

Labor Market Analysis for Program Recommendation:  
1006.00/Technical Theatre  
CIP: 50.0502 Technical Theatre/Theatre Design and Technology  
(Survey in Technical Theatre)

Orange County Center of Excellence, September 2025

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input type="checkbox"/>	Partially Met <input checked="" type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be <b>1,181 annual job openings</b> throughout Los Angeles and Orange counties for these technical theatre occupations, which <b>is less than the 1,670 awards conferred by educational institutions</b> . However, these educational programs also prepare students for <b>five other related occupations, which account for 3,993 additional annual job openings</b> . <i>Because this program trains for a variety of occupations with high demand, there is most likely an undersupply of labor for technical theatre occupations.</i>		
Self-Sufficiency Standard Living Wage <sup>1</sup> :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	<b>The majority (78%) of annual job openings</b> for these technical theatre occupations <b>have entry-level hourly wages below the OC living wage of \$27.13</b> .		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	<b>Nearly half (52%) of annual job openings</b> for these technical theatre occupations typically require a postsecondary nondegree award, and <b>between 36% and 41% of workers in the field have completed some college or an associate degree as their highest level of education</b> .		

## Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to four occupations:

- Below Middle-Skill – denoted with an asterisk (\*) throughout this report
  - Lighting Technicians (27-4015)\**
  - Costume Attendants (39-3092)\**
- Middle-Skill
  - Sound Engineering Technicians (27-4014)*
  - Make-Up Artists, Theatrical and Performance (39-5091)*

<sup>1</sup> 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.

Although the number of awards exceeds demand for these specific occupations, supply is likely overstated because related educational programs train for an additional four occupations. When considering the strong demand across these occupations, it is likely the region is experiencing a supply gap. Additionally, typical education requirements for these occupations align with a community college education, however, the majority (78%) of annual job openings have entry-level wages below the Self-Sufficiency Standard living wage.

**Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the below middle-skill and middle-skill occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Lighting Technicians (27-4015)*	LA: 202	LA: 559	OC: \$22.32	High school diploma or equivalent	41%
	OC: 26	OC: 312			
	TTL: 228	TTL: 871			
Costume Attendants (39-3092)*	LA: 279	0	OC: \$23.69	High school diploma or equivalent	36%
	OC: 65				
	TTL: 344				
<b>Below Middle-Skill Total</b>	<b>572</b>	<b>871</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Sound Engineering Technicians (27-4014)	LA: 352	LA: 682	OC: \$20.52	Postsecondary non-degree award	41%
	OC: 36	OC: 117			
	TTL: 388	TTL: 799			
Makeup Artists, Theatrical and Performance (39-5091)	LA: 185	0	OC: \$27.15	Postsecondary non-degree award	39%
	OC: 35				
	TTL: 220				
<b>Middle-Skill Total</b>	<b>608</b>	<b>835</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Total</b>	<b>1,181</b>	<b>1,670</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

## Demand

- In Los Angeles and Orange counties, the number of jobs related to these technical theatre occupations is projected to increase 2% through 2029, equating to 1,181 annual job openings.
- Hourly entry-level wages for these technical theatre occupations range from \$20.52 to \$27.15 in Orange County; 78% of annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 1,386 online job postings for these technical theatre occupations over the past 12 months. The highest number of postings were for makeup artists, beauty stylists, and home theater specialists.
- The typical entry-level education for these technical theatre occupations ranges from a high school diploma or equivalent to a postsecondary non-degree award.
- Between 36% and 41% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

## Supply

- Between 2021 to 2024, an average of 1,122 awards were conferred by 23 community colleges for the middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 547 awards for the middle-skill occupation.
  - Non-community colleges conferred an average of 422 awards applicable towards the above middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited technical theatre programs had a median annual wage of \$30,932 (\$14.87 per hour) post-exit.
- Due to the low number of students, there is no student outcomes data for attaining a living wage and employed in a job related to their field of study.

## Above Middle-Skill Occupations

Although the endorsement summary is based on occupations attainable at the community college level, including related above middle-skill occupations can help illustrate potential career pathways and emerging labor market trends. Since the related program may serve as a stepping-stone toward further education and training, the following above middle-skill occupation, which requires a bachelor's degree or higher, is included in this report:

- Above Middle-Skill – denoted with a caret (^) throughout this report.
  - *Set and Exhibit Designers (27-1027)*<sup>^</sup>

Exhibit 2 lists the occupational demand, supply, typical entry-level education, and educational attainment for the above middle-skill occupations included in this report.

Exhibit 2: Labor Market Summary for Above Middle-Skill Occupation

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Set and Exhibit Designers (27-1027)^	LA: 209	LA: 388	OC: \$20.93	Bachelor's degree	29%
	OC: 36	OC: 34			
	TTL: 246	TTL: 422			
<b>Total</b>	<b>246</b>	<b>422</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

## Demand

### Occupational Projections

Exhibit 3 shows the annual percentage change in jobs for these technical theatre occupations from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2023, the region experienced significant volatility, with an 18% decline in 2021, a 59% increase in 2022, and another 18% decline in 2023. Beginning in 2024, job levels are projected to grow at a faster rate than all occupations through 2029.

Exhibit 3: Annual Percentage Change in Jobs for Technical Theatre Occupations, 2019-2029

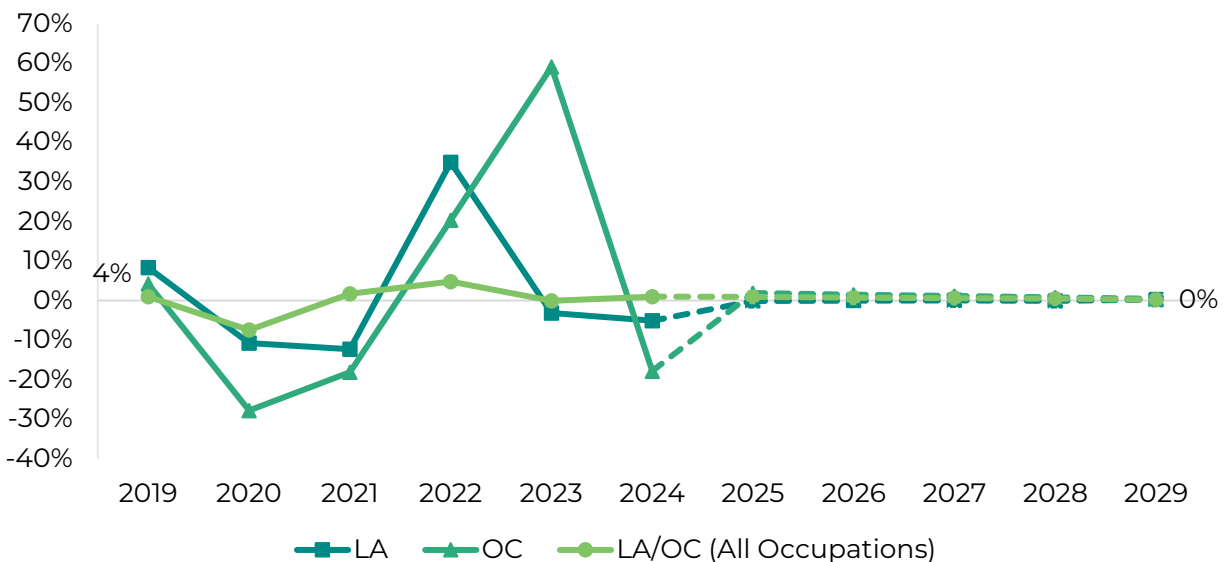


Exhibit 4 shows the five-year occupational demand projections for the below middle-skill, technical theatre occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to decrease 1% through 2029. There is projected to be 572 available annually.

#### Exhibit 4: Below Middle-Skill Occupational Demand in Los Angeles and Orange Counties<sup>2</sup>

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	3,362	3,296	(66)	(2%)	482
Orange	489	521	32	7%	91
<b>Total</b>	<b>3,851</b>	<b>3,817</b>	<b>(34)</b>	<b>(1%)</b>	<b>572</b>

Exhibit 5 shows the five-year occupational demand projections for the middle-skill technical theatre occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 4% through 2029. There is projected to be 608 available annually.

#### Exhibit 5: Middle-Skill Occupational Demand in Los Angeles and Orange Counties

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	4,834	4,982	148	3%	537
Orange	538	591	53	10%	71
<b>Total</b>	<b>5,372</b>	<b>5,573</b>	<b>201</b>	<b>4%</b>	<b>608</b>

Exhibit 6 shows the five-year occupational demand projections for these above middle-skill technical theatre occupations. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to decrease 2% through 2029. There is projected to be 246 available annually.

#### Exhibit 6: Above Middle Skill Occupational Demand in Los Angeles and Orange Counties

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	2,825	2,749	(76)	(3%)	209
Orange	453	456	3	1%	36
<b>Total</b>	<b>3,278</b>	<b>3,205</b>	<b>(73)</b>	<b>(2%)</b>	<b>246</b>

## Wages

The labor market endorsement in this report considers the entry-level hourly wages for these technical theatre occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

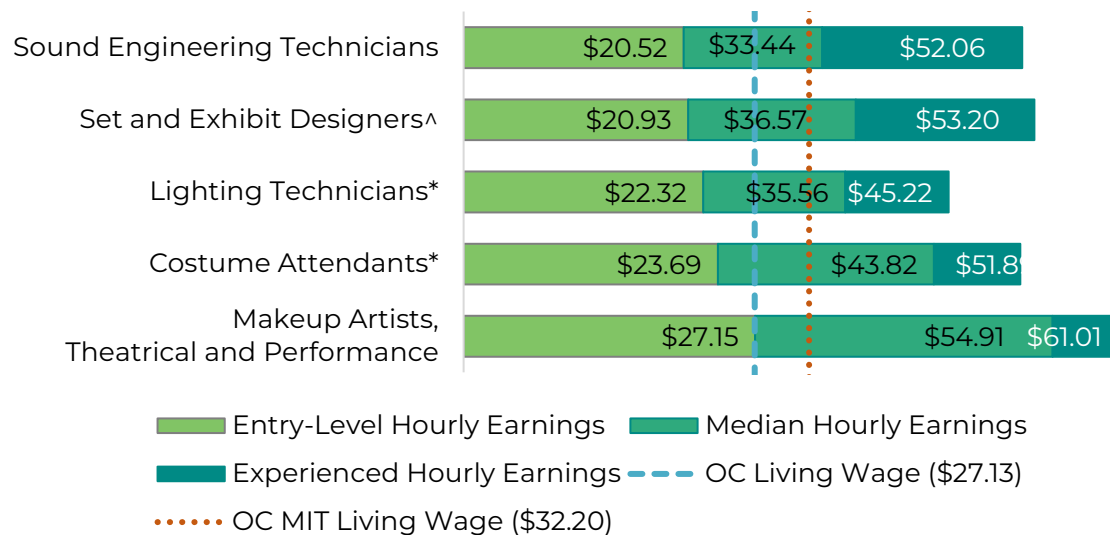
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 10, 2025) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$32.20. Both figures account for geographic-specific costs of necessities

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

such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

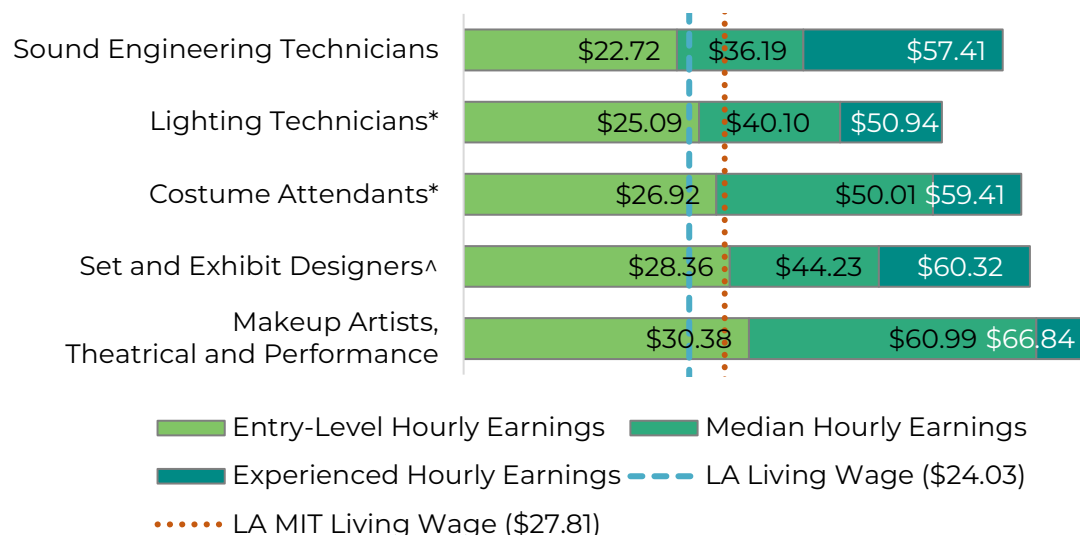
In Orange County, 78% of annual openings for these technical theatre occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult. Entry-level wages range between \$20.52 and \$27.15. Exhibit 7 shows the wage range for each of these technical theatre occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 7: Wages by Occupation in Orange County



In Los Angeles County, 65% of annual openings for these technical theatre occupations have entry-level wages above the Self-Sufficiency living wage of \$24.03 for a single adult. Entry-level wages range between \$22.72 and \$30.38. Exhibit 8 shows the wage range for each of these technical theatre occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 8: Wages by Occupation in Los Angeles County



## Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 9 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job<sup>3</sup>. None of these occupations met any of these designations.

Exhibit 9: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Costume Attendants*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lighting Technicians*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Makeup Artists, Theatrical and Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Set and Exhibit Designers^	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sound Engineering Technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Job Postings

**Important Job Postings Data Note:** There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 1,872 online job postings related to these technical theatre occupations listed in the past 12 months. Exhibit 10 shows the number of job postings by occupation. Over 29% of job postings were for *makeup artists, theatrical and performance* and 26% were for *set and exhibit designers*^.

Exhibit 10: Number of Job Postings by Occupation (n=1,872)

Occupation	Job Postings	Percentage of Job Postings
Makeup Artists, Theatrical and Performance	541	29%
Set and Exhibit Designers^	486	26%
Lighting Technicians*	446	24%
Sound Engineering Technicians	254	14%
Costume Attendants*	145	8%
<b>Total Postings</b>	<b>1,872</b>	<b>100%</b>

<sup>3</sup> "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

## Job Postings for Below Middle-Skill Occupations

The top job titles for these below middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 11.

**Exhibit 11: Top Job Titles by Number of Job Postings for the Below Middle-Skill Occupations (n=591)**

Job Titles	Job Postings	Percentage
Home Theater Specialists	64	11%
Work Experience Coordinators	49	8%
Lighting Technicians	46	8%
Theater Technicians	24	4%
Stage Technicians	15	3%
Performing Arts Teachers	14	2%
Entertainment Managers	11	2%
Stagehands	11	2%
Retail Trainers	9	2%
Lighting Specialists	8	1%

The top employers for these below middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 12.

**Exhibit 12: Top Employers by Number of Job Postings for the Below Middle-Skill Occupations (n=591)**

Employer	Job Postings	Percentage of Job Postings
Goodwill	64	11%
Best Buy	62	10%
Live Nation	14	2%
California State University-Northridge	11	2%
Chapman University	11	2%
NBC	11	2%
Antelope Valley College	10	2%
California State University-Long Beach	8	1%
Disney	8	1%
Elite Lighting	7	1%

The top specialized, soft, and computer skills for these below middle-skill technical theatre occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 13.

**Exhibit 13: Top Skills by Number of Job Postings for the Below Middle-Skill Occupations (n=591)**

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Rigging (80)	Customer Service (178)	Microsoft Office (45)
Merchandising (73)	Communication (173)	Microsoft Excel (32)
Product Knowledge (65)	Sales (172)	AutoCAD (29)
Stage Lighting (61)	Operations (140)	Adobe Photoshop (22)



Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lighting Systems (60)	Troubleshooting (Problem Solving) (125)	Microsoft Outlook (21)
Personal Protective Equipment (60)	Management (106)	Vectorworks (16)
Stagecraft (54)	Lifting Ability (78)	Microsoft Word (14)
Selling Techniques (51)	Loading And Unloading (77)	Adobe After Effects (11)
Carpentry (49)	Detail Oriented (66)	Lightwright (11)
Inventory Staging (46)	Interpersonal Communications (65)	Microsoft PowerPoint (11)

### Job Postings for Middle-Skill Occupations

The top job titles for these middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 14.

Exhibit 14: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n=795)

Job Titles	Job Postings	Percentage
Makeup Artists	107	13%
Beauty Stylists	73	9%
Eyelash Technicians	59	7%
Lash Artists	59	7%
Specialty Beauty Advisors	45	6%
Sound Mixers	27	3%
Hair and Makeup Artists	14	2%
Sound Designers	12	2%
Acoustical Consultants	7	1%
Artists	7	1%

The top employers for these middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 15.

Exhibit 15: Top Employers by Number of Job Postings for Middle-Skill Occupation (n=795)

Employer	Job Postings	Percentage of Job Postings
Target	117	15%
Microart	14	2%
Mobilestyles App	13	2%
Deka Lash	5	1%
Orange	5	1%
The Lash Den	5	1%
Arup	4	1%
Belris	4	1%
Lash & Brow Envy	4	1%
Meta	4	1%

The top specialized, soft, and computer skills for these middle-skill technical theatre occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 16.

**Exhibit 16: Top Skills by Number of Job Postings for  
Middle-Skill Occupation (n=795)**

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Visual Merchandising (124)	Customer Service (242)	Pro Tools (20)
Inventory Management (119)	Communication (231)	Game Engine (13)
Balancing (Ledger/Billing) (117)	Sales (163)	Middleware (13)
New Product Development (117)	Influencing Skills (122)	Unity Engine (13)
Planogram (115)	Body Language (115)	Zoom (Video Conferencing Tool) (11)
Product Assortment (115)	Ethical Standards And Conduct (115)	Unreal Engine (9)
Promotional Strategies (115)	Operations (113)	Python (Programming Language) (8)
Merchandising (110)	Detail Oriented (94)	Steinberg Nuendo (7)
Cash Register (107)	Sanitation (49)	AutoCAD (5)
Effective Communication (104)	Professionalism (46)	Autodesk Revit (5)

### Job Postings for Above Middle-Skill Occupation

The top job titles for these above middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 17.

**Exhibit 17: Top Job Titles by Number of Job Postings for the  
Above Middle-Skill Occupation (n=486)**

Job Titles	Job Postings	Percentage
Technical Designers	24	5%
Decorators	14	3%
Production Designers	14	3%
Designers	12	2%
Lighting Designers	11	2%
Sales Designers	11	2%
Museum Technicians	10	2%
Exhibit Assistants	6	1%
Exhibitors	6	1%
Harley Davidson Technicians	6	1%

The top employers for these above middle-skill technical theatre occupations in the region, by number of job postings, are shown in Exhibit 18.

**Exhibit 18: Top Employers by Number of Job Postings for the Above Middle-Skill Occupation (n=486)**

Employer	Job Postings	Percentage of Job Postings
Disney	37	8%
NBC	15	3%
Oc Fair & Event Center	13	3%
Closet World	11	2%
R Jack Balthazar	7	1%
24 Seven Talent Ca	6	1%
California Science Center Foundation	6	1%
Wise Auto Group	6	1%
Los Angeles County Museum Of Art (Lacma)	5	1%
24 Seven	4	1%

The top specialized, soft, and computer skills for these above middle-skill technical theatre occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 19.

**Exhibit 19: Top Skills by Number of Job Postings for Above Middle-Skill Occupation(n=486)**

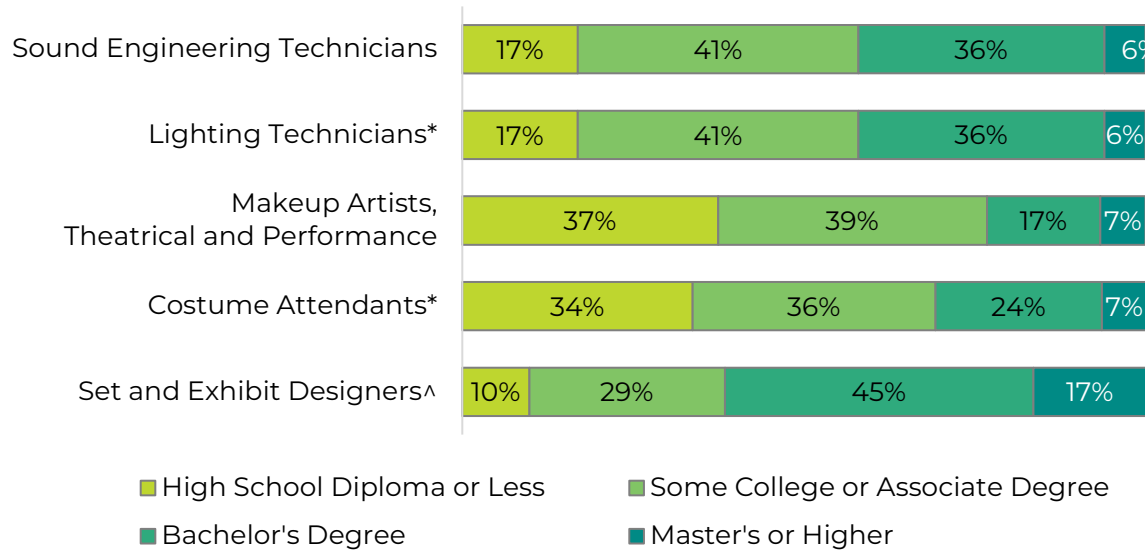
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Adobe Photoshop (67)	Communication (184)	Adobe Photoshop (67)
Project Management (59)	Detail Oriented (92)	Adobe Illustrator (56)
Adobe Illustrator (56)	Sales (83)	Autodesk Revit (45)
Marketing (46)	Leadership (70)	AutoCAD (44)
Autodesk Revit (45)	Problem Solving (65)	Microsoft Office (44)
AutoCAD (44)	Management (63)	SketchUp (3D Modeling Software) (41)
Workflow Management (44)	Research (63)	Microsoft Excel (33)
SketchUp (3D Modeling Software) (37)	Organizational Skills (59)	Adobe Creative Suite (29)
Exhibitions (33)	Coordinating (58)	Rhinoceros 3D (28)
3D Modeling (31)	Time Management (55)	Adobe InDesign (23)

## Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent for *costume attendants\**, *lighting technicians\**; postsecondary non-degree award for *makeup artists, theatrical and performance*, *sound engineering technicians*; and bachelor's degree for *set and exhibit designers^*.

The national-level educational attainment data indicates between 29% and 41% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 20 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 20: National-level Educational Attainment for Occupations



## Requested Minimum Education Requirement

Of the cumulative job postings for these technical theatre occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 35% of Below Middle-Skill Occupations Job Postings
  - 56% (115) requested a high school diploma or associate degree
  - 43% (88) requested a bachelor's degree
- 47% of Middle-Skill Occupations Job Postings
  - 32% (32) requested a high school diploma or associate degree
  - 65% (20) requested a bachelor's degree
- 68% of Above Middle-Skill Occupations Job Postings
  - 12% (19) requested a high school diploma or an associate degree
  - 85% (137) requested a bachelor's degree

## Educational Supply

The following supply tables display the total supply for these technical theatre occupations that align with these TOP and CIP codes and program needs.

### Community College Supply

Exhibit 21 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Radio and Television (0604.00)
- Radio (0604.10)
- Television (including combined TV/Film/Video) (0604.20)
- Commercial Music (1005.00)
- Technical Theater (1006.00)
- Applied Photography (1012.00)

No awards were conferred by community colleges in the related TOP code: Applied Design (1009.00)

The colleges with the most completions in the region are Saddleback (208), followed by Mt. San Antonio (102), and Fullerton (87). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 21: Regional Community College Awards (Certificates and Degrees), 2021-2024

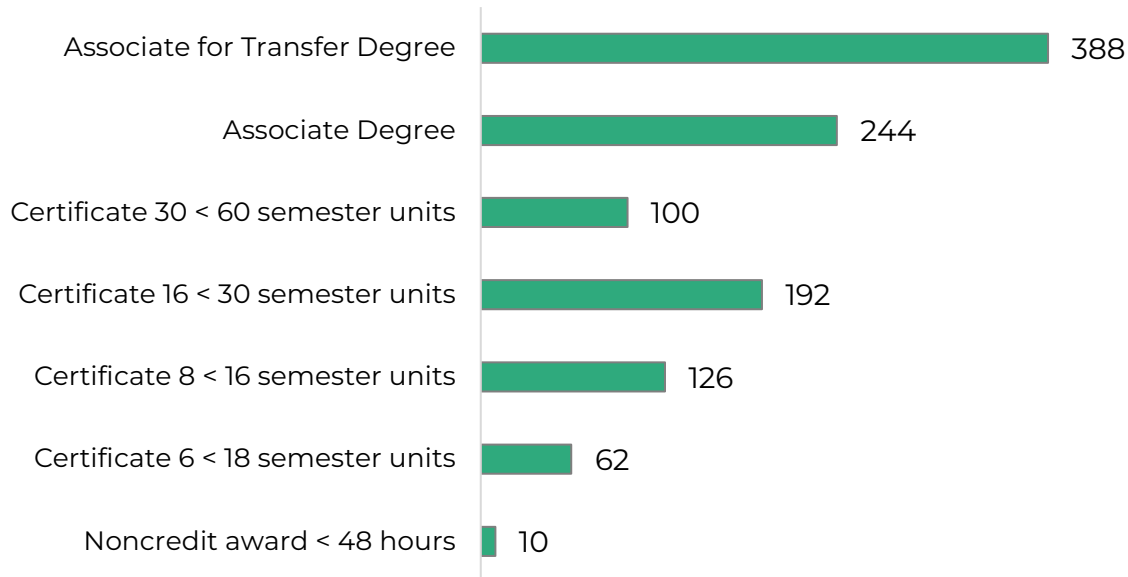
TOP Code	Program	College	2021- 2022 Awards	2022- 2023 Awards	2023- 2024 Awards	3-Year Award Average
604.00	Radio and Television	LA Valley	9	15	10	11
		Long Beach	7	9	14	10
		Mt San Antonio	0	1	0	0
		Santa Monica	8	5	16	10
		LA Subtotal	24	30	40	31
		Fullerton	1	1	2	1
		Saddleback	144	112	97	118
		OC Subtotal	145	113	99	119
Supply Subtotal/Average			169	143	139	150
0604.10	Radio	LA Valley	4	4	6	5
		Mt San Antonio	0	12	3	5
		Pasadena	1	2	8	4
		LA Subtotal	5	18	17	13
		Fullerton	0	3	5	3
		OC Subtotal	0	3	5	3
Supply Subtotal/Average			5	21	22	16
0604.20	Television (including	Cerritos	13	11	11	12
		Citrus	0	0	5	2
		El Camino	32	25	36	31

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
	combined TV/Film/Video)	Glendale	25	27	23	25
		LA City	35	30	46	37
		LA Mission	0	1	3	1
		LA Pierce	31	31	28	30
		LA Valley	48	38	31	39
		Long Beach	49	43	65	52
		Mt San Antonio	50	78	57	62
		Pasadena	51	37	59	49
		Rio Hondo	0	0	4	1
		<b>LA Subtotal</b>	<b>334</b>	<b>321</b>	<b>368</b>	<b>341</b>
		Cypress	20	21	26	22
		Fullerton	55	54	53	54
		Orange Coast	46	38	52	45
		Saddleback	15	25	32	24
		Santa Ana	13	17	15	15
		<b>OC Subtotal</b>	<b>149</b>	<b>155</b>	<b>178</b>	<b>161</b>
		<b>Supply Subtotal/Average</b>	<b>483</b>	<b>476</b>	<b>546</b>	<b>502</b>
1005.00	Commercial Music	Cerritos	13	6	5	8
		Citrus	26	36	36	33
		Compton	0	1	5	2
		East LA	0	6	2	3
		LA City	25	11	19	18
		LA Harbor	7	4	2	4
		LA Pierce	0	1	0	0
		LA Valley	18	12	12	14
		Long Beach	0	0	1	0
		Pasadena	0	3	18	7
		Rio Hondo	1	8	27	12
		<b>LA Subtotal</b>	<b>90</b>	<b>88</b>	<b>127</b>	<b>102</b>
		Cypress	20	21	26	22
		Fullerton	55	54	53	54
		Orange Coast	46	38	52	45
		Saddleback	15	25	32	24
		Santa Ana	13	17	15	15
		<b>OC Subtotal</b>	<b>122</b>	<b>64</b>	<b>103</b>	<b>96</b>
		<b>Supply Subtotal/Average</b>	<b>212</b>	<b>152</b>	<b>230</b>	<b>198</b>

TOP Code	Program	College	2021- 2022 Awards	2022- 2023 Awards	2023- 2024 Awards	3-Year Award Average		
1006.00	Technical Theater	Citrus	5	2	2	3		
		East LA	32	13	38	28		
		Glendale	2	0	1	1		
		LA City	4	7	7	6		
		LA Pierce	3	0	4	2		
		LA Valley	1	2	0	1		
		Mt San Antonio	0	2	1	1		
		Pasadena	1	0	0	0		
		Santa Monica	16	8	11	12		
		LA Subtotal	64	34	64	54		
		Cypress	6	2	6	5		
		Fullerton	0	4	26	10		
		Golden West	0	0	1	0		
		Irvine	3	1	4	3		
		Saddleback	3	2	1	2		
		Santa Ana	2	0	0	1		
		OC Subtotal	14	9	38	20		
		Supply Subtotal/Average			78	43	102	74
1012.00	Applied Photography	East LA	0	6	6	4		
		El Camino	10	7	7	8		
		Glendale	6	16	15	12		
		LA City	8	6	19	11		
		LA Mission	0	0	9	3		
		LA Pierce	2	7	5	5		
		LA Valley	3	11	6	7		
		Mt San Antonio	32	30	39	34		
		Pasadena	10	4	13	9		
		Santa Monica	31	21	129	60		
		LA Subtotal	102	108	248	153		
		Cypress	2	7	5	5		
		Fullerton	5	16	11	11		
		Orange Coast	10	16	16	14		
		OC Subtotal	17	39	32	29		
		Supply Subtotal/Average			119	147	280	182
		Supply Total/Average			1,066	982	1,319	1,122

Exhibit 22 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate for transfer degree, followed by associate degree and certificate 16 less than 30 semester units.

**Exhibit 22: Annual Average Community College Awards by Type, 2021-2024**



## Community College Student Outcomes

Exhibit 23 shows the Strong Workforce Program (SWP) metrics for technical theatre programs in Rancho Santiago Community College District (RSCCD), the Orange County region, and California. Of the 673 Orange County technical theatre students in the 2023-24 academic year, 8% (55) attended an RSCCD college.

RSCCD students that exited technical theatre programs in the 2022-23 academic year had higher median annual earnings (\$31,592 or \$15.19 per hour) compared to all technical theatre students in Orange County (\$30,932 or \$14.87 per hour). Due to a low number of students, student outcome data for attaining a living wage is not available for the district or county level. Approximately 14% of students attained the living wage statewide.

**Exhibit 23: Technical Theatre (1006.00) Strong Workforce Program Metrics, 2021-24<sup>4</sup>**

SWP Metric	RSCCD	OC Region	California
SWP Students	55	673	4,624
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	24%	23%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	100% (10)	91%	77%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	82
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	21	248

<sup>4</sup> All SWP metrics are for 2023-24 unless otherwise noted.



SWP Metric	RSCCD	OC Region	California
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	61%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$31,592 (\$15.19)	\$30,932 (\$14.87)	\$26,338 (\$12.66)
Median Change in Earnings for SWP Exiting Students (2022-23)	(7%)	37%	37%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	Insufficient Data	14%

## Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering technical theatre programs. Exhibit 24 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes:

- Photographic and Film/Video Technology/Technician (10.0201)
- Radio and Television Broadcasting Technology/Technician (10.0202)
- Recording Arts Technology/Technician (10.0203)
- Design and Visual Communications, General (50.0401)
- Illustration (50.0410)
- Technical Theatre/Theatre Design and Technology (50.0502)
- Music Technology (50.0913)

No awards conferred under the related CIP code: Make-Up Artist/Specialist (12.0406).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 1,122 awards annually in related program.

Exhibit 24: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
10.0201	Photographic and Film/Video Technology/Technician	Chapman University	1	0	0	0
<b>Supply Subtotal/Average</b>			<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
10.0202	Radio and Television Broadcasting Technology/Technician	Hollywood Cultural College	12	20	30	21
<b>Supply Subtotal/Average</b>			<b>12</b>	<b>20</b>	<b>30</b>	<b>21</b>
10.0203	Recording Arts Technology/Technician	California College of ASU	21	3	0	8
		California State University-Dominguez Hills	2	9	27	13

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Loyola Marymount University	12	13	11	12
		Mount Saint Mary's University	0	0	0	0
		Musicians Institute	48	31	59	46
<b>Supply Subtotal/Average</b>			<b>83</b>	<b>56</b>	<b>97</b>	<b>79</b>
50.0401	Design and Visual Communications, General	Azusa Pacific University	0	12	10	7
		Bethesda University	0	0	0	0
		Biola University	9	9	8	9
		California College of ASU	7	1	0	3
		California State Polytechnic University-Pomona	0	0	0	0
		FIDM-Fashion Institute of Design & Merchandising	69	57	40	55
		Gnomon	42	31	0	24
		Los Angeles Pacific College	1	1	1	1
		Otis College of Art and Design	30	39	42	37
		University of California-Los Angeles	0	1	0	0
		University of La Verne	0	0	0	0
		University of Southern California	30	49	62	47
<b>Supply Subtotal/Average</b>			<b>188</b>	<b>200</b>	<b>163</b>	<b>184</b>
50.0410	Illustration	Art Center College of Design	170	149	187	169
		Laguna College of Art and Design	24	35	40	33
<b>Supply Subtotal/Average</b>			<b>194</b>	<b>184</b>	<b>227</b>	<b>202</b>

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average	
50.0502	Technical Theatre/Theatre Design and Technology	California Institute of the Arts	34	22	17	24	
		Chapman University	1	0	0	0	
		Pepperdine University	3	1	3	2	
		University of Southern California	10	8	9	9	
		Vanguard University of Southern California	1	1	1	1	
<b>Supply Subtotal/Average</b>			<b>49</b>	<b>32</b>	<b>30</b>	<b>37</b>	
50.0913	Music Technology	California College of Music	3	3	6	4	
		Los Angeles College of Music	19	14	14	16	
		Los Angeles Film School	524	411	348	428	
		Mount Saint Mary's University	0	0	0	0	
		Whittier College	0	0	1	0	
<b>Supply Subtotal/Average</b>			<b>546</b>	<b>428</b>	<b>369</b>	<b>448</b>	
<b>Supply Total/Average</b>			<b>1,073</b>	<b>920</b>	<b>916</b>	<b>970</b>	

## Regional Demographics

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

### Ethnicity

Exhibit 25 compares the ethnicity of Orange County community college students enrolled in technical theatre programs, the overall Orange County population, and occupation-specific data for the five technical theatre occupations included in this report.

Combined, white and Hispanic or Latino individuals make up 77% of the technical theatre workforce and account for a combined 75% of program enrollments, indicating that these two groups dominate both the labor force and training pipeline. White workers are overrepresented in technical theatre occupations (51%) compared to the proportion of white community college technical theatre students (36%). Conversely, Hispanic or Latino individuals make up 26% of the workforce and 39% of technical theatre students, indicating a potential disconnect between training and employment outcomes.

Exhibit 25: Program and County Demographics by Ethnicity

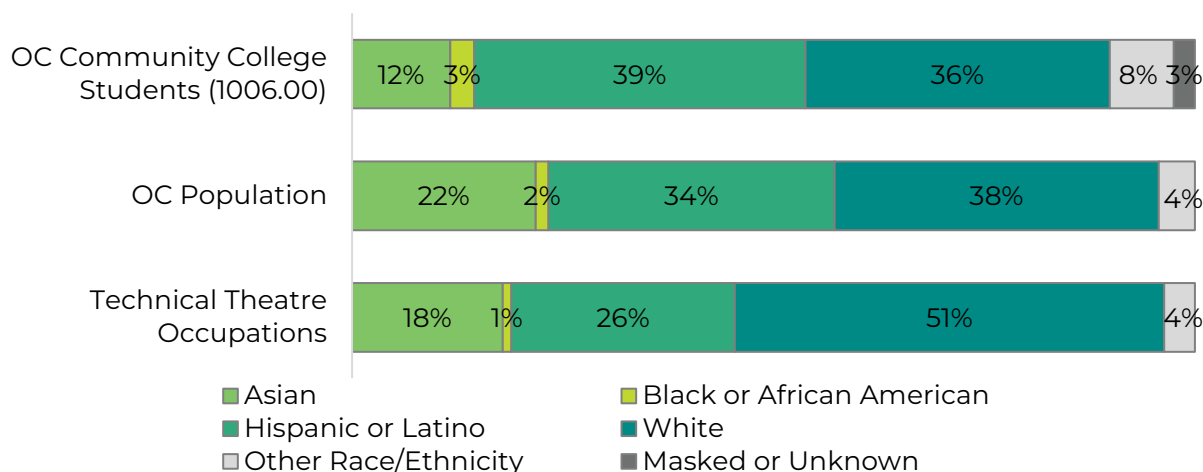
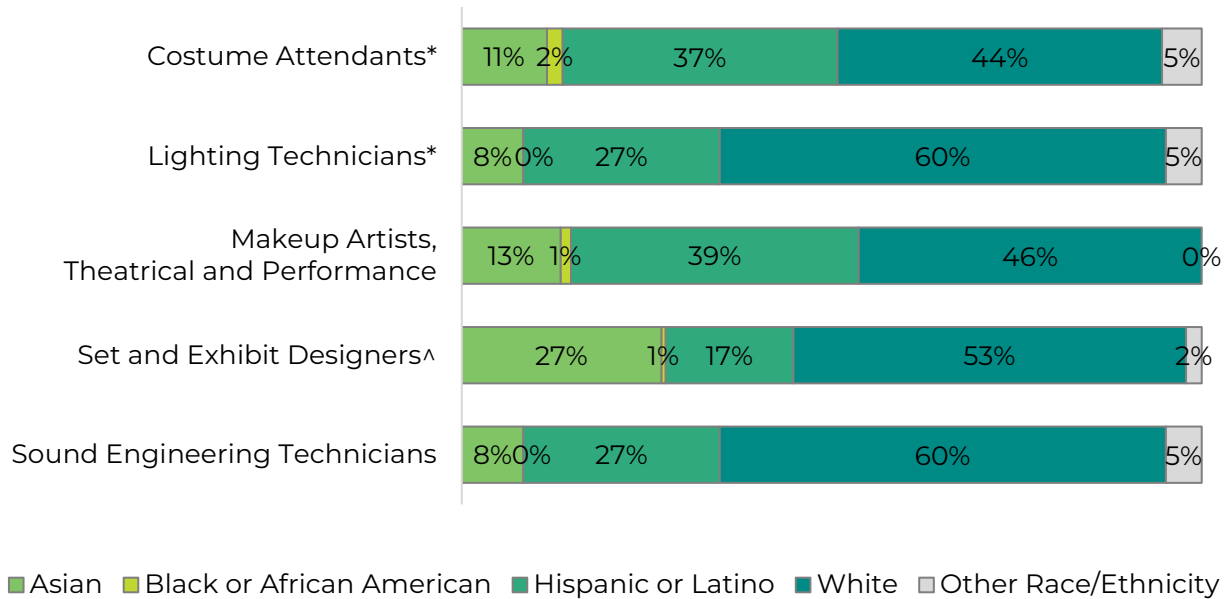


Exhibit 26 shows the disaggregated ethnicity data for each occupation reveals possible disparities in entry into well-paying occupations and/or career advancement.

White workers have the largest share of the workforce, ranging from a high of 60% for *lighting technicians\** and *sound engineering technicians* to a low of 44% for *costume attendants\**. Hispanic or Latino workers are more represented in *makeup artists, theatrical and performance* (39%) and *costume attendants\** (37%) compared to technical roles such as *lighting technicians\** (27%) and *sound engineering technicians* (27%).

Asian workers are most represented in *set and exhibit designers^* (27%), which, despite having the highest educational requirements, offers the second-lowest entry-level wages. In contrast, *makeup artists, theatrical and performance* requires a postsecondary non-degree award and provides the highest entry-level wages of all five technical theater occupations.

Exhibit 26: Disaggregated Ethnicity Data by Occupation



## Age

Exhibit 27 compares the age of Orange County community college students enrolled in technical theatre programs, the overall Orange County population, and occupation-specific data for the five technical theatre occupations included in this report.

Notably, 75% of technical theatre workers are age 25 and older, while 74% of community college technical theatre students are 24 and younger. This contrast suggests that while most students begin training at a younger age, they may need time and experience to transition into the workforce and build the skills required for technical theatre roles.

Exhibit 27: Program and County Demographics by Age

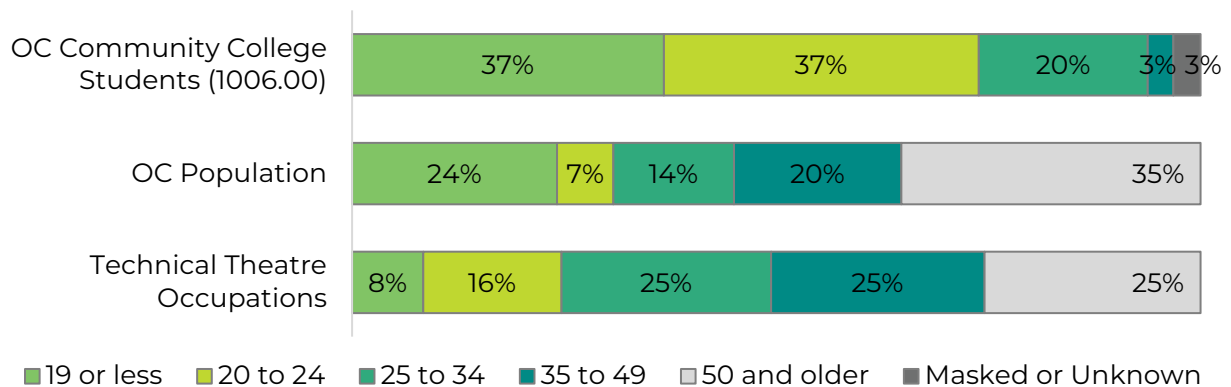
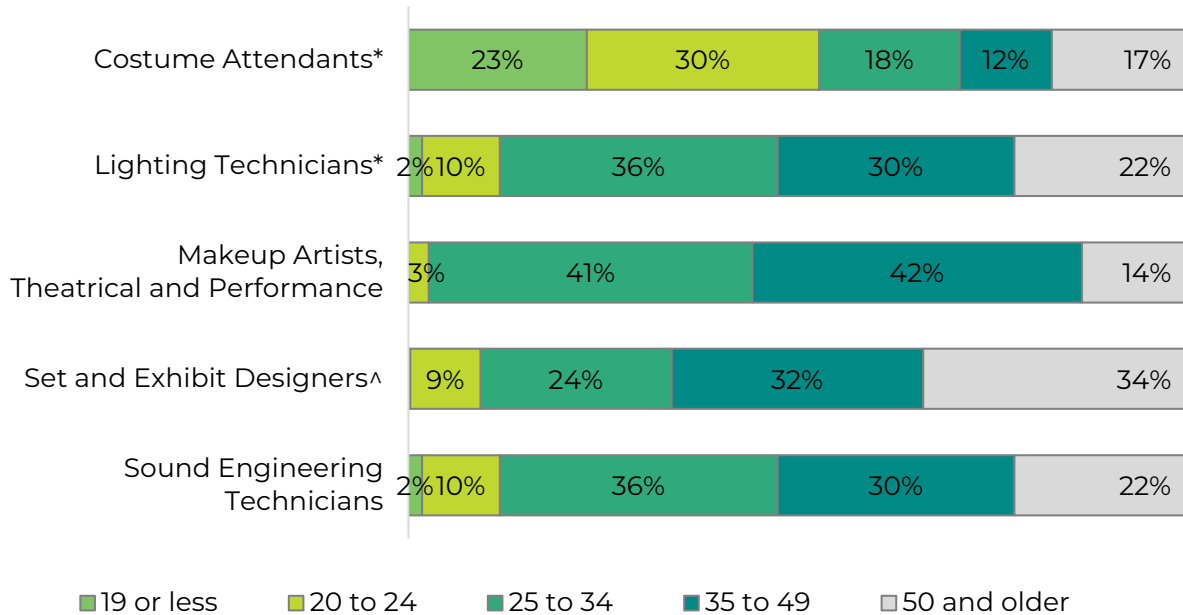


Exhibit 28 shows disaggregated age data for each occupation reveals possible disparities in entry into well-paying occupations and/or career advancement.

*Costume attendants\** has the largest share of workers aged 24 and younger (53%), which aligns with the lower education requirements. In contrast, *lighting technicians\** and *sound engineering technicians* each have 66% of their workers between 25 and 49 years of age —

potentially linked to the technical skills and experience these roles require. *Makeup artists, theatrical and performance* has the largest share of workers aged 25 to 49, requires postsecondary non-degree award, and offers the highest entry-level wages. *Set and exhibit designers*<sup>^</sup> has the highest share of workers aged 50 and older (34%), requires the most education, and earns the second-lowest wages out of the five technical theatre occupations.

Exhibit 28: Disaggregated Age Data by Occupation



## Sex

Exhibit 29 compares the sex of Orange County community college students enrolled in technical theatre programs, the overall Orange County population, and occupation-specific data for these technical theatre occupations.

Women make up 49% of community college theatre enrollments but only 40% of workers in technical theatre occupations, while men account for 39% of students and 60% of the workforce. This suggests that male students are more likely to transition into these technical theatre occupations than their female counterparts.

Exhibit 29: Program and County Demographics by Sex

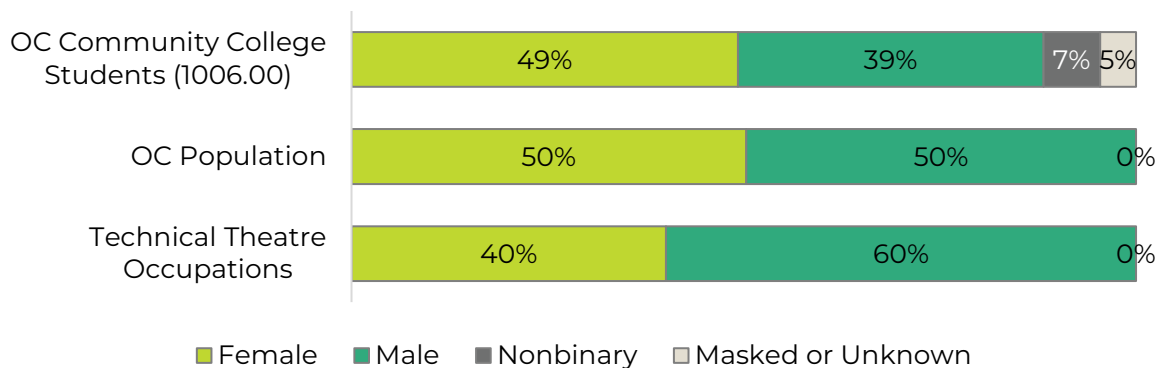
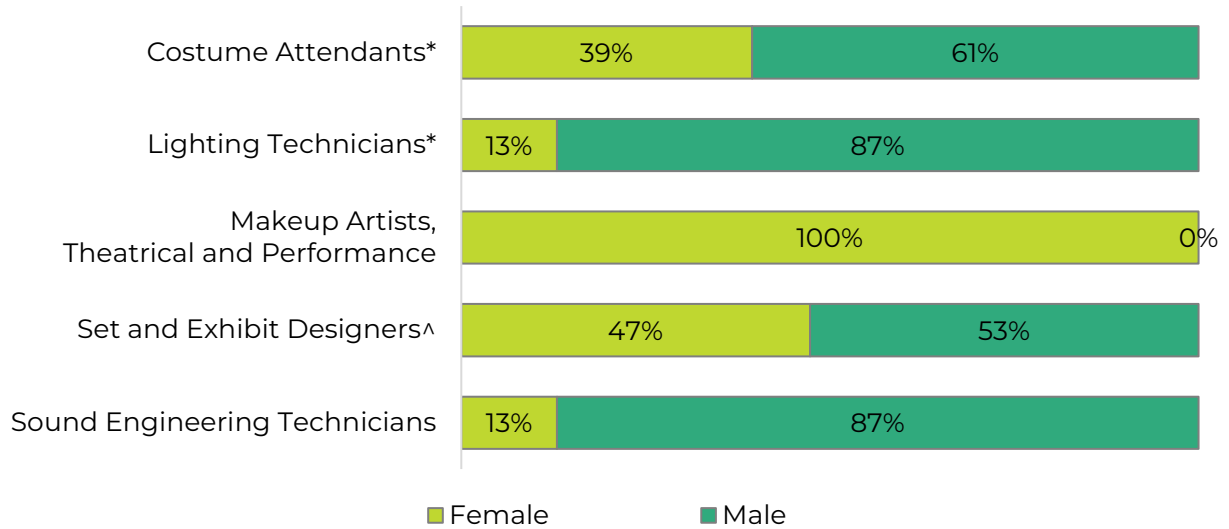


Exhibit 30 shows disaggregated sex data for each occupation reveals possible disparities in entry into well-paying occupations and/or career advancement.

All *makeup artists, theatrical and performance* workers in the region are women. This occupation requires postsecondary non-degree award and has the highest entry-level wages. Conversely, *set and exhibit designers*<sup>^</sup> has a nearly even gender split between women (47%) and men (53%) workers., requires the most education, but has the second-lowest wages out of the five technical theatre occupations.

Exhibit 30: Disaggregated Sex Data by Occupation



## Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O\*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) ([datamart.cccco.edu](http://datamart.cccco.edu)) and the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.



## Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from <a href="#">Lightcast</a> (v.2025.3), a labor market analytics firm.
Living Wage	<p>Per the CCCCCO's this report's endorsement criteria uses the <a href="#">University of Washington's Center for Women's Welfare Self-Sufficiency Standard</a> last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The <a href="#">MIT Living Wage</a>, updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$32.20.</p>
Typical Education and Training Requirements, and Educational Attainment	The <a href="#">Bureau of Labor Statistics (BLS)</a> 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 <a href="#">O*NET</a> database includes information on skills, abilities, knowledge, work activities, and interests associated with occupations.
Educational Supply	<p>The <a href="#">CCCCCO Data Mart</a> provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The <a href="#">National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS)</a> collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	<a href="#">Data Vista</a> (v.2.0), 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	<p>The <a href="#">Census Bureau's American Community Survey (ACS)</a> is the premier source for detailed population and housing information.</p> <p>Data is sourced from <a href="#">IPUMS USA</a>, a database providing access to ACS and other Census Bureau data products.</p>

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October 2025