FOR LABOR MARKET RESEARCH
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WHEN THE SAFETY NET SNAGS

Analyzing Gaps in Unemployment Insurance and Identifying Adaptive Strategies Across Los Angeles County

AUGUST 2026

CENTER OF EXCELLENCE
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LOS ANGELES CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH

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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.

EXECUTIVE SUMMARY

Anxieties around the next economic bust or recession have lingered since the COVID-19 pandemic. The aim of this report, prepared by the Los Angeles Center of Excellence (LA COE), is to provide community colleges with an analysis of the unemployment insurance (UI) claims from Los Angeles County since 2020 to provide insight into how industries have fared under economic stress.

UI claims data was collected and analyzed from the Employment Development Department of California (EDD). This data was supplemented with job projection data from LA COE sector profiles and labor market information from Lightcast.

This study examined the industries, age, and educational levels of UI claimants, from 2020 through 2024, to predict how changes in the labor market may impact students, non-traditional adult learners, and career and technical education (CTE) programs.

FINDINGS

- **UI claims were highest in 2020:**

  for all industries due to the COVID-19 pandemic, but have since declined significantly, indicating that the industries have stabilized. The industry with the largest increase in percentage of weekly UI claims in 2020 was Retail, Hospitality, and Tourism, but by 2024, as the industry recovered, UI claims also declined.

- **Most layoff-impacted industry:**

  ICT/ Digital Media, one of the most popular industries for community college students, had the highest percentage of weekly UI claims from 2020 to 2024, indicating that there are sustained unemployment challenges that have persisted beyond the pandemic.

- **Most resilient industries:**

  The industries that have been least impacted by layoffs as of 2024 are Public Safety, Health, and Business and Entrepreneurship, indicating that they are more stable industry sectors that offer sustainable employment.

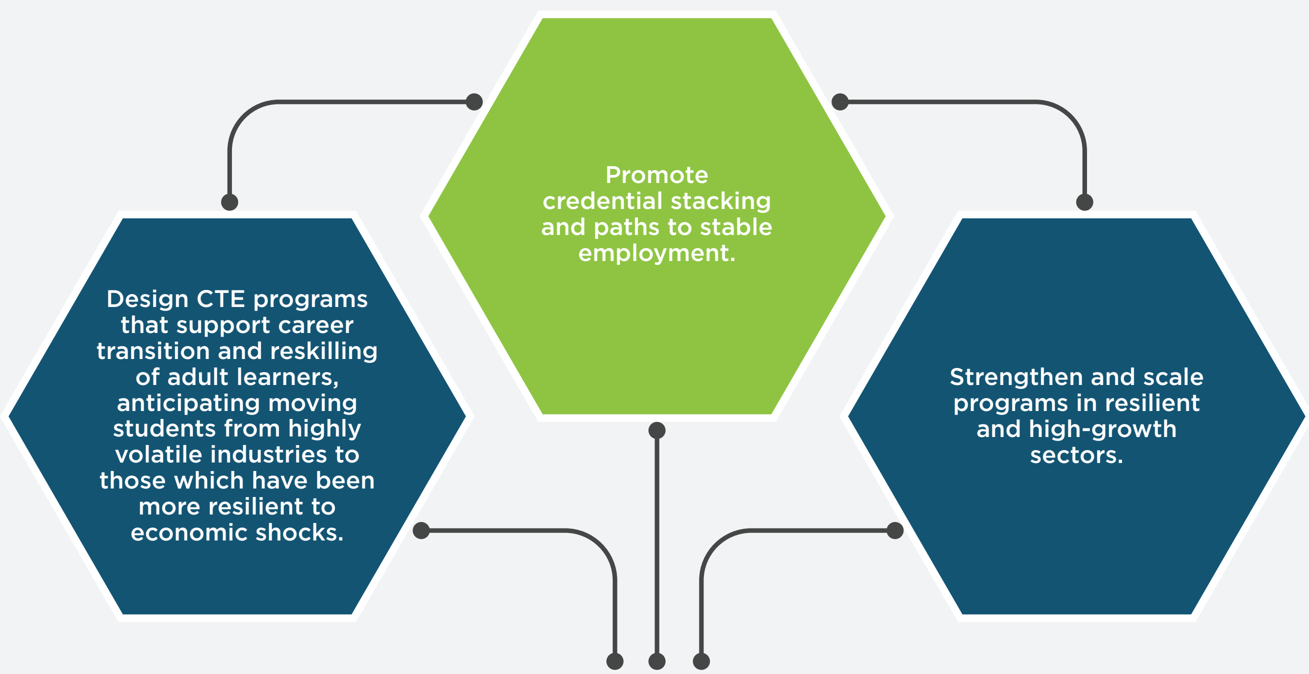
- **Education:**

The share UI claims filed by claimants with an associate degree did not increase in 2020 and remained low through 2024. This finding is encouraging for the community colleges as proof that their graduates are prepared for economic periods of volatility. For workers with a bachelor's degree or higher, UI claims were lowest during 2020 but increased to comprise the largest share in 2024.

The share of claimants with a high school or GED degree experienced the largest decrease in UI claims from 2020 to 2024, which indicates that the pandemic initially impacted those with lower levels of educational attainment first, but they were able to recover. The competitive advantage that the bachelor's degree holders had narrowed by 2024.

RECOMMENDATIONS

Based on our findings, we made the following recommendations for community colleges in Los Angeles County:



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Introduction

As one of the largest and most diverse counties in the nation, Los Angeles County's workforce constitutes over five million workers. To support Los Angeles County community colleges with their goal of enhancing career and technical education (CTE) programs, understanding real-time labor market challenges is key. Unemployment insurance (UI) data offers an important lens into the industries and education of those who have lost their jobs. In this study, we used the Employment Development Department (EDD)'s dashboards on UI claims, which are updated monthly and present aggregated claims by industry and demographic groups.

Background

Unemployment insurance (UI) is a lifeline social service that provides partial compensation to workers who have lost their jobs through no fault of their own. Provided that the worker meets the monetary and non-monetary qualifications, UI covers some basic expenses to mitigate the effects of unemployment. Employers are taxed to fund UI benefits. Similar to other insurance premiums, the employer's tax rate is calculated based on the number of claims filed by former employees. In California, UI provides a maximum of $450 per week for a maximum of six months, which is calculated by the claimant's previous quarter of income. UI claims are made on a voluntary, not automatic basis, and the benefits are taxable as federal income tax.

COVID-19 and Unemployment Insurance

Between March and April 2020, there was a significant increase in UI claims with approximately 25 million new UI claims filed nationally, amounting to "10 times larger than claims during the worst periods of the Great Recession."1 On March 27th, 2020, the CARES Act was signed into law, which expanded UI eligibility and funding for UI across the nation for self-employed, part-time workers, and independent contractors who, up until that point, were excluded from UI benefits. The CARES Act also provided an additional $600 per week on top of the UI benefits of about $400 per week for UI claims from March 2020 to the end of July 2020. In California, the CARES Act ended the extended benefits in September 2021.

Before the COVID-19 pandemic, only an estimated 40% of the unemployed submitted UI applications. In 2020, UI claims increased with an estimated 60% of the unemployed receiving UI benefits, and by 2022, the rate fell to 26% receiving UI benefits.[2]

[1] Nicolas Petrosky-Nadeau and Robert G. Valletta, "An Unemployment Crisis after the Onset of COVID-19," *FRBSF Economic Letter*, Federal Reserve Bank of San Francisco, 2020,

https://www.frbsf.org/economic-research/publications/economic-letter/2020/july/unemployment-crisis-after-onset-covid-19/.

[2] U.S. Bureau of Labor Statistics, "Most Unemployed People in 2022 Did Not Apply for Unemployment Insurance Benefits," *The Economics Daily*, last modified 2023, https://www.bls.gov/opub/ted/2023/most-unemployed-people-in-2022-did-not-apply-for-unemployment-insurance-benefits.htm.

In California, an estimated 90% of the unemployed received UI benefits during the pandemic. This rate, however, varied significantly by region, particularly in relation to local income levels. Los Angeles County presents a striking example: despite having the eighth-highest unemployment rate among California counties at 12.3% in 2020,[3] it ranked lowest in UI recipiency among large counties.[4] Counties with lower household incomes and larger populations of Black or Hispanic/Latino residents tended to have lower UI recipiency rates.[5] Both of these factors are relevant for Los Angeles County,[6] and likely explain its low recipiency rate.

Methodology

This report aims to provide community colleges with an analysis of UI claims in Los Angeles County, based on historical data from 2020 through 2024, to help inform CTE program planning and student support to ensure students are positioned for stable employment after graduation, especially during times of economic uncertainty.

Data was collected and analyzed from the following sources:

- **Employment Development Department of California (EDD)[7]**
- **LA COE Industry Sector Profiles[8]**
- **Lightcast**

UI claims data by industry, claimant age group, and claimant education level were pulled from the Employment Development Department of California (EDD) website. Data from the LA COE Sector Profiles and Lightcast provided additional context and key insights into industry sectors, such as the number of jobs, wages earned, and projected growth.

[3] California Employment Development Department, Labor Market Information Division, "Monthly Labor Force Data: Annual Average 2020" accessed October 26, 2025, https://labormarketinfo.edd.ca.gov/file/lfhist/20aacou.pdf.

[4] Alex Bell et al., "Disparities in Access to Unemployment Insurance During the COVID-19 Pandemic: Lessons from U.S. and California Claims Data," RSF: The Russell Sage Foundation Journal of the Social Sciences 9, no. 3 (2023): 80, https://doi.org/10.7758/RSF.2023.9.3.04.

[5] Alex Bell, Thomas J. Hedin, Geoffrey Schnorr, and Till von Wachter, "As Crisis Continues, More Unemployed Californians are Receiving UI Benefits," California Policy Lab, February 25, 2021.

[6] According to the 2024 US Census QuickFacts, over 47% of Los Angeles County residents are Hispanic/Latino and over 8% are Black. Los Angeles County ranks 25th out of California's 48 counties with a median household income of $87,760 (NIH 2023).

[7] California Employment Development Department, Unemployment Benefits Data, Accessed November 14, 2025, https://edd.ca.gov/en/newsroom/facts-and-stats/dashboard/.

[8] Los Angeles Center of Excellence, LA Sector Profiles, Accessed November 16, 2026, https://coeccc.net/region/los-angeles/.

Defining Industry Sectors for LA County

The EDD provides UI claims data in the form of aggregated counts for 20 industries at the two-digit North American Industry Classification System (NAICS) code level. To ensure that the analysis of UI claims aligned with the priorities of the Los Angeles County community colleges, the largest ten industry sectors based on student enrollment were selected (see Exhibit 1).

Exhibit 1. Largest Industry Sectors Based on Program Awards at Los Angeles County Community Colleges

NAICS CLASSIFICATION AND CODE (EDD)	INDUSTRY SECTOR (CCS)
Manufacturing (31)	Advanced Manufacturing
Transportation and Warehousing (48)	Advanced Transportation & Logistics
Agriculture (11)	Agriculture, Water & Environmental Technologies
Finance and Insurance (52)	Business & Entrepreneurship
Real Estate, Rental and Leasing (53)	
Professional, Scientific, and Technical Services (54)	
Management of Companies and Enterprises (55)	
Educational Services (61)	Education & Human Development
Utilities (22)	Energy, Construction, & Utilities
Construction (23)	
Health Care and Social Assistance (62)	Health
Information (51)	Information & Communication Technologies (ICT)/Digital Media
Public Administration (92)	Public Safety
Retail Trade (44)	Retail, Hospitality, & Tourism
Accommodation and Food Services (72)	

Metric of Analysis for Industry Sectors: UI Claims Per Job

The EDD's dashboard provides aggregate counts of UI claims per industry. Comparing the prevalence of UI claims across industries from 2020 to 2024, it is essential to consider the size of the industry. Therefore, for each of the 10 industry sectors, the aggregated number of average weekly UI claims for the time period of 2020 to 2024 was divided by the number of jobs in that industry sector. This variable is labelled Weekly Percentage of UI Claims. For example, from 2020 to 2024, 1.45% of workers in ICT/Digital Media applied for UI benefits each week on average (see Exhibit 4).

Research Limitations

Unemployment insurance claims provide one piece of the puzzle to understanding the labor market. The eligibility rules of UI stipulate that only workers who lose their job involuntary may file a UI claim. Compounded with the fact that since the COVID-19 pandemic about 20% of the unemployed filed UI claims, it's safe to say that the UI claims data is an undercount of unemployment. However, it does provide regular and up-to-date information. The EDD uploads the counts of UI claims biweekly. For these reasons, we prepared the findings from the UI data alongside supplemental information like industry size and projections of growth to provide a more holistic analysis of the current job market.

Findings

Industry Sector

We analyzed unemployment benefits data for 2020 through 2024 for the industry sectors in Los Angeles County. Based on our analysis, the key findings are:

UI claims increased across industries in 2020: UI Claims were highest in 2020 for all industries due to the COVID-19 pandemic but have since decreased to normal levels for all industries except ICT/Digital Media as of 2024. The industry sector with the largest increase in UI claims in 2020 was Retail, Hospitality, and Tourism.

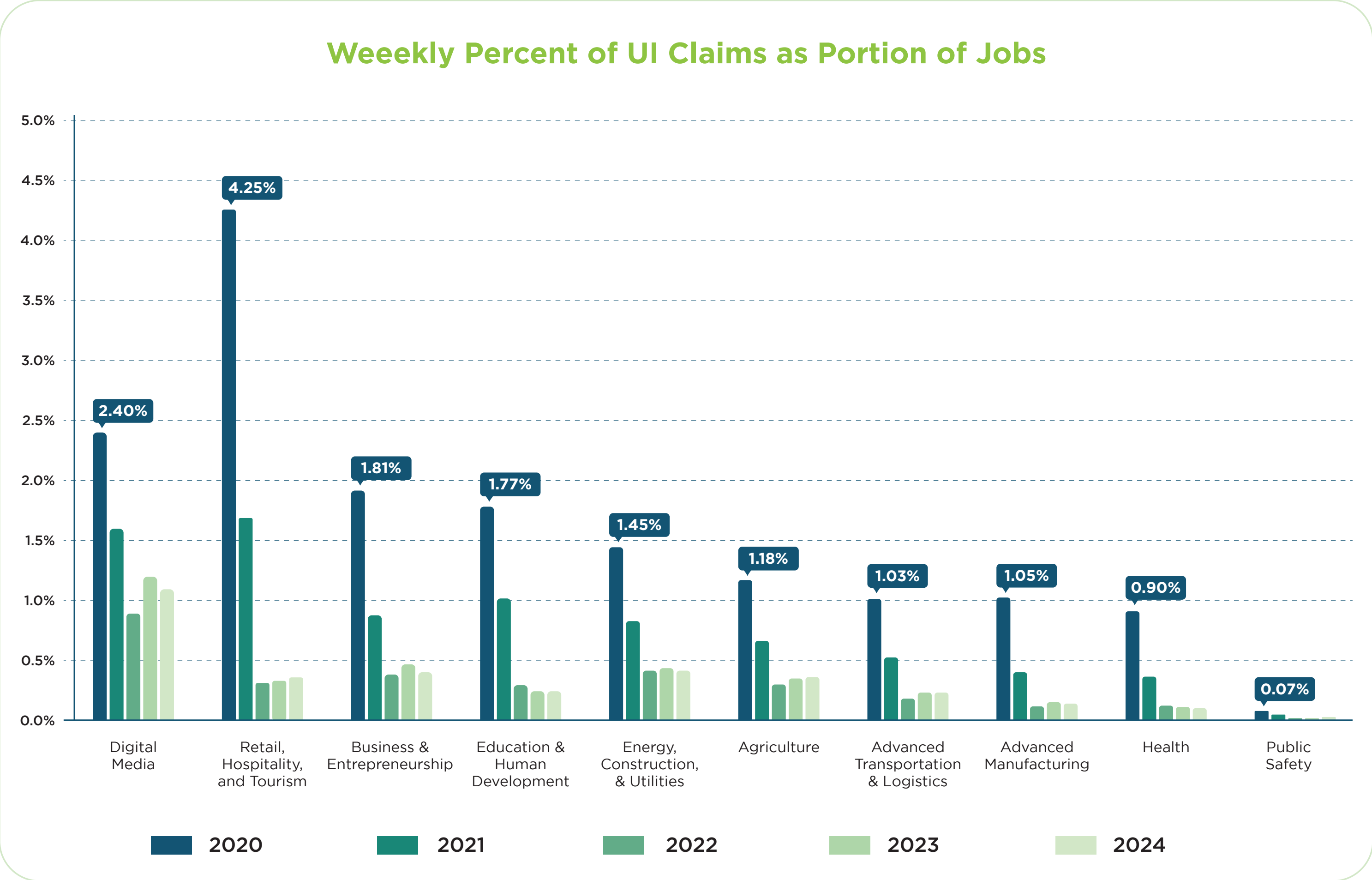
Most layoff-impacted industry: ICT/Digital Media had the highest weekly percentage of UI claims from 2020 to 2024, indicating that it is a highly volatile industry in terms of sustainable employment.

Most resilient industries: The industries that have been least impacted by layoffs and economic challenges are Public Safety, Health, and Business and Entrepreneurship, indicating that they are more stable industry sectors for sustainable employment.

UI Claims Increased Across Industries in 2020, But Have Since Decreased to Normal Levels for Most Industries

The weekly percentages of UI Claims as a portion of jobs across all sectors increased in 2020 during the start of the COVID-19 pandemic but have since declined to mostly normal levels (below 0.5%) for all the industry sectors except for ICT/Digital Media, which also saw a decline but has remained high as of 2024 (more than 1%). The industry sector that had the largest increase in weekly percentage of UI claims in 2020 was Retail, Hospitality, and Tourism. The weekly percentage of UI claims in this industry sector also decreased in 2021 and then decreased further to normal levels from 2022 through 2024 (see Exhibit 2).

Exhibit 2. Weekly Percentage of UI Claims (as a Portion of Jobs) in Los Angeles County in Industry Sectors by Year (2020 to 2024)



Note: Weekly percentage of UI claims = the aggregated number of average weekly UI claims for each industry sector, divided by the number of jobs in that industry sector, from 2020 to 2024.

Most Layoff-impacted Industry: ICT/Digital Media

ICT/Digital Media had the second-highest weekly percentage of UI claims in 2020, as well as from 2022 through 2024. The weekly percentage of UI claims in this industry sector is the only one that has remained high (above 1%) most recently as of 2024 (see Exhibit 2). To gain additional insights into industry outlook, we compared the percentage of employment contributed by each industry sector to the percentage of UI claims filed in each industry sector in 2024. ICT/Digital Media comprised just 6% of the workforce, yet constituted 31.1% of the UI claims, an increase of 418% (see Exhibit 3). This indicates that this industry sector has continued to be disproportionately impacted by layoffs. ICT/Digital Media also had the highest weekly percentage of UI claims from 2020 to 2024 (see Exhibit 4).

While it's no surprise that UI claims were at their highest in 2020, the COVID-19 recovery years from 2022 onward have continued to exhibit challenges in the labor market for the ICT/Digital Media Sector in Los Angeles County. FilmLA, the official research office of the City and County of Los Angeles for the film industry, reports that shoot days in 2023 and 2024 decreased 31.3% compared to the year to date 5-year average.[9] Despite some growth in shoot days by quarter, the industry is still far behind its previous employment size before the COVID-19 pandemic. Although there is projected growth in new jobs for this industry sector (with 2% projected job growth from 2024 to 2029 or +7,122 jobs),[10] the trend in UI claims remaining higher compared to other industries suggests that this industry may also be more susceptible to layoffs and unstable employment compared to others. Some of these challenges include as the historic writers' strike and actors' strike of 2022 and 2023, and the trend of filming outside Los Angeles, with scripted projects down by 14.2% in 2024 compared to the previous year.[11] This industry has also been impacted by the increased use of artificial intelligence (AI) in recent years, which has disproportionally impacted entry-level jobs.[12] In addition, the tech industry has experienced significant layoffs due to economic uncertainty and increased competition among job seekers for fewer job openings in recent years.[13]

Given that ICT/Digital Media is the largest sector by student enrollment in Los Angeles County community colleges,[14] these findings indicate a challenging labor marker for students upon entering the workforce in the ICT/Digital media industry which was once a stable and hallmark of the county's economy.

[9]FilmLA, "FilmLA Releases 2024 On-Location Production Report," January 15, 2025, https://filmla.com/filmla-releases-2024-on-location-production-report/. FilmLA's reported five-year average excludes 2020, which due to the significant impact of COVID-19 on production that year, distorts all historical comparisons.

[10]Los Angeles Sector of Excellence, ICT/Digital Media Los Angeles County Sector Profiles Project https://coeccc.net/los-angeles/2025/11/la-sector-profile-ict-digital-media/.

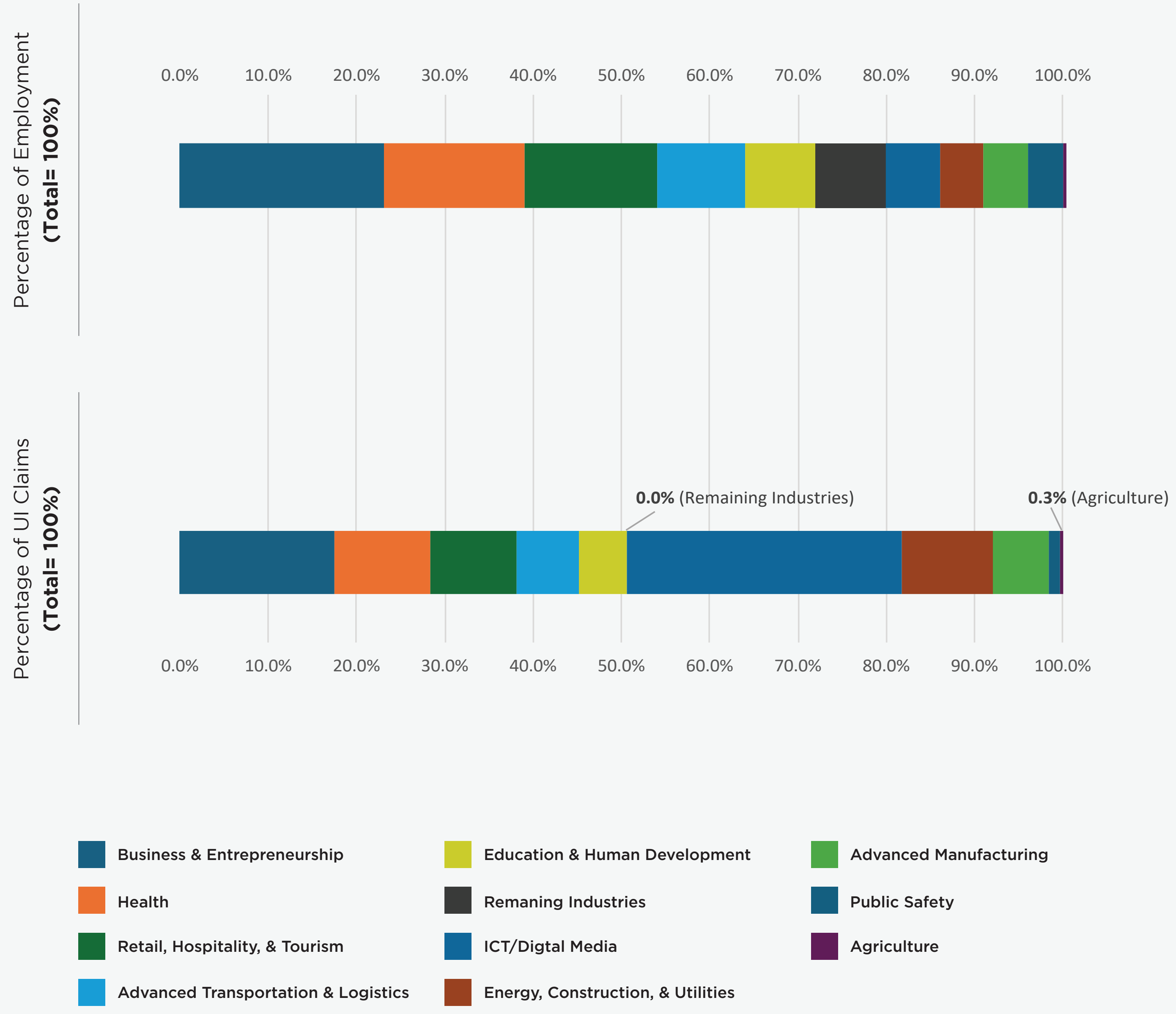
[11]Samantha Masunaga, LA Times, "As filming in L.A. decreases, the U.K. sees gains, new report says," accessed November 25, 2025 https://www.latimes.com/entertainment-arts/business/story/2025-11-25/as-filming-in-la-decreases-uk-sees-gains-new-report-says.

[12]Laurence Darmiento, LA Times, "From Silicon Valley to Hollywood, why California's job market is taking a hit," accessed November 26, 2025 https://www.latimes.com/business/story/2025-11-26/from-silicon-valley-to-hollywood-california-job-market-is-taking-hit.

[13]Jacob Zinkula, Business Insider, "The year the Big Tech job. Market cracked," accessed December 12, 2025 https://www.businessinsider.com/big-tech-job-market-hiring-cracked-layoffs-amazon-microsoft-2025-12.

[14]Los Angeles Center of Excellence, ICT/Digital Media Sector Profile, Fall 2025 https://coeccc.net/los-angeles/2025/11/la-sector-profile-ict-digital-media/.

Exhibit 3. Share of UI Claims compared to Share of Industry Employment Size in Los Angeles County



Note: This graph compares the composition of the industries in LA County employment (from the LA COE Sector Profiles) with the composition of the industries in the UI Claims of LA County (EDD) from 2024.

Most Resilient Industries: Public Safety, Health, and Business & Entrepreneurship

Examining Exhibit 3, which compares UI claims by industry to the size of industries in LA County, we find that Health, Public Safety, and Business and Entrepreneurship stand out as industries with less UI claims compared to the size of the industry. Public Safety comprises 4% of county employment, while it accounts for only 1.3% of the UI claims in 2024. Similarly, Health comprises 16% of county employment, while it accounts for 10.9% of UI claims. Business and Entrepreneurship is the largest industry at 23% of county employment, yet it constitutes just 17.4% of the UI claims.

The three industry sectors with the lowest weekly percentage of UI claims in 2024 were: Public Safety (0.02%), Health (0.09%), and Advanced Manufacturing (0.14%) (see Exhibit 2). However, in 2024 the percentage of UI claims in Advanced Manufacturing exceeded the percentage of employment in the county by 1.3%, indicating that it is a less stable industry that has recently been impacted by layoffs. The percentage of UI claims in Energy, Construction, and Utilities (10.4%) also exceeds the percentage of employment (5%) in this industry. These findings indicate that workers in Public Safety, Health, and Business & Entrepreneurship are filing less UI claims, which suggests stability in these industry sectors (see Exhibits 3 & 4).

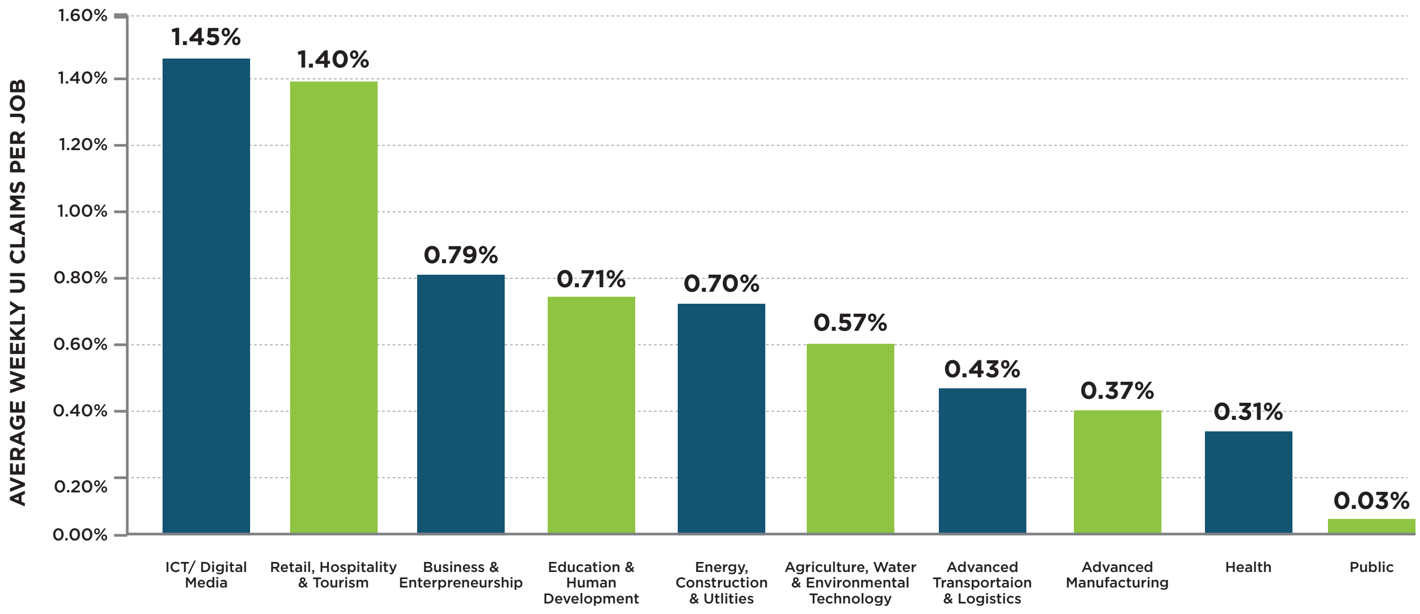
The largest number of degrees and certificates issued by community colleges in Los Angeles County are in Business & Entrepreneurship, Public Safety and Health sectors. [15] [16] [17] This indicates that community colleges should continue to expand programs in these sectors that are more resilient to economic fluctuations.

[15]Los Angeles Center of Excellence, Business & Entrepreneurship Sector Profile, Fall 2025 https://coeccc.net/los-angeles/2025/11/la-sector-profile-business-entrepreneurship-2/.

[16]Los Angeles Center of Excellence, Public Safety Sector Profile, Fall 2025 https://coeccc.net/los-angeles/2025/11/la-sector-profile-public-safety-2/.

[17]Los Angeles Center of Excellence, Health Sector Profile, Fall 2025 https://coeccc.net/los-angeles/2025/11/la-sector-profile-health-2/.

Exhibit 4. Average Weekly UI Claims Compared to Jobs in Industry



EDUCATION LEVEL

We also analyzed unemployment benefits data from January 2020 through December 2024, stratified by claimants' education levels in Los Angeles County. Those with higher education filed fewer UI claims proportional to their share of the LA County population. Based on our analysis, the key findings are:

01

Workers with a high school diploma or some college/vocational training consistently filed the most UI claims, and their claim share is higher than their combined share in the population.

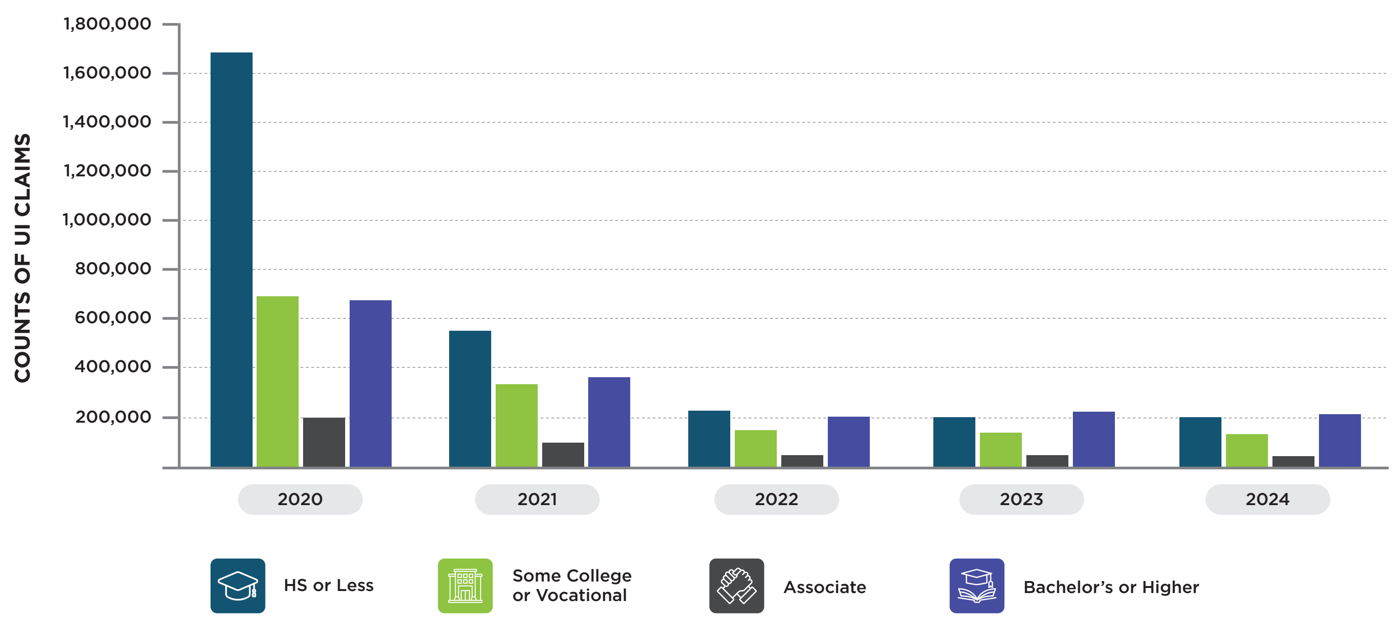
02

Workers with associate degrees saw the most stability in UI claims, consistently filing claims at a size proportional to their share of the population.

03

Workers with bachelor's degrees or higher filed the smallest count of UI claims during the pandemic, but this advantage gap narrowed by 2024.

Exhibit 5. UI Claims by workers with associate degrees remain low compared to workers with other education levels



FINDING 1

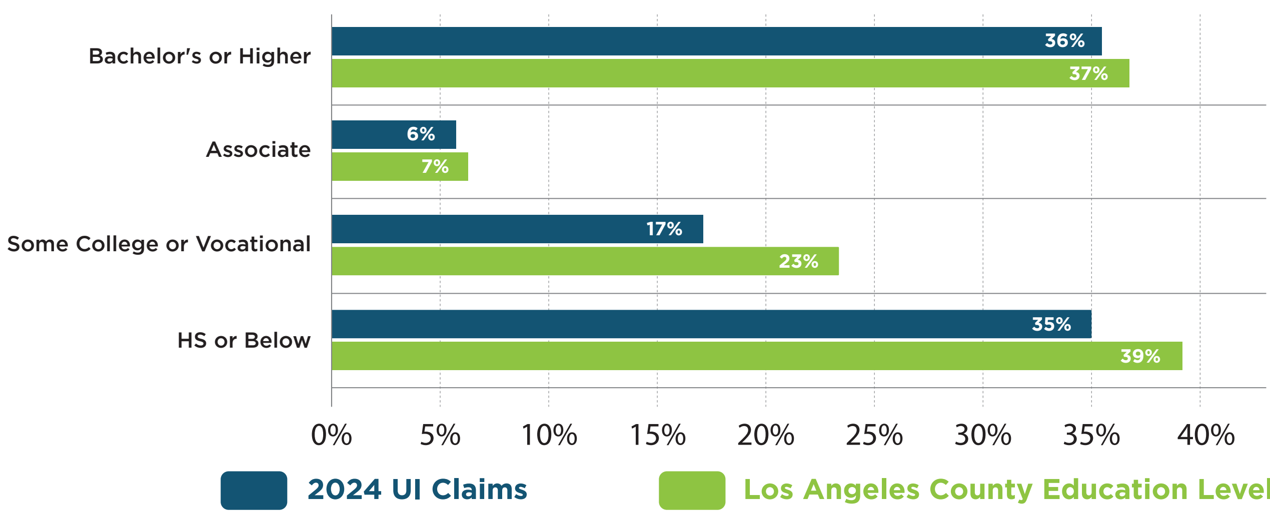
Workers with high school or less and some college or vocational education consistently filed the most UI claims. Adults with a high school education (or less) or some college (including vocational training) represent 56% of Los Angeles County's working-age population (see Exhibit 6). Workers with a high school or lower education level, or some college, consistently filed the most unemployment insurance claims, particularly during the peak years of 2020 and 2021 (see Exhibit 5). In 2020, they accounted for a staggering 73% of all UI claims, underscoring their acute vulnerability during economic crises, likely due to their overrepresentation in sectors such as Hospitality, Retail, and Services that were hardest hit by pandemic layoffs. While their share of claims declined in subsequent years from 52% of claims to 35% of claims through either re-employment or even the exhaustion of benefits (see Exhibit 7), the initial peak underscores the economic precarity faced by workers without higher education degrees.

[18] See Exhibit 7. Author's calculations based on U.S. Census Bureau educational attainment data by the widest age range, adults 25 years and older. Since Census dataset offers 7 values for education level whereas the EDD data reports 4 values for education level, the current categories were derived by addition, percentages calculated. For example, "% HS or less" comprises "less than 9th grade," "9th to 12th grade," and "High school graduate or equivalent."

FINDING 2

Workers with associate degrees consistently filed the smallest count of UI claims and are also the most stable education group within the UI claims. Workers with an associate degree represented the smallest and most stable segment of the labor force in both population and UI claims. Consistently making up 7% of LA County's working population (see Exhibit 6), their share of unemployment claims has matched this figure almost exactly each year, ranging only between 6% and 7%. This alignment suggests that associate degree holders experience job loss at a rate that is directly proportional to their workforce participation, indicating neither disproportionate vulnerability nor notable insulation from economic downturns. Their stability may be attributed to employment in specialized technical, healthcare, or administrative roles that offer greater job security than low-wage service jobs but less than those requiring a bachelor's degree. The findings around associate degree holders highlight greater propensity to be insulated from negative effects during economic crisis compared to those with lower educational attainment.

Exhibit 6: Percentage of Education Level in UI Claims (2024) compared to LA County

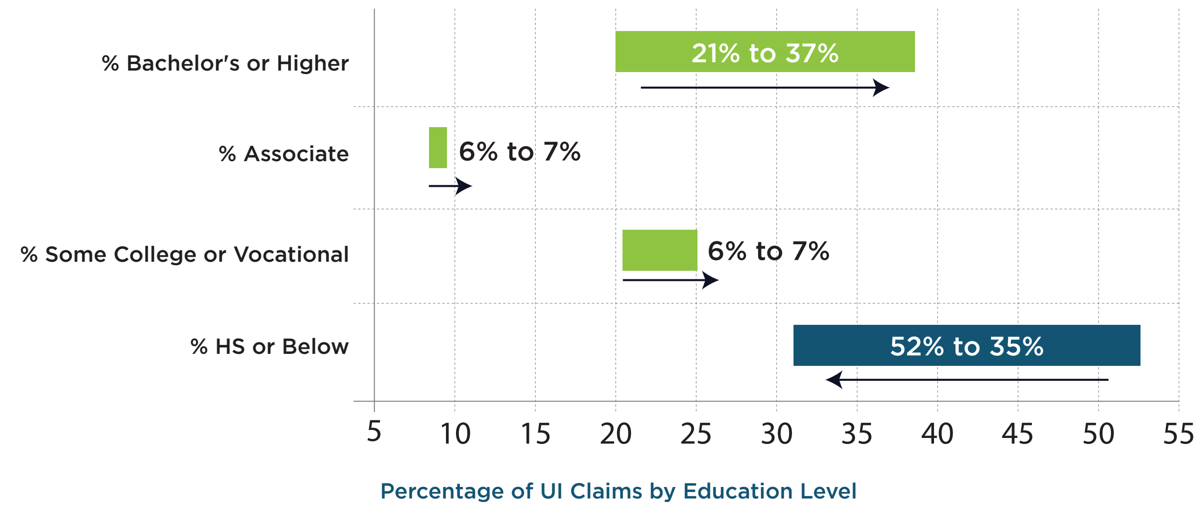


FINDING 3

Workers with bachelor's degrees or higher filed the smallest count of UI claims during the pandemic, but this advantage narrowed by 2024.

During 2020, workers with bachelor's degrees or higher filed 21% of the UI claims while comprising 37% of the overall LA county population. By 2024, this advantage closed, with an increase of claims by workers with bachelor's or higher at 37% (see Exhibit 5). UI claims from bachelor's degree holders or higher sees the largest growth in percentage of UI claims, while the UI claims from high school degree holders or below saw the largest decrease over the 5 years (see Exhibit 7). The comparative advantage seen by those with higher education narrows, which suggests that during periods of economic stability, higher education provides less comparative edge than during economic crisis.

Exhibit 7. Change in share of UI Claims by Education Level from 2020 to 2024



CONCLUSION AND RECOMMENDATIONS

This report has detailed the challenges in Los Angeles County's labor market since the COVID-19 pandemic. These trends signal an increase in workforce displacement and a critical need for retraining and upskilling pathways. Community colleges have an essential role to play in mitigating this crisis. They are uniquely equipped to provide accessible, responsive education that can guide displaced workers towards new careers in more stable and growing industries. The data underscores an urgent opportunity for these institutions to adapt their programs and outreach to meet the evolving needs of a recovering yet shifting economy.

RECOMMENDATIONS

Based on the analysis of UI claims data and the LA Sector profiles, the following recommendations were developed to assist Los Angeles County community colleges in strengthening their response to regional workforce needs.

RECOMMENDATION 1: PROACTIVELY DESIGN FOR CAREER TRANSITION AND RESKILLING ADULT LEARNERS.

The influx of displaced workers requires an expansion of student services and program design. Colleges should prepare for an increase in adult and non-traditional learners, especially from the ICT/Digital Media industry. Creating "Industry Bridge" programs to facilitate mobility from volatile sectors into sectors with stronger stability and growth like Health and Public Safety will be crucial. These programs should explicitly map and teach transferable skills, allowing for efficient retraining. Recognizing that workers are transitioning between industries, colleges should develop and embed curriculum modules focused on identifying and articulating durable skills like project management, data analysis, and customer service.

These offerings will help displaced workers quickly reframe their existing experience for new industries, shortening their retraining timeline and increasing their confidence and competitiveness in the job market. For example, Rachel Long, a 39-year-old animation artist with over a decade of experience, recently retrained to be a phlebotomist as a stable way to make a decent living.[19] Other Hollywood workers have pivoted to substitute teaching, retail, and even online content marketing. Special attention should be paid to prioritize transferable skills and reskilling curriculum related to those within ICT/Digital Media.

RECOMMENDATION 2: STRENGTHEN AND SCALE PROGRAMS IN RESILIENT SECTORS, PROMOTE CREDENTIAL STACKING AND PATHS TO STABLE EMPLOYMENT

To provide both immediate employability and long-term career resilience, colleges should actively encourage and design pathways for students to obtain career and technical education certificates and associate degrees. The Chancellor's Office Strong Workforce Program annual report in 2023-2024 proposed expanding stackable credentials that enable students to "progress from entry-level positions to advanced roles."[20] These credentials offer shorter-term returns and critical footholds in the labor market. Academic advising should explicitly guide students toward these stacked credentials, particularly in resilient sectors, positioning them for sustainable employment.

Community colleges should continue to invest in and expand program capacity in sectors that have demonstrated resilience and are projected for growth such as Health, Education, and Accommodation and Food Services. As outlined in the Vision 2030 report, curriculum integration that equips learners with knowledge that empowers their career goals is priority.[21] Aligning curriculum with regional industry needs will ensure that graduates possess the precise skills required for in-demand jobs. This strategic alignment is key to reducing future surges in UI claims by creating a more robust, adaptable workforce.

[19]Ben Fritz, "L.A.'s Entertainment Economy Is Looking Like a Disaster Movie," Wall Street Journal, October 2, 2025, https://www.wsj.com/business/media/los-angeles-entertainment-economy-downturn-7879105c?mod=Searchresults&pos=1&page=1.

[20] California Community Colleges Chancellor's Office, *Strong Workforce Program: Annual Report 2022-23* (Sacramento: California Community Colleges Chancellor's Office, 2023), https://www.cccco.edu/-/media/CCCCO-Website/docs/report/202324strongworkforceprogram14a11y.pdf.

[21] Vision 2030 – The July 2025 Edition (California Community Colleges, July 2025), https://www.cccco.edu/-/media/CCCCO-Website/docs/vision2030/vision-2030-report.pdf.

RECOMMENDATION 3: ANALYZE UI CLAIMS DATA IN COE LABOR MARKET ASSESSMENTS

This study demonstrates that UI claims provide critical data points to assess the labor market resilience with data that is uploaded regularly. Analyzing UI claims is useful in congruence with labor market assessments that include industry size, average wages, and job openings to outline the wide range of labor conditions. There is still more potential to explore with a UI claims county dataset. To capture a more holistic picture of the labor market, potential next steps could include comparing UI claims with job openings within industries. By discussing the two metrics together, we may develop a metric for replacement jobs and new job growth, which would elevate the accuracy of our labor market assessments and reports.

REFLECTION QUESTIONS FOR COLLEGES:

- How can your college's intake, assessment, and advising processes be restructured to better serve adult learners making mid-career transitions?
- Which "Industry Bridge" programs could be most effectively developed on the regional economic data and existing college strengths? Which employer partners are essential for this development?
- How are you currently promoting the value of certificates and associate degrees as both standalone credentials and building blocks to a bachelor's degree? How can this promotion be intensified?
- In which resilient or high-growth sectors does your college have the greatest potential to scale program capacity, and what resources (faculty, facilities, equipment) are needed to do so?
- How can analysis of UI claims data be incorporated into decision-making processes at your institution?

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