

Labor Market Analysis for Program Modification: 0504.00/Banking and Finance (Finance Associate in Science) (Finance Certificate of Achievement)

South Central Coast Center of Excellence, May 2025



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	Comments: there is projected to be 166 annual job openings in the South Central Coast (SCC) region for these banking and finance occupations, which is more than the 6 awards conferred by educational institutions.	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Self-Sufficiency Standard Living Wage ¹ :	Comments: the majority (89%) of annual job openings for these banking and finance occupations have entry-level hourly wages below the Santa Barbara County living wage of \$29.80.	
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Education:	Comments: though all (100%) annual job openings for these banking and finance occupations typically require a high school diploma or equivalent, between 40% and 48% of workers in the field have completed some college or an associate degree as their highest level of education.	
Additional Considerations		
Emerging Occupation(s):	Yes <input type="checkbox"/>	Some <input type="checkbox"/> No <input checked="" type="checkbox"/>
	Comments: 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 four middle-skill occupations:

- *Bill and Account Collectors (43-3011)*
- *Credit Authorizers, Checkers, and Clerks (43-4041)*
- *Loan Interviewers and Clerks (43-4131)*
- *New Accounts Clerks (43-4141)*

Based on the available data there appears to be a supply gap for these banking and finance occupations and typical education requirements for these occupations align with a community college education. However, the majority of annual job openings have entry-level wages below

¹ At the direction of the California Community College Chancellor's Office, 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, to determine the living wage for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties, last updated in March 2024.

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 (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Bill and Account Collectors (43-3011)	86	6	Santa Barbara: \$22.46	High school diploma or equivalent	48%
Credit Authorizers, Checkers, and Clerks (43-4041)	7	Accounted for Above	Santa Barbara: \$37.76	High school diploma or equivalent	40%
Loan Interviewers and Clerks (43-4131)	65	Accounted for Above	Santa Barbara: \$22.74	High school diploma or equivalent	45%
New Accounts Clerks (43-4141)	8	Accounted for Above	Santa Barbara: \$25.63	High school diploma or equivalent	48%
Total	166	6	N/A	N/A	N/A

Demand:

- The number of jobs related to these banking and finance occupations is projected to decrease 15% through 2028 in the SCC region. There is projected to be 166 annual job openings.
- Hourly entry-level wages for these banking and finance occupations in Santa Barbara County range from \$22.46 to \$37.76; 89% of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage (\$29.80 for Santa Barbara County).
- There were 429 online job postings for these banking and finance occupations over the past 12 months. The highest number of postings were for personal bankers, home loan specialists, and loan processors.
- The typical entry-level education for these banking and finance occupations is a high school diploma or equivalent.
- Between 40% and 48% 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 6 awards conferred by one community college (Santa Barbara City) in the SCC Region from 2020 to 2023.
- Non-community college institutions did not confer any related awards from 2019 to 2022.

- SCC community college students that exited Banking and Finance programs in the 2021-22 academic year had a median annual wage of \$32,858 (\$15.80 per hour) after exiting the program and 38% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 68% of Banking and Finance students that exited their program in 2020-21 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for these occupations compared to the number of jobs in 2018. Notably, employment for these banking and finance occupations in San Luis Obispo County grew 10% from 2018 to 2023, which is higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2023 to 2028, employment for these banking and finance occupations is projected to decline in all areas throughout all counties, the SCC Region, and California.

Exhibit 2: Historical and Projected Employment for Banking and Finance Occupations in the SCC Region, 2018-2028

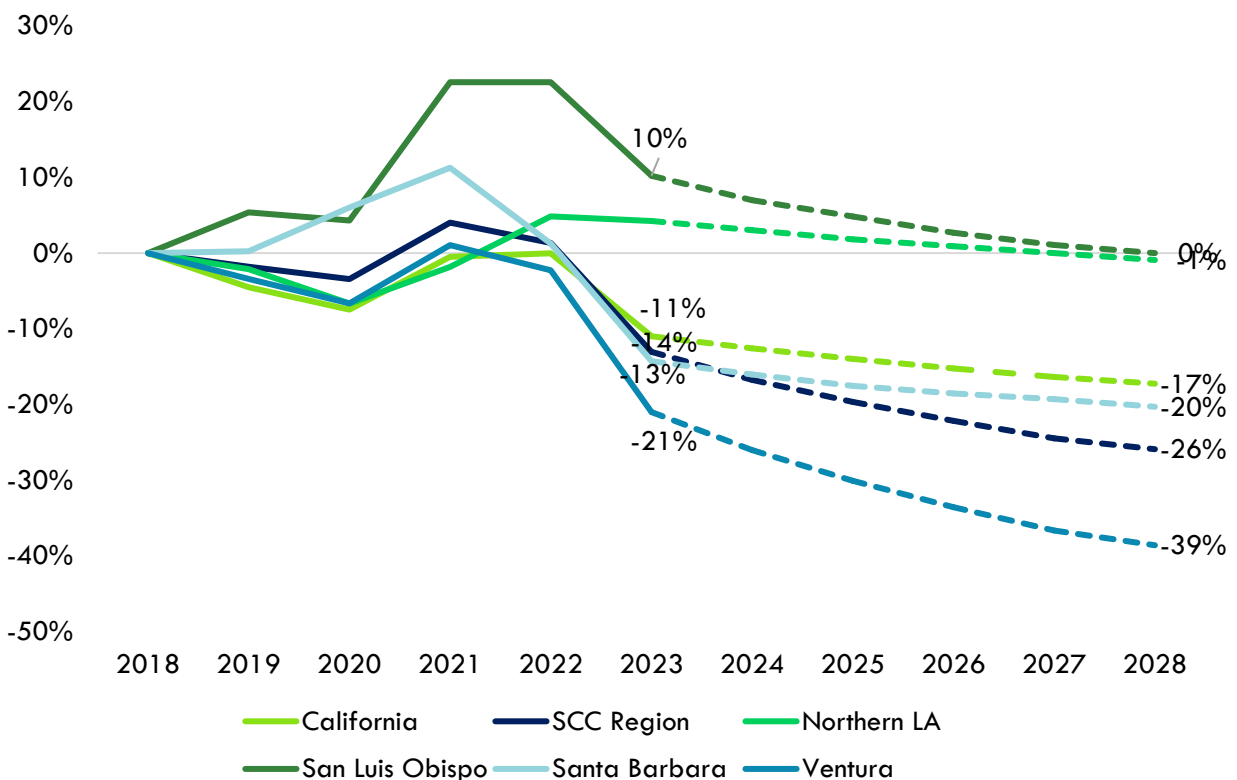


Exhibit 3 shows the five-year occupational demand projections for these banking and finance occupations. In the SCC Region, the number of jobs related to these occupations is projected to decrease 15% through 2028. There is projected to be 166 jobs available annually. Ventura County has the highest number of jobs and annual openings, but employment is projected to decline through 2028.

Exhibit 3: Occupational Demand in SCC Region²

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023- 2028 % Change	Annual Openings
Northern LA	357	340	(17)	(5%)	36
San Luis Obispo	204	186	(18)	(9%)	19
Santa Barbara	344	318	(26)	(8%)	30
Ventura	975	757	(217)	(22%)	79
SCC Region	1,879	1,601	(279)	(15%)	166

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for these banking and finance occupations in relation to the living wage of the county where the requesting community college is located. This report was requested by Santa Barbara City College, which is in Santa Barbara County. Wages for other counties are included below to provide a complete analysis of the SCC Region.

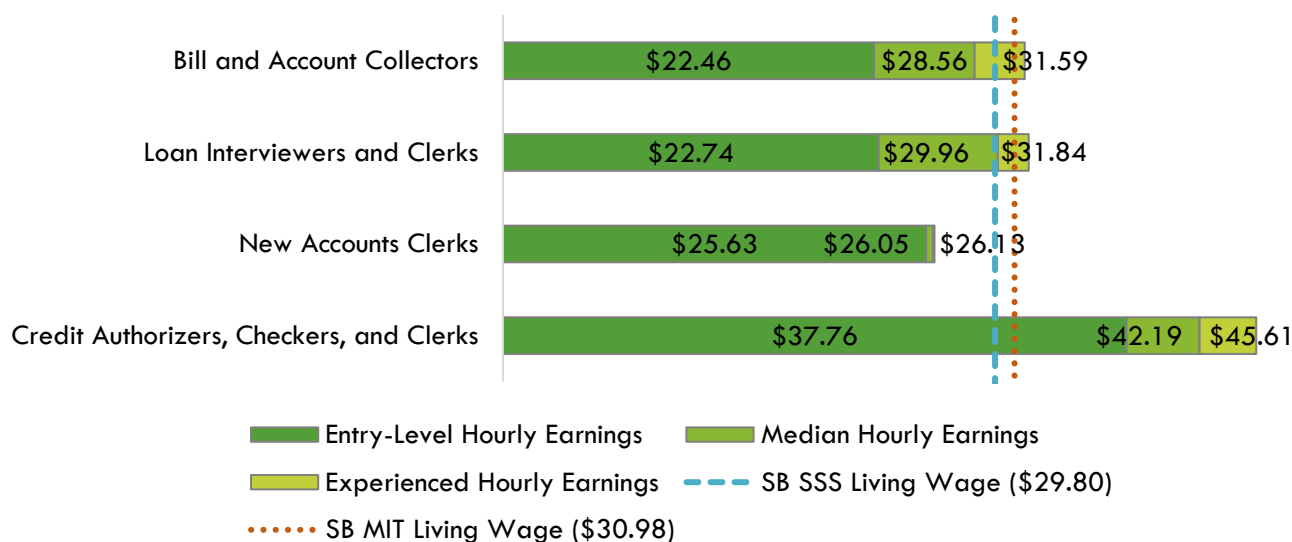
At the direction of the California Community College Chancellor's Office, the living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard which the COE refers to as a living wage, to determine each county's living wage (last updated in March 2024). Additionally, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. Both figures, which account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, are included 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. It is important to note that adding jobs, change, and annual openings for each geographic area may not add to the total listed in the SCC Region row. This is due to how data is reported at the county vs. ZIP code level. For more information, see Appendix A: Methodology.

Santa Barbara

A majority (89%) of annual openings for these banking and finance 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 \$22.46 and \$37.76. *Credit Authorizers, Checkers, and Clerks (43-4041)* is the only occupation with entry-level wages above the living wage. *Loan Interviewers and Clerks (43-4131)* have median hourly earnings above the living wage, while *Bill and Account Collectors (43-3011)* have experienced level wages above it. Wages for *New Account Clerks (43-4141)* do not exceed the living wage at any level. Exhibit 4 shows the wage range for each of these banking and finance occupations in Santa Barbara County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

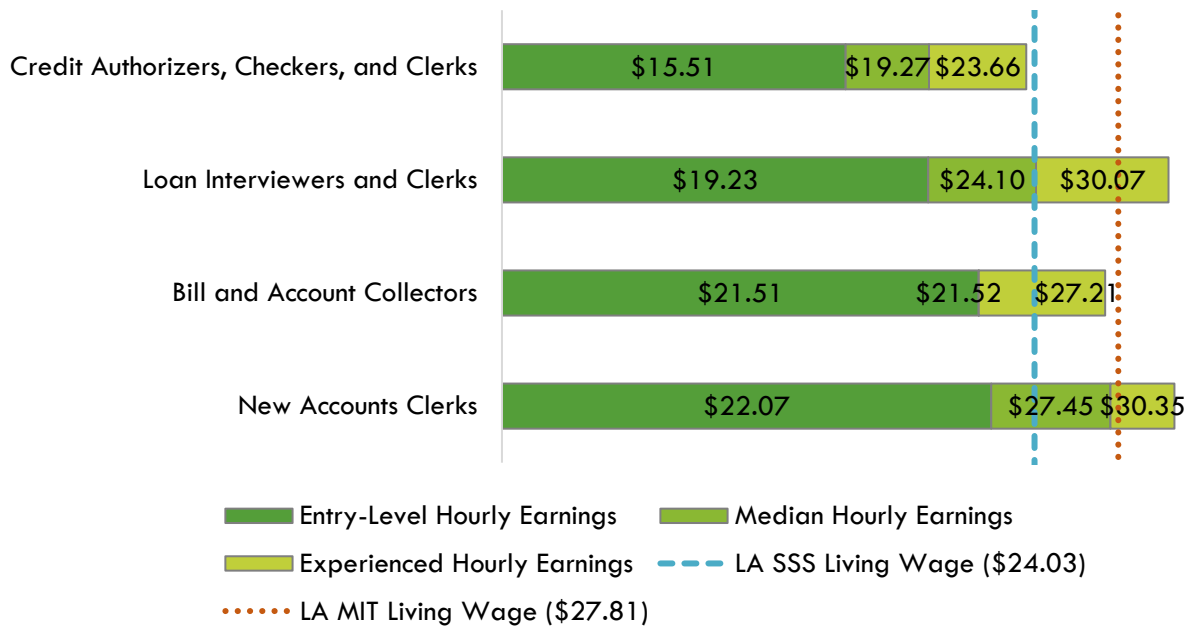
Exhibit 4: Wages by Occupation in Santa Barbara County



Northern Los Angeles

All (100%) annual openings for these banking and finance 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 \$15.51 and \$22.07. *Loan Interviewers and Clerks (43-4131)* and *New Account Clerks (43-4141)* have median hourly earnings above the living wage, while the other two occupations have experienced hourly earnings above it. Exhibit 5 shows the wage range for each of these banking and finance occupations in Northern Los Angeles and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

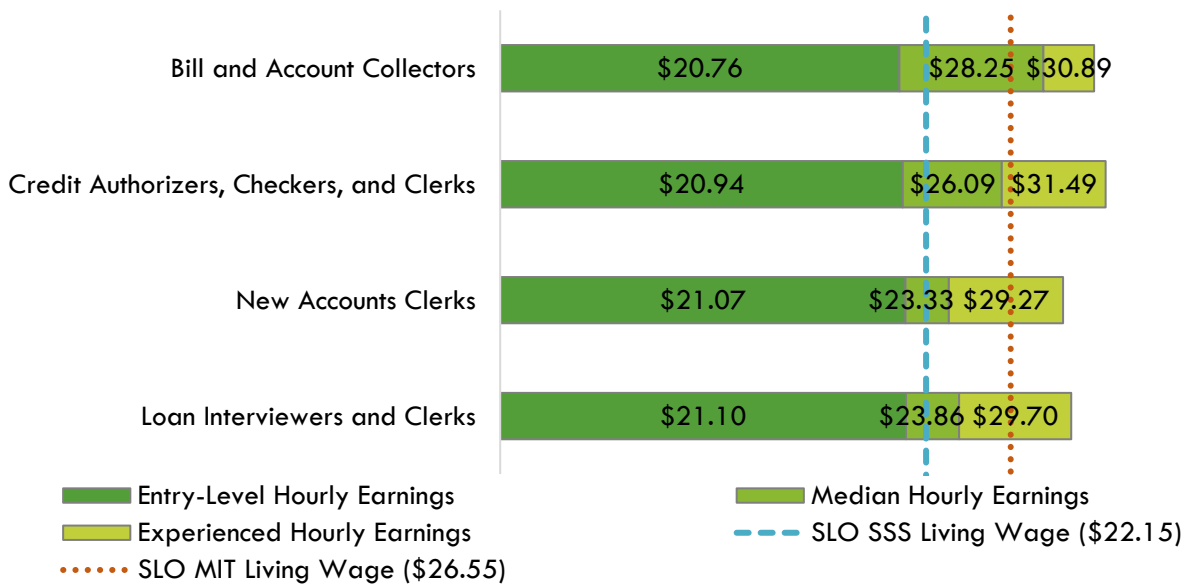
Exhibit 5: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

All (100%) annual openings for these banking and finance 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 \$20.76 and \$21.10. Median hourly earnings for these banking and finance occupations in San Luis Obispo County are above the living wage. Exhibit 6 shows the wage range for each of these banking and finance occupations in San Luis Obispo County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

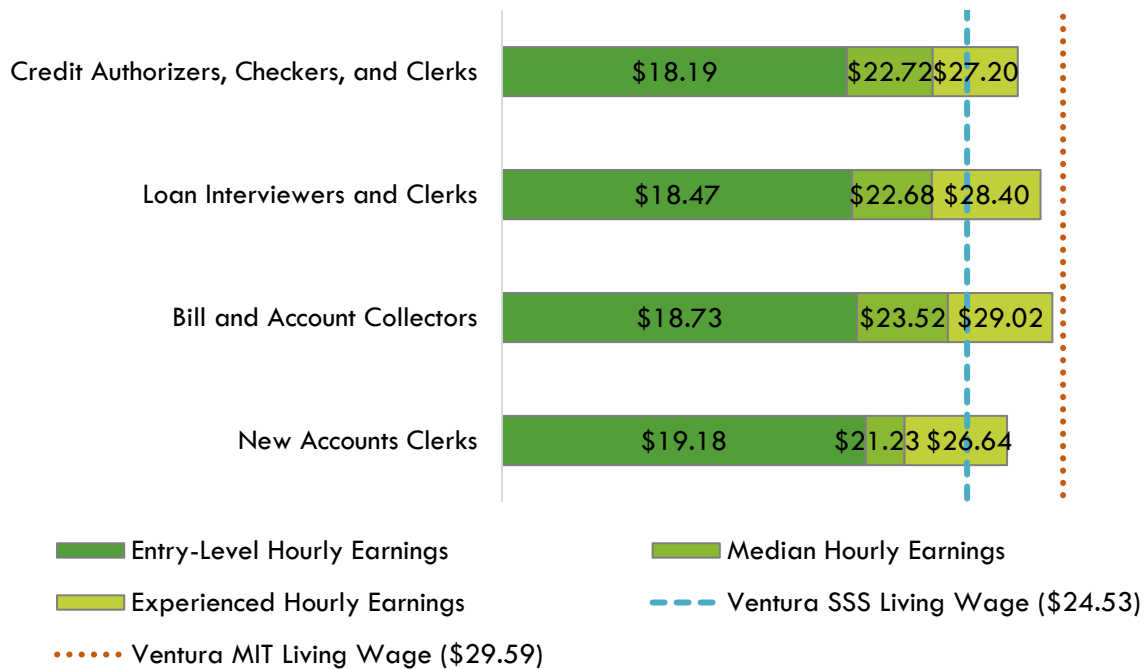
Exhibit 6: Wages by Occupation in San Luis Obispo County



Ventura

All (100%) annual openings for these banking and finance 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 \$18.19 and \$19.18. Experienced hourly earnings for these banking and finance occupations in Ventura County are above the living wage. Exhibit 7 shows the wage range for each of these banking and finance 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 Postings:

There were 429 online job postings related to these banking and finance occupations listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by occupation. Approximately 69% of job postings were in Ventura County.

Exhibit 8: Number of Job Postings by Sub-Region (n=429)

County	Job Postings	Percentage of Job Postings
Ventura	297	69%
Santa Barbara	64	15%
San Luis Obispo	35	8%
Northern Los Angeles	33	8%
Total Postings	429	100%

Of the 429 postings, the majority (61%) were for *Loan Interviewers and Clerks (43-4131)*, followed by *New Accounts Clerks (43-4141)*, as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=429)

Occupation	Job Postings	Percentage of Job Postings
Loan Interviewers and Clerks	261	61%
New Accounts Clerks	117	27%
Bill and Account Collectors	45	10%
Credit Authorizers, Checkers, and Clerks	6	1%
Total Postings	429	100%

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

Exhibit 10: Top Employers by Number of Job Postings (n=429)

Employer	Job Postings	Percentage of Job Postings
Wells Fargo	79	18%
TEKsystems	47	11%
Pennymac	36	8%
Premier America Credit Union	14	3%
Ultimate Staffing	13	3%
Montecito Bank & Trust	10	2%
Roth Staffing Companies	10	2%
Anchor Loans Lp	9	2%
Pennymac TPO	9	2%
L3Harris Technologies	8	2%

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

Exhibit 11: Top Skills by Number of Job Postings (n=429)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Loans (264)	Customer Service (224)	Microsoft Office (127)
Mortgage Loans (249)	Operations (148)	Microsoft Excel (50)
Financial Services (115)	Microsoft Office (127)	Microsoft Outlook (31)
Cash Handling (97)	Communication (120)	Encompass (Mortgage Software) (23)
Balancing (Ledger/Billing) (95)	Detail Oriented (117)	Microsoft PowerPoint (22)
Loan Documentation (88)	Leadership (113)	Microsoft Word (14)
Regulatory Compliance (82)	Management (95)	Accounting Software (13)
Truth In Lending Act (82)	Professionalism (92)	Procore (9)
Cash Register (81)	Governance (78)	Salesforce (9)
Mobile Banking (79)	Organizational Skills (73)	Collaborative Software (8)

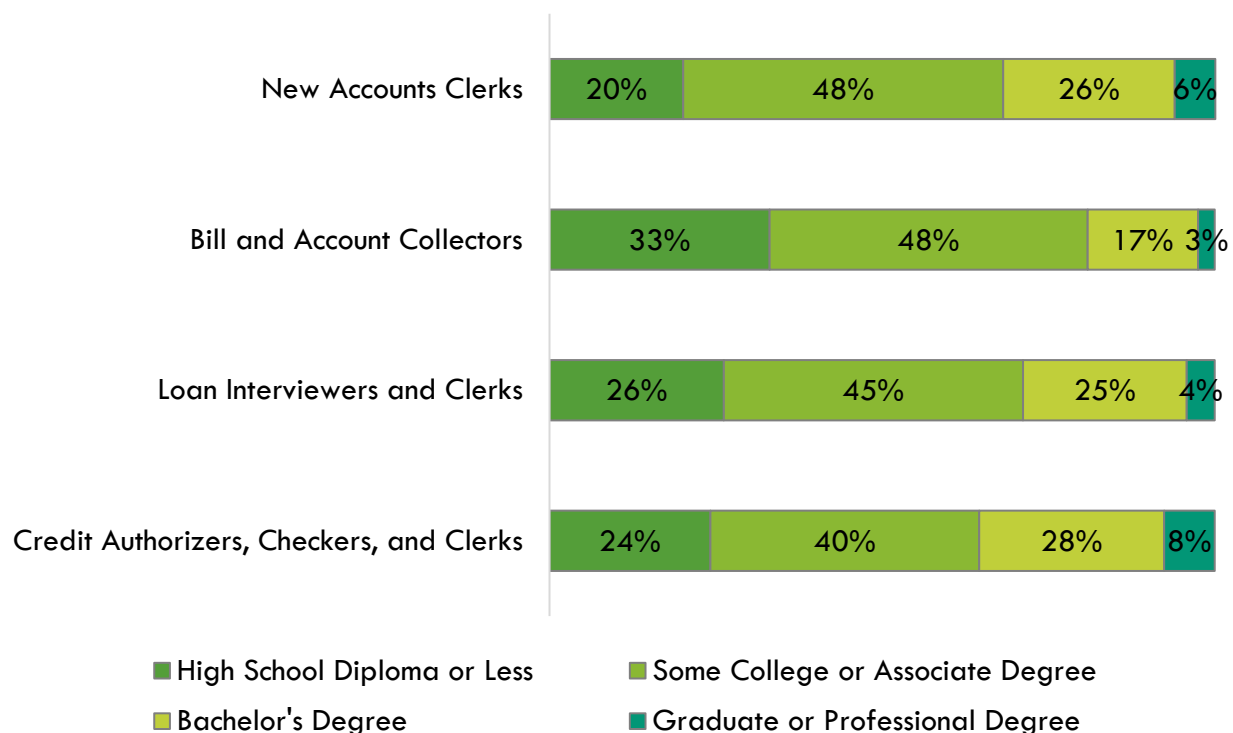
Educational Attainment:

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

- High School Diploma or Equivalent
 - *New Accounts Clerks (43-4141)*
 - *Bill and Account Collectors (43-3011)*
 - *Loan Interviewers and Clerks (43-4131)*
 - *Credit Authorizers, Checkers, and Clerks (43-4041)*

The national-level educational attainment data indicates between 40% and 48% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 62% of the cumulative job postings for these banking and finance occupations that listed a minimum education requirement in the SCC Region, 71% (191) requested a high school diploma or an associate degree and 29% (77) requested a bachelor's degree.

Educational Supply

Community College Supply:

Exhibit 13 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Banking and Finance (0504.00)

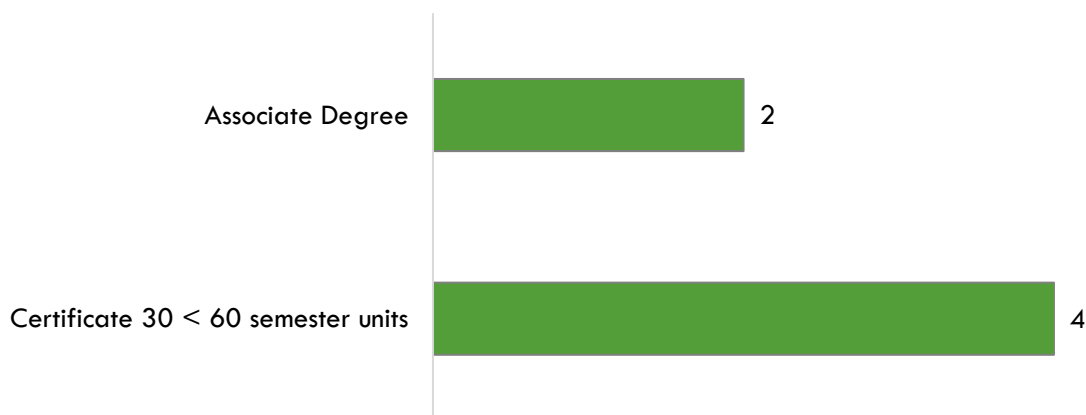
The college with the only completions in the region is Santa Barbara with 6 conferred awards.

Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2020-2023

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
0504.00	Banking and Finance	Santa Barbara	5	6	7	6
Supply Total/Average			5	6	7	6

Exhibit 14 shows the annual average community college awards by type from 2020-21 to 2022-23. The plurality of the awards are for certificates between 30 and less than 60 semester units followed by associate degrees.

Exhibit 14: Annual Average Community College Awards by Type, 2020-2023



Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for Banking and Finance programs at Santa Barbara City College, the SCC Region, and California. Of the 1,005 Banking and Finance students throughout the region in the 2022-23 academic year, 84% (845) attended SBCC. SBCC students that exited Finance and Banking programs in the 2021-22 academic year had slightly lower median annual earnings (\$30,340 or \$14.59 per hour) compared to all Banking and Finance students in the SCC Region (\$32,858 or \$15.80 per hour); both figures are lower than statewide (\$40,016 or \$19.24 per hour). A lower percentage of SBCC (32%) and SCC (38%) Banking and Finance students attained the living wage when compared to all Banking and Finance students in the state (60%).

Exhibit 15: Banking and Finance (0504.00) Strong Workforce Program Metrics, 2022-23³⁴

SWP Metric	SBCC	SCC Region	California
SWP Students	845	1,005	8,234
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	27%	29%	38%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	92%	77%	59%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data Unavailable	Data Unavailable	1%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2021-22)	5%	5%	8%
SWP Students with a Job Closely Related to Their Field of Study (2020-21)	62%	68%	70%
Median Annual Earnings for SWP Exiting Students (2021-22)	\$30,340 (\$14.59)	\$32,858 (\$15.80)	\$40,016 (\$19.24)
Median Change in Earnings for SWP Exiting Students (2021-22)	37%	36%	31%
SWP Exiting Students Who Attained the Living Wage (2021-22)	32%	38%	50%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering Banking and Finance training programs. Over the past three years (2019-2022), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Banking and Financial Support Services (52.0803)

³ All SWP metrics are for 2022-23 unless otherwise noted. Metrics data is sourced from DataVista.

⁴ 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.

Regional Demographics

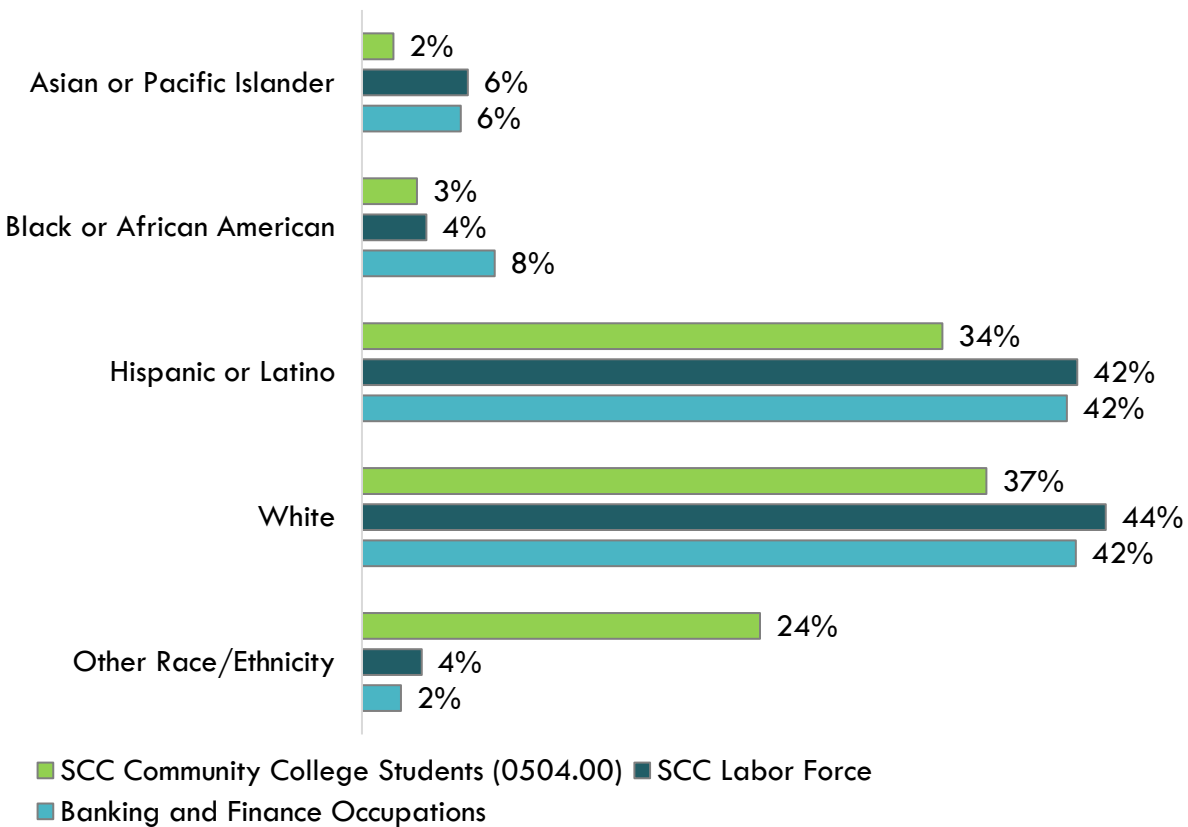
This section examines demographic data for SCC community college students in Banking and Finance programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

Ethnicity:

Exhibit 16 compares the ethnicity of SCC community college students enrolled in Banking and Finance programs, the overall SCC labor force, and occupation-specific data for the four banking and finance occupations included in this report.

Notably, both Hispanic or Latino workers and white workers account each for 42% of workers employed in these banking and finance occupations. This is similar to both respective groups and each follow a similar trend with Hispanic or Latino community college banking and finance students accounting for 34% which is slightly lower than the overall workforce (42%). White community college Banking and Finance students account for 37%, which is slightly lower than the labor force (44%). Notably, 24% of community college Banking and Finance students are other race/ethnicity which is higher than the labor force 4% and the banking and finance occupations (2%).

Exhibit 16: Program and County Demographics by Ethnicity



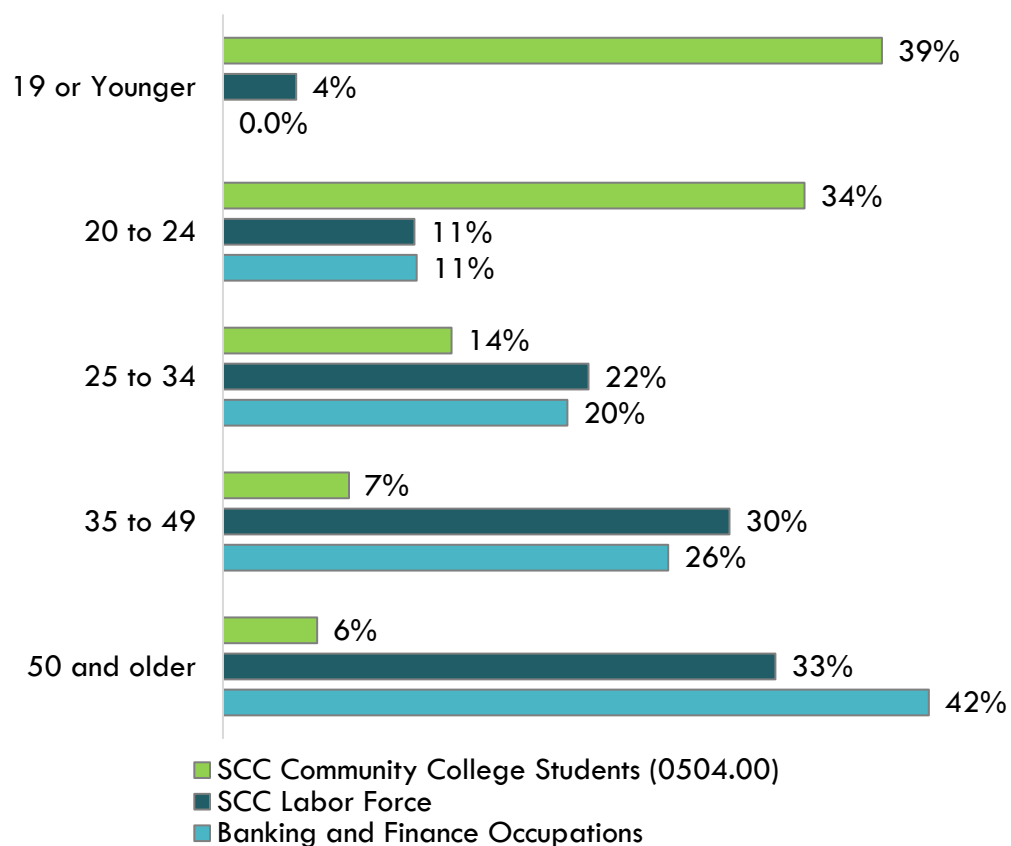
Age:

Exhibit 17 compares the age of SCC community college students enrolled in Banking and Finance programs, the overall SCC labor force, and occupation-specific data for the four banking and finance occupations included in this report.

The majority (68%) of workers in these banking and finance occupations are age 35 and older, which is similar to the labor force (63%) but significantly higher than community college Banking and Finance students (13%). Conversely, 39% of community college Banking and Finance students are age 19 or younger.

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of workers age 20 to 24 is *Credit Authorizers, Checkers and Clerks (43-4041)* which has the highest entry-level wages of all four occupations

Exhibit 17: Program and County Demographics by Age

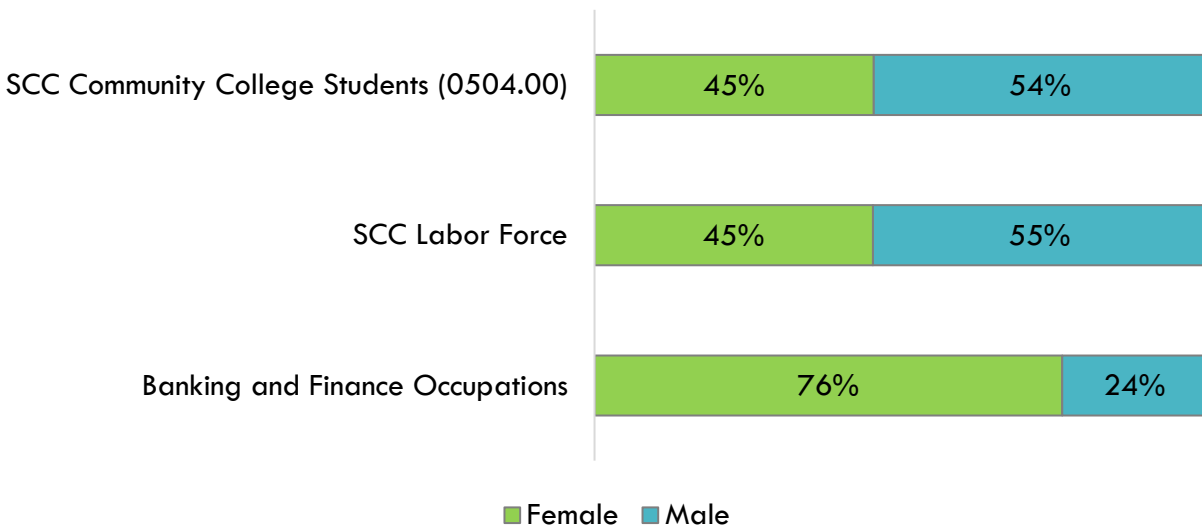


Sex:

Exhibit 18 compares the sex of SCC community college students enrolled in Banking and Finance programs, the overall SCC labor force, and occupation-specific data for these banking and finance occupations.

There is a vast majority of female workers in these banking and finance occupations (76%), which contrasts community college students (45% female) and the SCC labor force (45% female). Examining disaggregated data for each occupation (not shown), only one occupation has a majority of male workers: *Credit authorizers, checkers, and clerks (43-4041)*, which has the highest entry-level wages of all four occupations.

Exhibit 18: 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 or phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.⁵ 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. The following 34 ZIP codes are used to define Northern Los Angeles County:

Exhibit 19: Northern Los Angeles ZIP Codes

ZIP Code	Primary City	ZIP Code	Primary City
91310	Castaic	93532	Lake Hughes
91321	Newhall	93534	Lancaster
91322	Newhall	93535	Lancaster
91350	Santa Clarita	93536	Lancaster
91351	Canyon Country	93539	Lancaster
91354	Valencia	93543	Littlerock
91355	Valencia	93544	Llano
91380	Santa Clarita	93550	Palmdale
91381	Stevenson Ranch	93551	Palmdale
91382	Santa Clarita	93552	Palmdale
91383	Santa Clarita	93553	Pearblossom
91384	Castaic	93563	Valyermo
91385	Valencia	93584	Lancaster
91386	Canyon Country	93586	Lancaster
91387	Canyon Country	93590	Palmdale
91390	Santa Clarita	93591	Palmdale
93510	Acton	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.

⁵ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

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. For more information, contact the SCC COE.

Appendix B: Data Sources

Data Type	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 Statistics and the American Community Survey. For more information, see https://lightcast.io/
Living Wage	<p>"Living Wage" measures the income necessary for an individual or family to afford basic expenses by assessing the costs such as housing, food, childcare, health care, transportation, and taxes. Per the CCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard for a single adult last updated in March 2024. For more information, see: http://www.selfsufficiencystandard.org/California</p> <p>The MIT Living Wage, updated on February 14, 2024, is a nationally recognized living wage metric and is provided for reference. For more information, see: https://livingwage.mit.edu/counties/06059</p>
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
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. For more information, see https://www.onetonline.org/help/online/

Data Type	Source
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>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</p>
Student Metrics and Demographics	<p>DataVista, 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. For more information, see: https://datavista.cccco.edu/</p>
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

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.

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