Labor Market Analysis for Program Recommendation: 0957.00/Civil and Construction Management Technology CIP: 46.0412 - Building/Construction Site Management/ Manager.
(Construction Management)

Orange County Center of Excellence, October 2026

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
Supply Gap:	Met ☑	Partially Met ☐	Not Met ☐
	There are projected to be **1,817 annual job openings** throughout Los Angeles and Orange counties for *first-Line supervisors of construction trades and extraction workers*, which **is more than the 72 awards conferred by educational institutions**.		
Self-Sufficiency Standard Living Wage[1]:	Met ☑	Partially Met ☐	Not Met ☐
	The typical entry-level wage for *first-Line supervisors of construction trades and extraction workers* is **$35.61**, which is **above the OC living wage of $27.13** and is notably just under the MIT Living Wage of $36.53.		
Education:	Met ☐	Partially Met ☑	Not Met ☐
	Typical education requirement for *first-Line supervisors of construction trades and extraction workers* is a high school diploma or equivalent and **30% 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 markets related to one occupation:

- Middle-Skill
  - *First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)*

Based on the available data, there appears to be a supply gap for *first-Line supervisors of construction trades and extraction workers*, and entry-level wages are above the Self-Sufficiency Standard living wage. However, typical education requirements for this occupation generally align with a community college education. **Therefore, due to some regional labor market criteria being met, the COE endorses this proposed program.**

[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 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupation included in this report.

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
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	LA: 1,161 OC: 656	LA: 48 OC: 24	OC: $35.61	High school diploma or equivalent	30%
Total	**1,817**	**72**	**N/A**	**N/A**	**N/A**

Demand

- In Los Angeles and Orange counties, the number of jobs related to *first-Line supervisors of construction trades and extraction workers* is projected to increase 1% through 2030, equating to 1,817 annual job openings.
- Hourly entry-level wages for *first-Line supervisors of construction trades and extraction workers* are $35.61 in Orange County, which is above the Self-Sufficiency Standard living wage.
- There were 7,880 online job postings for *first-Line supervisors of construction trades and extraction workers* over the past 12 months. The highest number of postings were for construction project managers, superintendents, and construction managers.
- The typical entry-level education for *first-Line supervisors of construction trades and extraction workers* is a high school diploma or equivalent.
- Approximately 30% 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 72 awards were conferred by 6 community colleges for the middle-skill occupation in Los Angeles and Orange counties.
- From 2021 to 2024, no awards were conferred by non-community college institutions for the middle-skill occupation.
- In the 2023-24 academic year, Orange County community college students that exited civil and construction management technology programs had a median annual wage of $70,890 ($34.08 per hour) post-exit, and 55% attained the regional living wage.
- DataVista reports that there is insufficient data for students employed in their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *first-Line supervisors of construction trades and extraction workers* 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 *First-Line Supervisors of Construction Trades and Extraction Workers*, 2020-2030

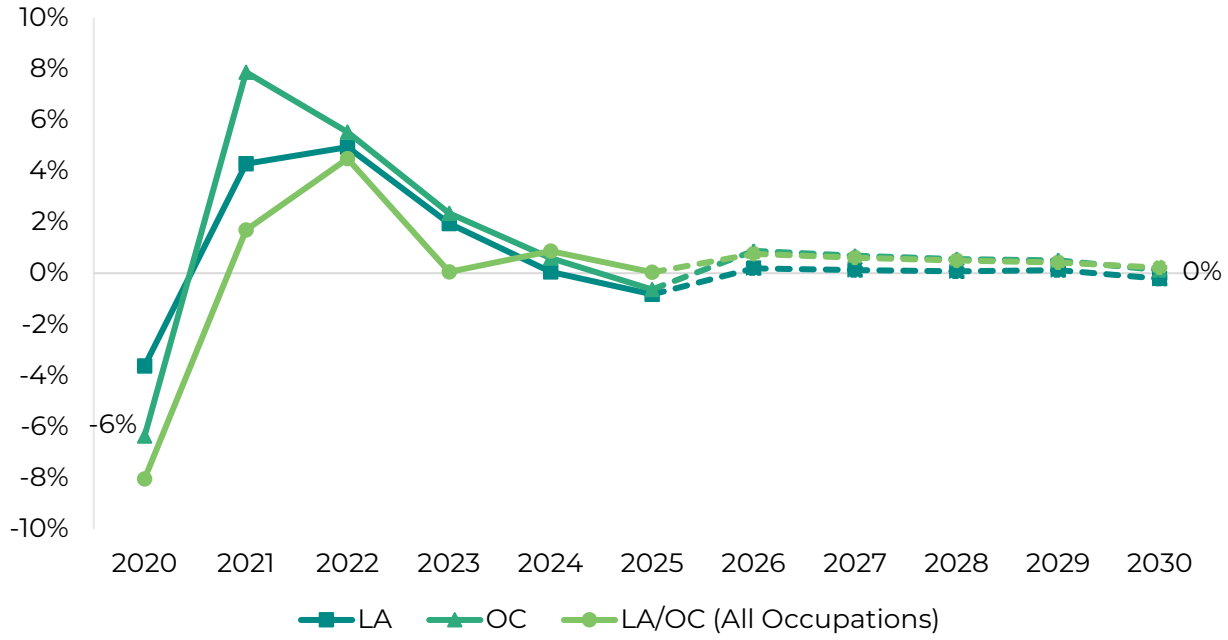


Exhibit 3 shows the five-year occupational demand projections for *first-Line supervisors of construction trades and extraction workers*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 1% through 2030. There is projected to be 1,817 jobs available 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	15,057	15,102	44	0.3%	1,161
Orange	8,049	8,271	222	3%	656
Total	**23,106**	**23,373**	**267**	**1%**	**1,817**

Wages

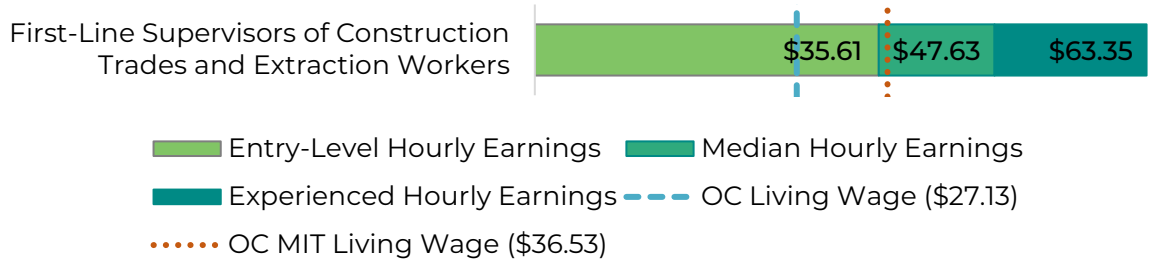
The labor market endorsement in this report considers the entry-level hourly wage for *first-Line supervisors of construction trades and extraction workers* in Orange County as it relates to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

[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 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.

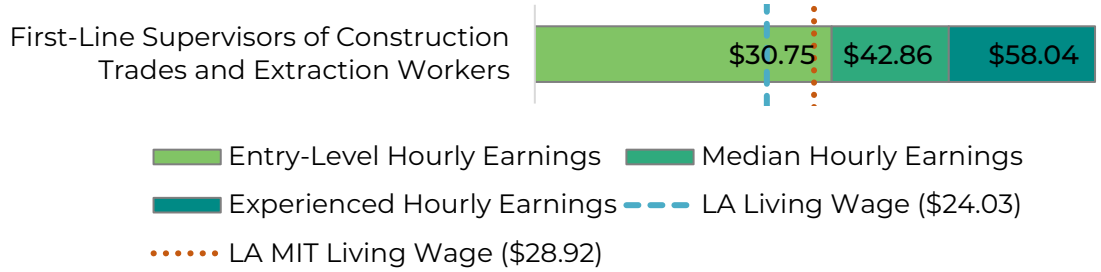
In Orange County, the typical entry-level wage for *first-Line supervisors of construction trades and extraction workers* is $35.61, which is above the Self-Sufficiency living wage of $27.13 for a single adult. Exhibit 4 shows the wage range for *first-Line supervisors of construction trades and extraction workers* 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 *first-Line supervisors of construction trades and extraction workers* is $30.75, which is above the Self-Sufficiency living wage of $24.03 for a single adult. Exhibit 5 shows the wage range for *first-Line supervisors of construction trades and extraction workers* 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 Job[3]. *First-Line supervisors of construction trades and extraction workers* met the criteria to be considered a COVID-19 Pandemic Recession-Resilient Job.

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
First-Line Supervisors of Construction Trades and Extraction Workers	☐	☑	☐

[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 7,880 online job postings related to *first-Line supervisors of construction trades and extraction workers* 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=7,880)

Occupation	Job Postings	Percentage of Job Postings
First-Line Supervisors of Construction Trades and Extraction Workers	7,880	100%
Total Postings	**7,880**	**100%**

The top job titles for *first-Line supervisors of construction trades and extraction workers* 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=7,880)

Job Titles	Job Postings	Percentage
Construction Project Managers	660	8%
Superintendents	646	8%
Construction Managers	522	7%
Construction Superintendents	362	5%
Project Managers/Construction Managers	161	2%
Design Managers	132	2%
Commercial Construction Project Managers	117	1%
Commercial Construction Superintendents	105	1%
Construction Project Coordinators	84	1%
Multifamily Superintendents	79	1%

The top employers for *first-Line supervisors of construction trades and extraction workers* 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=7,880)

Employer	Job Postings	Percentage of Job Postings
GPAC	249	3%
PageGroup	172	2%
Jobot	111	1%
CyberCoders	101	1%
Woodcraft Rangers	87	1%
Jacobs Solutions	83	1%
K2 Staffing	60	<1%
Think Together	57	<1%
Turner & Townsend	56	<1%
Leoforce	52	<1%

The top specialized, soft, and computer skills for *first-Line supervisors of construction trades and extraction workers* 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=7,880)

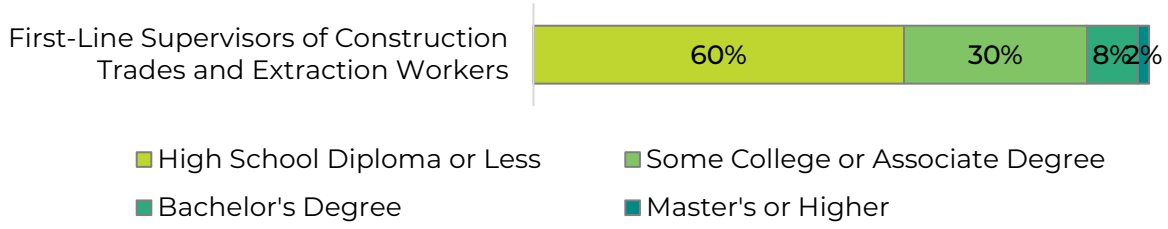
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Construction (5,569)	Communication (5,264)	Microsoft Office (1,433)
Project Management (4,992)	Leadership (4,094)	Procore (1,283)
Subcontracting (3,615)	Management (3,775)	Microsoft Excel (1,066)
Construction Management (3,336)	Coordinating (3,755)	Construction Management Software (707)
Project Schedules (1,984)	Operations (3,431)	Microsoft Outlook (683)
Change Orders (1,972)	Scheduling (2,689)	Microsoft Project (629)
Submittals (Construction) (1,466)	Planning (2,184)	Project Management Software (580)
Project Documentation (1,385)	Quality Control (2,101)	Primavera (Software) (443)
Procore (1,283)	Problem Solving (1,899)	Microsoft PowerPoint (393)
Procurement (1,247)	Budgeting (1,803)	Microsoft Word (285)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent as the typical entry-level education for *first-line supervisors of construction trades and extraction workers*.

The national-level educational attainment data indicates that 30% 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, 56% (4,383) of job postings for *first-Line supervisors of construction trades and extraction workers* included a stated minimum education requirement:

- 29% (1,277) requested a high school diploma or associate degree
- 70% (3,080) 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:

- Civil and Construction Management Technology (0957.00)

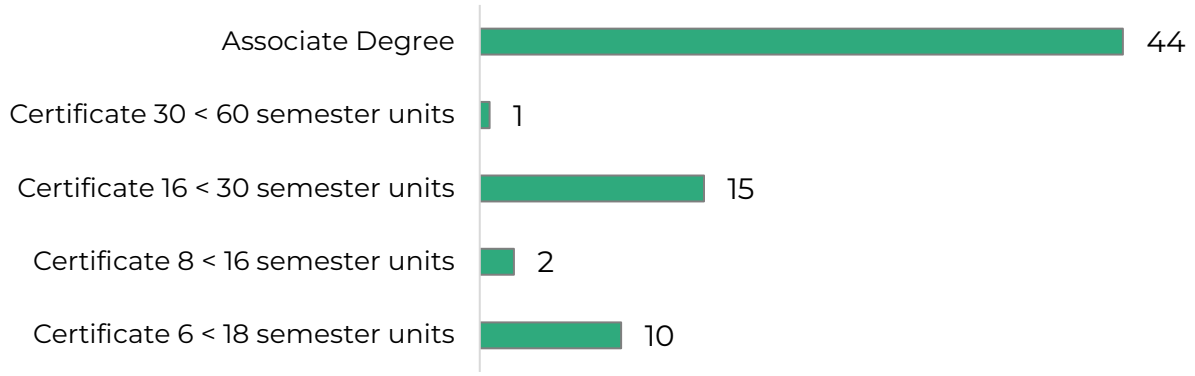
The colleges with the most completions in the region are Mt San Antonio (27), followed by Fullerton (22), and LA Valley (10). Over the past 12 months, there were two related program recommendation requests from regional community colleges.

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
0957.00	Civil and Construction Management Technology	Citrus	9	2	15	9
		LA Valley	11	9	10	10
		Mt San Antonio	17	26	39	27
		Pasadena	0	2	4	2
		LA Subtotal	**37**	**39**	**68**	**48**
		Fullerton	17	27	23	22
		Santa Ana	1	4	0	2
		OC Subtotal	**18**	**31**	**23**	**24**
Supply Total/Average			**55**	**70**	**91**	**72**

Exhibit 13 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for associate degree, followed by certificate 16 to 30 semester units then certificate 6 to 18 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 civil and construction management technology programs in South Orange County Community College District (SOCCCD), the Orange County Region, and California. According to the California Community College Curriculum Inventory (COCI), SOCCCD does not currently have any programs under the TOP code: Civil and Construction Management Technology (0957.00). Therefore, there is no student outcome data at the district level.

Exhibit 14: Civil and Construction Management Technology (0957.00) Strong Workforce Program Metrics, 2022-25[4]

SWP Metric	SOCCCD	OC Region	California
SWP Students	N/A	155	3,194
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	N/A	52%	42%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	Insufficient Data	76%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	22	239
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	N/A	Insufficient Data	75
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	N/A	Insufficient Data	19%
Median Annual Earnings for SWP Exiting Students (2023-24)	N/A	$70,890 ($34.08)	$64,626 ($31.07)
Median Change in Earnings for SWP Exiting Students (2023-24)	N/A	13%	28%
SWP Exiting Students Who Attained the Living Wage (2023-24)	N/A	55%	59%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering civil and construction management technology programs. During 2020 to 2023, no awards were conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Building/Construction Site Management/Manager (46.0412)
- Building/Construction Finishing, Management, and Inspection, Other (46.0499)

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

Regional Demographics

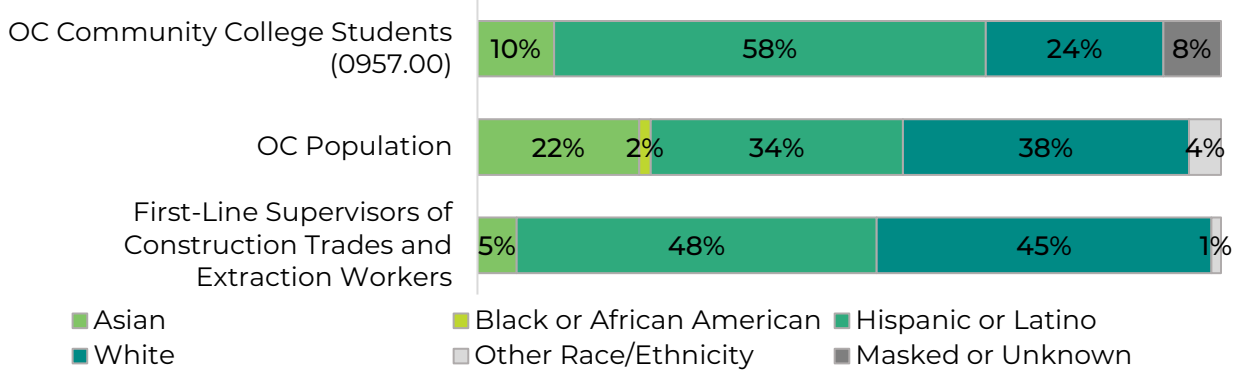
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program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

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in civil and construction management technology programs, the overall Orange County population, and occupation-specific data for *first-Line supervisors of construction trades and extraction workers*.

About 45% of *first-Line supervisors of construction trades and extraction workers* are white, which is nearly double their representation in civil and construction management technology programs (24%), suggesting that white workers may be entering these jobs through alternate training pathways. In contrast, Hispanic or Latino individuals make up 48% of workers and 58% of program enrollment, suggesting relative alignment between education and employment pipelines.

Exhibit 15: Program and County Demographics by Ethnicity

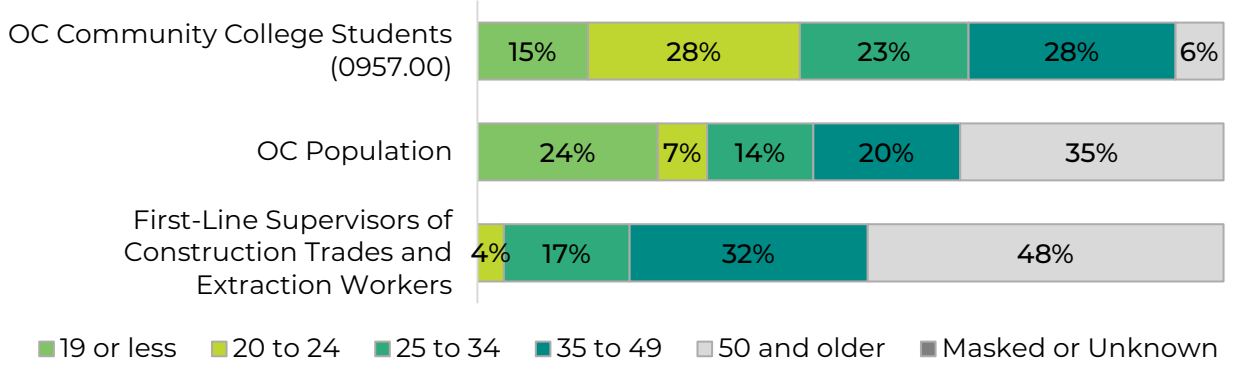


Age

Exhibit 17 compares the age of Orange County community college students enrolled in civil and construction management technology programs, the overall Orange County population, and occupation-specific data for *first-Line supervisors of construction trades and extraction workers*.

Nearly half (48%) of *first-Line supervisors of construction trades and extraction workers* are aged 50 or older, compared to only 6% of civil and construction management technology students. This suggests the field may require prior training and experience for entry.

Exhibit 16: Program and County Demographics by Age

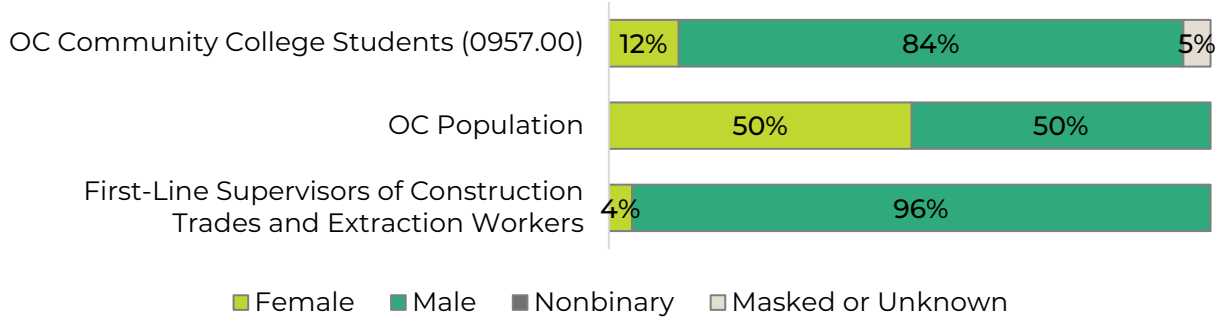


Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in civil and construction management technology programs, the overall Orange County population, and occupation-specific data for *first-Line supervisors of construction trades and extraction workers*.

Though the population is split evenly between women and men, only 4% of *first-Line supervisors of construction trades and extraction workers* and 12% 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 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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FOR LABOR MARKET RESEARCH
ORANGE COUNTY