



CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

LABOR MARKET ASSESSMENT

Firefighting and Prevention Worker Occupations

Inland Empire/Desert Region

Publication Month: October 2026

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Introduction

Purpose

The Inland Empire-Desert Region Center of Excellence for Labor Market Research (COE) plays a pivotal role in helping communities in the Inland Empire/Desert region understand and contextualize labor market data so they can actively address their current and future workforce needs. Proposed curriculum changes require labor market information and analysis to show that jobs are available for program completers within the local service area, ensuring an alignment between regional training and labor market needs.¹

The COE prepared this report to provide an analysis of the labor market and educational supply related to the proposed program in the region. Occupational characteristics, employment demand, wages, employer job advertisements, and program awards and outcomes are used in this report to determine the alignment of regional training programs to the labor market. A regional supply or labor gap is derived by comparing the projected occupational demand to the projected supply from educational institutions.

This report seeks to understand employer demand for Firefighting and Prevention Worker Occupations in the region and to inform strategic decisionmakers regarding recruitment, compensation, workforce development, and policymaking by businesses, government agencies, and educational institutions.

Report Scope

This report assesses the occupational demand and educational supply of the following regions:

- Inland Empire/Desert region (San Bernardino and Riverside counties combined)

Taxonomy of Programs (TOP) title and code and program definition:

- TOP 2133.50 Fire Academy
- Definition: Studies specific to local and state training requirements for employment and
- post-employment advancement (Taxonomy of Programs, 2023).

Classification of Instructional Program (CIP) title and code and program definition:

- CIP 43.0203 Fire Science/Fire-fighting (CTE)
- Definition: A program focusing on the theory and practice of fires and fire-fighting. Includes instruction in fire chemistry and physics, combustible materials, computer science, building construction, fire codes and related laws, fire hydraulics, fire command, fire prevention/inspection, fire protection systems, fire suppression systems, fire/arson investigation, occupational safety, equipment operation, emergency medicine and communications (The Classification of Instructional Program, 2020).

¹ California Community College Chancellor's Office (CCCCO). Program and Course Approval Handbook. 8th Edition. Retrieved from: <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/program-course-approval-handbook-8th-edition.pdf>

Standard Occupational Classification (SOC) occupations and codes:

- First-Line Supervisors of Firefighting and Prevention Workers (33-1021)
- Firefighters (33-2011)
- Fire Inspectors and Investigators (33-2021)

Program Design Window

The COE uses BLS' Occupational Employment and Wage Statistics (OEWS) data to create occupational estimates, and this dataset is updated annually. Therefore, the COE considers this data to be most useful, from a program design point of view, only within a 12-month window starting at the publication month. Refer to the dates below to identify this report's applicable program request consideration window. For those submitting a CTE program for the IEDRC program review process beyond this publication window, please reach out to the COE to obtain the most current version of this report.

Publication Month: October 2026

End of Program Design Window: September 30, 2027

Acknowledgements

The following team member(s) of the COE authored this report:

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Executive Summary

Based on the data analyzed by the COE, the following program **has fully met** four of the four criteria required to receive a full endorsement for program development.

LMI Criteria Summary

Criteria	Decision	Finding
Demand		There are 471 annual job openings in the region for this occupational group, which is greater than the upper threshold (225). This indicates that there is high demand for new workers from regional employers hiring for this occupational group.
Supply Gap		There are 471 annual job openings projected across all occupations, exceeding the 146 average annual awards conferred by postsecondary educational institutions over the last three years. Supply data includes both community college awards (146) and non-community college awards (0). This indicates that employers require 325 more workers than current programs are supplying, which is considered an undersupply of workers.
Living Wage		The majority (100%) of annual job openings are related to occupations found to have entry-level hourly wages above the IE/D living wage of \$20.76. This indicates that new workers in this occupational group are expected to earn a living wage at the start of their careers.
Education		The majority (100%) of annual job openings are related to occupations found to be at a middle skill education level because of their typical education requirements and/or the educational attainment level of its national workforce. This indicates that employers are hiring entry level workers with a middle-skill education level in this occupational group.
Overall		This program is given a full endorsement from the IED COE to proceed.

Other Key Findings/Takeaways

- **LMI Criteria Assessment**
 - Educational Supply: Existing regional community college programs related to this proposed program and conferring awards are few, found in three subregions, and issue approximately 146 awards annually. However, other non-community college institutions conferring awards in related programs were not found in the available data.
- **Job Posting Analysis**
 - Demand: The number of job postings (232) is much fewer than the projected number of annual job openings (471), with 59 companies posting, and it appears that no single job title is overwhelmingly (+50%) found in job ads.
 - Education and Experience: Job postings indicate that most employers (67%) sought candidates with a high school diploma/GED when a minimum education level was

listed, and the largest grouping of ads (40%) prefer workers with 2-3 years of experience when experience requirements were listed.

- Wages: Employers posting jobs in the region are offering entry-level hourly wages between \$38.52 and \$43.69 for this occupational group, meaning job posts for all three occupations have wages above the IE/D living wage of \$20.76.

LMI Criteria Analysis

Occupational Demand Criteria Assessment

In an effort to understand this occupational group's employment outlook in the Inland Empire/Desert region, this section analyzes current and projected employment from 2025-2030.

Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region for this occupational group. In 2025, there were 4,489 jobs for Firefighting and Prevention Worker Occupations in the IE/D region. Regional employment for this occupational group is projected to increase 13% by 2030, with 471 job openings projected annually.

Exhibit 1: Projected Job Growth and Annual Job Openings, IE/D Region, 2025-2030

Occupation	2025 Jobs	2030 Jobs	2025-2030 % Change	Avg. Annual Openings
Firefighters	3,544	4,000	13%	370
First-Line Supervisors of Firefighting and Prevention Workers	674	793	18%	70
Fire Inspectors and Investigators	271	293	8%	31
Total	4,489	5,087	13%	471

Source: Lightcast 2026.3

Based on the number of assessed occupations (three), the COE determines that there should be at least 225 annual job openings in the region for this occupational group to be considered in high demand, or at least 150 to be considered in moderate demand. Based on the number of annual job openings (471), which is substantially greater than 225, there is high demand for new workers in this field.

Key Takeaway: There are 471 annual job openings in the region for this occupational group, which is greater than the upper threshold (225). This indicates that there is high demand for new workers from regional employers hiring for this occupational group.

Educational Supply

This section analyzes trends in student awards related to Firefighting and Prevention Worker Occupations to project the supply of workers from existing regional postsecondary education institutions.

Exhibit 2 displays student completions for the Fire Academy (TOP 2133.50) programs over the last three academic years for which there is data (2022-2025). In the previous three academic years, three regional community colleges issued an average of 146 awards in relevant programs.

Exhibit 2: Annual Average Community College Awards for Fire Academy (TOP 2133.50) Programs, IE/D Region, 2022-2025

Top Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Award Average
2133.50	Fire Academy	Moreno Valley	84	82	114	93
2133.50	Fire Academy	Crafton Hills	53	31	30	38
2133.50	Fire Academy	College of the Desert	16	25	5	15
Total			153	138	149	146

Source: MIS Data Mart

No student completions were found for following IE/D non-community college programs over the last three academic years for which there is data (2021-2024): Fire Science/Fire-fighting (CIP 43.0203). Therefore, in the previous three academic years, 0 regional non-community college institutions issued an average of 0 awards in relevant programs.

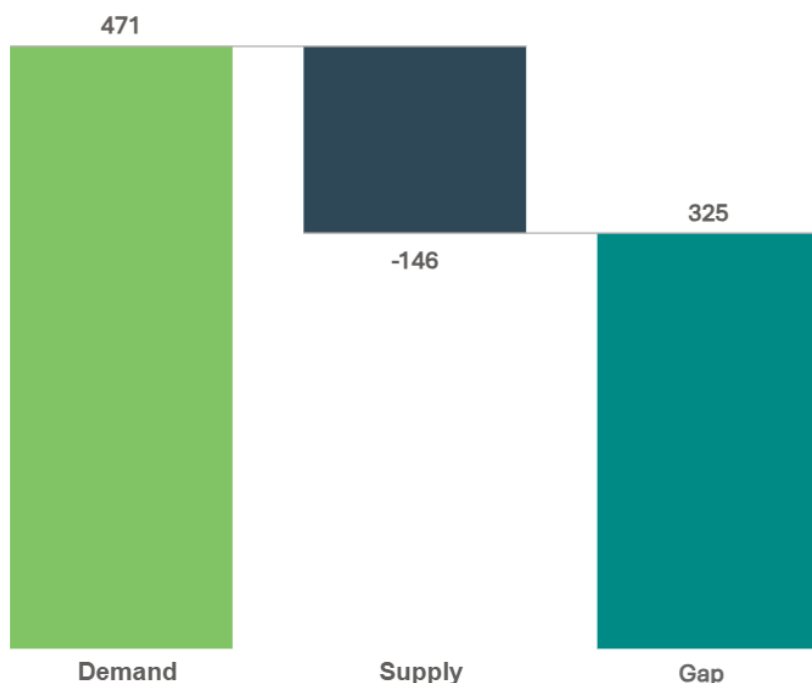
Educational institutions in the region conferred an average of 146 awards per year over the past three years in relevant programs, combining the number of community college awards (146) and non-community college (0) awards.

Key Takeaway: Existing regional community college programs related to this proposed program and conferring awards are few, found in three subregions, and issuing approximately 146 awards annually. However, other non-community college institutions conferring awards in related programs were not found in the available data.

Supply Gap Criteria Assessment

A gap analysis compares the occupational demand and educational supply, outlined in the above sections, and determines if there is an over or under-supply of new workers entering the occupational group. Exhibit 3 demonstrates that there is a supply gap of 325 annual job openings, meaning that regional employers are projected to require more workers than educational institutions are currently supplying to the labor market. Based on this analysis, the need for workers by regional employers in this occupational group has not been met by the current supply.

Exhibit 3: Supply Gap Analysis for Firefighting and Prevention Worker Occupations, IE/D Region, 2025-2030



Sources: Lightcast 2026.3; MIS Data Mart; IPEDS

Key Takeaway: There are 471 annual job openings projected across all occupations, exceeding the 146 average annual awards conferred by postsecondary educational institutions over the last three years. Supply data includes both community college awards (146) and non-community college awards (0). This indicates that employers require 325 more workers than current programs are supplying, which is considered an undersupply of workers.

Living Wage Criteria Assessment

The following section assesses the occupation wage estimates for this occupational group and whether they meet or exceed a self-sufficiency standard in the Inland Empire/Desert region. Exhibit 4 displays the hourly earnings by quartile for Firefighting and Prevention Worker Occupations and compares those to the UW Self-Sufficiency Standard for the IE/D for one adult, \$20.76². Compare this standard against the 25th percentile hourly earnings, considered to be entry level wages for an occupation. Median and experienced (75th percentile) wages are also shown to demonstrate expected career progression.

² The UW self-sufficiency standard is currently used by the CCCCO and COE; the self-sufficiency standard was last updated by UW in 2024. UW estimates the living wage for an adult in 2024 is \$20.76 in Riverside County and \$20.07 in San Bernadino County. The higher of the two is considered the living wage for the IE/D, \$20.76. See Appendix A for more information.

Exhibit 4: Hourly Wages by Occupation, IE/D Region, 2025



Source: Lightcast 2026.3

Based on Exhibit 4, all assessed occupations have entry level wages at or above the UW Self-Sufficiency Standard for the IE/D for one adult. These qualifying occupations account for all projected annual job openings over the next five years. The proportion of annual job openings is key to understanding the jobs students exiting related programs will be accepting and, in this context, whether they can expect to earn a living wage at the start. Additionally, all occupations have entry level wages above the MIT living wage³ for one adult (\$28.84) in projected entry-level wages.

Key Takeaway: The majority (100%) of annual job openings are related to occupations found to have entry-level hourly wages above the IE/D living wage of \$20.76. This indicates that new workers in this occupational group are expected to earn a living wage at the start of their careers.

Education and Work Experience Criteria Assessment

In an effort to identify the preferred education and training levels for workers in this occupational group, Exhibit 5 includes the typical education, work experience, and on-the-job training needed for Firefighting and Prevention Worker Occupations. To be considered a middle skill occupation requires either a typical entry level education of less than a “bachelor’s degree” and greater than a “high school diploma” (“some college, no degree” or “postsecondary nondegree award” or “associate degree”) or on-the-job training required is an apprenticeship. Based on the below chart, all occupations would qualify as middle skill.

³ To provide an alternative perspective, the COE also utilizes the living wage calculation from MIT in the analysis above as an additional reference point. MIT estimates the living wage for an adult with no kids living in 2024 is \$28.84 in Riverside County and \$27.62 in San Bernadino County. The higher of the two is considered the living wage for the IE/D, \$28.84. See Appendix A for more information.

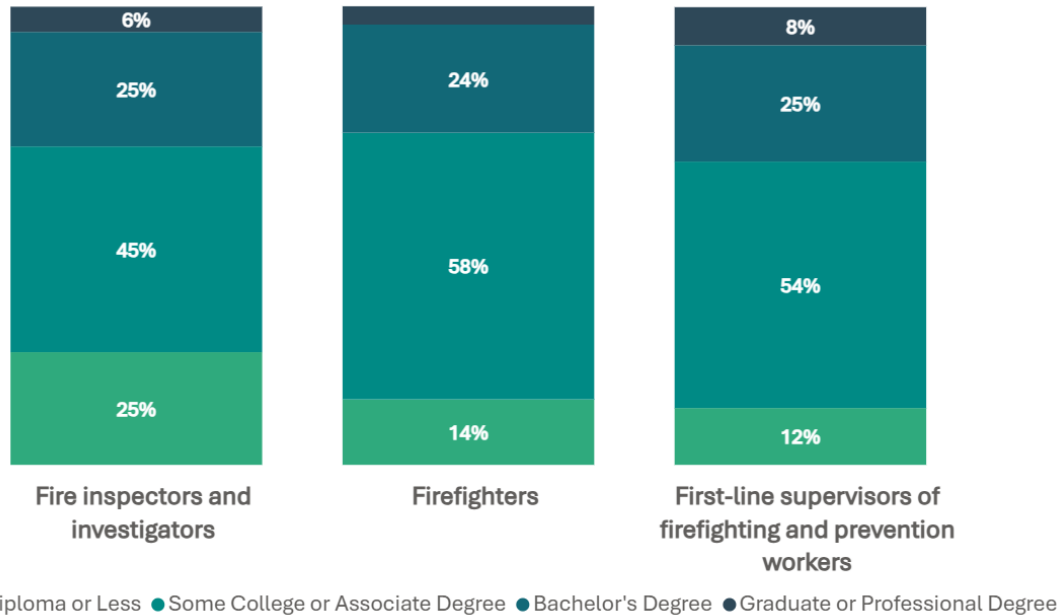
Exhibit 5: Typical Entry-Level Education, Experience, and Job Requirements

Occupation	SOC	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
Fire Inspectors and Investigators	33-2021	Postsecondary nondegree award	Moderate-term on-the-job training	5 years or more
Firefighters	33-2011	Postsecondary nondegree award	Long-term on-the-job training	None
First-Line Supervisors of Firefighting and Prevention Workers	33-1021	Postsecondary nondegree award	Moderate-term on-the-job training	Less than 5 years

Source: BLS Training and Education Levels

The Bureau of Labor Statistics (BLS) education attainment data, as presented in Exhibit 6, indicates that among current Firefighting and Prevention Worker Occupations professionals, between 45% and 58% have completed some college or an associate degree as their highest level of education. To be considered a middle skill occupation in this analysis, 33% or more workers in an occupation must have completed some college or an associate degree as their highest level of education. Based on the chart below, all occupations would be considered middle skill in this analysis.

Exhibit 6: National-Level Education Attainment by Occupation



Source: BLS 2024

Based on Exhibits 5 and 6, all occupations are considered middle skill because they have one or more of the following attributes:

- “Some college” or “postsecondary nondegree award” or “associate degree” as its typical entry-level education level
- More than 33% of national workers have attained “some college” or an “associate degree” as their highest level of education attainment
- “Apprenticeship” is its typical on-the-job training type

These qualifying occupations account for 100% of all projected annual job openings over the next five years. The proportion of annual job openings is crucial in understanding the jobs which students exiting related programs will be pursuing and whether they can expect to be hired based on their middle skill education attainment level.

Key Takeaway: The majority (100%) of annual job openings are related to occupations found to be at a middle skill education level because of their typical education requirements and/or the educational attainment level of its national workforce. This indicates that employers are hiring entry level workers with a middle-skill education level in this occupational group.

What Do Regional Job Posts Tell Us?

Job Posting Demand

Exhibit 7 displays the number of job ads posted for Firefighting and Prevention Worker Occupations over the last 12 months and the median posting duration. Over the previous 12 months, there were 232 unique job postings for Firefighting and Prevention Worker Occupations in the region from 59 employers. This is far fewer than the projected number of annual job openings (471).

Exhibit 7: Job ads and posting duration, IE/D Region, Sept 2025 – Aug 2026

Occupation	Job Ads	Median Posting Duration
Firefighters	118	18 days
First-Line Supervisors of Firefighting and Prevention Workers	81	17 days
Fire Inspectors and Investigators	33	32 days
Total	232	

Source: Lightcast 2026.3

Exhibit 8 displays the job titles most frequently used in job postings for Firefighting and Prevention Worker Occupations over the last 12 months, with the predominate ones being firefighters/paramedics and firefirghters. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 8: Job Titles Most Frequently Used in Job Ads, IE/D Region, Sept 2025 – Aug 2026

Job Title	Unique Postings
Firefighters/Paramedics	50
Firefighters	24
Fire Captains	14
Fire Marshals	9
Battalion Chiefs	7
Fire Battalion Chiefs	7
Assistant Chiefs	6
Assistant Fire Marshals	6
Bosses	6
District Engineers	6
Fire Engineers	6

Source: Lightcast 2026.3

Exhibit 9 displays the employers posting the most job ads for Firefighting and Prevention Worker Occupations during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs.

San Bernardino County and the State of California posted the most unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are de-duplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 9: Top Employers by Number of Job Posts, IE/D Region, Sept 2025 – Aug 2026

Company	Total/Unique (Sep 2025 - Aug 2026)	Posting Intensity	Median Posting Duration
San Bernardino County	58 / 27	2 : 1 	22 days
State of California	28 / 19	1 : 1 	14 days
County Of Riverside	55 / 13	4 : 1 	46 days
United States Department of Defense	17 / 11	2 : 1 	8 days
City Of Riverside	11 / 8	1 : 1 	n/a
The San Bernardino County, Ca, Chapter Of Concerned Black Men	8 / 8	1 : 1 	12 days
City Of Riverside Ca	15 / 8	2 : 1 	17 days
City Of Cathedral City	14 / 8	2 : 1 	n/a
Wildfire Defense Systems	26 / 7	4 : 1 	n/a
Morongo Band Of Mission Indians	10 / 6	2 : 1 	19 days

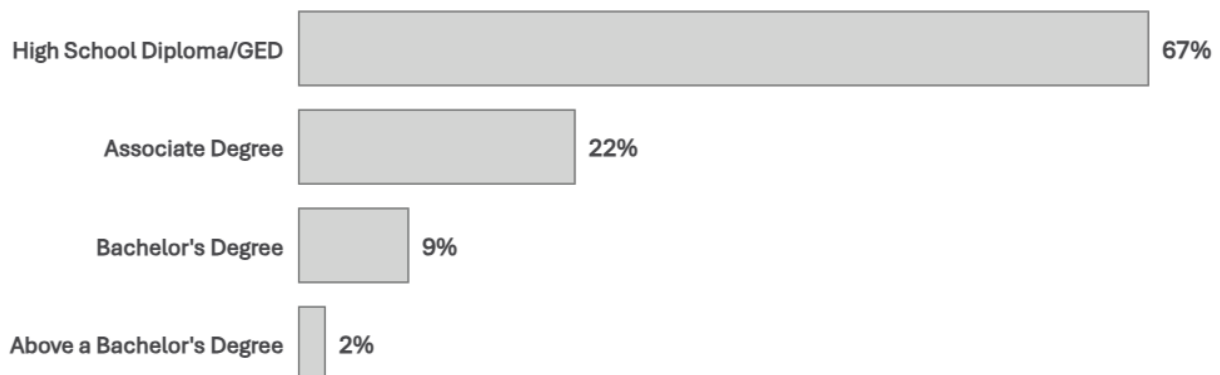
Source: Lightcast 2026.3

Key Takeaway: The number of job postings (232) is much fewer than the projected number of annual job openings (471), with 59 companies posting, and it appears that no single job title is overwhelmingly (+50%) found in job ads.

Job Posting Education and Experience

Exhibit 10 includes the minimum educational requirements from job postings for this occupational group with high school diploma/GED (67%) significantly greater than associate degree (22%) or bachelor's degree (9%) or above a bachelor's degree (2%).

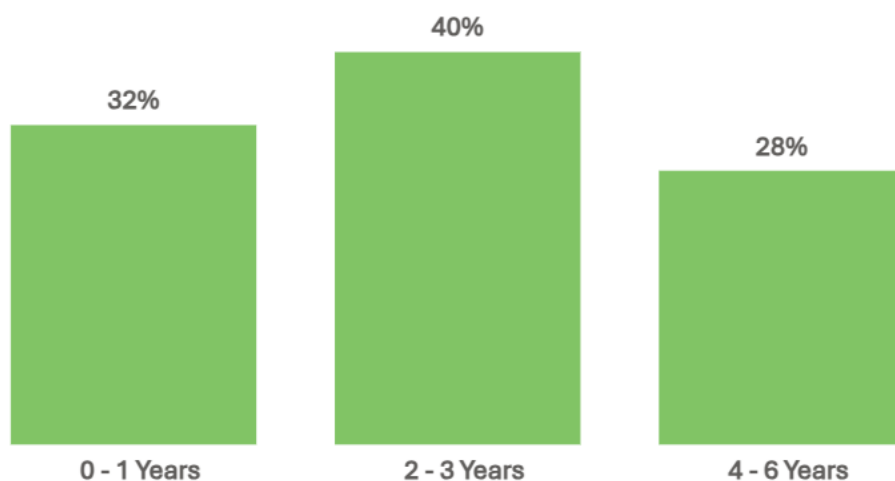
Exhibit 10: Minimum Educational Requirements in Job Posts, IE/D Region, Sept 2025 – Aug 2026



Source: Lightcast 2026.3

Exhibit 11 displays the work experience typically required from employer job ads for this occupational group. The largest grouping (40%) of employers listing minimum experience requirements sought candidates with 2-3 years of previous work experience.

Exhibit 11: Work Experience Requirements in Job Posts, IE/D Region, Sept 2025 – Aug 2026



Source: Lightcast 2026.3

Key Takeaway: Job postings indicate that most employers (67%) sought candidates with a high school diploma/GED when a minimum education level was listed, and the largest grouping of ads (40%) prefer workers with 2-3 years of experience when experience requirements were listed.

In-Demand Skills and Certifications

Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Skills are listed as common, specialized, or computer skills. Common skills are applicable to any field of work, specialized skills are focused on specific work activities, and computer skills are focused on software competencies.

Certifications are also shown to provide insight into the top qualifications employers are directly requesting in job postings. Certifications are an important aspect of the job search process for both employers and job applicants, so new workers in this field applying for positions should pay close attention to what certifications are most in-demand in the regional job market.

Exhibit 12 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are increasing in demand at a faster rate than the market as a whole ("Rapidly Growing" or "Growing"). Program designers should consider incorporating them into the curriculum, because employers are demanding them in workers.

Exhibit 12: Top Growing Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

Skills	Skill Type	Number of Postings	% of Total Postings	Skill Growth Relative to Market
Fire Protection	Specialized	91	39%	Growing
Emergency Medical Services	Specialized	74	32%	Growing
Cardiopulmonary Resuscitation (CPR)	Specialized	59	25%	Growing
Fire Safety	Specialized	59	25%	Rapidly Growing
Fire Alarm Systems	Specialized	57	25%	Growing
Fire Service	Specialized	49	21%	Growing
Planning	Common	49	21%	Growing
Alarm Devices	Specialized	36	16%	Growing
Emergency Response	Specialized	36	16%	Rapidly Growing
Firewall	Software	34	15%	Growing
NFPA (National Fire Protection Association) Codes	Specialized	34	15%	Growing
Presentations	Common	29	13%	Rapidly Growing
Research	Common	29	13%	Growing
Building Codes	Specialized	27	12%	Growing
Life Support	Specialized	27	12%	Growing
Code Enforcement	Specialized	25	11%	Growing
Coordinating	Common	25	11%	Growing
Ethical Standards And Conduct	Common	25	11%	Growing
Fire Behavior	Specialized	25	11%	Growing

Source: Lightcast 2026.3

Exhibit 13 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are increasing in demand at a slower rate than the market as a whole (“Lagging”). Program designers should not necessarily remove them from the curriculum but should consider whether to especially focus on them, because employers are becoming less interested in them according to job posting analysis.

Exhibit 13: Top Lagging Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

Skills	Skill Type	Number of Postings	% of Total Postings	Skill Growth Relative to Market
Fire Science	Specialized	49	21%	Lagging

Source: Lightcast 2026.3

Exhibit 14 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are stable compared to the market as a whole (“Stable”). Program designers should not necessarily modify the curriculum to focus on them but should consider their continued use, because employers are still interested in them according to job posting analysis.

Exhibit 14: Top Stable Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

Skills	Skill Type	Number of Postings	% of Total Postings	Skill Growth Relative to Market
Firefighting	Specialized	149	64%	Stable
Fire Prevention	Specialized	136	59%	Stable
Operations	Common	129	56%	Stable
Fire Suppression Systems	Specialized	90	39%	Stable
Communication	Common	84	36%	Stable
Management	Common	57	25%	Stable
Incident Command Systems	Specialized	49	21%	Stable
Customer Service	Common	34	15%	Stable
National Incident Management Systems	Specialized	25	11%	Stable
Fire Investigation	Specialized	23	10%	Stable
Resource Management	Specialized	23	10%	Stable

Source: Lightcast 2026.3

Exhibit 15 displays the top qualifications/certifications that were included in the job postings over the last 12 months. Program designers should consider incorporating preparation for certification completion and/or exam preparation into the curriculum, if applicable, because employers are demanding these qualifications in workers. A notable share of employers sought candidates with either an Emergency Medical Technician (EMT) or Paramedic (EMT-P) certification.

Exhibit 15: Top Qualifications/Certifications from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

Qualification	Number of Postings	Percent of Total Postings
Valid Driver's License	119	51%
Emergency Medical Technician (EMT)	82	35%
Paramedic (EMT-P)	77	33%
Firefighter I Certification	72	31%
CDL Class C License	55	24%
Basic Life Support (BLS) Certification	48	21%
Advanced Cardiovascular Life Support (ACLS) Certification	47	20%
Cardiopulmonary Resuscitation (CPR) Certification	39	17%
Advanced Life Support	37	16%
Firefighter II Certification	35	15%
Certified Fire Inspector I	24	10%

Source: Lightcast 2026.3

Job Posting Wage Data

Exhibit 16 displays the regional online advertised salaries for Firefighting and Prevention Worker Occupations over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of \$38.52 to \$43

69 (estimated to be equal to an annual salary ranging from \$80,122 to \$90,875), and all three are above the UW Self-Sufficiency Standard for the IE/D for one adult, \$20.76.

Additionally, all three have entry level wages above the MIT living wage for one adult (\$28.84) in projected entry-level wages.

Exhibit 16: Hourly Wages by Occupation in Job Posts, IE/D Region, Sept 2025 – Aug 2026



Source: Lightcast 2026.3

Key Takeaway: Employers posting jobs in the region are offering entry-level hourly wages between \$38.52 and \$43.69 for this occupational group, meaning job posts for all three occupations have wages above the IE/D living wage of \$20.76.

Appendix: Methodology and Sources

Endorsement Criteria

Based on the available labor market information, programs may receive a “Full Endorsement” (all criteria met with green checkboxes), a “General Endorsement” to proceed with caution (at most 1 red checkbox, with majority of criteria met with green or yellow checkboxes), and a non-endorsement (1 or 0 criteria met).

The table below has a high-level description of the LMI endorsement criteria.

Criteria	Purpose	Measure
Demand	Ensures there is sufficient labor market demand to justify program development.	This criterion is fully met if there are more than 75 annual job openings per occupation, on average.
Supply Gap	Ensures that the number of individuals exiting regional programs is sufficiently less than the regional demand to justify program development.	This criterion subtracts the number of postsecondary awards from the number of annual job openings. The criterion is fully met if the supply is less than 90% of demand.
Living Wage	Ensures that the occupations of interest provide workers with earnings sufficient to support themselves.	This criterion compares the entry-level earnings of the occupations of interest to the regional living wage. The majority of annual job openings need to be related to occupations whose entry level wages exceed the living wage to fully meet this criterion.
Education	Ensures that the occupations of interest are appropriate for community college program development (middle-skill).	This criterion is fully met if a majority of annual job openings need to be related to occupations which typically requires a community college-level education or if more than one-third of workers in the field possess a community college degree as their highest educational attainment or whose OJT type is an apprenticeship.

Endorsement Criteria Calculations

The charts below specify how a “Green Rating”, a “Yellow Rating”, or a “Red Rating” is given to each specific LMA Endorsement Criteria and the associated calculations.

The chart below displays the endorsement criteria calculations for labor market assessments that analyze a **single occupation** (SOC).

Criteria	Green Rating	Yellow Rating	Red Rating
Demand	75+ Annual Job Openings (AJOs)	50-74 Annual Job Openings (AJOs)	Less than 50 Annual Job Openings (AJOs)
Supply Gap	Supply is less than 90% of Demand (AJOs)	Supply is 90%-110% of Demand (AJOs)	Supply is greater than 110% of Demand (AJOs)

Criteria	Green Rating	Yellow Rating	Red Rating
Living Wage	25th Percentile Wages are At or Above the Regional Self-Sufficiency Wage Level (25 th percentile earnings > \$20.76)	25th Percentile Wages are At or Above 90% of the Regional Self-Sufficiency Wage Level (25 th percentile earnings > \$18.68)	25th Percentile Wages are Below 90% of the Regional Self-Sufficiency Wage Level (25 th percentile earnings < \$18.68)
Education	Typical Education Level is "Some College", "Postsecondary Nondegree Award", or "Associate Degree" OR 33%+ of Education Attainment is "Some College" or "Associate Degree"; OR Typical On-The-Job Training is "Apprenticeship"	Not Applicable	None of the Green Rating criteria are met

The chart below displays the endorsement criteria calculations for labor market assessments that analyze **multiple occupations** (SOCs).

Criteria	Green Rating	Yellow Rating	Red Rating
Demand	Total Annual Job Openings (AJOs) are Greater Than or Equal to the Following Value: [75 * Number of Occupations] Ex: 2 SOCs = 150 AJOs	Total Annual Job Openings (AJOs) are Between the Following Values: [50 * Number of Occupations] to [75 * Number of Occupations] Ex: 2 SOCs = 100 to 150 AJOs	Total Annual Job Openings (AJOs) are Less Than the Following Value: [50 * Number of Occupations] Ex: 2 SOCs = < 100 AJOs
Supply Gap	Supply is less than 90% of Total Demand (AJOs)	Supply is 90%-110% of Total Demand (AJOs)	Supply is greater than 110% of Total Demand (AJOs)
Living Wage	50%+ of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above the Regional Self-Sufficiency Wage Level	50%+ of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above 90% of the Regional Self-Sufficiency Wage Level	Less Than 50% of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above 90% of the Regional Self-Sufficiency Wage Level

Criteria	Green Rating	Yellow Rating	Red Rating
	(25 th percentile earnings > \$20.76)	(25 th percentile earnings > \$18.68)	(25 th percentile earnings < \$18.68)
Education	50%+ of AJOs are related to SOC's whose Typical Education Level is "Some College" or "Associate Degree" or whose Typical On-The-Job Training is "Apprenticeship" OR 33%+ of Education Attainment across all SOC's is "Some College" or "Associate Degree"	Not Applicable	None of the Green Rating criteria are met

Data Sources

The table below displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is being done to minimize the effect of atypical variations that might be present in a single year.

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/ The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies. While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Type of Data	Source
Self-Sufficiency Standard	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/. This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The higher of the two is used to represent Inland Empire/Desert, which is \$20.76 per hour (\$43,123 annually).
Living Wage (MIT)	Living wage data sourced from the Living Wage Institute via https://livingwage.mit.edu/counties/06065; https://livingwage.mit.edu/counties/06071, Accessed on June 6, 2026. The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology. The living wage for one adult in San Bernardino County is \$27.60 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$28.84 per hour (\$59,987 annually). The higher of the two, \$28.84 per hour (\$59,987 annually), is used to represent the Inland Empire/Desert living wage.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions