



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
Program LMI Endorsement Criteria			
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Supply Gap:	<i>Comments:</i> there is projected to be 73 annual job openings in the South Central Coast (SCC) Region for <i>Radiologic Technologists and Technicians (29-2034)</i> , which is more than the 48 awards conferred by educational institutions.		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Self-Sufficiency Standard Living Wage ¹ :	<i>Comments:</i> Entry-level hourly wages for <i>Radiologic Technologists and Technicians (29-2034)</i> , are \$46.28, which is significantly above the Santa Barbara County living wage of \$29.80.		
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	<i>Comments:</i> The typical entry-level education for <i>Radiologic Technologists and Technicians (29-2034)</i> is an associate degree. Additionally, 68% 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"/>
	<i>Comments:</i> 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 one middle-skill occupation:

- *Radiologic Technologists and Technicians (29-2034)*

Based on the available data there appears to be a supply gap for *Radiologic Technologists and Technicians (29-2034)*. Additionally, typical entry-level wages are significantly above the living wage and typical education requirements for this occupation align with a community college education. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the 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
<i>Radiologic Technologists and Technicians (29-2034)</i>	73	48	Santa Barbara: \$46.28	Associate degree	68%
Total	73	48	N/A	N/A	N/A

Demand:

- The number of jobs related to *Radiologic Technologists and Technicians (29-2034)* is projected to increase 7% through 2029 in the SCC region. There is projected to be 73 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for *Radiologic Technologists and Technicians (29-2034)* in Santa Barbara County are \$46.28, which is well above the Self-Sufficiency Standard living wage (\$29.80 for Santa Barbara County).
- There were 1,115 online job postings for Radiologic Technologists and Technicians (29-2034) over the past 12 months. The highest number of postings were for radiology technologists, mammography technologists, and travel interventional radiology technologists.
- The typical entry-level education for *Radiologic Technologists and Technicians (29-2034)* is an associate degree.
- Approximately 68% of *Radiologic Technologists and Technicians (29-2034)* have completed some college or an associate degree as their highest level of education.

Supply:

- There was an average of 48 awards conferred by four community colleges 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 Radiologic Technology programs in the 2022-23 academic year had a median annual wage of \$65,252 (\$31.37 per hour) after exiting the program and 56% attained the regional living wage (Self-Sufficiency Standard).
- Throughout the SCC Region, 86% of Radiologic Technology students that exited their program in 2021-22 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 *Radiologic Technologists and Technicians (29-2034)* compared to the number of jobs in 2019. Notably, employment for *Radiologic Technologists and Technicians (29-2034)* grew in all areas except San Luis Obispo County from 2019 to 2024. From 2024 to 2029, employment for *Radiologic*

Technologists and Technicians (29-2034) is projected to steadily grow in all areas except San Luis Obispo County, where employment is projected to remain flat.

Exhibit 2: Historical and Projected Employment for Radiologic Technologists and Technicians in the SCC Region, 2019-2029

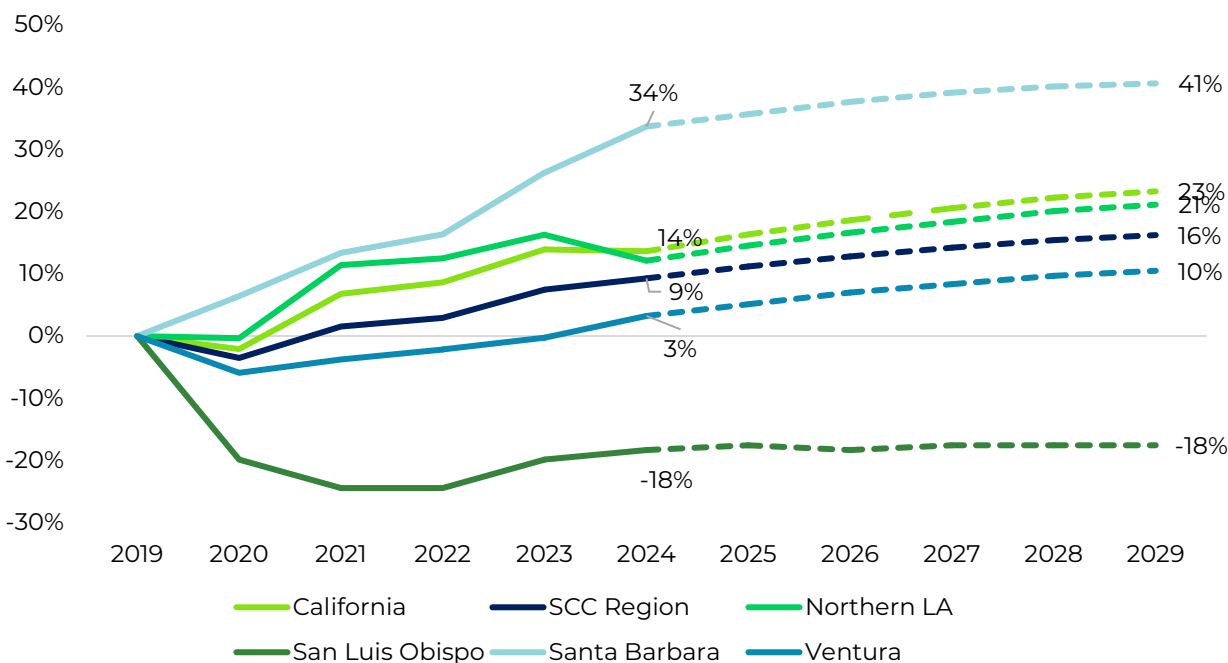


Exhibit 3 shows the five-year occupational demand projections for *Radiologic Technologists and Technicians (29-2034)*. In the SCC Region, the number of jobs related to this occupation is projected to increase 6% through 2029. There is projected to be 73 jobs available annually. Ventura County has the highest number of jobs and annual openings. Notably, employment in San Luis Obispo County is projected to remain flat through 2029.

Exhibit 3: Occupational Demand in the SCC Region²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	324	350	26	8%	23
San Luis Obispo	107	108	0	0%	6
Santa Barbara	207	284	14	5%	17
Ventura	384	411	27	7%	26
SCC Region	1,085	1,154	68	6%	73

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for *Radiologic Technologists and Technicians (29-2034)* in relation to the living wage of the county where the requesting community college is located. This report was requested by Allan Hancock, 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 10, 2025, is provided as a reference. Currently, the MIT Living Wage in

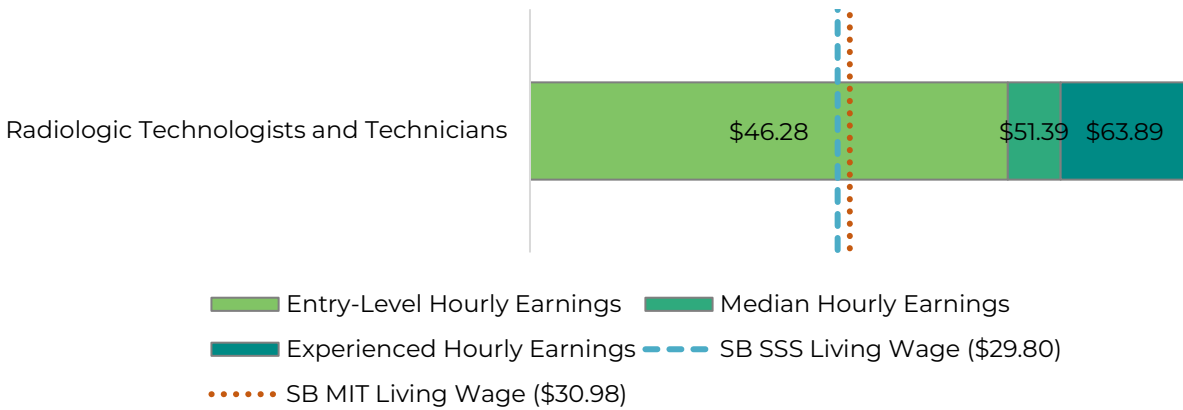
² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Santa Barbara County is \$30.98. 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.

Santa Barbara

Typical entry-level hourly wages for *Radiologic Technologists and Technicians (29-2034)* are \$46.28, which is significantly above Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Exhibit 4 shows the wage range for *Radiologic Technologists and Technicians (29-2034)* occupation in Santa Barbara County and how it compares to the regional living wage.

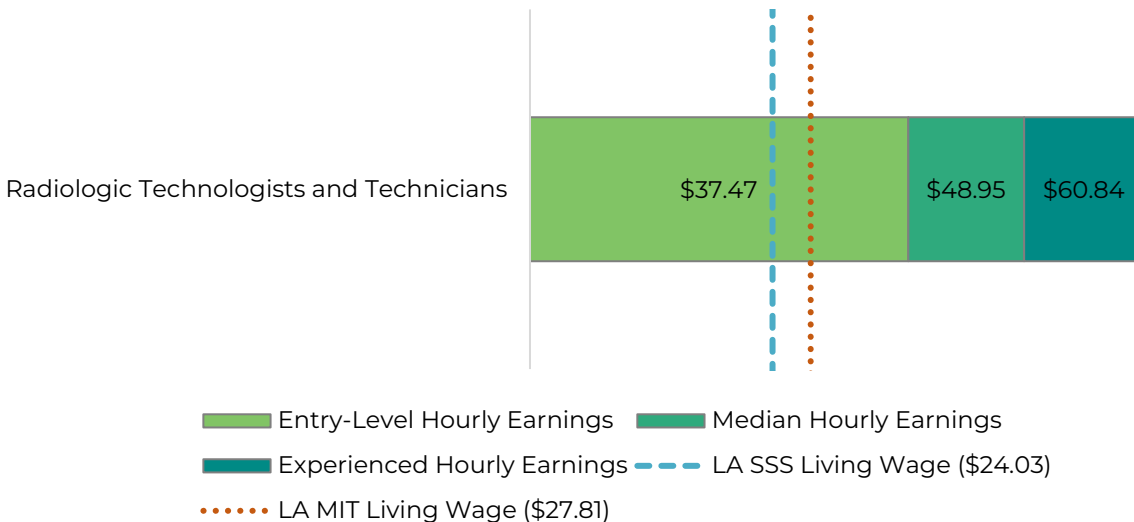
Exhibit 4: Wages by Occupation in Santa Barbara County



Northern Los Angeles

Typical entry-level hourly wages for *Radiologic Technologists and Technicians (29-2034)* are \$37.47, which is significantly above the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). Exhibit 5 shows the wage range for *Radiologic Technologists and Technicians (29-2034)* in Northern Los Angeles and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Northern Los Angeles County

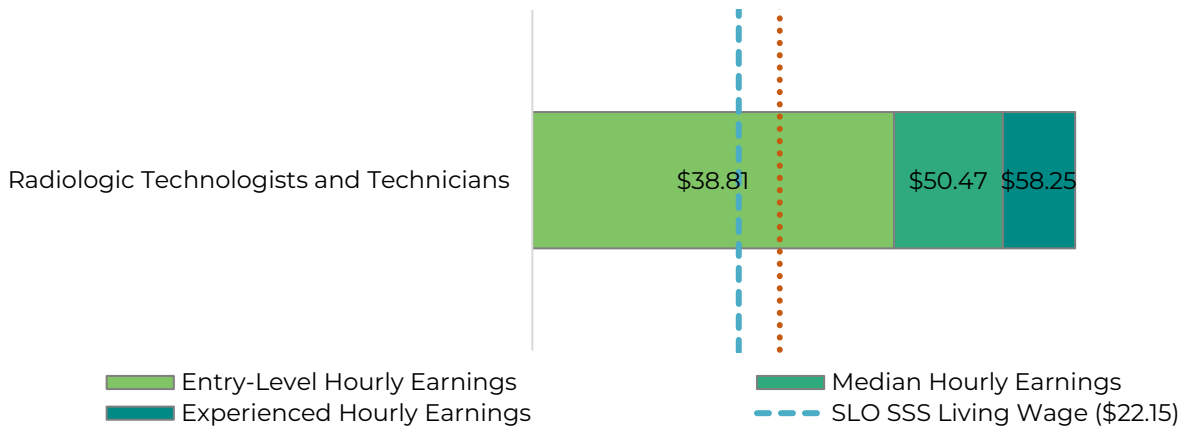


San Luis Obispo

Typical entry-level hourly wages for *Radiologic Technologists and Technicians (29-2034)* are \$38.81, which is significantly above the Self-Sufficiency Standard living wage for one adult

(\$22.15 in San Luis Obispo County). Exhibit 6 shows the wage range for *Radiologic Technologists and Technicians (29-2034)* in San Luis Obispo County and how it compares to the regional living wage.

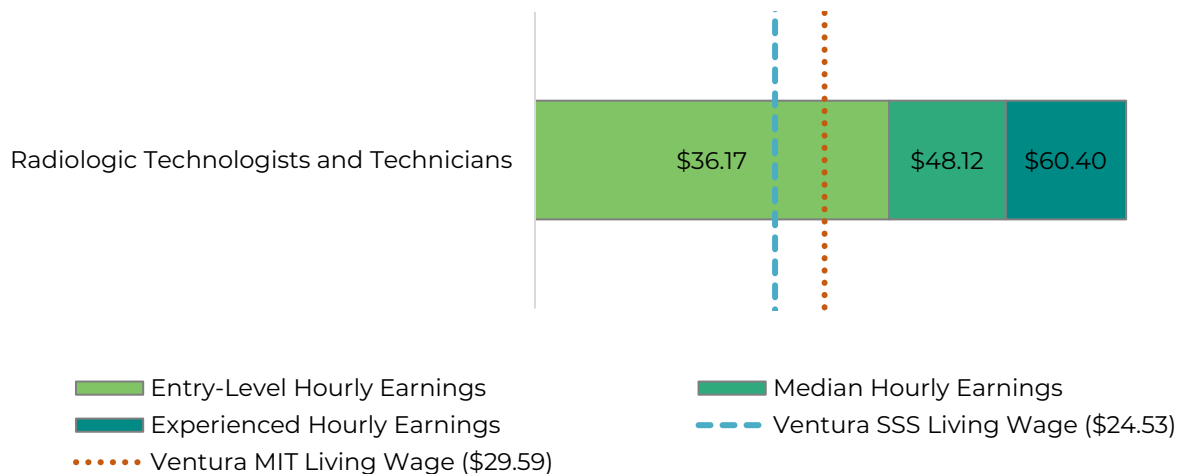
Exhibit 6: Wages by Occupation in San Luis Obispo County



Ventura

Typical entry-level hourly wages for *Radiologic Technologists and Technicians (29-2034)* are \$36.17, which is significantly above the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). Exhibit 7 shows the wage range for *Radiologic Technologists and Technicians (29-2034)* in Ventura County and how it compares to the regional living wage.

Exhibit 7: Wages by Occupation in Ventura County



Job Postings:

There were 1,115 online job postings related to *Radiologic Technologists and Technicians (29-2034)* listed in the past 12 months in the SCC Region. Exhibit 8 shows the number of job postings by occupation. Approximately 38% of job postings were in San Luis Obispo County.

Exhibit 8: Number of Job Postings by County (n=1,115)

County	Job Postings	Percentage of Job Postings
San Luis Obispo	427	38%
Ventura	329	30%
Santa Barbara	249	22%

County	Job Postings	Percentage of Job Postings
Northern Los Angeles	110	10%
Total Postings	1,115	100%

All 1,115 postings (100%) were for *Radiologic Technologists and Technicians (29-2034)*, as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=1,115)

Occupation	Job Postings	Percentage of Job Postings
Radiologic Technologists and Technicians	1,115	100%
Total Postings	1,115	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=1,115)

Employer	Job Postings	Percentage of Job Postings
Adventist Health	84	6%
CommonSpirit Health	70	5%
AMN Healthcare	46	3%
Triage Staffing	36	2%
Aya Healthcare	32	2%
Fusion Medical Staffing	30	2%
MedPro Healthcare Staffing	25	2%
Nomad Health	25	2%
Stability Healthcare	25	2%
French Hospital Medical Center	24	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=1,115)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Radiology (776)	Communication (222)	R (Programming Language) (41)
Mammography (306)	Ingenuity (118)	Epic EMR (36)
Radiography (276)	Interpersonal Communications (107)	Microsoft Outlook (26)
Fluoroscopy (274)	Organizational Skills (101)	Microsoft Excel (23)
X-Ray Computed Tomography (201)	Professionalism (77)	Microsoft Office (23)
Magnetic Resonance Imaging (143)	Tactfulness (77)	PHP (Scripting Language) (6)
Patient Positioning (140)	Compassion (70)	Watchman (3)
Cardiopulmonary Resuscitation (CPR) (119)	Team Oriented (65)	Oracle Health EHR (2)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Medical Imaging (115)	Customer Service (49)	MEDITECH EHR (1)
Technical Procedure Compliance (112)	Self-Motivation (49)	Microsoft Teams (1)

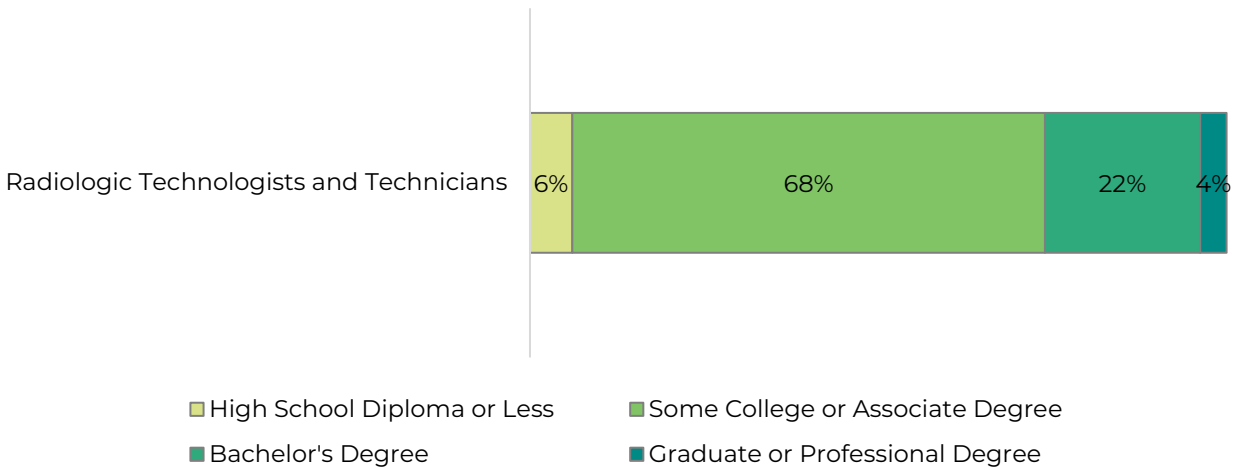
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for this occupation:

- Associate degree
 - *Radiologic Technologists and Technicians (29-2034)*

The national-level educational attainment data indicates approximately 68% of *Radiologic Technologists and Technicians (29-2034)* have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for this occupation.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 245 (22%) cumulative job postings for *Radiologic Technologists and Technicians (29-2034)* that listed a minimum education requirement in the SCC Region, 91% (224) requested a high school diploma or an associate degree, 8% (20) requested a bachelor's degree, and less than 1% (1) requested a graduate or professional 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:

- Radiologic Technology (1225.00)

No awards were conferred for the following TOP codes:

- Radiation Therapy Technician (1226.00)

The college with the most completions in the region is Santa Barbara (20), followed by Moorpark (19), and Antelope Valley (9).

Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1225.00	Radiologic Technology	Antelope Valley	8	10	9	9
		Santa Barbara	17	16	27	20
		Moorpark	20	16	22	19
Supply Subtotal/Average			45	42	58	48

Exhibit 14 shows the annual average community college awards by type from 2020-21 to 2022-23. All awards are associate degrees.

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



Community College Student Outcomes:

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for Radiologic Technology (1225.00) programs at Allan Hancock (AHC), the SCC Region, and California. Notably, data is unavailable for AHC. According to data from the Chancellor's Office Curriculum Inventory (COCI), AHC has one Radiologic Technology (1225.00) program that was approved at AHC on February 11, 2025. Due to the recency of this program's approval, there is currently no student data for this program. For this reason, the data analyzed in this section compares the SCC Region to California.

Of the 4,015 Radiologic Technology (1225.00) students throughout the state in the 2023-24 academic year, 8% (319) were in the SCC Region. Students that exited Radiologic Technology (1225.00) program in the 2022-23 academic year in the SCC region had median annual earnings of \$65,252 (or \$31.37 per hour) compared to all Radiologic Technology (1225.00) students in California (\$59,804 or \$28.75 per hour).

Exhibit 15: Radiologic Technology (1225.00) Strong Workforce Program Metrics, 2023-24³⁴

SWP Metric	AHC	SCC Region	California
SWP Students	Data unavailable	319	4,015
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Data unavailable	45%	41%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data unavailable	Data unavailable	38%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data unavailable	18%	14%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Data unavailable	Data unavailable	1%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data unavailable	86%	83%
Median Annual Earnings for SWP Exiting Students (2022-23)	Data unavailable	\$65,252 (\$31.37)	\$59,804 (\$28.75)
Median Change in Earnings for SWP Exiting Students (2022-23)	Data unavailable	51%	60%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data unavailable	56%	55%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering radiology technician training programs. Over the past three years (2020-2023), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Medical Radiologic Technology/Science - Radiation Therapist (51.0907)
- Radiologic Technology/Science - Radiographer (51.0911)
- Medical Radiologic Technology/Science - Radiation Therapist (51.0907)

³ All SWP metrics are for 2023-24 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

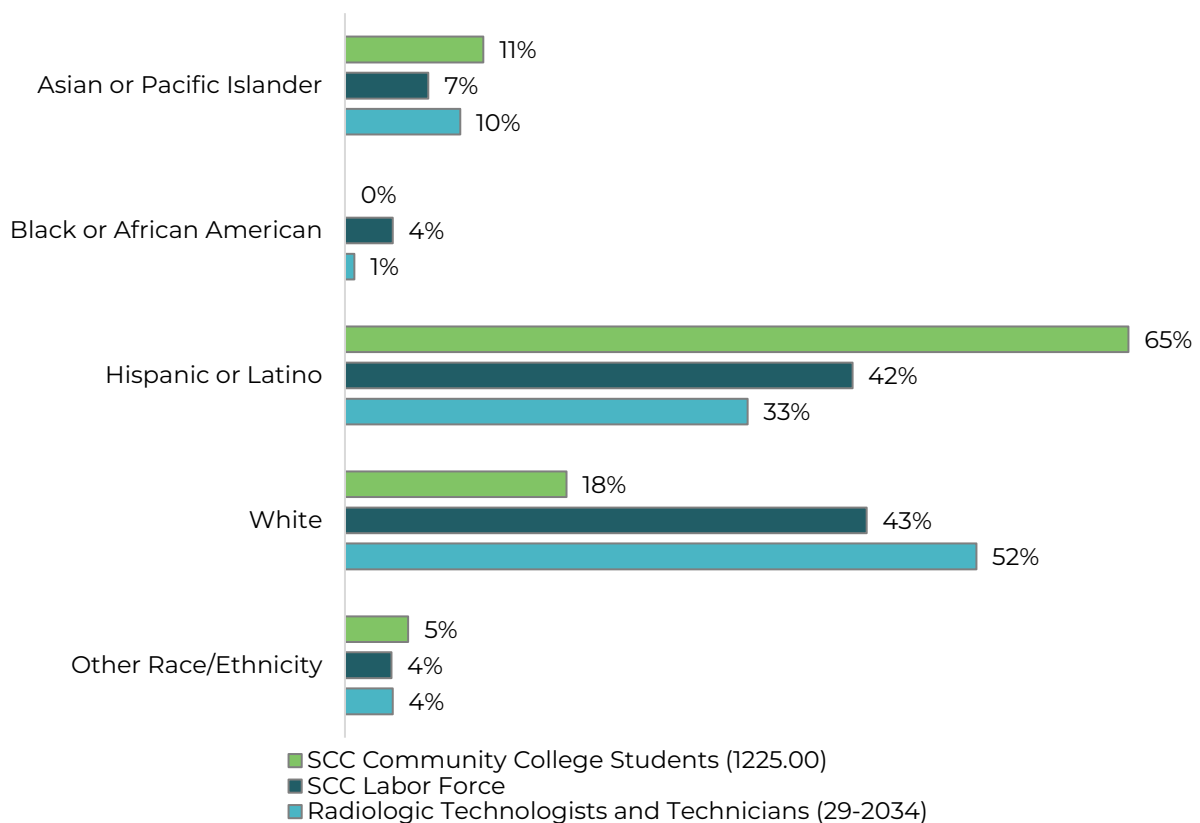
This section examines demographic data for SCC community college students in Radiologic Technology programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

Ethnicity:

Exhibit 16 compares the ethnicity of SCC community college students enrolled in Radiologic Technology (1225.00) programs, the overall SCC labor force, and occupation-specific data for Radiologic Technologists and Technicians (29-2034) included in this report.

Notably, 52% of *Radiologic Technologists and Technicians (29-2034)* are white, which is much higher than the labor force (43%) and community college Radiologic Technology students (18%). Conversely, 65% of community college Radiologic Technology (1225.00) students are Hispanic or Latino, which is significantly higher to the labor force (42%), but double *Radiologic Technologists and Technicians (29-2034)* (33%).

Exhibit 16: Program and County Demographics by Ethnicity

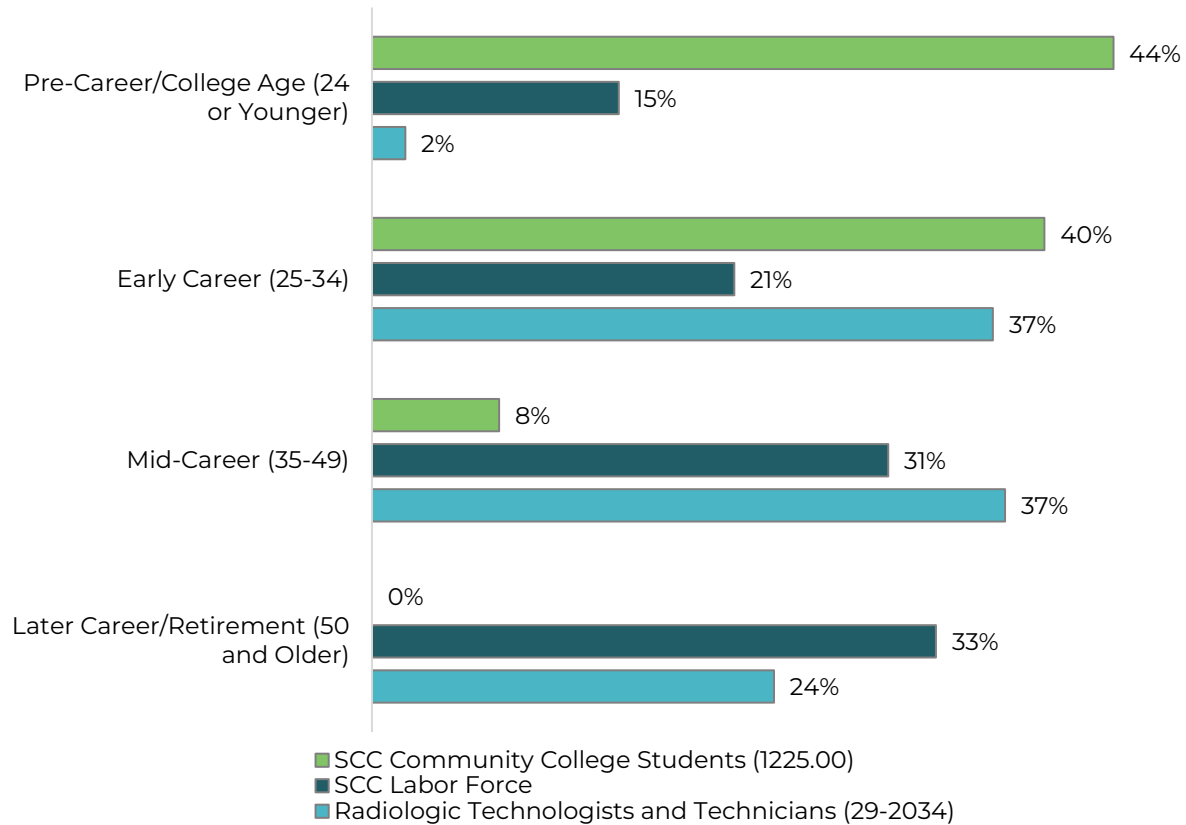


Age:

Exhibit 17 compares the age of SCC community college students enrolled in Radiologic Technology programs, the overall SCC labor force, and occupation-specific data for this *Radiologic Technologists and Technicians (29-2034)* occupation included in this report.

The majority of *Radiologic Technologists and Technicians (29-2034)* are Early Career (25-34) age (37%) and Mid-Career (35-49) (37%) age, which is similar to the percentage of Radiologic Technology students (40%) that are in the Early Career (25-34) age group. Notably the highest number of students in the Radiologic Technology (1225.00) are in the Pre-Career/College age group (44%).

Exhibit 17: Program and County Demographics by Age

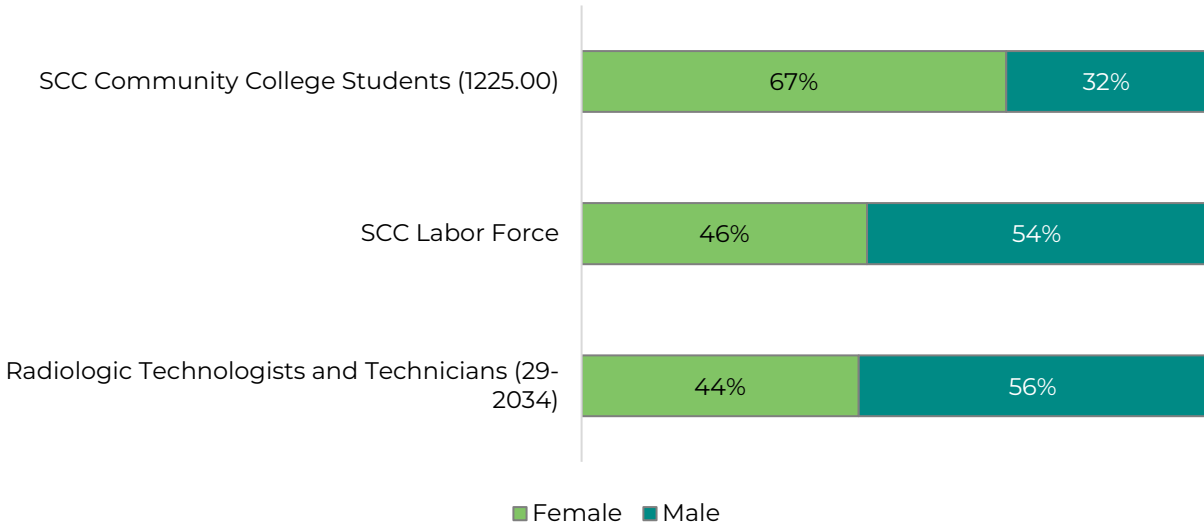


Sex:

Exhibit 18 compares the sex of SCC community college students enrolled in Radiologic Technology (1225.00) program, the overall SCC labor force, and occupation-specific data for *Radiologic Technologists and Technicians (29-2034)*.

There is a slight majority of female students (67%) in Radiologic Technology programs (1225.00), which contrasts with *Radiologic Technologists and Technicians (29-2034)* (56% male) and the labor force (54% male).

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 of 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. Exhibit 19 shows the 34 ZIP codes 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.

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.

⁵ 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. The MIT Living Wage , updated on February 10, 2025, 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, knowledges, work activities, and interests associated with occupations.
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista , a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

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:

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August 2025



FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST