

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met ☒	Partially Met ☐	Not Met ☐
Supply Gap:	There are projected to be 649 annual job openings throughout Los Angeles and Orange counties for these television occupations, which is more than the 551 awards conferred by educational institutions .		
	Met ☐	Partially Met ☐	Not Met ☒
Self-Sufficiency Standard Living Wage ¹ :	The majority (76%) of annual job openings for these television occupations have entry-level hourly wages below the OC living wage of \$27.13 .		
	Met ☒	Partially Met ☐	Not Met ☐
Education:	The majority (74%) of annual job openings for these middle-skill television occupations typically require a postsecondary nondegree award, 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 October 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:

- Below Middle-Skill – denoted with an asterisk (*) throughout this report
 - *Lighting Technicians (27-4015)**
- Middle-Skill
 - *Audio and Video Technicians (27-4011)*

Based on the available data, there appears to be a supply gap for these television 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 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
Lighting Technicians (27-4015)*	LA: 145 OC: 22	LA: 373 OC: 177	OC: \$31.98	Post- secondary nondegree award	38%
Below Middle-Skill Total	168	551	N/A	N/A	N/A
Audio and Video Technicians (27-4011)	LA: 412 OC: 70	<i>Accounted for Above</i>	OC: \$20.50	Post- secondary nondegree award	38%
Middle-Skill Total	481	<i>Accounted for Above</i>	N/A	N/A	N/A
Total	649	551	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these television occupations is projected to decrease 2% through 2030, equating to 649 annual job openings.
- Hourly entry-level wages for these television occupations range from \$20.50 to \$31.98 in Orange County; 76% of annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 624 online job postings for these television occupations over the past 12 months. The highest number of postings were for audiovisual technicians, low voltage technicians, and audiovisual/IT technicians.
- The typical entry-level education for these television occupations is a postsecondary nondegree award.
- Approximately 38% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2022 to 2024, an average of 551 awards were conferred by 18 community colleges for these occupations in Los Angeles and Orange counties.
- From 2021 to 2024, non-community college institutions did not confer any awards for these occupations.
- In the 2023-24 academic year, Orange County community college students that exited television programs had a median annual wage of \$33,810 (\$16.25 per hour) post-exit, and 24% attained the regional living wage.
- In 2022-23, 20% of Orange County television 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 television 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 Television Occupations, 2020-2030

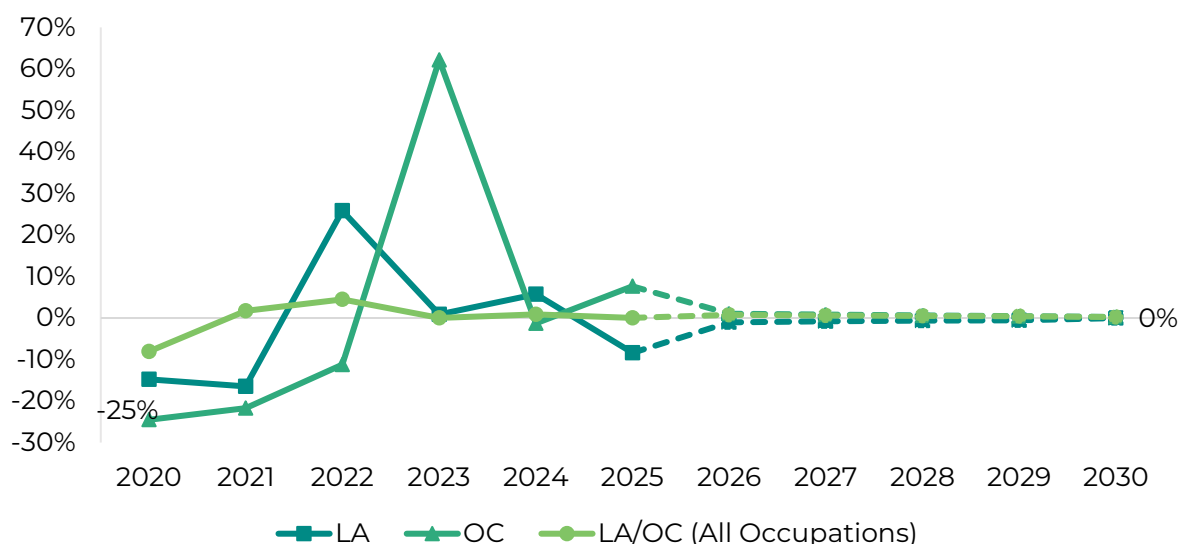


Exhibit 3 shows the five-year occupational demand projections for *lighting technicians**. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to decrease 7% through 2030. There is projected to be 168 jobs available annually.

Exhibit 3: Below 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	1,943	1,787	(155)	(8%)	145
Orange	290	287	(3)	(1%)	22
Total	2,232	2,075	(158)	(7%)	168

Exhibit 4 shows the five-year occupational demand projections for *audio and video technicians*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to decrease 0.4% through 2030. There is projected to be 481 jobs available annually.

Exhibit 4: Middle-Skill Occupational Demand in Los Angeles and Orange Counties³

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	5,332	5,267	(65)	(1%)	412
Orange	807	845	38	5%	70
Total	6,139	6,112	(27)	(0.4%)	481

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.

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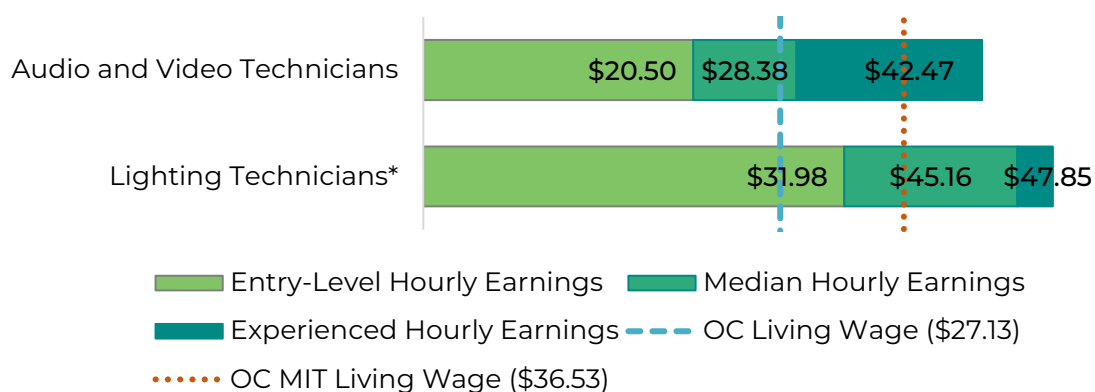
Wages

The labor market endorsement in this report considers the entry-level hourly wages for these television 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.

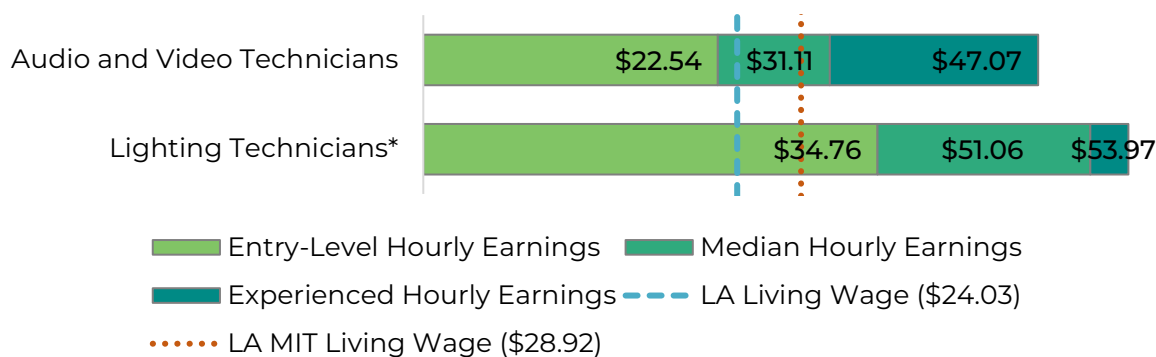
In Orange County, 76% of annual openings for these television occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$20.50 to \$31.98. Exhibit 5 shows the wage range for each of these television occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Orange County



In Los Angeles County, 74% of annual openings for these television occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$22.54 to \$34.76. Exhibit 6 shows the wage range for each of these television occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in Los Angeles County



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

Exhibit 7 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 Job⁴. Neither occupation met the criteria to be considered a COVID-19 Pandemic Recession-Resilient Job, Great Recession-Resilient Jobs, or USN&WR Best Jobs.

Exhibit 7: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2026 USN&WR Best Job
Audio and Video Technicians	☐	☐	☐
Lighting Technicians*	☐	☐	☐

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 1,071 online job postings related to these television occupations listed in the past 12 months. Exhibit 8 shows the number of job postings by occupation.

Exhibit 8: Number of Job Postings by Occupation (n=1,071)

Occupation	Job Postings	Percentage of Job Postings
Audio and Video Technicians	624	58%
Lighting Technicians*	447	42%
Total Postings	1,071	100%

Job Postings for Below Middle-Skill Occupation

The top job titles for *lighting technicians** in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Job Titles by Number of Job Postings for Below Middle-Skill Occupation (n=447)

Job Titles	Job Postings	Percentage
Home Theater Specialists	64	14%
Lighting Technicians	51	11%
Lighting Designers	17	4%
Theater Technicians	16	4%
Lighting Quotations Specialists	10	2%
Stage Technicians	9	2%
Gaffers	7	2%
Entertainment Technicians	7	2%
Technical Directors	7	2%
Client Service Specialists	5	1%

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

The top employers for *lighting technicians** in the region, by number of job postings, are shown in Exhibit 10.

Exhibit 10: Top Employers by Number of Job Postings for
Below Middle-Skill Occupation (n=447)

Employer	Job Postings	Percentage of Job Postings
Best Buy	57	13%
Chapman University	6	1%
Six Flags Entertainment Corporation	6	1%
California State University-Chancellors Office	5	1%
NBC	5	1%
Production Resource Group	5	1%
Antelope Valley College	5	1%
Universal Studios Hollywood	5	1%
Orange	5	1%
Live Nation	4	<1%

The top specialized, soft, and computer skills for *lighting technicians** listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 11.

Exhibit 11: Top Skills by Number of Job Postings for
Below Middle-Skill Occupation (n=447)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lifting Ability (71)	Communication (178)	Microsoft Excel (40)
Product Knowledge (69)	Troubleshooting (Problem Solving) (147)	Microsoft Office (32)
Rigging (62)	Customer Service (144)	AutoCAD (30)
Lighting Systems (59)	Operations (97)	Microsoft Outlook (28)
Technology Solutions (59)	Sales (95)	Vectorworks (21)
Lighting Design (54)	Management (82)	Microsoft PowerPoint (16)
Stagecraft (54)	Detail Oriented (80)	Microsoft Word (16)
Project Management (52)	Leadership (54)	Adobe Photoshop (14)
Stage Lighting (45)	Problem Solving (54)	Adobe After Effects (13)
Inventory Staging (41)	Microsoft Excel (40)	Productivity Software (13)

Job Postings for Middle-Skill Occupation

The top job titles for *audio and video technicians* in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 12: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=624)

Job Titles	Job Postings	Percentage
Audiovisual Technicians	163	26%
Low Voltage Technicians	22	4%
Audiovisual/IT Technicians	19	3%
Audio Visual Managers	19	3%
Audio/Video Technicians	17	3%
Audio/Video Installers	15	2%
Audiovisual Specialists	14	2%
Audiovisual Event Technicians	11	2%
Event Technicians	11	2%
Installation Technicians	10	2%

The top employers for *audio and video technicians* in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 13: Top Employers by Number of Job Postings for Middle-Skill Occupation(n=624)

Employer	Job Postings	Percentage of Job Postings
Encore Global	35	6%
Five-Star Audiovisual	13	2%
Encore	10	2%
AVI-SPL	10	2%
Diversified Agency	7	1%
Milestone Technologies	7	1%
Karl Storz	7	1%
Pinnacle Live	6	<1%
TEKsystems	6	<1%
Top Prospect Consulting	6	<1%

The top specialized, soft, and computer skills for *audio and video technicians* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 14.

Exhibit 14: Top Skills by Number of Job Postings for Middle-Skill Occupation(n=624)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lifting Ability (166)	Troubleshooting (Problem Solving) (383)	Zoom (Video Conferencing Tool) (57)
Crestron (A/V Systems) (139)	Communication (359)	Microsoft Teams (52)
Project Management (123)	Customer Service (235)	Microsoft Office (46)
Technical Issues (97)	Operations (195)	Microsoft Outlook (43)

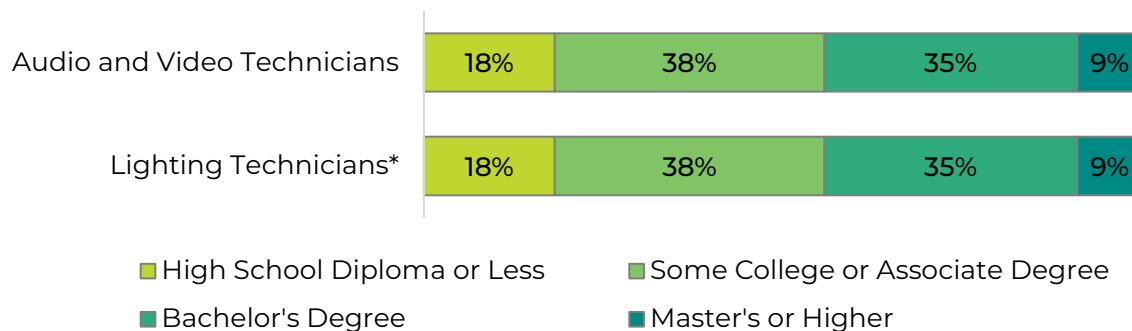
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Low Voltage (95)	Problem Solving (181)	Microsoft Excel (41)
Control Systems (94)	Management (170)	Mac OS (35)
Electrical Wiring (93)	Detail Oriented (153)	Cisco WebEx (32)
Audio-Visual Technology (89)	Professionalism (130)	Snap One (32)
Good Driving Record (62)	Coordinating (94)	Microsoft PowerPoint (27)
Audiovisual Equipment (60)	Leadership (86)	Collaborative Software (22)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists postsecondary nondegree award as the typical entry-level education for *audio and video technicians*, *lighting technicians**.

The national-level educational attainment data indicates 38% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 15 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 15: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

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

- 34% of Below Middle-Skill Occupations Job Postings
 - 53% (80) requested a high school diploma or associate degree
 - 45% (68) requested a bachelor's degree
- 44% of Middle-Skill Occupations Job Postings
 - 74% (203) requested a high school diploma or associate degree
 - 26% (71) 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 16 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Television (including combined TV/film/video) (0604.20).

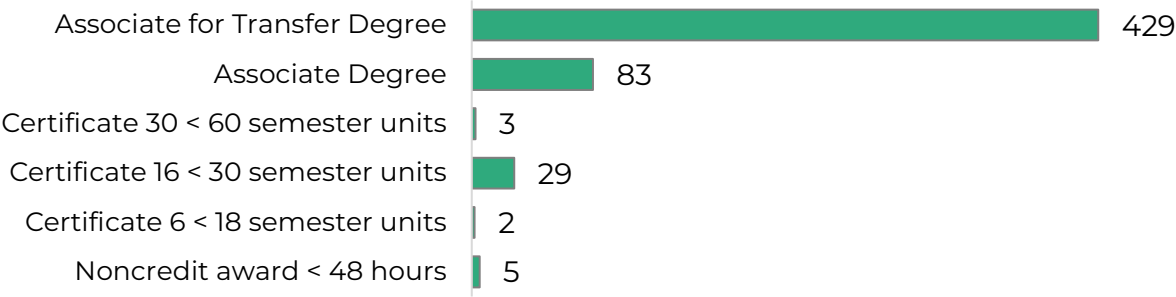
The colleges with the most completions in the region are Mt San Antonio (67), followed by Long Beach (55), and Fullerton (53). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 16: Regional Community College Awards (Certificates and Degrees), 2022-2025

2022-2023						
TOP Code	Program	College	2022- 2023 Awards	2023- 2024 Awards	2024- 2025 Awards	3-Year Award Average
0604.20	Television	Cerritos	11	11	11	11
		Citrus	0	5	4	3
		El Camino	25	36	68	43
		Glendale	27	23	25	25
		LA City	30	46	31	36
		LA Mission	1	3	4	3
		LA Pierce	31	28	31	30
		LA Valley	38	31	74	48
		Long Beach	43	65	58	55
		Mt San Antonio	78	57	66	67
		Pasadena	37	59	52	49
		Rio Hondo	0	4	6	3
		West LA	0	0	1	0
		LA Subtotal	321	368	431	373
		Cypress	21	26	19	22
		Fullerton	54	53	53	53
		Orange Coast	38	52	64	51
		Saddleback	25	32	30	29
		Santa Ana	17	15	33	22
		OC Subtotal	155	178	199	177
Supply Total/Average			476	546	630	551

Exhibit 17 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for associate for transfer degree, followed by associate degree then certificate 16 to 30 semester units.

Exhibit 17: Annual Average Community College Awards by Type, 2022-2025



Community College Student Outcomes

Exhibit 18 shows the Strong Workforce Program (SWP) metrics for television programs in Coast Community College District (CCCD), the Orange County Region, and California. Of the 1,571 Orange County television students in the 2024-25 academic year, 2% (34) attended a CCCD college.

Due to the low number of CCCD students in television programs in the 2023-24 academic year, there is insufficient data to determine median annual earnings or attainment of the living wage compared to all television students in Orange County.

Exhibit 18: Television (including combined TV/film/video) (0604.20)
Strong Workforce Program Metrics, 2022-25⁵

SWP Metric	CCCD	OC Region	California
SWP Students	34	1,571	7,374
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	29%	33%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	100%	69%	70%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	60	164	1,107
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	Insufficient Data	128	585
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	Insufficient Data	20%	23%
Median Annual Earnings for SWP Exiting Students (2023-24)	Insufficient Data	\$33,810 (\$16.25)	\$30,768 (\$14.79)
Median Change in Earnings for SWP Exiting Students (2023-24)	Insufficient Data	32%	29%
SWP Exiting Students Who Attained the Living Wage (2023-24)	Insufficient Data	24%	21%

Non-Community College Supply

No awards were granted by non-community college institutions under related Classification of Instructional Programs (CIP) codes: Photographic and Film/Video Technology/Technician (10.0201).

⁵ 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 19 compares the ethnicity of Orange County community college students enrolled in television programs, the overall Orange County population, and occupation-specific data for these television occupations included in this report.

White workers have much greater representation in television occupations (60%) compared to the proportion of white community college television students (17%). Conversely, Hispanic or Latino individuals make up 60% of television students, but only 27% of the workforce, indicating a potential disconnect between training and employment outcomes.

Exhibit 19: Program and County Demographics by Ethnicity

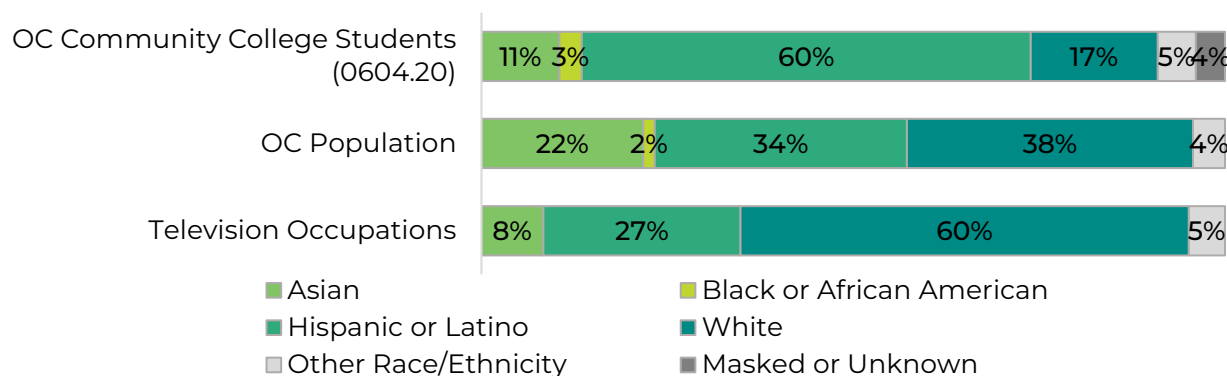
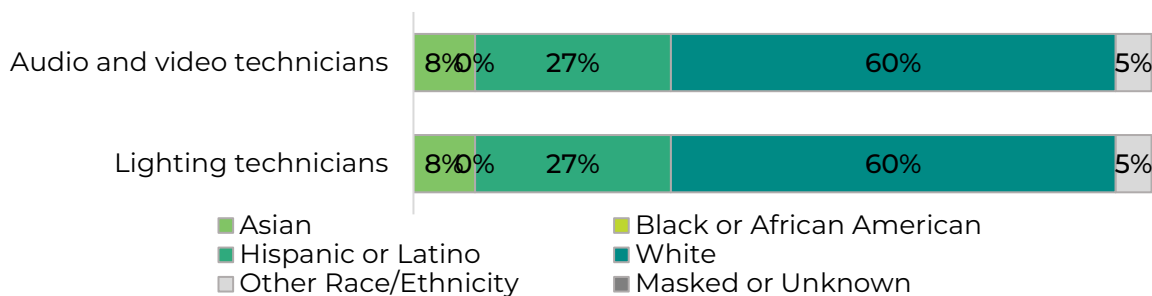


Exhibit 20 shows the disaggregated ethnicity data for each occupation. Both occupations have the same demographic distribution with white workers making up the plurality (60%).

Exhibit 20: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 21 compares the age of Orange County community college students enrolled in television programs, the overall Orange County population, and occupation-specific data for these television occupations included in this report.

Although only 12% of television workers are 24 and younger, the vast majority (73%) of this age group are students. Conversely, 66% of workers are aged 25 to 49, yet make up only 24% of students. This may indicate the need for more on-the-job experience to become a television worker or a possible shift in careers to television later in life.

Exhibit 21: Program and County Demographics by Age

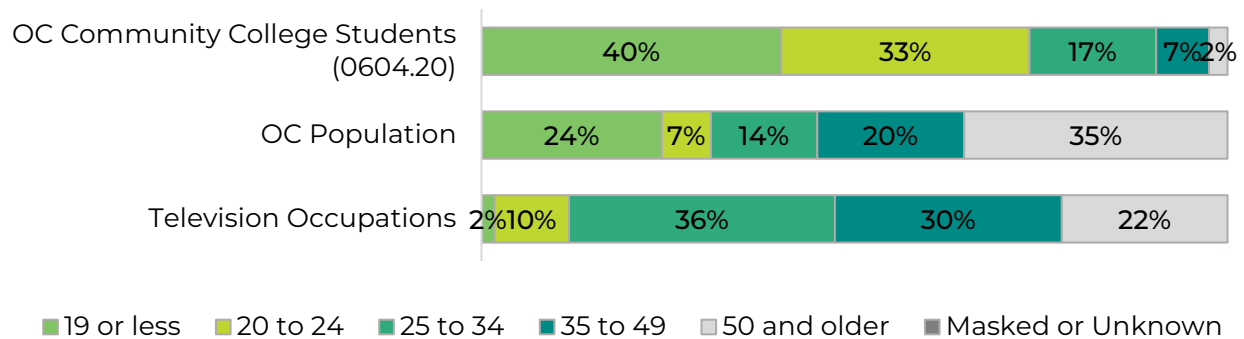
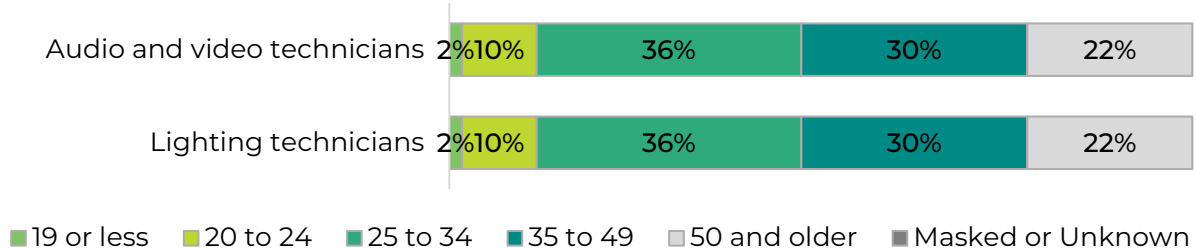


Exhibit 22 shows the disaggregated age data for each occupation.

Exhibit 22: Disaggregated Age Distribution by Occupation



Sex

Exhibit 22 compares the sex of Orange County community college students enrolled in television programs, the overall Orange County population, and occupation-specific data for these television occupations.

Though the population is split evenly between women and men, only 13% of television workers in the field are women. However, 40% of community college students are women, which may indicate a larger share of women in the workforce in the future.

Exhibit 23: Program and County Demographics by Sex

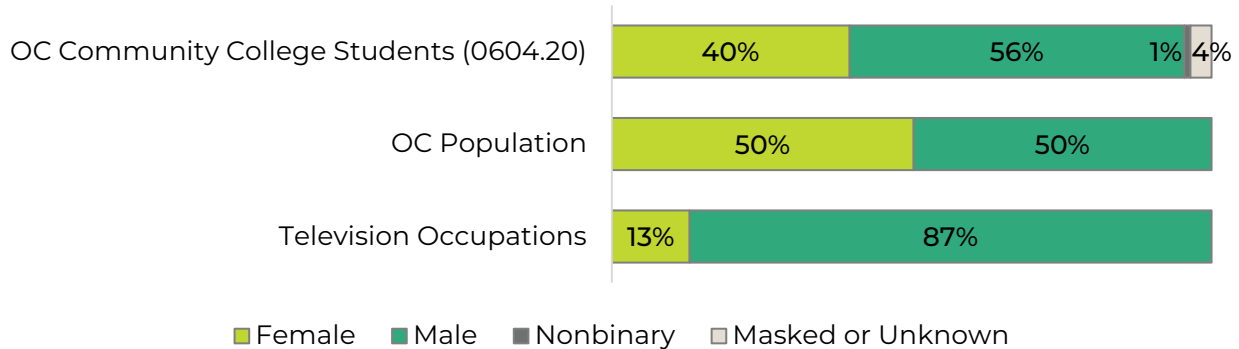
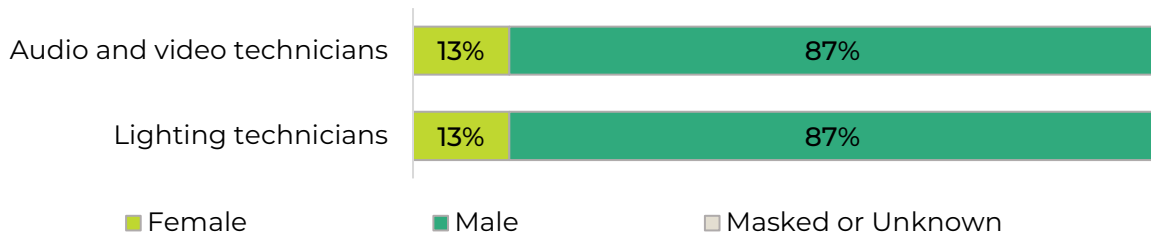


Exhibit 24 shows the disaggregated sex data for each occupation.

Exhibit 24: 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 CCCC'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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