# Labor Market Analysis for Program Recommendation:
# TOP Code: 1305.90/ Infants and Toddlers
# CIP Code: 19.0709/ Child Care Provider/Assistant
# *(Early Childhood Studies Infant Toddler Specialization)*

South Central Coast Center of Excellence, October 2026

FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST

## 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 **3,127 annual job openings** in the South Central Coast (SCC) Region for these early childhood occupations, which **is more than the 1,052 awards conferred by educational institutions**. |
| Self-Sufficiency Standard Living Wage[1] | ☑ **Not Met** | **All (100%) annual job openings** for these early childhood occupations **have entry-level hourly wages below the Santa Barbara County living wage of $29.80.** |
| Education | ☑ **Met** | Though **the majority (58%) of annual job openings** for these early childhood occupations typically require a **high school diploma or equivalent, between 35% and 36% 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 two middle-skill occupations:

- *Teaching Assistants, Except Postsecondary (25-9045)*
- *Childcare Workers (39-9011)*

[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.

Based on the available data there appears to be a supply gap for these early childhood occupations and typical education requirements for these occupations align with a community college education. However, all 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 (25th Percentile) | Typical Entry-Level Education | Community College Educational Attainment |
|---|---|---|---|---|---|
| Teaching Assistants, Except Postsecondary (25-9045) | 1,327 | 132 | $21.37 | Some college, no degree | 36% |
| Childcare Workers (39-9011) | 1,800 | 920 | $16.65 | High school diploma or equivalent | 35% |
| **Total** | **3,127** | **1,052** | **N/A** | **N/A** | **N/A** |

## Demand:

- The number of jobs related to these early childhood occupations is projected to remain flat (0% change) through 2030 in the SCC region. There is projected to be 3,127 annual job openings due to retirements and replacements.
- Hourly entry-level wages for these early childhood occupations in Santa Barbara County range from $16.65 to $21.37; all (100%) annual job openings have entry-level wages below the Self-Sufficiency Standard living wage ($29.80 for Santa Barbara County).
- There were 1,956 online job postings for these early childhood occupations over the past 12 months. The highest number of postings were for paraeducators, paraprofessionals, and instructional assistants.
- The typical entry-level education for these early childhood occupations ranges from a high school diploma or equivalent to some college, no degree.
- Between 35% and 36% 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 998 awards conferred by eight community colleges in the SCC Region from 2022 to 2025.
- Non-community college institutions conferred 53 related awards from 2021 to 2024.
- SCC community college students that exited Infants and Toddlers (1305.90) programs in the 2023-24 academic year had a median annual wage of $37,814 (or $18.18 per hour) after exiting the program and 33% attained the regional living wage (Self-Sufficiency Standard).

- Throughout California, 84% of Infants and Toddlers (1305.90) students that exited their program in 2022-23 reported that they are working in a job closely related to their field of study. This data was unavailable at the regional level.

## 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 early childhood occupations throughout Santa Barbara County grew 16% from 2020 to 2025, which is higher when compared to employment for these occupations in the SCC Region and throughout the state. From 2025 to 2030, employment for these early childhood occupations in Santa Barbara County is projected to grow 5% but remain flat in the SCC Region.

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

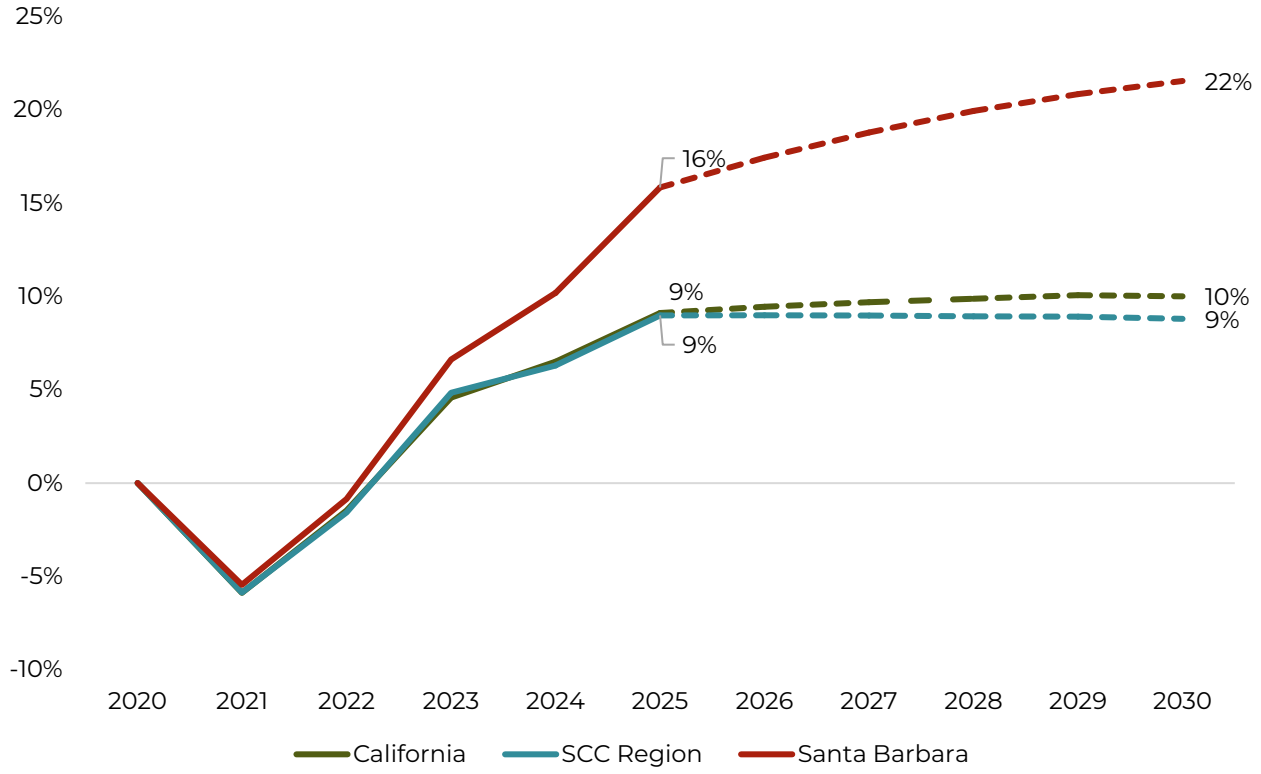


Exhibit 3 shows the five-year occupational demand projections for these early childhood occupations. In the SCC Region, the number of jobs related to these occupations is projected to remain flat by 2030. There is projected to be 3,127 jobs available annually due to retirements and replacements. Ventura County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region[2]

| Geography | 2025 Jobs | 2030 Jobs | 2025-2030 Change | 2025-2030 % Change | Annual Openings |
|---|---|---|---|---|---|
| Northern Los Angeles | 6,065 | 5,584 | (481) | (8%) | 873 |
| San Luis Obispo | 2,425 | 2,507 | 82 | 3% | 375 |
| Santa Barbara | 5,433 | 5,701 | 268 | 5% | 878 |
| Ventura | 6,572 | 6,668 | 97 | 1% | 971 |
| **SCC Region** | **20,493** | **20,458** | **(34)** | **(0%)** | **3,127** |

## Wages:

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

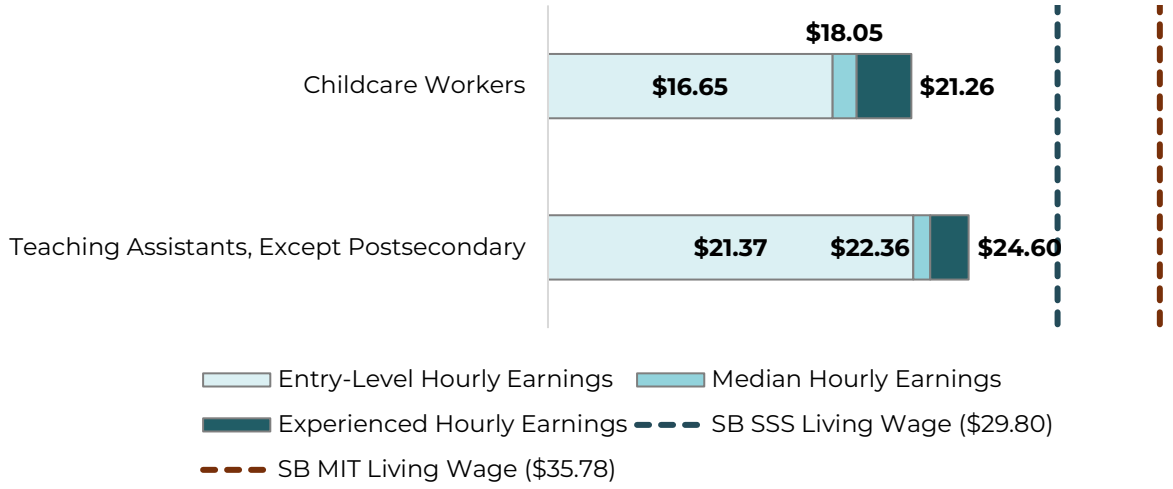
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage, updated on February 15, 2026, is provided as a reference. Currently, the MIT Living Wage in Santa Barbara County is $35.78. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

[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.

## Santa Barbara

All (100%) annual openings for these early childhood 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 $16.65 and $21.37. Notably, wages for both early childhood occupations are below the living wage even at the experienced level. Exhibit 4 shows the wage range for each of these early childhood occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

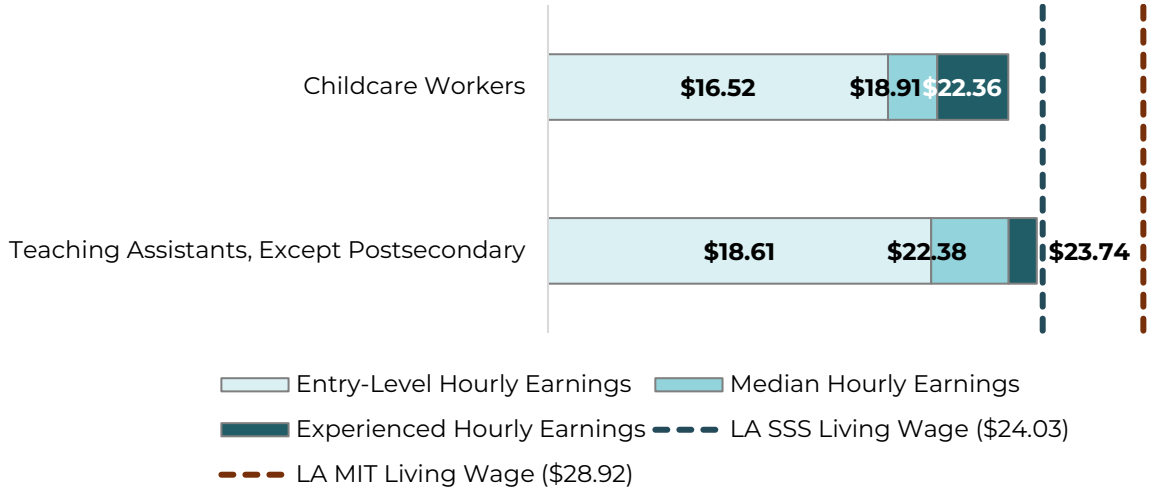
Exhibit 4: Wages by Occupation in Santa Barbara County




## Northern Los Angeles

All (100%) annual openings for these early childhood 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 $16.52 and $18.61. Notably, wages for both early childhood occupations are below the living wage even at the experienced level. Exhibit 5, shows the wage range for each of these early childhood occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

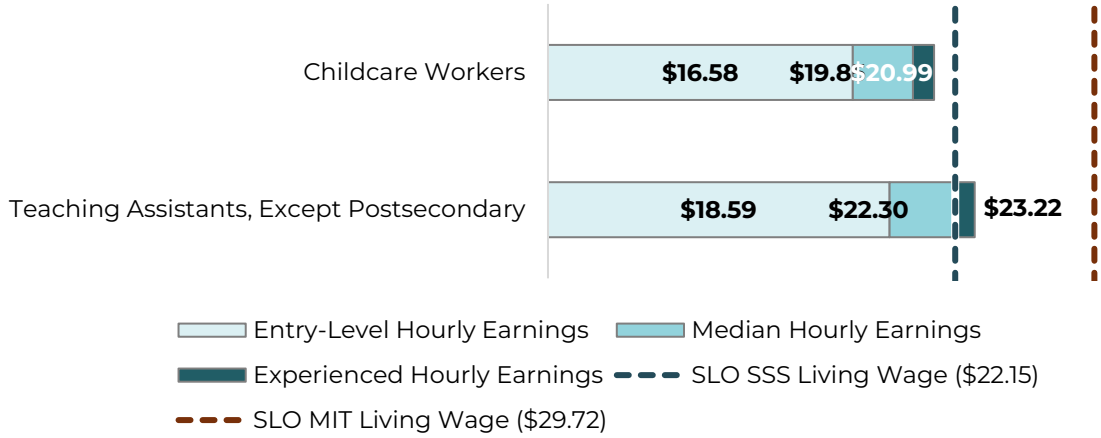
Exhibit 5: Wages by Occupation in Northern Los Angeles County



## San Luis Obispo

All (100%) annual openings for these early childhood 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 $16.58 and $18.59. Notably, *Teaching Assistants, Except Postsecondary (25-9045)* have experienced level wages above the living wage, while wages for *Childcare Workers (39-9011)* do not meet the living wage even at the experienced level. Exhibit 6 shows the wage range for each of these early childhood occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

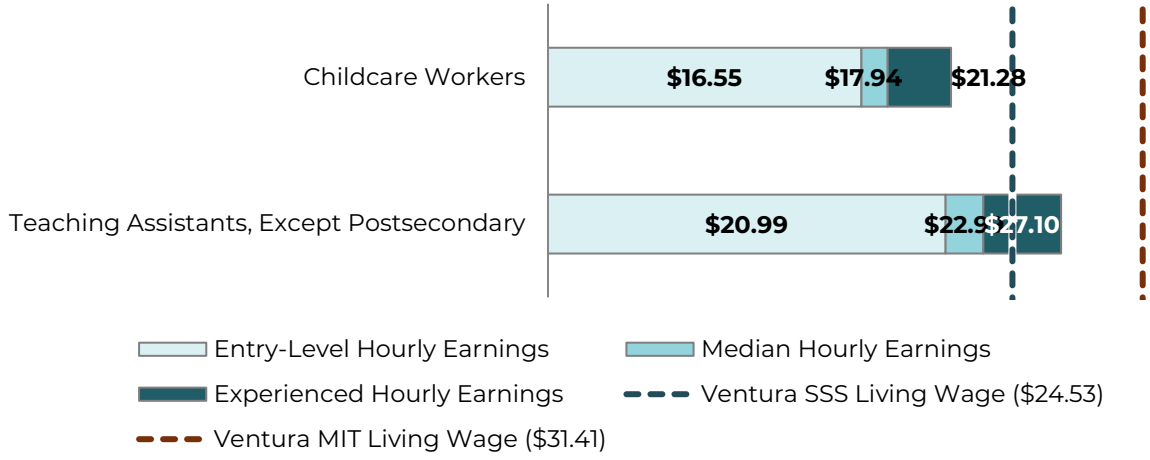
Exhibit 6: Wages by Occupation in San Luis Obispo County




## Ventura

All (100%) annual openings for these early childhood 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 $16.55 and $20.99. Notably, *Teaching Assistants, Except Postsecondary (25-9045)* have experienced level wages above the living wage, while *Childcare Workers (39-9011)* do not meet the living wage even at the experienced level. Exhibit 7 shows the wage range for each of these early childhood 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 indicators[3], the occupations analyzed in this report are considered 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 |
|---|---|---|---|---|---|
| Teaching Assistants, Except Postsecondary | Medium | Medium | Medium | Medium | Medium |
| Childcare Workers | Medium | Medium | Medium | Low | Medium |

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, both occupations met the criteria for number of jobs, positive projected change, demand, and low automation risk. Hower, neither met the living wage metrics and none were considered "Best Jobs" by U.S. News & World Report in 2025.

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

| Job Quality Measure | Teaching Assistants, Except Postsecondary | Childcare Workers |
|---|---|---|
| # of Jobs | **Met** | **Met** |
| Positive Projected Change | **Met** | **Met** |
| Demand (Annual Openings) | **Met** | **Met** |
| Living Wage (SSS) | **Not Met** | **Not Met** |
| Living Wage (MIT) | **Not Met** | **Not Met** |
| Employer Sponsored Health Insurance | **Met** | **Not Met** |
| # of Hours Worked Per Week | **Not Met** | **Met** |
| Automation Risk | **Met** | **Met** |
| U.S. News & World Report Best Job | **Not Met** | **Not Met** |

## Job Postings:

There were 1,956 online job postings related to these early childhood 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=1,956)

| County | Job Postings | Percentage of Job Postings |
|---|---|---|
| Ventura | 642 | 33% |
| Santa Barbara | 561 | 29% |

[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/.

| County | Job Postings | Percentage of Job Postings |
|---|---|---|
| Northern Los Angeles | 495 | 25% |
| San Luis Obispo | 258 | 13% |
| **Total Postings** | **1,956** | **100%** |

Of the 1,956 postings, the majority (87%) were for *Teaching Assistants, Except Postsecondary (25-9045),* followed by *Childcare Workers (39-9011),* as shown in Exhibit 11.

Exhibit 11: Number of Job Postings by Occupation (n=1,956)

| Occupation | Job Postings | Percentage of Job Postings |
|---|---|---|
| Teaching Assistants, Except Postsecondary | 1,704 | 87% |
| Childcare Workers | 252 | 13% |
| **Total Postings** | **1,956** | **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=1,956)

| Employer | Job Postings | Percentage of Job Postings |
|---|---|---|
| Edjoin.Org | 393 | 20% |
| Amergis | 96 | 5% |
| Zen Educate | 59 | 3% |
| Aya Healthcare | 51 | 3% |
| EMIT Learning | 41 | 2% |
| Stepping Stones | 34 | 2% |
| Beach Baby Nannies | 32 | 2% |
| Community Action Partnership Of San Luis Obispo | 30 | 2% |
| Palmdale School District | 29 | 1% |
| Soliant Health | 27 | 1% |

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=1,956)

| Top Specialized Skills | Top Soft Skills | Top Computer Skills |
|---|---|---|
| Special Education (645) | Communication (709) | Microsoft Excel (71) |
| Working With Children (333) | Teaching (439) | Student Information Systems (54) |
| Child Development (310) | English Language (339) | Microsoft Outlook (33) |
| Individualized Education Programs (IEP) (286) | Clerical Works (311) | Microsoft Office (31) |
| Toileting (253) | Mathematics (287) | Microsoft PowerPoint (19) |
| Preschool Education (232) | Patience (253) | Learning Management Systems (15) |

| Top Specialized Skills | Top Soft Skills | Top Computer Skills |
|---|---|---|
| Behavior Management (224) | Writing (232) | Zoom (Video Conferencing Tool) (15) |
| Personal Care (160) | Confidentiality (217) | Google Workspace (11) |
| Classroom Management (158) | Interpersonal Communications (212) | Microsoft Word (9) |
| Lesson Planning (156) | Multilingualism (182) | Spreadsheets (9) |

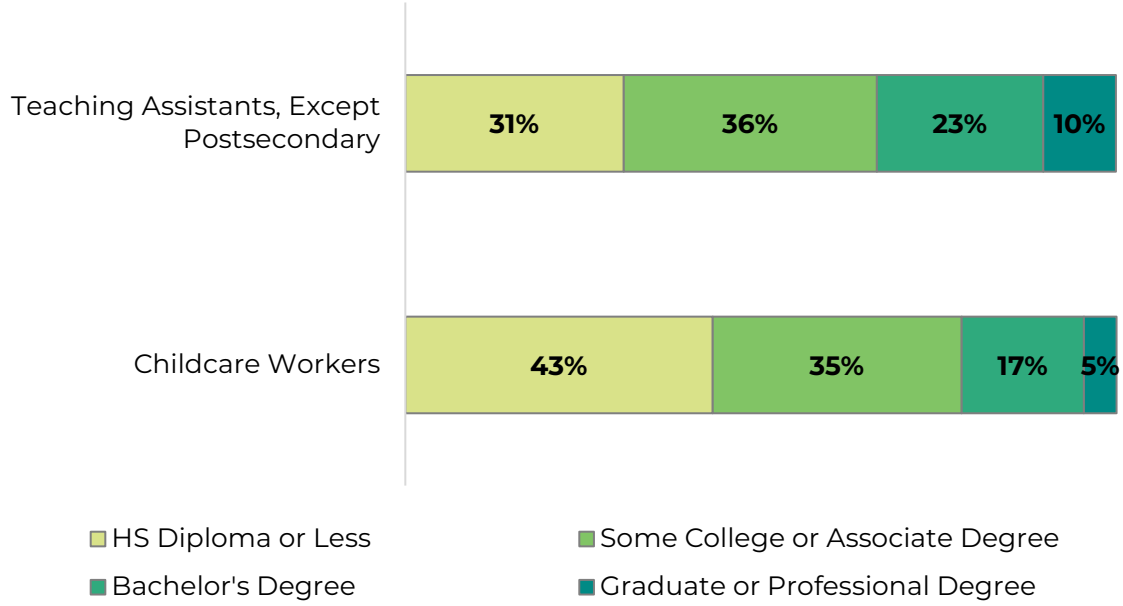
## Educational Attainment:

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

- High School Diploma or Equivalent
  - *Childcare Workers (39-9011)*
- Some college, no degree
  - *Teaching Assistants, Except Postsecondary (25-9045)*

The national-level educational attainment data indicates between 35% and 36% 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 62% of the cumulative job postings for these early childhood occupations that listed a minimum education requirement in the SCC Region, 77% (934) requested a high school diploma or GED, 16% (193) requested an associate degree, 6% (67) requested a bachelor's degree, and 1% (15) requested a master'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:

- Educational Aide (Teacher Assistant) (0802.00)
- Child Development/Early Care and Education (1305.00)
- Child and Adolescent Development (1305.10)
- Children with Special Needs (1305.20)
- Preschool Age Children (1305.40)
- The School Age Child (1305.50)
- Infants and Toddlers (1305.90)

No awards were conferred for the following TOP codes:

- Educational Aide (Teacher Assistant), Bilingual (0802.10)
- Special Education (0809.00)

The college with the most completions in the region is Moorpark (208), followed by Cuesta (199) and Oxnard (130).

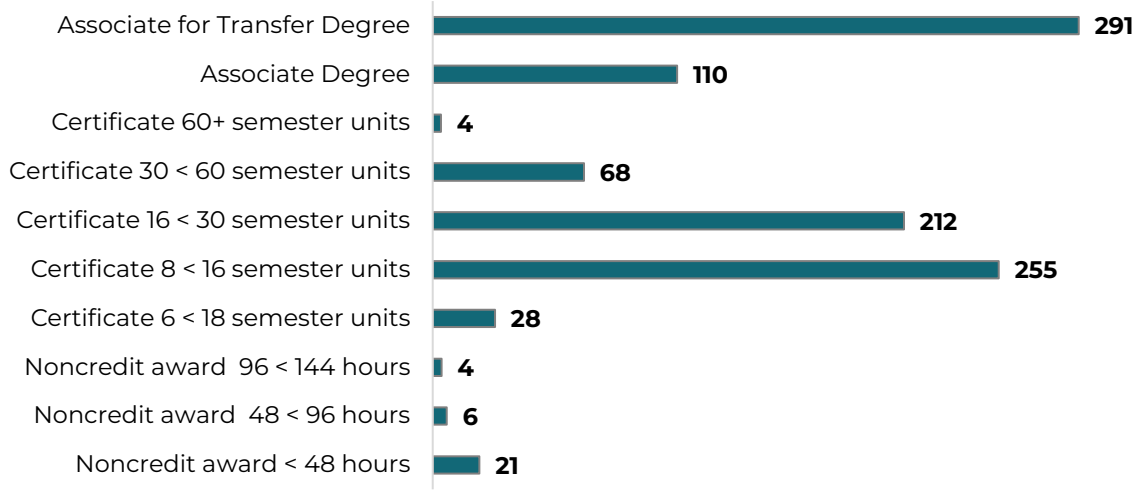
Exhibit 15: Regional Community College Awards (Certificates and Degrees), 2022-2025

| College | 2022-2023 Awards | 2023-2024 Awards | 2024-2025 Awards | 3-Year Award Average |
|---|---|---|---|---|
| **0802.00 (Educational Aide (Teacher Assistant))** | | | | |
| Antelope Valley | 5 | 7 | 7 | 6 |
| Canyons | 22 | 19 | 14 | 18 |
| Ventura | 2 | 79 | 57 | 46 |
| **Supply Subtotal/Average** | **29** | **105** | **78** | **71** |
| **1305.00 (Child Development/Early Care and Education)** | | | | |
| Allan Hancock | 39 | 45 | 59 | 48 |
| Antelope Valley | 70 | 67 | 223 | 120 |
| Canyons | 39 | 35 | 32 | 35 |
| Cuesta | 122 | 168 | 200 | 163 |
| Moorpark | 121 | 140 | 158 | 140 |
| Oxnard | 129 | 104 | 85 | 106 |
| Santa Barbara | 88 | 78 | 70 | 79 |
| Ventura | 54 | 49 | 40 | 48 |
| **Supply Subtotal/Average** | **662** | **686** | **867** | **738** |
| **1305.10 (Child and Adolescent Development)** | | | | |
| Cuesta | 25 | 32 | 33 | 30 |

| College | 2022-2023 Awards | 2023-2024 Awards | 2024-2025 Awards | 3-Year Award Average |
|---|---|---|---|---|
| Moorpark | 35 | 83 | 87 | 68 |
| Oxnard | 25 | 22 | 26 | 24 |
| Santa Barbara | 4 | 11 | 16 | 10 |
| **Supply Subtotal/Average** | **89** | **148** | **162** | **133** |
| **1305.20 (Children with Special Needs)** | | | | |
| Canyons | 0 | 5 | 1 | 2 |
| Cuesta | 7 | 5 | 6 | 6 |
| **Supply Subtotal/Average** | **7** | **10** | **7** | **8** |
| **1305.40 (Preschool Age Children)** | | | | |
| Canyons | 21 | 15 | 31 | 22 |
| Moorpark | 0 | 1 | 0 | 0 |
| **Supply Subtotal/Average** | **21** | **16** | **31** | **22** |
| **1305.50 (The School Age Child)** | | | | |
| Antelope Valley | 1 | 2 | 3 | 2 |
| Canyons | 4 | 2 | 4 | 3 |
| **Supply Subtotal/Average** | **5** | **4** | **7** | **5** |
| **1305.90 (Infants and Toddlers)** | | | | |
| Allan Hancock | 6 | 1 | 1 | 3 |
| Canyons | 10 | 10 | 22 | 14 |
| Santa Barbara | 4 | 5 | 2 | 4 |
| **Supply Subtotal/Average** | **20** | **16** | **25** | **20** |
| **Supply Total/Average** | **833** | **985** | **1177** | **998** |

Exhibit 16 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 degrees, followed by certificates between 8 and less than 16 semester units, and certificates between 16 and less than 30 semester units.

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 Infants and Toddlers (1305.90) programs at Allan Hancock College (AHC), the SCC Region, and California. According to Chancellor's Office Curriculum Inventory (COCI) data, there are currently no Infants and Toddlers (1305.90) programs and a singular course at Allan Hancock College (AHC). For this reason, metrics are unavailable at the district level. Of the 7,157 Infants and Toddlers (1305.90) students throughout the state in the 2024-25 academic year, 6% (437) attended a SCC Region college.

SCC Region students that exited Infants and Toddlers (1305.90) programs in the 2023-24 academic year had lower median annual earnings ($37,814 or $18.18 per hour) compared to all Infants and Toddlers (1305.90) students in the state ($42,532 or $20.45 per hour). A lower percentage of AHC (34%) attained the living wage when compared to all Infants and Toddlers (1305.90) students in the state (48%).

Exhibit 17: Infants and Toddlers (1305.90)
Strong Workforce Program Metrics, 2024-25[4][5]

| SWP Metric | AHC | SCC Region | California |
|---|---|---|---|
| SWP Students | Insufficient Data | 437 | 7,157 |
| SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year | Insufficient Data | 28% | 40% |
| SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course | Insufficient Data | 98% | 76% |
| SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status | Insufficient Data | 5% | 7% |
| SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24) | Insufficient Data | 5% | 5% |
| SWP Students with a Job Closely Related to Their Field of Study (2022-23) | Insufficient Data | Insufficient Data | 84% |

[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.

| SWP Metric | AHC | SCC Region | California |
|---|---|---|---|
| Median Annual Earnings for SWP Exiting Students (2023-24) | Insufficient Data | $37,814 ($18.18) | $42,532 ($20.45) |
| Median Change in Earnings for SWP Exiting Students (2023-24) | Insufficient Data | 12% | 30% |
| SWP Exiting Students Who Attained the Living Wage (2023-24) | Insufficient Data | 34% | 48% |

## 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 53 related awards conferred by one non-community college under the related Classification of Instructional Programs (CIP) codes:

- Early Childhood Education and Teaching (13.1210)

No awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Special Education and Teaching, General (13.1001)
- Teacher Assistant/Aide (13.1501)
- Child Development (19.0706)
- Child Care Provider/Assistant (19.0709)
- Early Childhood and Family Studies (19.0711)

Exhibit 18 shows the number of awards conferred by non-community college institutions from 2021 to 2024.

Exhibit 18: Regional Non-Community College Awards, 2021-2024

| CIP Code | Program | College | 2021-2022 Awards | 2022-2023 Awards | 2023-2024 Awards | 3-Year Award Average |
|---|---|---|---|---|---|---|
| 13.1210 | Early Childhood Education and Teaching | California Polytechnic State University – San Luis Obispo | 57 | 52 | 50 | 53 |
| **Supply Subtotal/Average** | | | **57** | **52** | **50** | **53** |
| **Supply Total/Average** | | | **57** | **52** | **50** | **53** |

## Regional Demographics

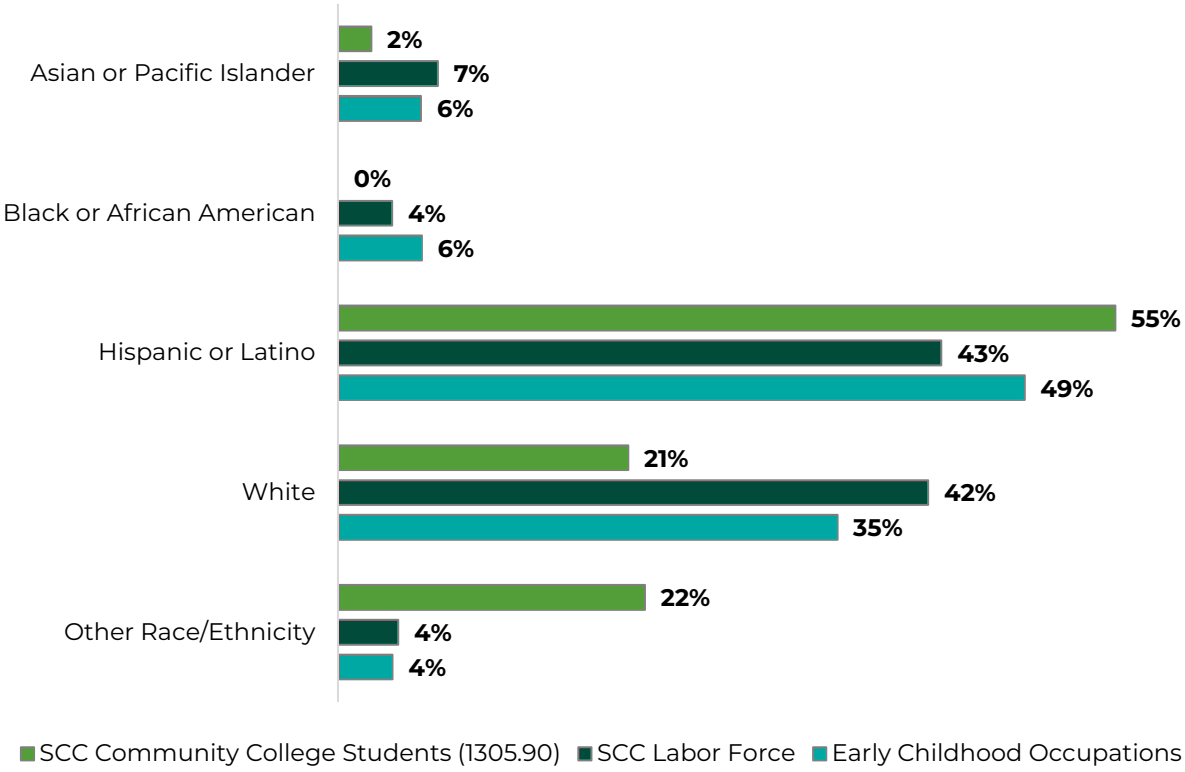
This section examines demographic data for SCC community college students in Infants and Toddlers (1305.90) programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

### Ethnicity:

Exhibit 19 compares the ethnicity of SCC community college students enrolled in Infants and Toddlers (1305.90) programs, the overall SCC labor force, and occupation-specific data for the two early childhood occupations included in this report.

Notably, 35% of workers employed in these early childhood occupations are white, which is lower than the labor force (42%) and community college Infants and Toddlers (1305.90) students (21%). Conversely, 55% of community college Infants and Toddlers (1305.90) students are Hispanic or Latino, which is higher than the labor force (43%), and early childhood occupations (49%).

Exhibit 19: Program and County Demographics by Ethnicity

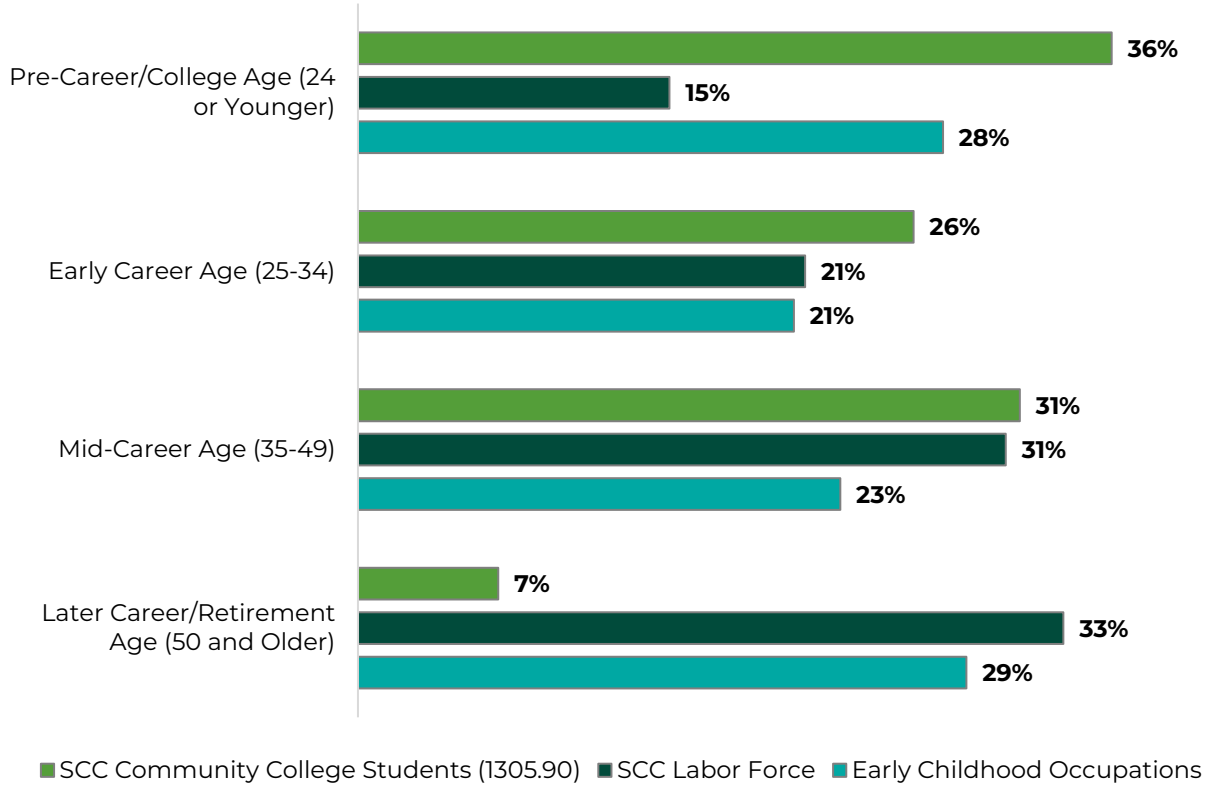


## Age:

Exhibit 20 compares the age of SCC community college students enrolled in Infants and Toddlers (1305.90) programs, the overall SCC labor force, and occupation-specific data for the two early childhood occupations included in this report.

The majority (62%) of community college Infants and Toddlers (1305.90) students are either Pre-Career/College Age (24 or Younger) or Early Career Age (25-34) which is slightly higher when compared to workers in early childhood occupations (49%) and the overall SCC labor force (36%).

Exhibit 20: Program and County Demographics by Age

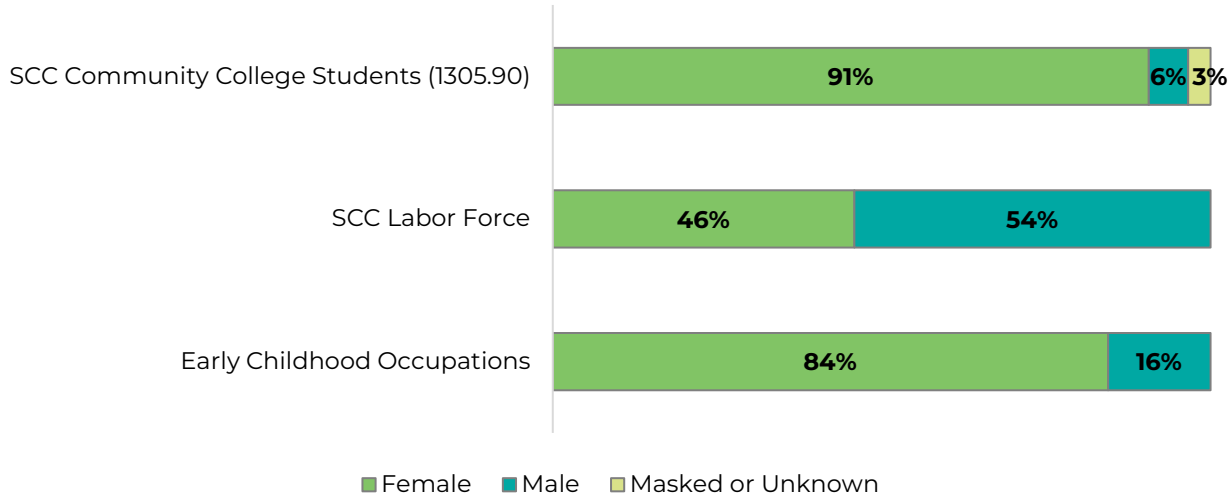


## Sex:

Exhibit 21 compares the sex of SCC community college students enrolled in Infant and Toddlers (1305.90) programs, the overall SCC labor force, and occupation-specific data for these early childhood occupations.

There is a majority (91%) of female Infants and Toddlers (1305.90) students and workers in these early childhood occupations (84%), which contrasts with the labor force (46% female).

Exhibit 21: 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 22: Northern Los Angeles ZIP Codes

| ZIP Code | Primary City |
|---|---|
| 91310 | Castaic |
| 91321 | Newhall |
| 91322 | Newhall |
| 91350 | Santa Clarita |
| 91351 | Canyon Country |
| 91354 | Valencia |
| 91355 | Valencia |
| 91380 | Santa Clarita |
| 91381 | Stevenson Ranch |
| 91382 | Santa Clarita |
| 91383 | Santa Clarita |
| 91384 | Castaic |
| 91385 | Valencia |
| 91386 | Canyon Country |
| 91387 | Canyon Country |
| 91390 | Santa Clarita |
| 93510 | Acton |

| ZIP Code | Primary City |
|---|---|
| 93532 | Lake Hughes |
| 93534 | Lancaster |
| 93535 | Lancaster |
| 93536 | Lancaster |
| 93539 | Lancaster |
| 93543 | Littlerock |
| 93544 | Llano |
| 93550 | Palmdale |
| 93551 | Palmdale |
| 93552 | Palmdale |
| 93553 | Pearblossom |
| 93563 | Valyermo |
| 93584 | Lancaster |
| 93586 | Lancaster |
| 93590 | Palmdale |
| 93591 | Palmdale |
| 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 CCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024.<br>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 CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.<br>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.<br>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.<br>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.

For more information, please contact the South Central Coast Center of Excellence:

**Jacob Poore, Director**
jacob.poore@canyons.edu

**Ashley Kernan, Research Manager**
ashley.kernan@canyons.edu

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