



Summary

Program LMI Endorsement		
Endorsed: All LMI Criteria Met	Endorsed: Some LMI Criteria Met	Not LMI Endorsed
☐	☒	☐

Program LMI Endorsement Criteria		
Criterion	Finding	Comments
Supply Gap	 Met	There is projected to be 83 annual job openings in the South Central Coast (SCC) Region for these below middle-skill fashion occupations, which is more than the 0 awards conferred by educational institutions .
Self-Sufficiency Standard Living Wage ¹	 Not Met	The majority (74%) of annual job openings for these fashion occupations have entry-level hourly wages significantly below the Santa Barbara County living wage of \$29.80
Education	 Met	Though all (100%) annual job openings for these fashion occupations typically require a high school diploma or equivalent, between 23% and 37% of workers in the field have completed some college or an associate degree as their highest level of education .

Additional Considerations		
Emerging Occupation(s)	None	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 four occupations:

- Below Middle-Skill
 - *Merchandise Displayers and Window Trimmers (27-1026)*
 - *Costume Attendants (39-3092)*
 - *Fabric and Apparel Patternmakers (51-6092)*
- Above Middle-Skill
 - *Fashion Designers (27-1022)*

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.

Notably, occupations related to fashion studies are currently considered either below middle-skill, indicating that a high school diploma or equivalent is the typical entry-level education required for employment, or above middle-skill, indicating that a bachelor's degree is typically required. For these reasons, the labor market endorsement in this report considers only data for the below middle-skill occupations. However, it is important to note that though a community college degree or certificate will prepare students for these occupations, it may not be necessary for entry-level employment.

Based on the available data there appears to be a supply gap for these below middle-skill fashion occupations and typical education requirements for these occupations align with a community college education. However, the majority of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage. **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
Merchandise Displayers and Window Trimmers (27-1026)	66	0	\$19.93	High school diploma or Equivalent	37%
Costume Attendants (39-3092)	16	0	\$18.93	High school diploma or Equivalent	23%
Fabric and Apparel Patternmakers (51-6092)	1	Accounted for Below	\$20.09	High school diploma or Equivalent	34%
Below Middle-Skill Subtotal	83	0	N/A	N/A	N/A
Fashion Designers (27-1022)	22	127	\$30.34	Bachelor's Degree	23%
Above Middle-Skill Subtotal	22	127	N/A	N/A	N/A
Total	106	127	N/A	N/A	N/A

Demand:

- The number of jobs related to these below middle-skill fashion occupations is projected to increase 2% through 2030 in the SCC region. There are projected to be 83 annual job openings due to job creations and replacements.
- Hourly entry-level wages for these below middle-skill fashion occupations in Santa Barbara County range from \$18.93 to \$20.09; all (100%) annual job openings have entry-level wages below the Self-Sufficiency Standard living wage (\$29.80 for Santa Barbara County).
- There were 1,467 online job postings for these fashion occupations over the past 12 months. The highest number of postings were for retail merchandisers, merchandisers, and merchandisers associates.
- The typical entry-level education for these fashion occupations is a high school diploma or equivalent.
- Between 23% 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 127 awards conferred by two community colleges in the SCC Region from 2022 to 2025. Of those, none were specifically for below middle-skill occupations.
- Non-community college institutions did not confer any related awards from 2021 to 2024.
- SCC community college students that exited Fashion (1303.00) programs in the 2023-24 academic year had a median annual wage of \$32,304 (or \$15.53 per hour) after exiting the program and 22% attained the regional living wage (Self-Sufficiency Standard).
- Throughout California, 52% of Fashion (1303.00) students that exited their program in 2022-23 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2020. Notably, employment for these fashion occupations throughout Santa Barbara County grew 11% from 2020 to 2025, which is significantly higher when compared to employment for these occupations in the SCC Region (6%) and throughout California (4%). From 2025 to 2030, employment for these fashion occupations in Santa Barbara County and throughout the SCC Region is projected to slightly increase in all areas.

Exhibit 2: Historical and Projected Employment for Fashion Occupations in the SCC Region, 2020-2030

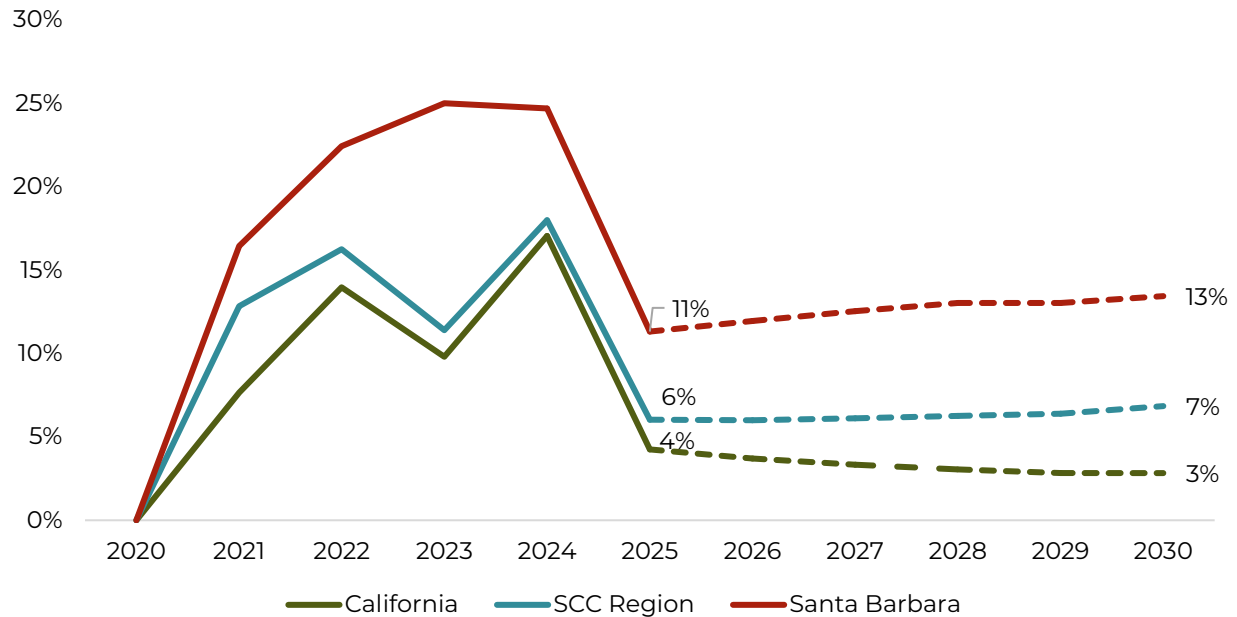


Exhibit 3 shows the five-year occupational demand projections for these fashion occupations. In the SCC Region, the number of jobs related to these occupations is projected to grow 2% by 2030. There is projected to be 83 jobs available annually due to job creations and replacements. Northern Los Angeles County has the highest number of jobs and annual openings, but employment is projected to decline 1% through 2030.

Exhibit 3: Occupational Demand in the SCC Region²

Skill-Level	Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Below Middle-Skill	Northern Los Angeles	225	223	(2)	(1%)	27
	San Luis Obispo	75	83	8	11%	11
	Santa Barbara	147	152	5	3%	20
	Ventura	221	222	1	0%	25
Below Middle-Skill Subtotal		668	680	12	2%	83
Above Middle-Skill	Northern Los Angeles	62	60	(2)	(3%)	5
	San Luis Obispo	21	21	0	0%	2
	Santa Barbara	79	78	(1)	(1%)	7
	Ventura	89	86	(3)	(3%)	8
Above Middle-Skill Subtotal		251	245	(6)	(2%)	22
SCC Region		919	925	6	1	105

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:

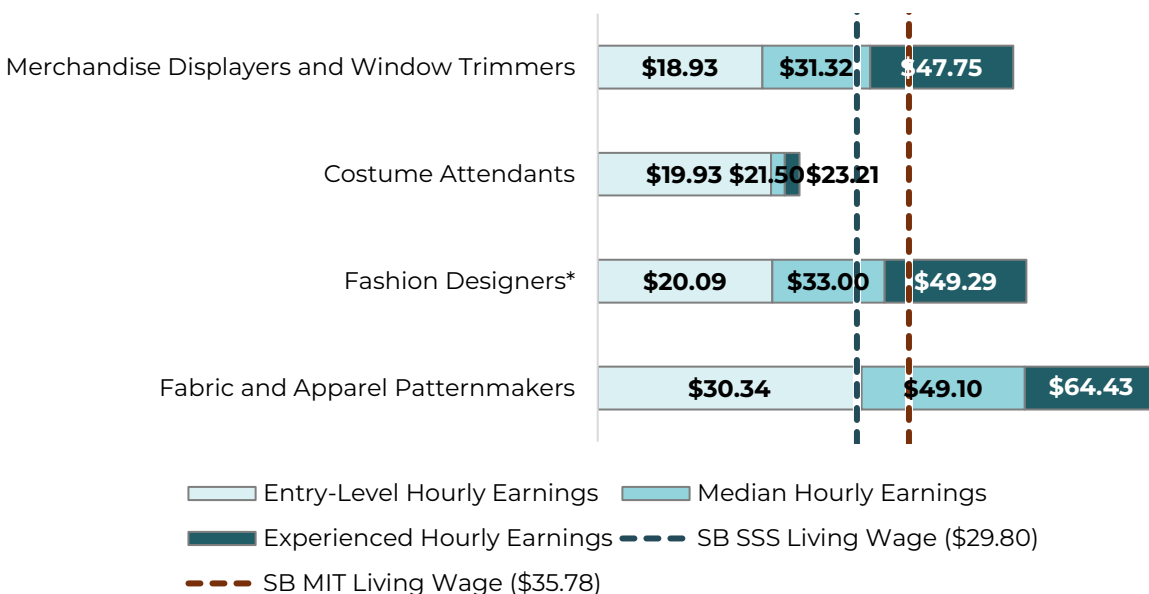
The labor market endorsement in this report considers the entry-level hourly wages for these fashion occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Allan Hancock College, which is in Santa Barbara County. Wages 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 15, 2026, is provided as a reference. Currently, the MIT Living Wage in Santa Barbara County is \$35.78. 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.

Santa Barbara

All (100%) annual openings for these below middle-skill fashion occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Typical entry-level hourly wages range between \$18.93 and \$30.34. All occupations except *Costume Attendants (39-3092)* have median level wages above the living wage. Notably, wages for *Costume Attendants (39-3092)* are below the living wage, even at the experienced level. Exhibit 4 shows the wage range for each of these fashion occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

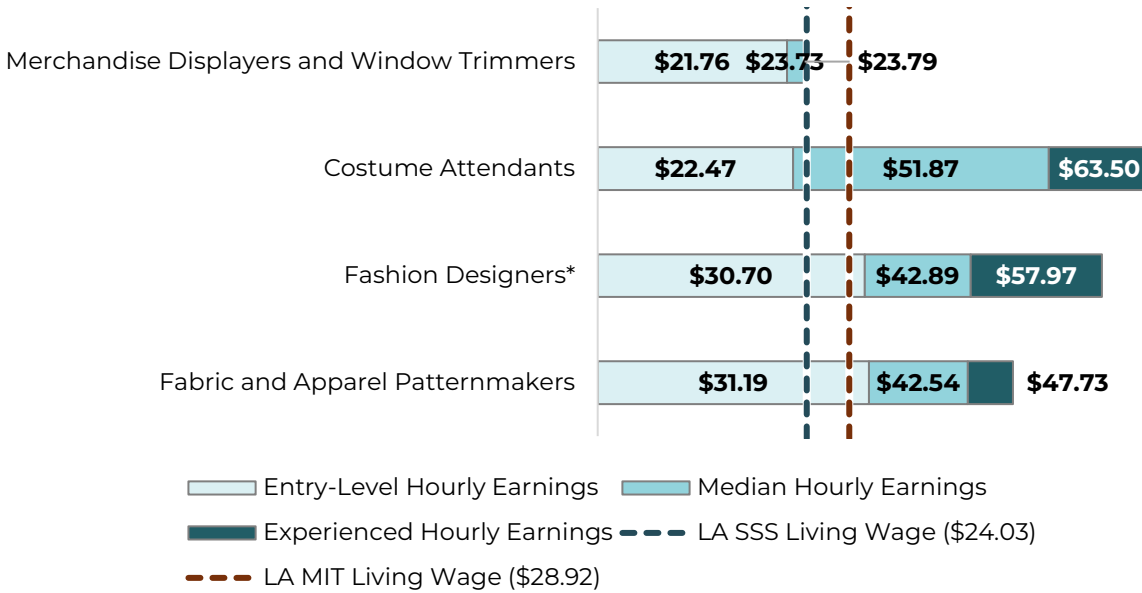
Exhibit 4: Wages by Occupation in Santa Barbara County



Northern Los Angeles

The majority (80%) of annual openings for these fashion occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages range between \$21.76 and \$31.19. All occupations except *Costume Attendants (39-3092)* have median level wages above the living wage. Notably, wages for *Costume Attendants (39-3092)* are below the living wage, even at the experienced level. Exhibit 5, shows the wage range for each of these fashion occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

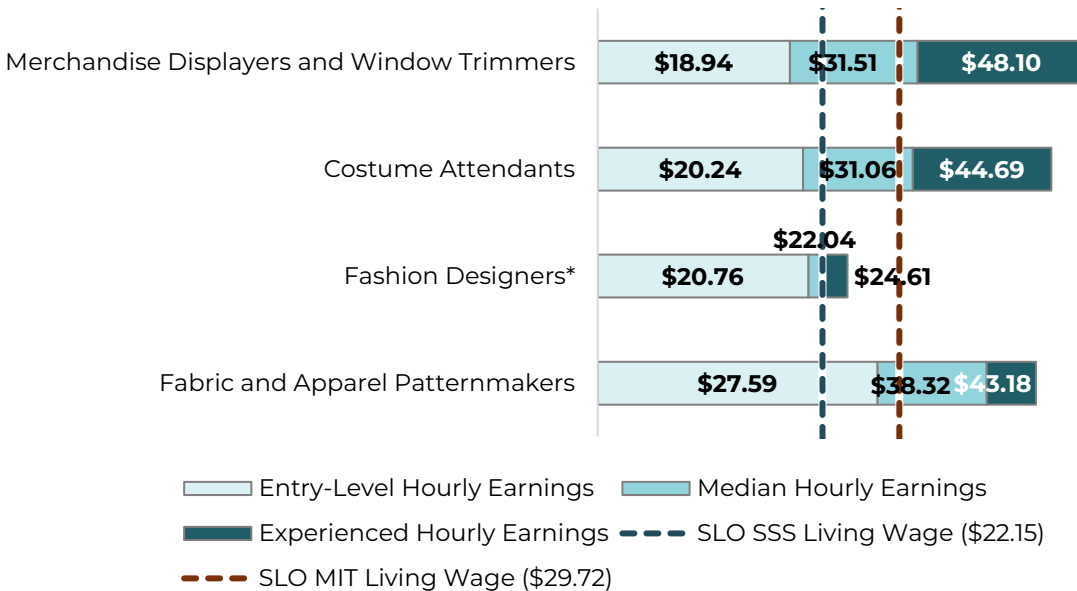
Exhibit 5: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

The majority (98%) of annual openings for these fashion occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Typical entry-level hourly wages range between \$18.94 and \$27.59. Three of the four fashion occupations have median hourly earnings in San Luis Obispo above the living wage, while *Costume Attendants* (39-3092) have experienced hourly wages above it. Exhibit 6 shows the wage range for each of these fashion occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in San Luis Obispo County

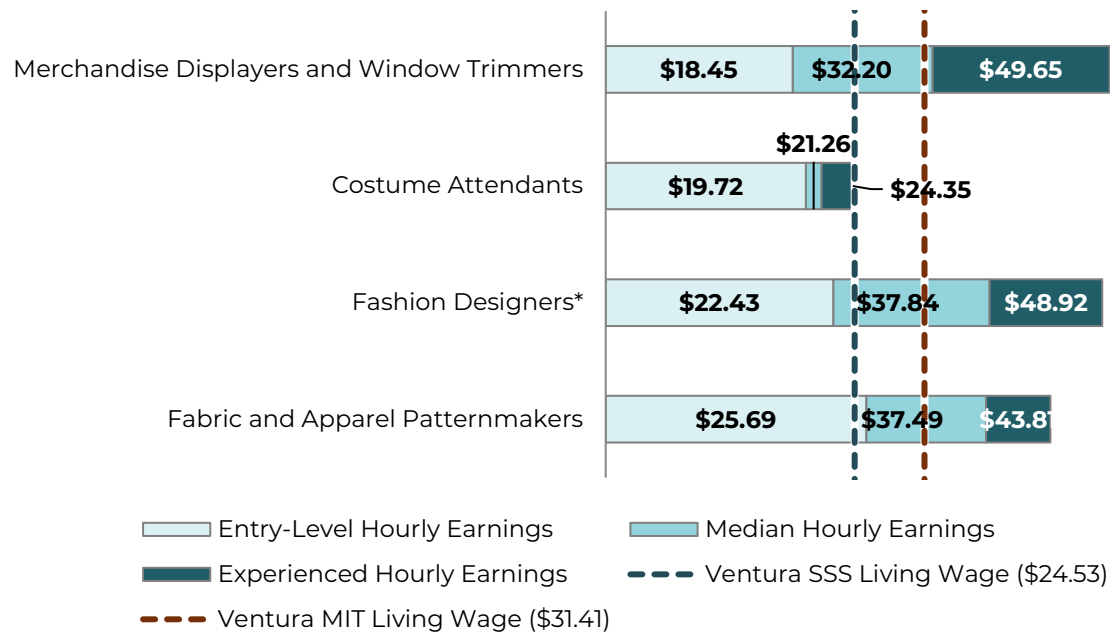


Ventura

All (100%) of annual openings for these fashion occupations have entry-level wages below the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Typical entry-

level hourly wages range between \$18.45 and \$25.69. All occupations except *Costume Attendants (39-3092)* have median level wages above the living wage. Notably wages for *Costume Attendants (39-3092)* are below the living wage, even at the experienced level. Exhibit 7 shows the wage range for each of these fashion 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 Quality

Based on the SCC COE's analysis of traditional labor market and job quality indicators³, the occupations analyzed in this report are considered either Low- or Medium-Quality across the SCC Region and within Santa Barbara County, as shown in Exhibit 8.

Exhibit 8: Job Quality Level by County

Occupation	Northern LA	San Luis Obispo	Santa Barbara	Ventura	SCC Region
Fashion Designers	Medium	Low	Medium	Medium	Medium
Merchandise Displayers and Window Trimmers	Medium	Medium	Medium	Medium	Medium
Costume Attendants	Low	Low	Low	Low	Low
Fabric and Apparel Patternmakers	Low	Unclassified	Low	Low	Low

To better understand measures of job quality for these occupations in Santa Barbara County, Exhibit 9 shows which job quality criteria were met for each occupation. Notably only one job quality criteria was met for *Costume Attendants (39-3092)* (low automation risk) and *Fabric and Apparel Patternmakers (51-6092)* (high percentage of workers with employer sponsored health insurance). *Fashion Designers (27-1022)* and *Merchandise Displayers and Window Trimmers (27-1026)* met more criteria, including the number of jobs, demand, positive

³ "South Central Coast Labor Market Landscape: Assessing Job Quality in the South Central Coast Region," South Central Coast Center of Excellence for Labor Market Research, last modified October 2025, <https://coeccc.net/south-central-coast/2025/09/south-central-coast-labor-market-landscape-assessing-job-quality-in-the-scc-region/>.

projected change, number of hours worked per week, and both have low automation risk. Additionally, none of these occupations were considered “Best Jobs” by U.S. News & World Report in 2025.

Exhibit 9: Job Quality Indicators for Fashion Occupations
in Santa Barbara County

Job Quality Measure	Fashion Designers	Merchandise Displayers and Window Trimmers	Costume Attendants	Fabric and Apparel Patternmakers
# of Jobs	Met	Met	Not Met	Not Met
Positive Projected Change	Met	Met	Not Met	Not Met
Demand (Annual Openings)	Met	Met	Not Met	Not Met
Living Wage (SSS)	Not Met	Not Met	Not Met	Not Met
Living Wage (MIT)	Not Met	Not Met	Not Met	Not Met
Employer Sponsored Health Insurance	Met	Not Met	Not Met	Met
# of Hours Worked Per Week	Met	Met	Not Met	Not Met
Automation Risk	Met	Met	Met	Not Met
U.S. News & World Report Best Job	Not Met	Not Met	Not Met	Not Met

Job Postings:

There were 1,467 online job postings related to these fashion occupations listed in the past 12 months in the SCC Region. Exhibit 10 shows the number of job postings by county. Approximately 33% of job postings were in Ventura County.

Exhibit 10: Number of Job Postings by County (n=1,467)

County	Job Postings	Percentage of Job Postings
Ventura	489	33%
Northern Los Angeles	370	25%
Santa Barbara	368	25%
San Luis Obispo	240	16%
Total Postings	1,467	100%

Of the 1,467 postings, the majority (97%) were for *Merchandise Displayers and Window Trimmers* (27-1026), as shown in Exhibit 11.

Exhibit 11: Number of Job Postings by Occupation (n=1,467)

Occupation	Job Postings	Percentage of Job Postings
Merchandise Displayers and Window Trimmers	1419	97%
Fashion Designers	21	1%
Costume Attendants	20	1%
Fabric and Apparel Patternmakers	7	0.5%

Occupation	Job Postings	Percentage of Job Postings
Total Postings	1,467	100%

The top employers in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 12: Top Employers by Number of Job Postings (n= 1,467)

Employer	Job Postings	Percentage of Job Postings
TJX	99	7%
Lowe's	68	5%
SAS Retail Services	59	4%
Walmart	48	3%
SPAR Österreichische Warenhandels	48	3%
The Coca-Cola Company	47	3%
Premium Retail Services	47	3%
RetailData	47	3%
Acosta Group	37	3%
Advantage Solutions	36	2%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 13.

Exhibit 13: Top Skills by Number of Job Postings (n=1,467)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Merchandising (1191)	Sales (782)	Microsoft Excel (57)
Lifting Ability (307)	Management (440)	Microsoft Office (44)
Planogram (283)	Customer Service (431)	Apple IOS (39)
Good Driving Record (196)	Communication (420)	Reporting Tools (38)
Inventory Management (153)	Smartphone Operation (276)	Operating Systems (36)
Pallet Jacks (141)	Detail Oriented (177)	Microsoft Outlook (32)
Labor Law (125)	Cleanliness (152)	Microsoft PowerPoint (20)
Auditing (107)	Time Management (137)	Adobe Illustrator (15)
Collections (92)	Teamwork (132)	Microsoft Word (14)
Hand Trucks (88)	Honesty (131)	Adobe Photoshop (12)

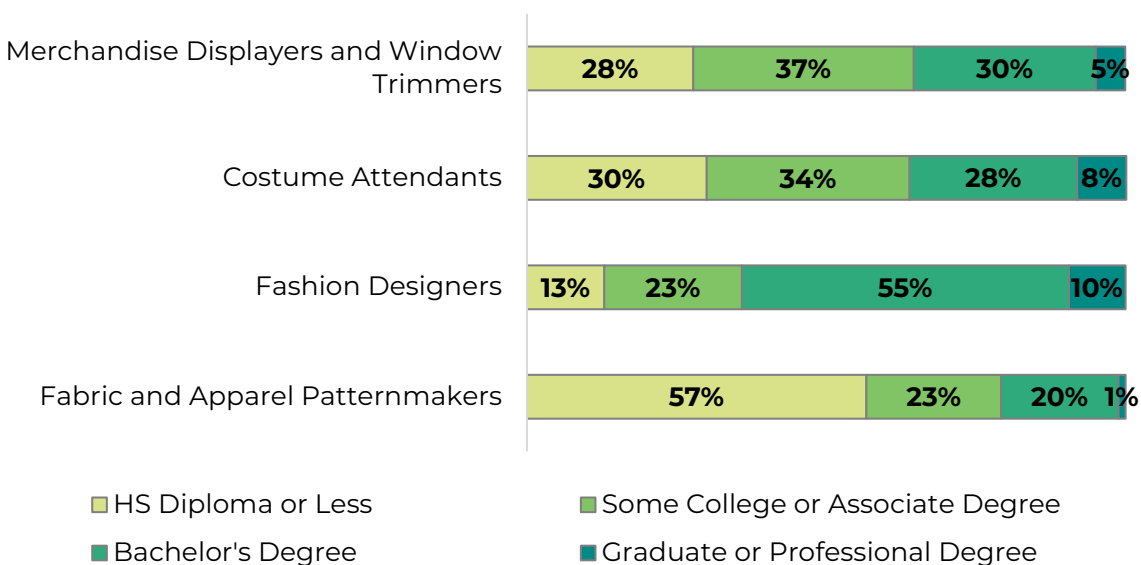
Educational Attainment:

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

- High School Diploma or Equivalent
 - *Merchandise Displayers and Window Trimmers (27-1026)*
 - *Fabric and Apparel Patternmakers (51-6092)*
 - *Costume Attendants (39-3092)*
- Bachelor's Degree
 - *Fashion Designers (27-1022)*

The national-level educational attainment data indicates between 23% and 37% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 14 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 14: National-level Educational Attainment for Occupations



Of the 30% of the cumulative job postings for these fashion occupations that listed a minimum education requirement in the SCC Region, 87% (381) requested a high school diploma or a GED, 1% (6) requested an associate degree, and 12% (53) requested a bachelor's degree.

Educational Supply

Community College Supply:

Exhibit 15 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Fashion (1303.00)
- Fashion Production (1303.30)

No awards were conferred for the following TOP codes:

- Fashion Merchandising (1303.20)

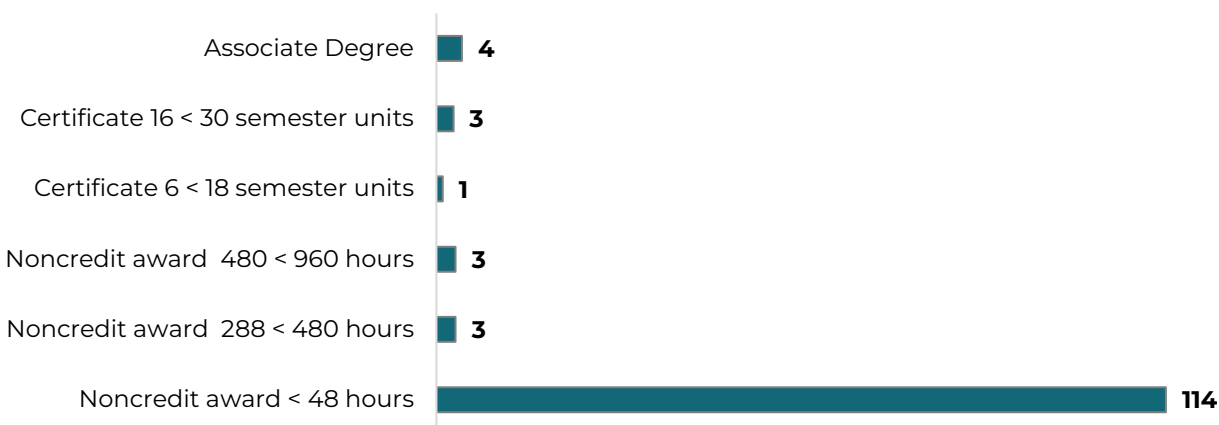
The college with the most completions in the region is College of the Canyons (114), followed by Allan Hancock College (14).

Exhibit 15: Regional Community College Awards (Certificates and Degrees), 2022-2025

College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1303.00 (Fashion)				
Allan Hancock	12	20	9	14
Supply Subtotal/Average	12	20	9	14
1303.30 (Fashion Production)				
Canyons	121	100	120	114
Supply Subtotal/Average	121	100	120	114
Supply Total/Average	133	120	129	127

Exhibit 16 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for noncredit awards less than 48 hours, followed by associate degrees.

Exhibit 16: Annual Average Community College Awards by Type, 2022-2025



Community College Student Outcomes:

Exhibit 17 shows the Strong Workforce Program (SWP) metrics for Fashion (1303.00) programs at Allan Hancock College (AHC), the SCC Region, and California. Of the 582 Fashion

(1303.00) students throughout the region in the 2024-25 academic year, 54% (316) attended AHC.

AHC students that exited Fashion (1303.00) programs in the 2023-24 academic year had lower median annual earnings (\$24,964 or \$12.00 per hour) compared to all Fashion (1303.00) students in the SCC Region (\$32,304 or \$15.53 per hour); both figures are lower than statewide (\$33,222 or \$15.97 per hour). A lower percentage of SCC Region (22%) Fashion (1303.00) students attained the living wage when compared to all Fashion (1303.00) students in the state (29%).

Exhibit 17: Fashion (1303.00) Strong Workforce Program Metrics, 2024-25⁴⁵

SWP Metric	AHC	SCC Region	California
SWP Students	316	582	7,298
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	12%	7%	26%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	68%	85%	67%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	1%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	Insufficient Data	Insufficient Data	5%
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	Insufficient Data	Insufficient Data	52%
Median Annual Earnings for SWP Exiting Students (2023-24)	\$24,964 (\$12.00)	\$32,304 (\$15.53)	\$33,222 (\$15.97)
Median Change in Earnings for SWP Exiting Students (2023-24)	6%	5%	17%
SWP Exiting Students Who Attained the Living Wage (2023-24)	Insufficient Data	22%	29%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering related training programs. Over the past three years (2021-2024), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Apparel and Textile Manufacture (19.0902)
- Fashion and Fabric Consultant (19.0906)
- Fashion/Apparel Design (50.0407)
- Costume Design (50.0510)

Regional Demographics

This section examines demographic data for SCC community college students in Fashion (1303.00) programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

⁴ All SWP metrics are for 2024-25 unless otherwise noted. Metrics data is sourced from DataVista.

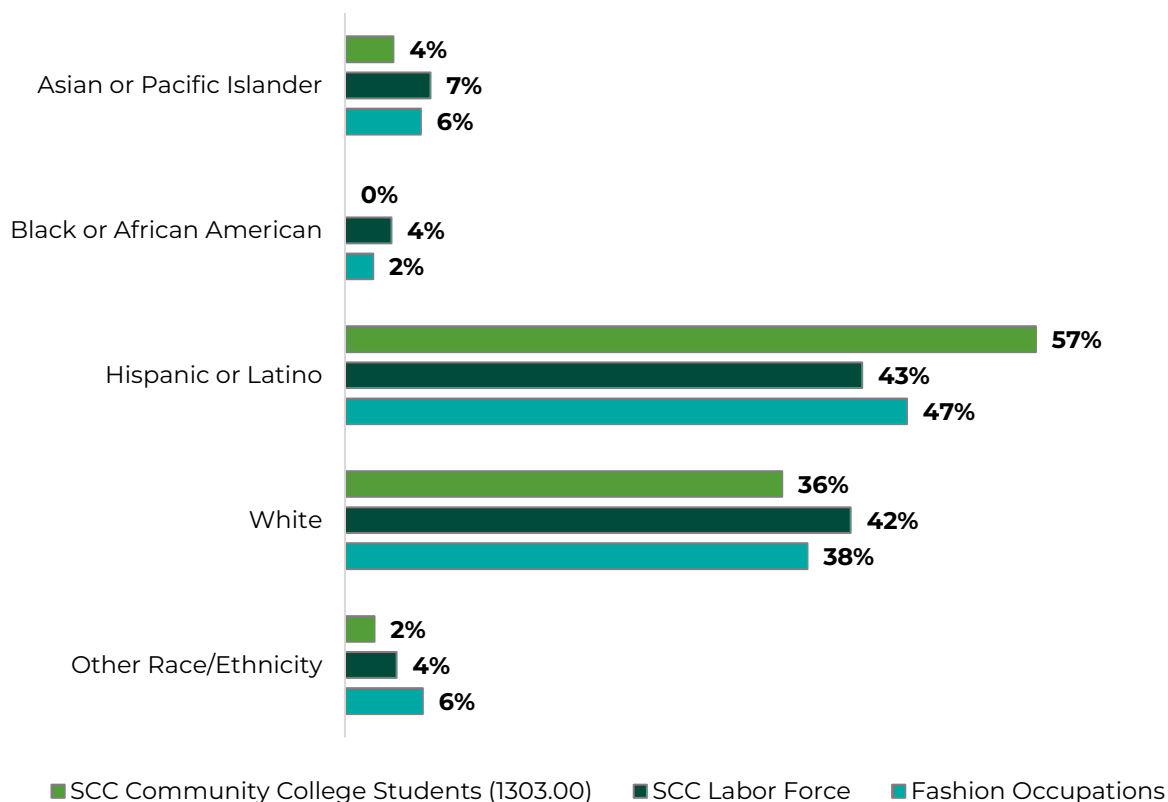
⁵ Data that is not available in DataVista is denoted in Exhibit 15 as “data unavailable.” Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

Ethnicity:

Exhibit 18 compares the ethnicity of SCC community college students enrolled in Fashion (1303.00) programs, the overall SCC labor force, and occupation-specific data for the four fashion occupations included in this report.

Notably, 6% of the workers in these fashion occupations are Other Race/Ethnicity, which is higher than the labor force (4%) and community college Fashion (1303.00) students (2%). Additionally, 57% of community college Fashion (1303.00) students are Hispanic or Latino which is higher than the labor force (43%) and workers in these fashion occupations (47%).

Exhibit 18: Program and County Demographics by Ethnicity

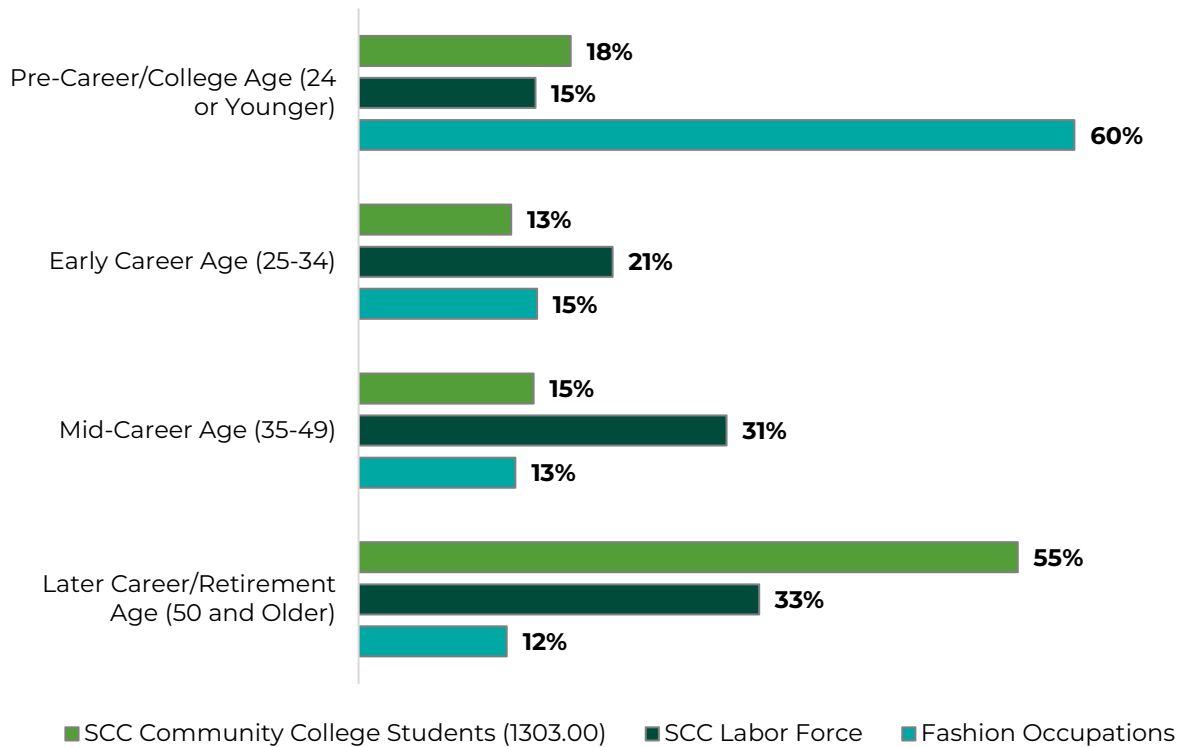


Age:

Exhibit 19 compares the age of SCC community college students enrolled in Fashion (1303.00) programs, the overall SCC labor force, and occupation-specific data for the four fashion occupations included in this report.

The majority (60%) of workers in these fashion occupations are Pre-Career/College Age (24 or Younger), which is significantly higher than the labor force (15%) and community college Fashion (1303.00) students (18%).

Exhibit 19: Program and County Demographics by Age



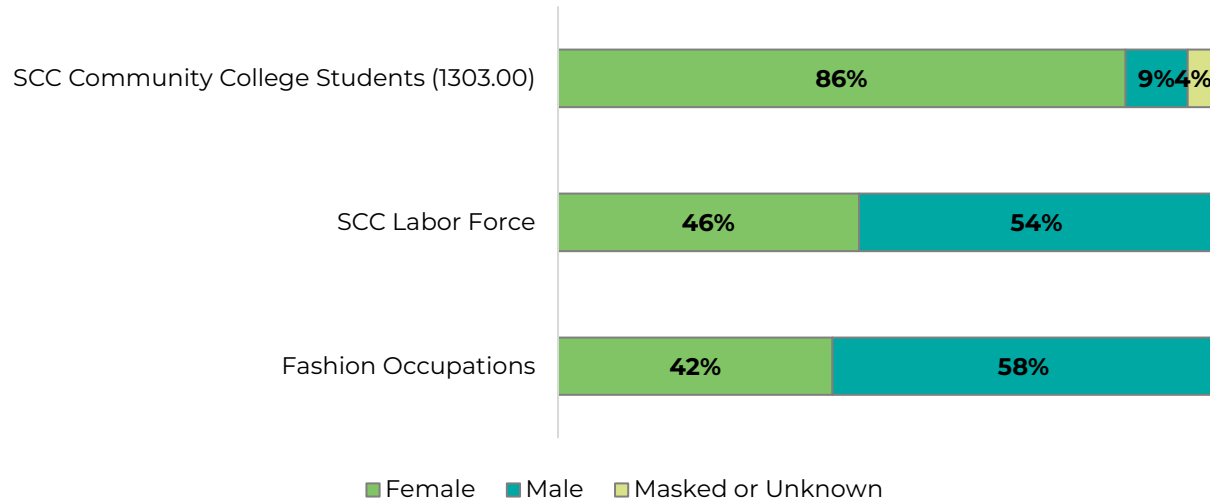
Sex:

Exhibit 20 compares the sex of SCC community college students enrolled in Fashion (1303.00) programs, the overall SCC labor force, and occupation-specific data for these fashion occupations.

There is a significant majority of female Fashion (1303.00) students (86%) which contrasts with both workers in these fashion occupations (58% male) and the overall labor force (54% male).

Examining disaggregated data for each occupation (not shown), only one occupation has a majority of male workers: *Costume Attendants (39-3092)* (65%), which has the lowest entry-level wages of all four fashion occupations.

Exhibit 20: 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.⁶ 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 22 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 21: 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.

⁶ 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 15, 2026, 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, knowledge, 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).
Job Quality	To classify each occupation as High, Medium, or Low Quality, the SCC COE identified nine criteria, five of which are considered traditional labor market information indicators (Traditional LMI Indicators) and four of which are considered Job Quality Indicators. These criteria were used to determine occupations that have significant employment and demand, pay at or above the living wage, typically provide employer-sponsored health insurance and full-time hours, have a lower risk of automation, and are considered a "Best Job" by U.S. News & World Report. For more information, see the SCC COE's South Central Coast Labor Market Landscape report.
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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