which is significantly below the Sufficiency Standard living wage for one adult (\$22.15 San Luis Obispo County). Additionally, wages are below the living wage at all experience levels in San Luis Obispo County. Exhibit 4: Wages by Occupation in San Luis Obispo County Exhibit 4 shows the wage range for *Shoe and Leather Workers and Repairers (51-6041)* in San Luis Obispo County and how it compares to the regional living wage.

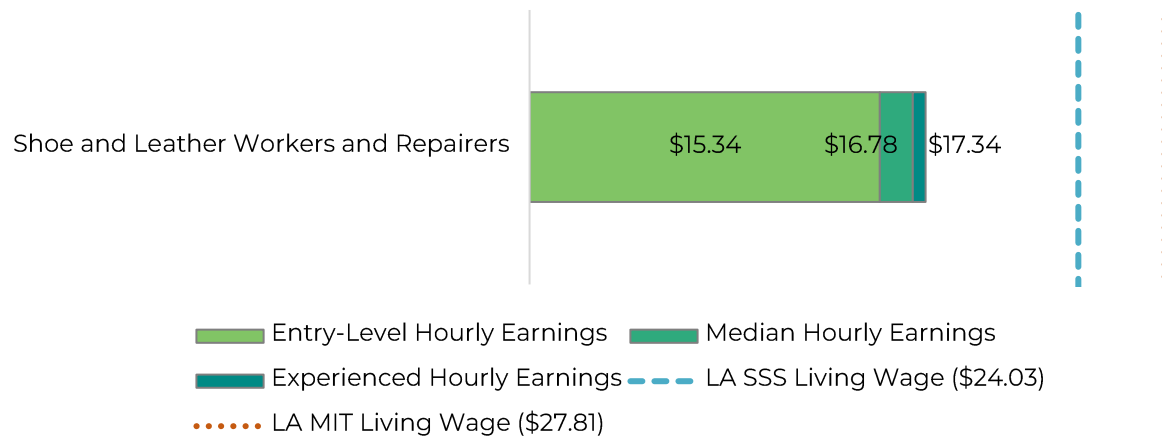
Exhibit 4: Wages by Occupation in San Luis Obispo County



Northern Los Angeles

Typical entry-hourly wages for *Shoe and Leather Workers and Repairers (51-6041)* are \$15.34, which is significantly below the Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Additionally, wages are below the living wage at all experience levels in Northern Los Angeles County. Exhibit 5 shows the wage range for *Shoe and Leather Workers and Repairers (51-6041)* in Northern Los Angeles County and how it compares to the regional living wage.

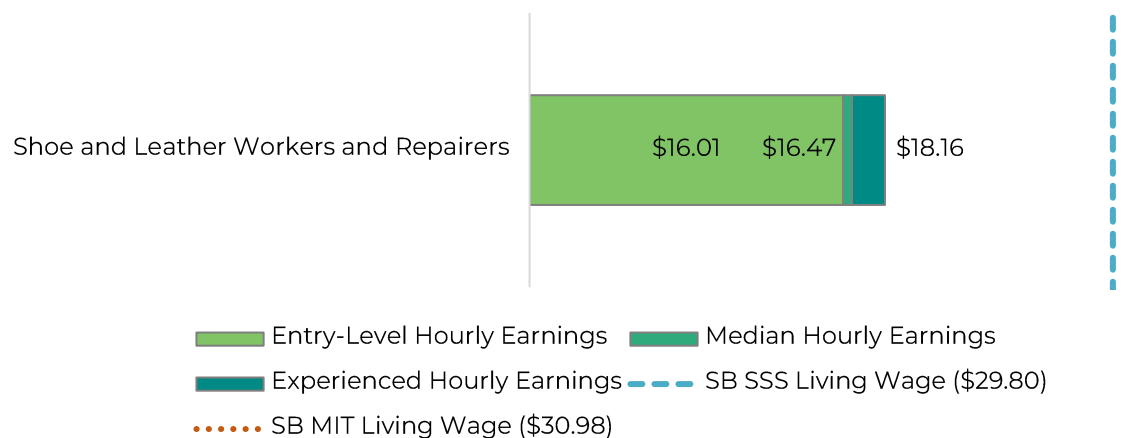
Exhibit 5: Wages by Occupation in Northern Los Angeles County



Santa Barbara

Typical entry-hourly wages for *Shoe and Leather Workers and Repairers (51-6041)* are \$16.01, which is significantly below the Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Additionally, wages are below the living wage at all experience levels in Santa Barbara County. **Error! Not a valid bookmark self-reference.** shows the wage range for *Shoe and Leather Workers and Repairers (51-6041)* in Santa Barbara County and how they compare to the regional living wage.

Exhibit 6: Wages by Occupation in Santa Barbara County

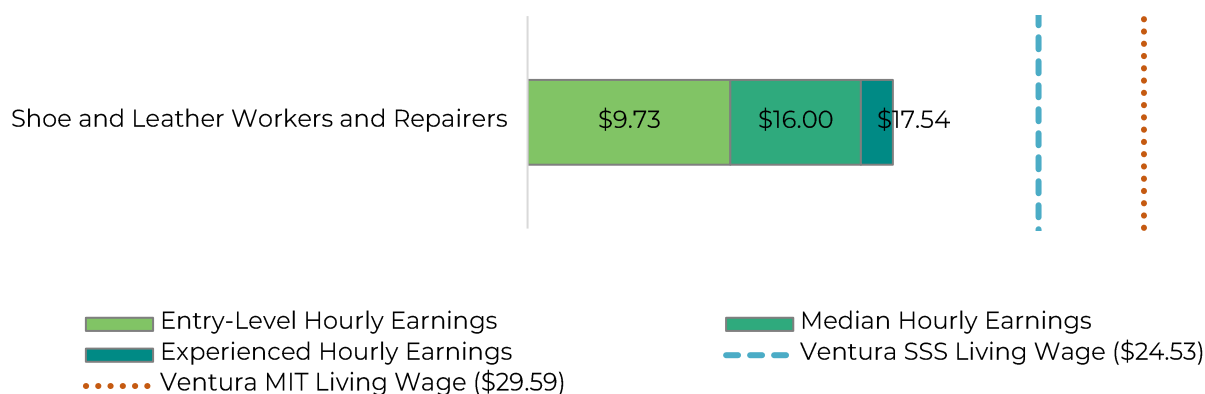


Ventura

Typical entry-hourly wages for *Shoe and Leather Workers and Repairers (51-6041)* are \$9.73, which is significantly below the Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Additionally, wages are below the living wage at all experience levels in Ventura County. **Error! Not a valid bookmark self-reference.** shows the wage range for *Shoe*

and Leather Workers and Repairers (51-6041) in Ventura County and how they compare to the regional living wage

Exhibit 7: Wages by Occupation in Ventura County



Job Postings:

There were seven online job postings related to *Shoe and Leather Workers and Repairers (51-6041)* listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by county. There were no online job postings related to this occupation in San Luis Obispo County.

Exhibit 8: Number of Job Postings by County (n=7)

County	Job Postings	Percentage of Job Postings
Ventura	4	57%
Santa Barbara	2	29%
Northern Los Angeles	1	14%
Total Postings	7	100%

Due to analysis focusing on one occupation, *Shoe and Leather Workers and Repairers (51-6041)*, all postings reflected that occupation, as shown Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=7)

Occupation	Job Postings	Percentage of Job Postings
Shoe and Leather Workers and Repairers	7	100%
Total Postings	7	100%

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=7)

Employer	Job Postings	Percentage of Job Postings
Parker Hannifin	1	14%
Hobby Lobby Stores	1	14%
805 Woodworks	1	14%
Goleta Valley Paint	1	14%

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=7)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Construction (1)	Detail Oriented (2)	Data Unavailable
Fashion Knowledge (1)	Sales (2)	
Framer (1)	Ability To Meet Deadlines (1)	
Garment Construction (1)	Multitasking (1)	
General Mathematics (1)	Proactivity (1)	
Heat Sealing (1)	Self-Motivation (1)	
Merchandising (1)	Spanish Language (1)	
Seasoning (1)		
Textiles (1)		

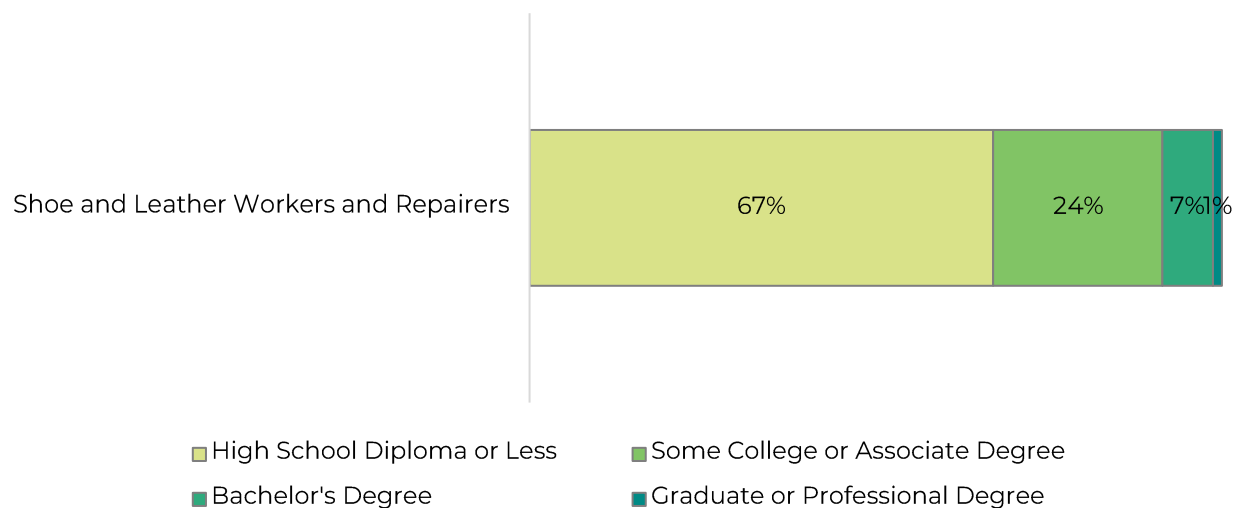
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for *Shoe and Leather Workers and Repairers (51-6041)*:

- High School Diploma or Equivalent
 - *Shoe and Leather Workers and Repairers (51-6041)*

The national-level educational attainment data indicates 24% 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 *Shoe and Leather Workers and Repairers (51-6041)*, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



All (100%) of the cumulative job postings for *Shoe and Leather Workers and Repairers (51-6041)* did not list a minimum education.

Educational Supply

Community College Supply:

There were no awards conferred by any of the community colleges in the SCC Region in the related TOP codes:

- Other Engineering and Related Industrial Technologies (0999.00)

Community College Student Outcomes:

A review of Chancellor's Office Curriculum Inventory (COCI) data shows that there are currently no community colleges in the SCC Region that offer Other Engineering and Related Industrial Technologies (0999.00) programs or courses, additionally there is a very small number of statewide students in these courses or programs. Therefore, there is no college or regional outcomes data for this TOP Code.

Exhibit 13 shows the Strong Workforce Program (SWP) metrics for offering Other Engineering and Related Industrial Technologies (0999.00) programs at Cuesta College, the SCC Region, and California. There were 771 students in Other Engineering and Related Industrial Technologies (0999.00) statewide.

Exhibit 13: Engineering and Related Industrial Technologies (0999.00)
Strong Workforce Program Metrics, 2023-24³⁴

SWP Metric	Cuesta	SCC Region	California
SWP Students	Data unavailable	Data unavailable	771
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Data unavailable	Data unavailable	29%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data unavailable	Data unavailable	31%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data unavailable	Data unavailable	7%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Data unavailable	Data unavailable	5%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data unavailable	Data unavailable	85%
Median Annual Earnings for SWP Exiting Students (2022-23)	Data unavailable	Data unavailable	\$68,586 (\$32.97)
Median Change in Earnings for SWP Exiting Students (2022-23)	Data unavailable	Data unavailable	23%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data unavailable	Data unavailable	63%

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

⁴ Data that is not available in DataVista is denoted in Exhibit 13 shows the Strong Workforce Program (SWP) metrics for offering Other Engineering and Related Industrial Technologies (0999.00) programs at Cuesta College, the SCC Region, and California. There were 771 students in Other Engineering and Related Industrial Technologies (0999.00) statewide.

Exhibit 13 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering Other Engineering and Related Industrial Technologies training programs. Over the past three years (2020-2023), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Shoe, Boot and Leather Repair (48.0304)

Regional Demographics

As noted above in the Community College Supply section, there are currently no programs or courses offered under the Other Engineering and Related Industrial Technologies (0999.00) TOP Code in the SCC Region. Therefore, there is no student demographic data for this TOP Code.

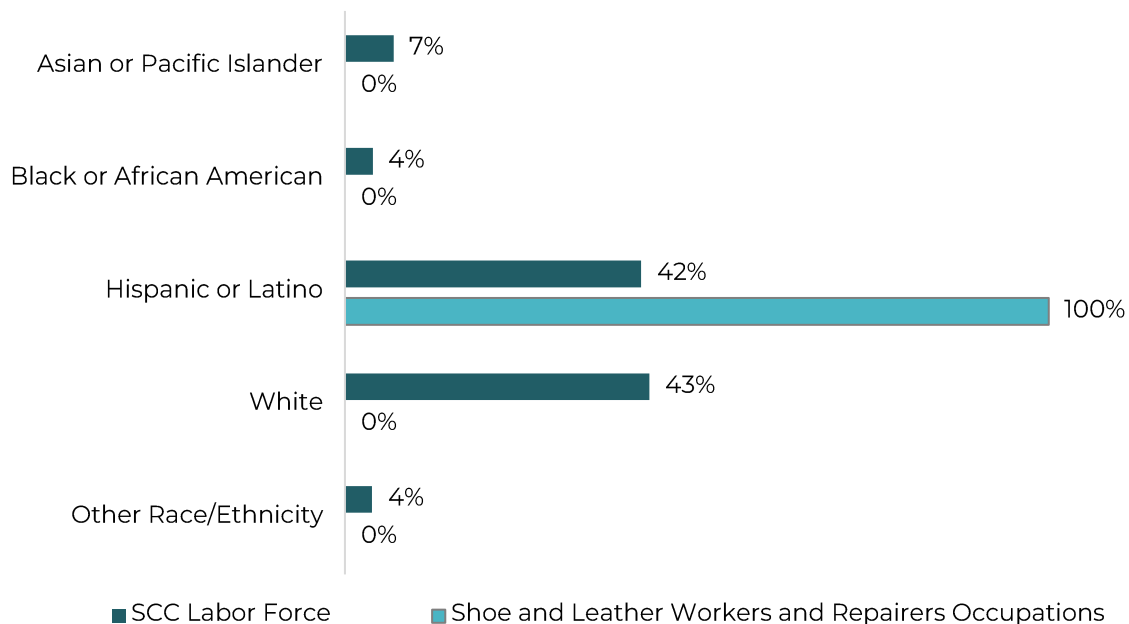
This section examines demographic data for SCC labor force compared to the occupational data, to identify potential diversity and equity issues addressable by community college programs.

Ethnicity:

Exhibit 14 compares the ethnicity of the overall SCC labor force, and occupation-specific data for *Shoe and Leather Workers and Repairers (51-6041)* included in this report.

Notably, 100% of workers employed as *Shoe and Leather Workers and Repairers (51-6041)* are Hispanic or Latino, which is much higher than the labor force (42%).

Exhibit 14: Program and County Demographics by Ethnicity

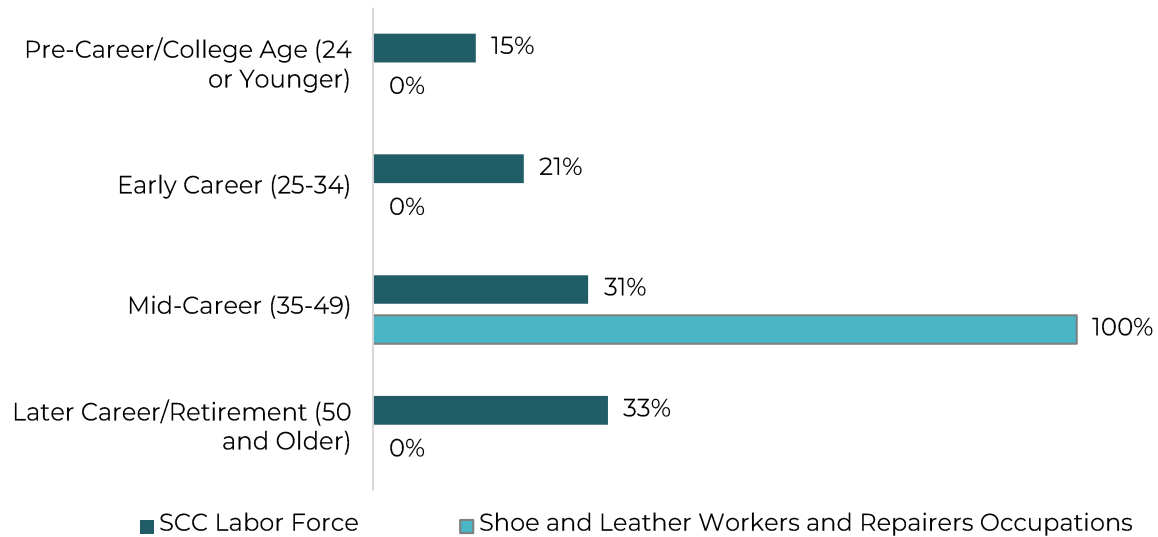


Age:

Exhibit 15 compares the overall SCC labor force, and occupation-specific data for *Shoe and Leather Workers and Repairers (51-6041)* included in this report.

Approximately 100% of workers in *Shoe and Leather Workers and Repairers (51-6041)* are age 35- 49, which is significantly higher than the labor force (31%).

Exhibit 15: Program and County Demographics by Age

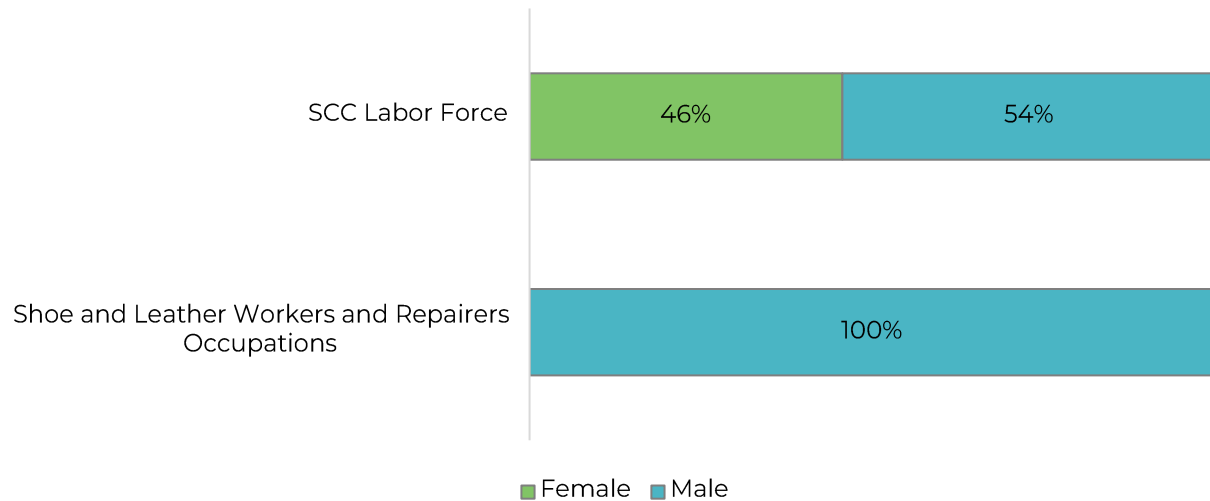


Sex:

Exhibit 16 compares the overall SCC labor force, and occupation-specific data for *Shoe and Leather Workers and Repairers (51-6041)*.

Approximately, all (100%) of the workers in *Shoe and Leather Workers and Repairers (51-6041)* are males, which contrasts with the labor force (46 % female).

Exhibit 16: 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) and CIP code data comes from the Integrated Postsecondary Education Data System (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.⁵ 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 17 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 17: 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.

⁵ 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 Lightcast , a labor market analytics firm.
Living Wage	Per the CCCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024. The MIT Living Wage , 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 Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista , a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

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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