⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
Supply Gap:	Met ☑	Partially Met ☐	Not Met ☐
	There are projected to be **1,077 annual job openings** throughout Los Angeles and Orange counties for these photo archivist occupations, which **is more than the 124 awards conferred by educational institutions**.		
Self-Sufficiency Standard Living Wage[1]:	Met ☐	Partially Met ☐	Not Met ☑
	All annual job openings for these photo archivist occupations **have entry-level hourly wages significantly below the OC living wage of $27.13**.		
Education:	Met ☑	Partially Met ☐	Not Met ☐
	Although the majority (63%) of annual job openings for these middle-skill photo archivist occupations typically require a high school diploma, **37% 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 Month 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 market related to two occupations:

- Middle-Skill
  - *Library Technicians (25-4031)*
  - *Library Assistants, Clerical (43-4121*

Based on the available data, there appears to be a supply gap for these photo archivist occupations, and typical education requirements for these occupations align with a community college education. However, all annual job openings have entry-level wages significantly 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 middle-skill occupations 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
Library Technicians (25-4031)	LA: 325	LA: 96	OC: $19.30	Post-secondary nondegree award	29%
	OC: 78	OC: 28			
	TTL: 403	*TTL: 124*			
Library Assistants, Clerical (43-4121)	LA: 545	LA: 0	OC: $17.49	High school diploma or equivalent	35%
	OC: 130	OC: 0			
	TTL: 675	*TTL: 0*			
Total	**1,077**	**124**	**N/A**	**N/A**	**N/A**

Demand

- In Los Angeles and Orange counties, the number of jobs related to these photo archivist occupations is projected to increase 1% through 2030, equating to 1,077 annual job openings.
- Hourly entry-level wages for these photo archivist occupations range from $17.49 to $19.30 in Orange County; all annual job openings have entry-level wages significantly below the Self-Sufficiency Standard living wage.
- There were 408 online job postings for these photo archivist occupations over the past 12 months. The highest number of postings were for library assistants, library clerks, and library aides.
- The typical entry-level education for these photo archivist occupations ranges from a high school diploma to a post-secondary degree award.
- Between 29% and 35% 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 124 awards were conferred by 4 community colleges for these middle-skill occupations in Los Angeles and Orange counties.
- From 2021 to 2024, non-community college institutions did not confer any awards for middle-skill occupations.
- In the 2023-24 academic year, Orange County community college students that exited library technician (aide) programs had a median annual wage of $42,770 ($20.56 per hour) post-exit, there is insufficient data to determine the percent who attained the regional living wage.
- There is insufficient data to determine the percent of Orange County library technician (aide) 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 these photo archivist occupations 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 Photo Archivist Occupations, 2020-2030

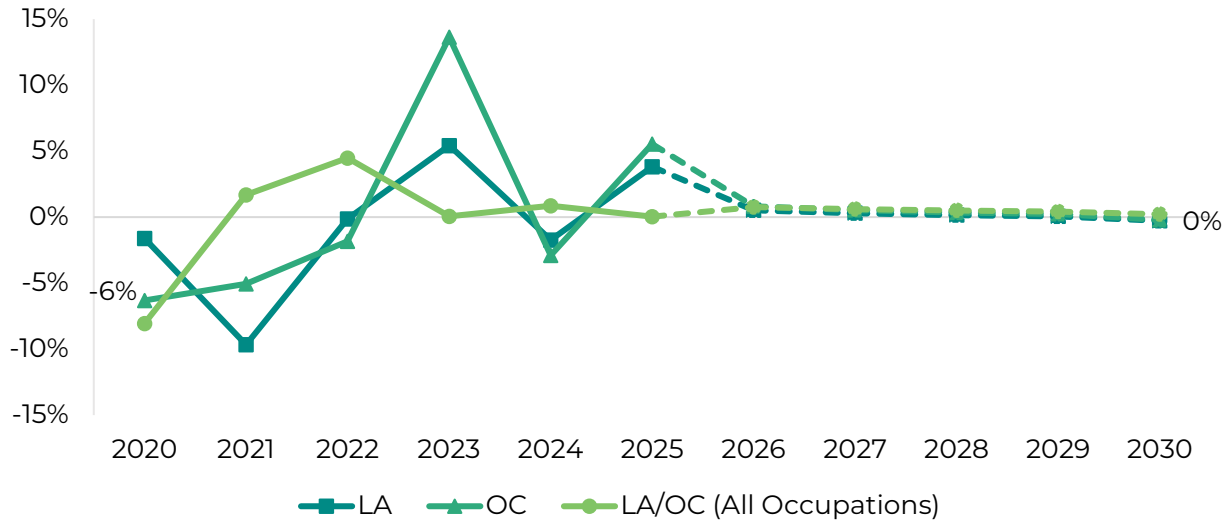


Exhibit 3 shows the five-year occupational demand projections for these middle-skill photo archivist occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase by 1% through 2030. There is projected to be 1,077 jobs available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties[2]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	5,035	5,071	36	1%	870
Orange	1,181	1,202	20	2%	208
Total	**6,216**	**6,273**	**57**	**1%**	**1,077**

Wages

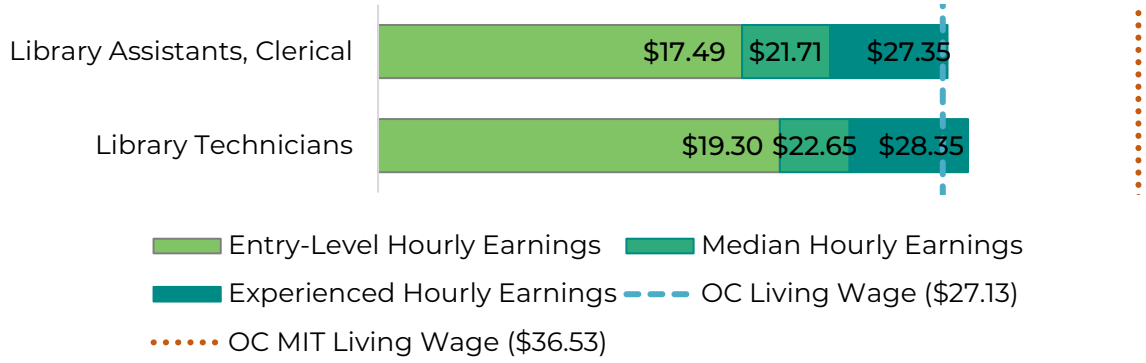
The labor market endorsement in this report considers the entry-level hourly wages for these photo archivist occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

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

[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.

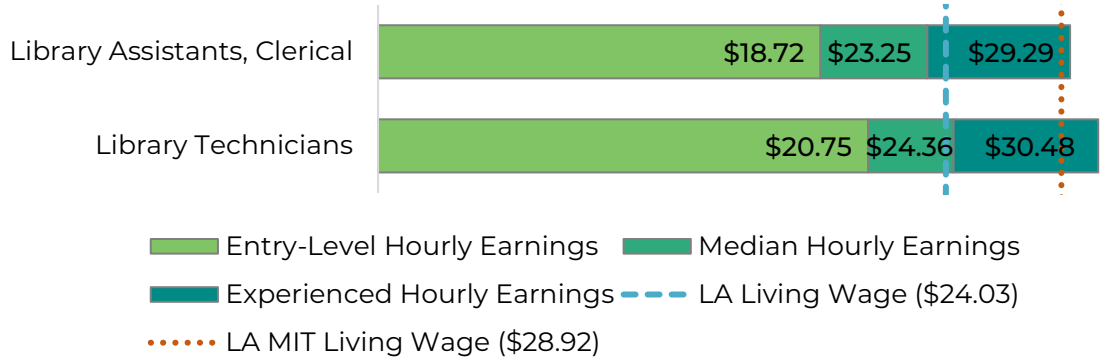
In Orange County, all annual openings for these photo archivist occupations have entry-level wages below the Self-Sufficiency living wage of $27.13 for a single adult, ranging from $17.49 to $19.30. Exhibit 4 shows the wage range for each of these photo archivist occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, all annual openings for these photo archivist occupations have entry-level wages below the Self-Sufficiency living wage of $24.03 for a single adult, ranging from $18.72 to $20.75. Exhibit 5 shows the wage range for each of these photo archivist occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Los Angeles County



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

Exhibit 6 shows if each 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 Job[3]. No occupations met the criteria to be considered a COVID-19 Pandemic Recession-Resilient Job. Neither of these photo archivist occupations are Great Recession-Resilient Jobs or USN&WR Best Jobs.

[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.

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
Library Technicians	☐	☐	☐
Library Assistants, Clerical	☐	☐	☐

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 408 online job postings related to these photo archivist occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Over 80% of job postings were for *library assistants, clerical* and nearly 20% were for *library technicians*.

Exhibit 7: Number of Job Postings by Occupation (n=408)

Occupation	Job Postings	Percentage of Job Postings
Library Assistants, Clerical	334	82%
Library Technicians	74	18%
Total Postings	**408**	**100%**

Job Postings for Middle-Skill Occupation

The top job titles for these middle-skill photo archivist occupations in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=408)

Job Titles	Job Postings	Percentage
Library Assistants	89	22%
Library Clerks	30	7%
Library Aides	27	7%
Library Media Technicians	27	7%
Library Pages	19	5%
Library Associates	15	4%
Library Technicians	15	4%
Library Media Assistants	11	3%
Library Specialists	10	2%
Library Services Assistants	8	2%

The top employers for these middle-skill photo archivist occupations in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=408)

Employer	Job Postings	Percentage of Job Postings
Edjoin.Org	56	14%
University of La Verne	15	4%
Coast Community College District Office	11	3%
City Of Santa Clarita	10	2%

Employer	Job Postings	Percentage of Job Postings
Antelope Valley College	9	2%
County Orange-Health Care Agency	8	2%
California State University-Long Beach	7	2%
County Of Los Angeles	6	1%
City Of Long Beach	6	1%
City Of Newport Beach	6	1%

The top specialized, soft, and computer skills for these middle-skill photo archivist occupations 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 Middle-Skill Occupation (n=408)

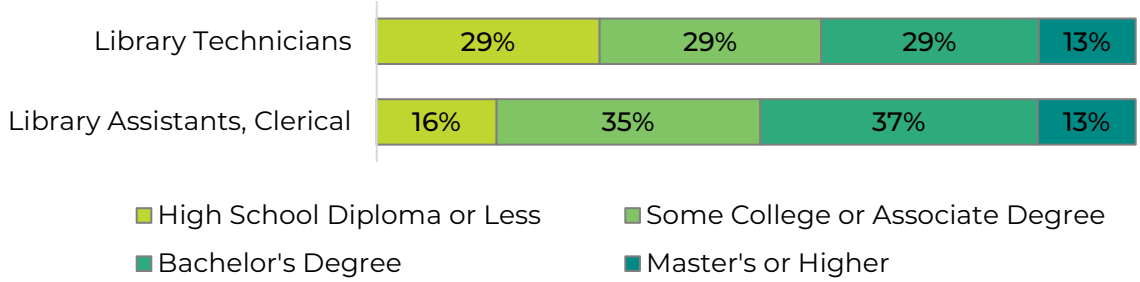
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Library Services (125)	Communication (216)	Microsoft Office (40)
Collections (104)	Customer Service (183)	Microsoft Excel (35)
Cataloguing (94)	Clerical Works (181)	Spreadsheets (31)
Library (87)	Operations (147)	Google Workspace (15)
Office Equipment (85)	Writing (127)	Microsoft Outlook (14)
Library Programming (82)	English Language (115)	Microsoft Word (12)
Punctuation and Capitalization (74)	Filing (106)	Productivity Software (10)
Integrated Library Systems (72)	Research (106)	Canva (Software) (9)
Statistics (69)	Record Keeping (84)	Database Application (9)
Interlibrary Loan (67)	Management (79)	Microsoft 365 (8)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists postsecondary nondegree award as the typical entry-level education for *library technicians*, and high school diploma or equivalent for *library assistants, clerical*.

The national-level educational attainment data indicates between 29% and 35% 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 each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

Of the cumulative job postings for these photo archivist occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 64% (260) of Middle-Skill Job Postings
  - 78% (203) requested a high school diploma or associate degree
  - 15% (40) 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 occupations.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Library Technician (Aide) (1602.00).

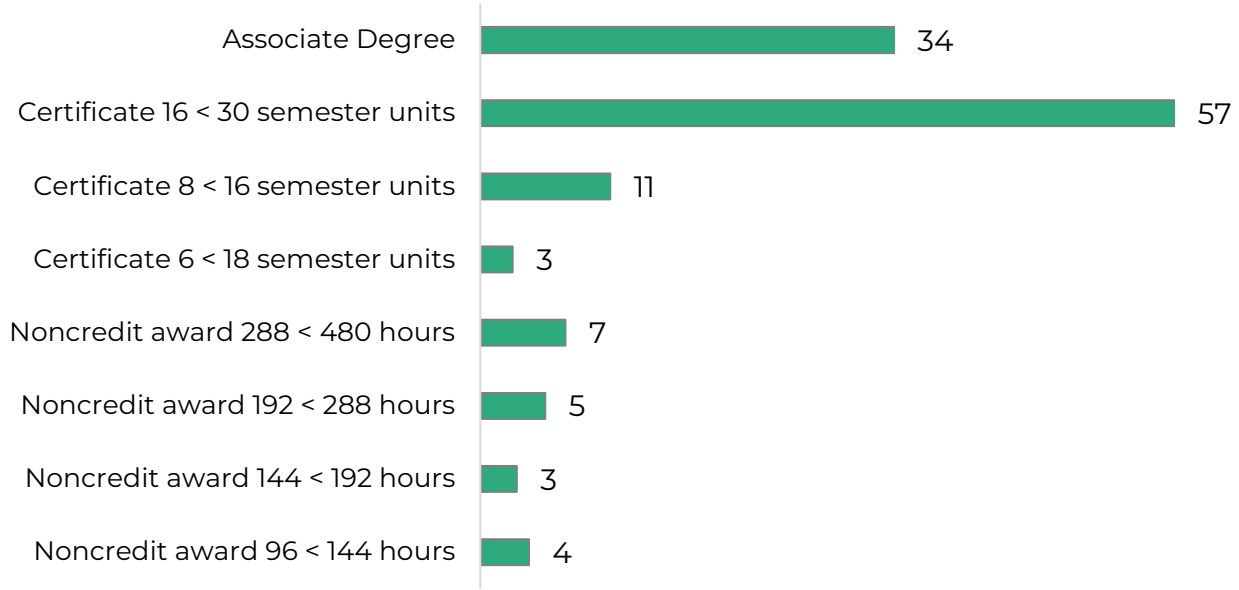
The colleges with the most completions in the region are Long Beach (55), then Pasadena (41), and Saddleback (25). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

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
1602.00	Library Technician (Aide)	Long Beach	30	59	75	55
		Pasadena	25	62	37	41
		LA Subtotal	**55**	**121**	**112**	**96**
		Saddleback	0	1	6	2
		Santa Ana	20	18	38	25
		OC Subtotal	**20**	**19**	**44**	**28**
Supply Total/Average			**75**	**140**	**156**	**124**

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 library technician (aide) programs in Rancho Santiago Community College District (RSCCD), the Orange County Region, and California. Of the 95 Orange County library technician (aide) students in the 2024-25 academic year, 98% (93) attended an RSCCD college.

RSCCD students that exited library technician (aide) programs in the 2023-24 academic year had the same median annual earnings ($42,770 or $20.56 per hour) compared to all library technician (aide) students in Orange County ($42,770 or $20.56 per hour). There is insufficient data to determine percent of RSCCD library technician (aide) students who attained the living wage.

Exhibit 14: Library Technician (Aide) (1602.00) Strong Workforce Program Metrics, 2022-25[4]

SWP Metric	RSCCD	OC Region	California
SWP Students	93	95	1,612
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	41%	40%	30%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	60%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	23	27	265
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	Insufficient Data	Insufficient Data	73
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	Insufficient Data	Insufficient Data	27%
Median Annual Earnings for SWP Exiting Students (2023-24)	$42,770 ($20.56)	$42,770 ($20.56)	$34,946 ($16.80)
Median Change in Earnings for SWP Exiting Students (2023-24)	25%	25%	26%
SWP Exiting Students Who Attained the Living Wage (2023-24)	Insufficient Data	Insufficient Data	33%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering library technician (aide) programs, however there are no awards granted from other institutions for the CIP code: Library and Archives Assisting (25.0301).

[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 library technician (aide) programs, the overall Orange County population, and occupation-specific data for these photo archivist occupations included in this report.

Asian workers appear to have more representation in photo archivist occupations (18%) compared to the proportion of Asian community college library technician (aide) students (0%). However, 23% of community college students in this sample have a masked or unknown ethnicity. Conversely, Hispanic or Latino individuals make up 53% of library technician (aide) students, but only 37% of the workforce, indicating a potential disconnect between training and employment outcomes.

Exhibit 15: Program and County Demographics by Ethnicity

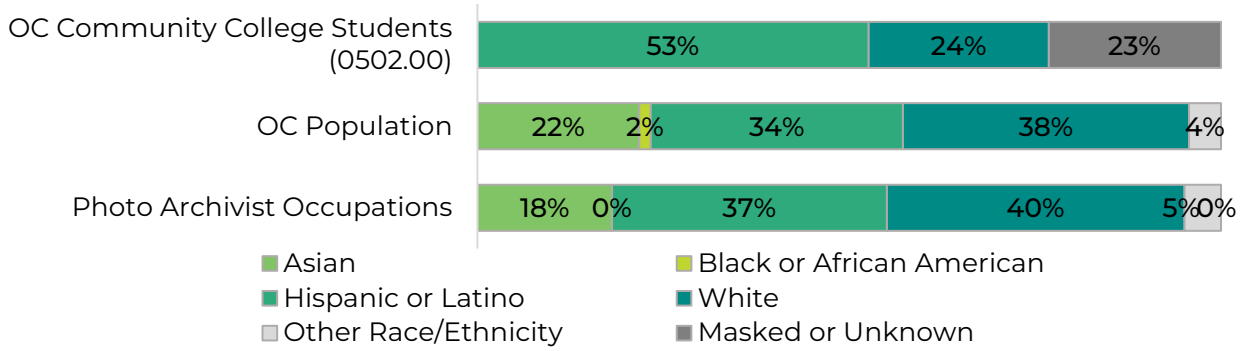
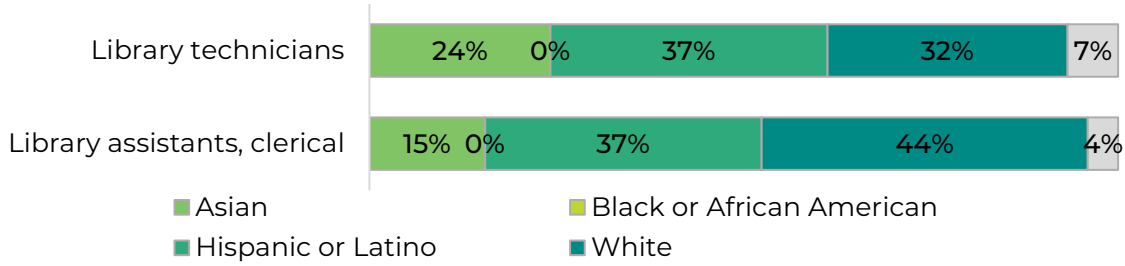


Exhibit 16 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Between *library technicians* and *library assistant, clerical* workers, demographics are similarly represented across these two occupations.

Exhibit 16: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 17 compares the age of Orange County community college students enrolled in library technician (aide) programs, the overall Orange County population, and occupation-specific data for these photo archivist occupations included in this report.

The majority of (43%) of photo archivist workers are ages 24 or younger, which is disproportionate to this age range which see 28% of students aged 24 or younger. This may indicate the need for more outreach to younger populations to enter the program as well as potential attrition issues. Additionally, about 29% of photo archivist workers are 25 to 49 years of age, while 59% of students are aged 25 to 49, indicating a possible shift in careers to library technician later in life.

Exhibit 17: Program and County Demographics by Age

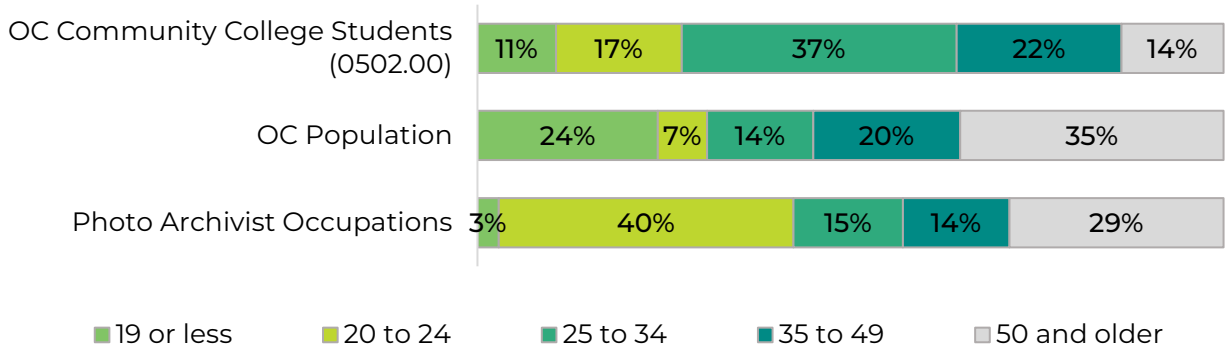
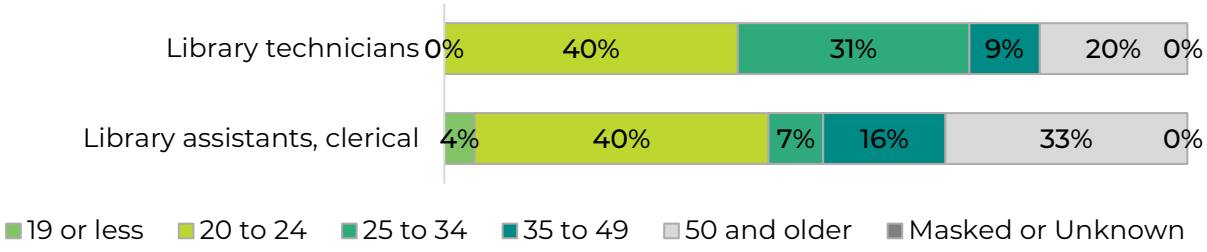


Exhibit 18 shows the disaggregated age data for each occupation.

The majority of both *library technicians* and *library assistants, clerical* (40%) are aged 20 to 24, while library assistants who are 50 and older (33%) present a larger proportion of workers compared to library technicians who are 50 and older (20%). This may indicate that these occupations are dominated by younger workers.

Exhibit 18: Disaggregated Age Distribution by Occupation



Sex

Exhibit 19 compares the sex of Orange County community college students enrolled in library technician (aide) programs, the overall Orange County population, and occupation-specific data for these photo archivist occupations.

Though the population is split evenly between women and men, only 14% of photo archivist workers in the field, and 29% of community college students, are men.

Exhibit 19: Program and County Demographics by Sex

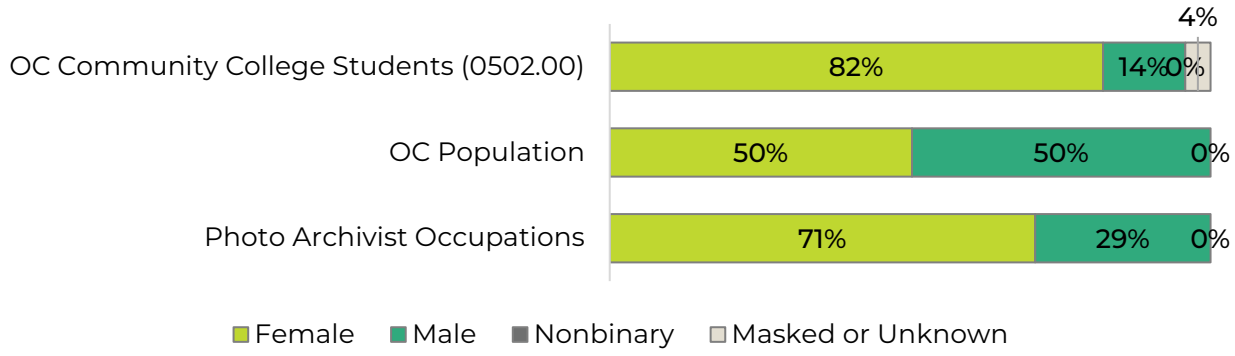
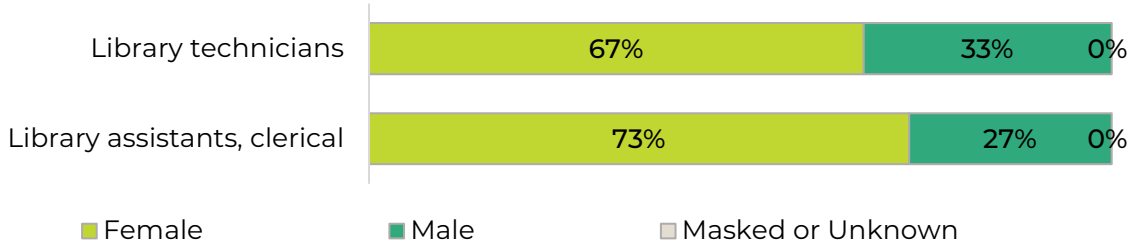


Exhibit 20 shows the disaggregated sex data for each occupation. This reveals a similar split between both occupations for both males and females.

Exhibit 20: Disaggregated Sex Distribution by Occupation



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 CCCCO'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 CCCCO 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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September 2026

FOR LABOR MARKET RESEARCH
ORANGE COUNTY