

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met ☐	Partially Met ☒	Not Met ☐
Supply Gap:	There are projected to be 337 annual job openings throughout Los Angeles and Orange counties for <i>computer network support specialists</i> , which is less than the 392 awards conferred by educational institutions . However, the oversupply is within the COE's margin (10% over or under the number of annual openings) to be considered "supply met" rather than a "supply gap".		
Self-Sufficiency Standard Living Wage ¹ :	Met ☐	Partially Met ☐	Not Met ☒
	The typical entry-level wage for <i>computer network support specialists</i> is \$24.14 , which is below the OC living wage of \$27.13 .		
Education:	Met ☒	Partially Met ☐	Not Met ☐
	Typical education requirement for <i>computer network support specialists</i> is an associate degree and 38% of workers in the field have completed some college or an associate degree as their highest level of education .		

This LMA brief is valid for 12 months and expires September 2027.

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor markets related to one occupation:

- Middle-Skill
 - *Computer Network Support Specialists (15-1231)*

Based on the available data, there appears to be an oversupply within the COE's margin (10% over or under the number of annual openings) to be considered "supply met" rather than a "supply gap." Although, typical education requirements for this occupation align with a community college education, entry-level wages are below the Self-Sufficiency Standard living wage. **Therefore, due to some 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 middle-skill occupation included in this report.

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; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Computer Network Support Specialists (15-1231)	LA: 233 OC: 104	LA: 233 OC: 160	OC: \$24.14	Associate degree	38%
Total	337	392	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *computer network support specialists* is projected to decrease 3% through 2030, equating to 337 annual job openings.
- Hourly entry-level wages for *computer network support specialists* are \$24.14 in Orange County, which is below the Self-Sufficiency Standard living wage.
- There were 501 online job postings for *computer network support specialists* over the past 12 months. The highest number of postings were for *IT technicians, network technicians, and technicians*.
- The typical entry-level education for *computer network support specialists* is an associate degree.
- Approximately 38% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2023 to 2025, an average of 392 awards were conferred by 19 community colleges for the middle-skill occupation in Los Angeles and Orange counties.
- From 2021 to 2024, non-community college institutions did not confer any awards for the middle-skill occupation.
- In the 2023-24 academic year, Orange County community college students that exited computer infrastructure and support programs had a median annual wage of \$57,136 (\$27.47 per hour) post-exit, and 49% attained the regional living wage.
- In 2022-23, 36% of Orange County computer infrastructure and support students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *computer network support specialists* from 2020 through 2030. Beginning in 2025, Orange County job levels are projected to grow at a similar rate than all occupations through 2030.

Exhibit 2: Annual Percentage Change in Jobs for Computer Network Support Specialist, 2020-2030

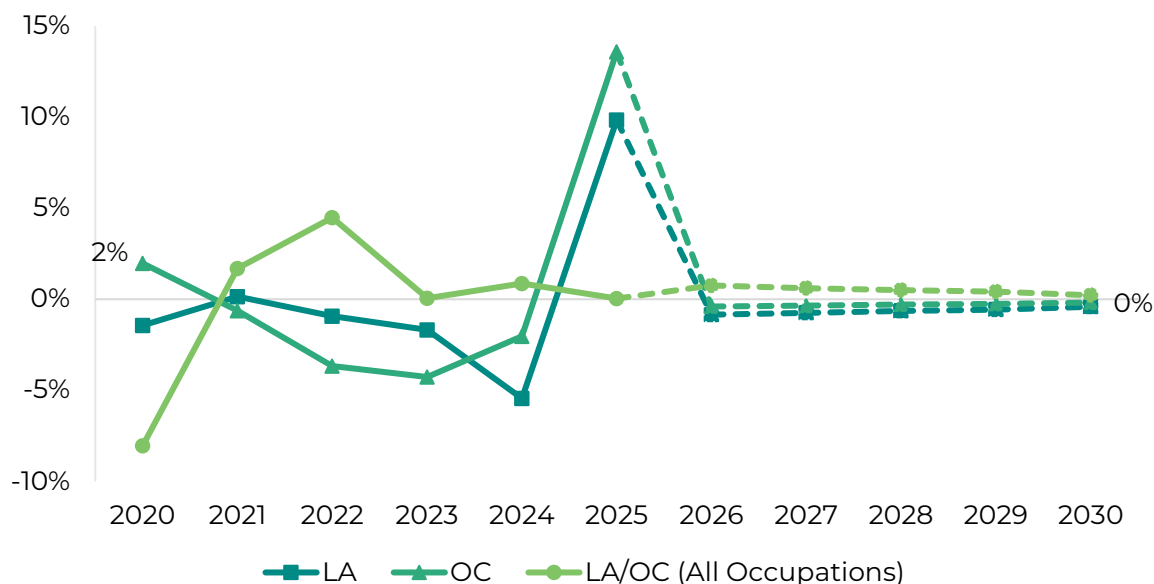


Exhibit 3 shows the five-year occupational demand projections for *computer network support specialists*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to decrease 3% through 2030. There is projected to be 337 jobs available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	3,884	3,761	(124)	(3%)	233
Orange	1,717	1,692	(25)	(1%)	104
Total	5,601	5,453	(149)	(3%)	337

Wages

The labor market endorsement in this report considers the entry-level hourly wage for *computer network support specialists* in Orange County as it relates to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

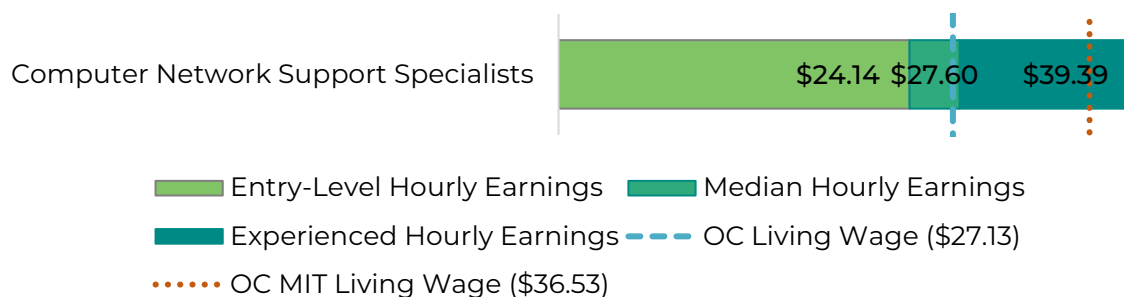
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities

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.

such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

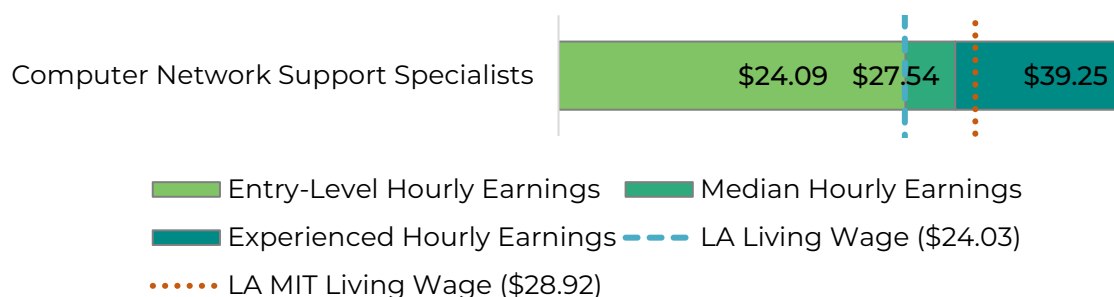
In Orange County, the typical entry-level wage for *computer network support specialists* is \$24.14, which is below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for *computer network support specialists* in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *computer network support specialists* is \$24.09, which is above the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for *computer network support specialists* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if the occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2026 U.S. News & World Report (USN&WR) Best Job³. *Computer network support specialists* do not meet the criteria for any of the three designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2026 USN&WR Best Job
Computer Network Support Specialists	☐	☐	☐

³ "100 Best Jobs," U.S. News & World Report, accessed January 12, 2026, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 501 online job postings related to *computer network support specialists* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=501)

Occupation	Job Postings	Percentage of Job Postings
Computer Network Support Specialists	501	100%
Total Postings	501	100%

The top job titles for *computer network support specialists* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=501)

Job Titles	Job Postings	Percentage
IT Technicians	44	9%
Network Technicians	28	6%
Technicians	18	4%
Field Technicians	17	3%
Network Support Technicians	16	3%
Support Technicians	14	3%
User Support Technicians	7	1%
Endpoint Engineers	6	1%
Systems Technicians	6	1%
Technology Support Specialists	6	1%

The top employers for *computer network support specialists* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=501)

Employer	Job Postings	Percentage of Job Postings
Edjoin.Org	11	2%
TEKsystems	9	2%
Leidos	9	2%
V2X Limited	7	1%
Cal-Tech Services	6	1%
HCL Technologies	5	<1%
Amazon	5	<1%
Insight Global	5	<1%
New Millenium Consulting	5	<1%
Cognizant Technology Solutions	4	<1%

The top specialized, soft, and computer skills for *computer network support specialists* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=501)

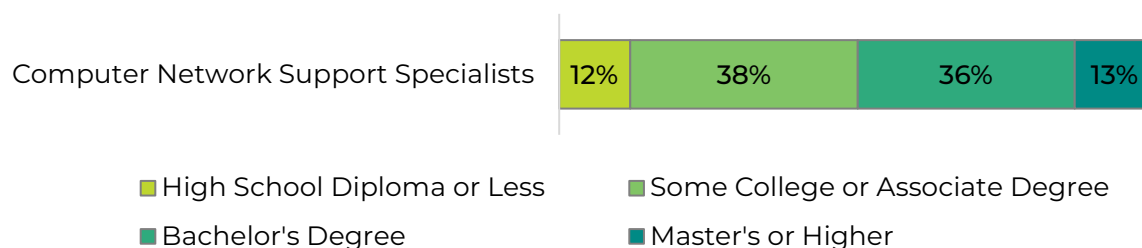
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Technical Support (173)	Troubleshooting (Problem Solving) (366)	Operating Systems (141)
Operating Systems (141)	Communication (300)	Active Directory (89)
Help Desk Support (124)	Customer Service (202)	ServiceNow (78)
Computer Hardware (121)	Management (159)	Microsoft 365 (76)
Peripheral Devices (110)	Operations (147)	Microsoft Office (76)
Network Routing (98)	Problem Solving (129)	Mac OS (69)
Networking Hardware (97)	Information Technology (84)	Microsoft Windows 10 (59)
Local Area Networks (93)	Microsoft Office (76)	Firewall (58)
Network Troubleshooting (92)	Detail Oriented (68)	Dynamic Host Configuration Protocol (DHCP) (48)
Active Directory (89)	Prioritization (53)	Microsoft Excel (44)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for *computer network support specialists*.

The national-level educational attainment data indicates that 38% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 52% (263) of job postings for *computer network support specialists* included a stated minimum education requirement:

- 70% (185) requested a high school diploma or associate degree
- 29% (75) requested a bachelor's degree

Educational Supply

The following tables display the total educational supply for the TOP and CIP codes associated with the middle-skill occupation.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code: Computer Infrastructure and Support (0708.00).

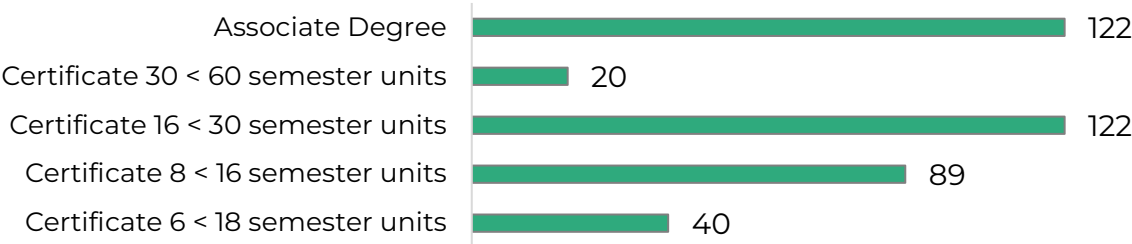
The colleges with the most completions in the region are Coastline (117), followed by LA Mission (43), and Long Beach (40). Over the past 12 months, there were seven related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2022-2025

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
0708.00	Computer Infrastructure and Support	Cerritos	14	14	21	16
		East LA	11	3	6	7
		El Camino	8	13	16	12
		Glendale	3	4	0	2
		LA City	19	50	32	34
		LA Mission	20	58	50	43
		LA Valley	2	3	1	2
		Long Beach	24	37	59	40
		Mt San Antonio	17	34	35	29
		Pasadena	17	3	15	12
		Rio Hondo	30	31	33	31
		West LA	4	7	4	5
		LA Subtotal	169	257	272	233
		Coastline	81	137	134	117
		Cypress	0	1	0	0
		Fullerton	0	1	4	2
		Orange Coast	2	2	0	1
		Saddleback	14	14	15	14
		Santa Ana	20	18	34	24
		Santiago Canyon	1	1	0	1
		OC Subtotal	118	174	187	160
		Supply Total/Average	287	431	459	392

Exhibit 13 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for certificate 16 to 30 semester units, followed by associate degree then certificate 8 to 16 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2022-2025



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for computer infrastructure and support programs in Coast Community College District (CCCD), the Orange County Region, and California. Of the 966 Orange County computer infrastructure and support students in the 2024-25 academic year, 40% (390) attended a CCCD college.

CCCD students that exited computer infrastructure and support programs in the 2023-24 academic year had higher median annual earnings (\$67,406 or \$32.41 per hour) compared to all computer infrastructure and support students in Orange County (\$57,136 or \$27.47 per hour). A higher percentage of CCCD computer infrastructure and support students attained the living wage (58%) when compared to all computer infrastructure and support students in Orange County (49%).

Exhibit 14: Computer Infrastructure and Support (0708.00) Strong Workforce Program Metrics, 2022-25⁴

SWP Metric	CCCD	OC Region	California
SWP Students	390	966	8,988
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	42%	33%	45%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	81%	79%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	45	82	990
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	30	44	446
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	33%	36%	30%
Median Annual Earnings for SWP Exiting Students (2023-24)	\$67,406 (\$32.41)	\$57,136 (\$27.47)	\$54,950 (\$26.42)
Median Change in Earnings for SWP Exiting Students (2023-24)	17%	16%	19%
SWP Exiting Students Who Attained the Living Wage (2023-24)	58%	49%	54%

Non-Community College Supply

No awards were granted by non-community college institutions under related Classification of Instructional Programs (CIP) codes: Cloud Computing (11.0902).

⁴ All SWP metrics are for 2024-25 unless otherwise noted.

Regional Demographics

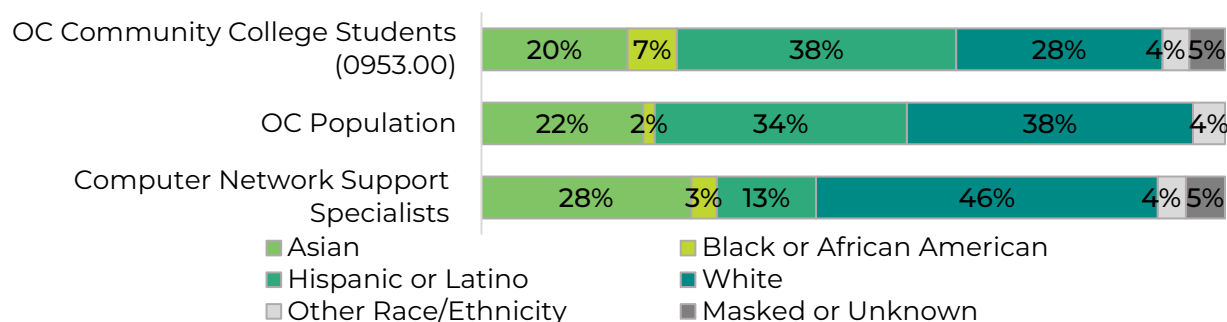
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 15 compares the ethnicity of Orange County community college students enrolled in computer infrastructure and support programs, the overall Orange County population, and occupation-specific data for *computer network support specialists*.

Nearly half (46%) of *computer network support specialists* are white, which is more than their representation in computer infrastructure and support programs (28%), suggesting that white workers may be entering these jobs through alternate training pathways. In contrast, Hispanic or Latino individuals make up just 13% of the workforce but account for 38% of program enrollment, indicating a potential disconnect between education and employment outcomes.

Exhibit 15: Program and County Demographics by Ethnicity

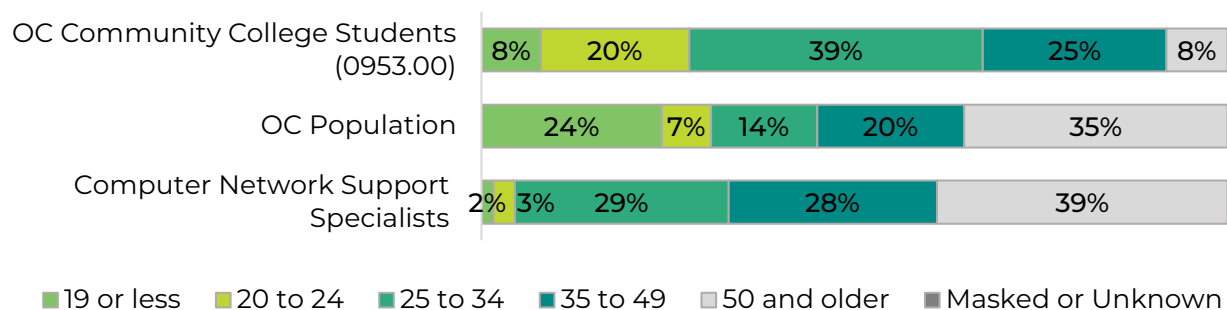


Age

Exhibit 16 compares the age of Orange County community college students enrolled in computer infrastructure and support programs, the overall Orange County population, and occupation-specific data for *computer network support specialists*.

Over half (57%) of *computer network support specialists* are aged 25 to 49, which is close to computer infrastructure and support students (64%). This suggests the field may attract mid-career individuals or require some level of prior training and experience for entry.

Exhibit 16: Program and County Demographics by Age

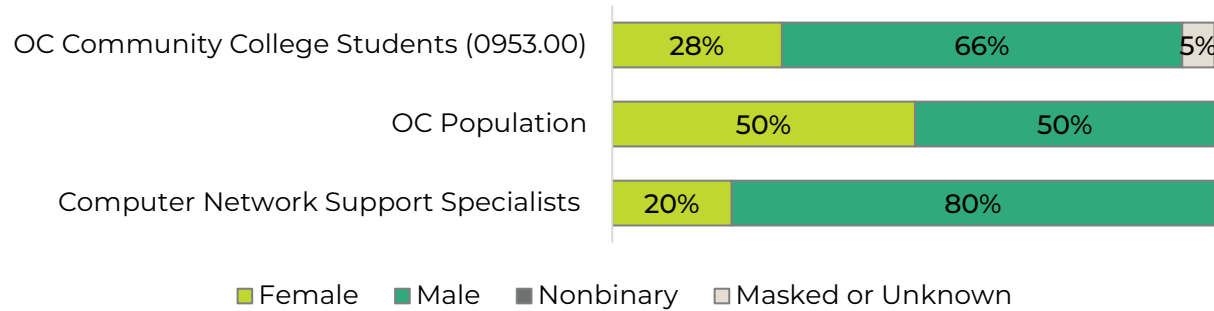


Sex

Exhibit 17 compares the sex of Orange County community college students enrolled in computer infrastructure and support programs, the overall Orange County population, and occupation-specific data for *computer network support specialists*.

Though the population is split evenly between women and men, only 20% of *computer network support specialists* and 28% of community college students are women.

Exhibit 17: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

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

- All occupations that have an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market data was used to assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.3), a labor market analytics firm.
Living Wage	Per the CCCCCO's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County. The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.
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.

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