

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be <b>6,990 annual job openings</b> throughout Los Angeles and Orange counties for <i>teaching assistants, except postsecondary</i> , which <b>is more than the 729 awards conferred by educational institutions</b> .		
Self-Sufficiency Standard Living Wage <sup>1</sup> :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	The typical entry-level wage for <i>teaching assistants, except postsecondary</i> is <b>\$17.85</b> , which is <b>significantly 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"/>
	Typical education requirement for <i>teaching assistants, except postsecondary</i> is some college with no degree, and <b>36% 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 one middle-skill occupation:

- *Teaching Assistants, Except Postsecondary (25-9045)*

Based on the available data, there appears to be a supply gap for *teaching assistants, except postsecondary*, and typical education requirements for this occupation align with a community college education. However, entry-level wages are significantly 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.**

<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.

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

### Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Teaching Assistants, Except Postsecondary (25-9045)	LA: 5,275 OC: 1,714	LA: 498 OC: 231	OC: \$17.85	Some college, no degree	36%
<b>Total</b>	<b>6,990</b>	<b>729</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 *teaching assistants, except postsecondary* is projected to increase 3% through 2029, equating to 6,990 annual job openings.
- Hourly entry-level wages for *teaching assistants, except postsecondary* are \$17.85 in Orange County, which is significantly below the Self-Sufficiency Standard living wage.
- There were 7,254 online job postings for *teaching assistants, except postsecondary* over the past 12 months. The highest number of postings were for teaching assistants, paraprofessionals, and teacher aides.
- The typical entry-level education for *teaching assistants, except postsecondary* is some college or no degree.
- Approximately 36% 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 265 awards were conferred by 16 community colleges for this middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 464 awards for this middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited children with special needs programs had a median annual wage of \$33,504 (\$16.11 per hour) post-exit, and 19% attained the regional living wage.
- In 2021-22, 92% of Orange County children with special needs students that exited their programs reported working a job closely related to their field of study.

#### Demand

##### Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *teaching assistants, except postsecondary* 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 2024, Orange County saw a fluctuation in employment for this occupation, with the most growth occurring between 2022 and 2023. Beginning in

2025, Orange County job levels are projected to grow at a higher rate than the average for all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Teaching Assistants, Except Postsecondary, 2019-2029

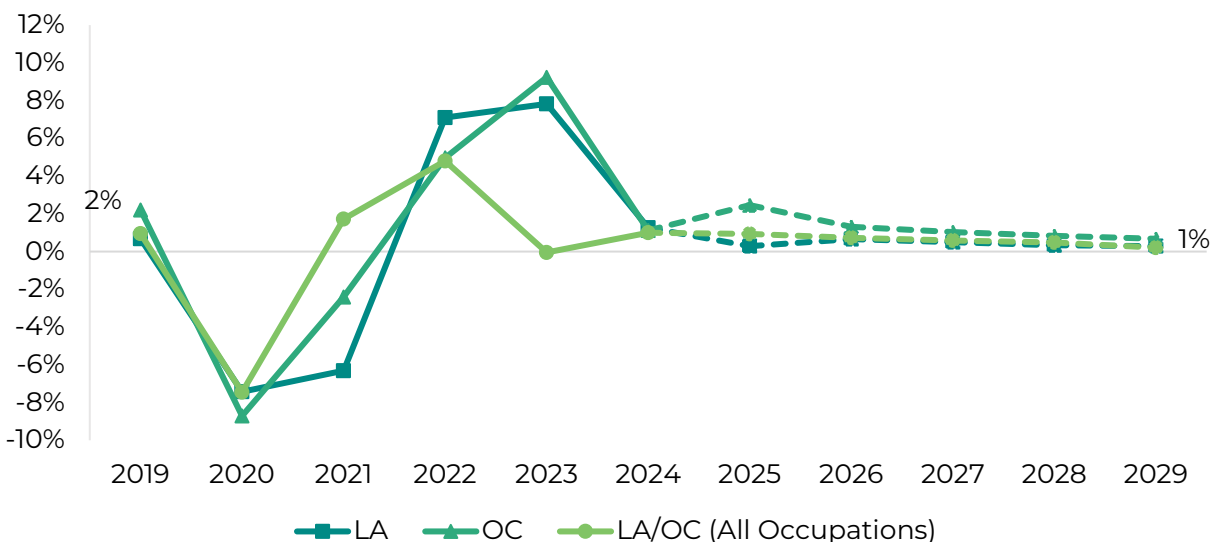


Exhibit 3 shows the five-year occupational demand projections for *teaching assistants, except postsecondary*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 3% through 2029. There is projected to be 6,990 available annually.

Exhibit 3: 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	41,445	42,308	864	2%	5,275
Orange	12,309	13,106	797	6%	1,714
<b>Total</b>	<b>53,754</b>	<b>55,414</b>	<b>1,660</b>	<b>3%</b>	<b>6,990</b>

## Wages

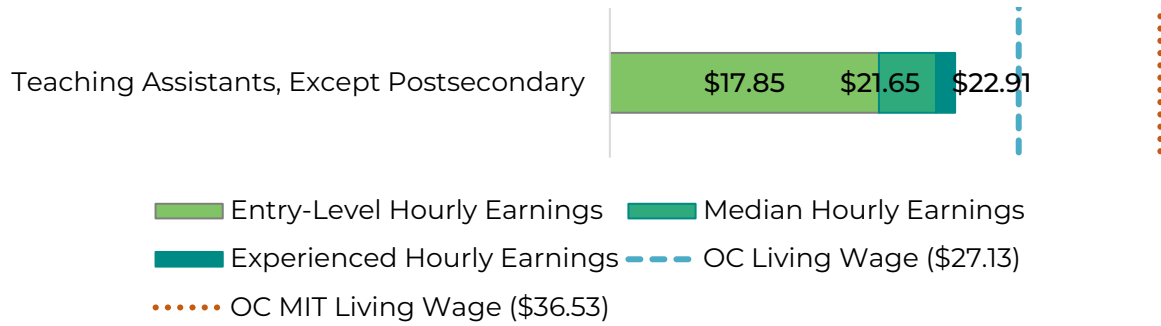
The labor market endorsement in this report considers the entry-level hourly wages for *teaching assistants, except postsecondary* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. 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.

In Orange County, the typical entry-level wage for *teaching assistants, except postsecondary* is \$17.85, which is significantly below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for *teaching assistants, except postsecondary* in Orange County and how it compares to the regional living wage.

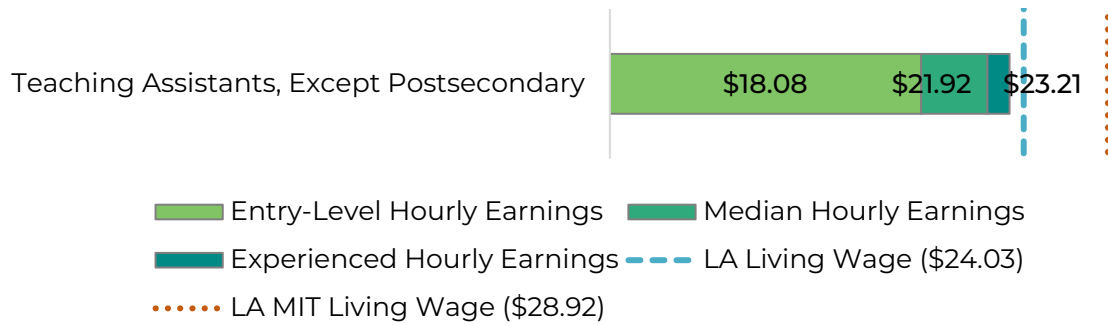
<sup>2</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

### Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *teaching assistants, except postsecondary* is \$18.08, which is above the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for *teaching assistants, except postsecondary* in Los Angeles County and how it compares to the regional living wage.

### Exhibit 5: Wages by Occupation in Los Angeles County



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

Exhibit 6 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>. *Teaching assistants, except postsecondary* only met the criteria to be designated as a USN&WR Best Job.

### Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Teaching Assistants, Except Postsecondary	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 7,254 online job postings related to *teaching assistants, except postsecondary* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

<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>.

Exhibit 7: Number of Job Postings by Occupation (n=7,254)

Occupation	Job Postings	Percentage of Job Postings
Teaching Assistants, Except Postsecondary	7,254	100%
<b>Total Postings</b>	<b>7,254</b>	<b>100%</b>

The top job titles for *teaching assistants, except postsecondary* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=7,254)

Job Titles	Job Postings	Percentage
Teaching Assistants	523	7%
Paraprofessionals	469	6%
Teacher Aides	274	4%
Preschool Teacher Assistants	272	4%
Assistant Teachers	262	4%
Instructional Aides	254	4%
Special Education Paraprofessionals	236	3%
Program Assistants	232	3%
Instructional Assistants	227	3%
Paraeducators	225	3%

The top employers for *teaching assistants, except postsecondary* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=7,254)

Employer	Job Postings	Percentage of Job Postings
Zen Educate	1144	16%
Soliant Health	211	3%
Edjoin.Org	158	2%
Amergis	157	2%
San Bernardino County Superintendent Of Schools	147	2%
EMIT Learning	94	1%
Volunteers of America	91	1%
Stepping Stones	90	1%
Endeavor Schools	82	1%
Therapy Lounge Center	67	1%

The top specialized, soft, and computer skills for *teaching assistants, except postsecondary* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=7,254)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Special Education (2,687)	Communication (3,393)	Microsoft Excel (365)

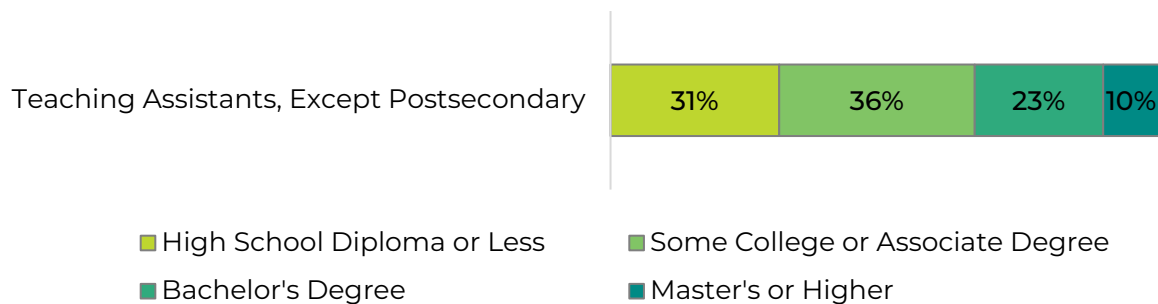
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Working With Children (1,477)	Teaching (2,705)	Microsoft Office (274)
Toileting (1,450)	English Language (1,792)	Microsoft Outlook (191)
Personal Care (1,291)	Interpersonal Communications (1,146)	Microsoft PowerPoint (155)
Individualized Education Programs (IEP) (1,220)	Writing (846)	Microsoft Word (114)
Child Development (1,100)	Clerical Works (714)	Spreadsheets (98)
Preschool Education (942)	Patience (701)	Google Workspace (78)
Lesson Planning (813)	Planning (671)	Student Information Systems (74)
Classroom Management (718)	Multilingualism (622)	Zoom (Video Conferencing Tool) (59)
Behavior Management (706)	Mathematics (590)	Learning Management Systems (39)

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists some college, no degree for as the typical entry-level education for *teaching assistants, except postsecondary*.

The national-level educational attainment data indicates that 36% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupations



### Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 70% (5,084) of job postings for *teaching assistants, except postsecondary* included a stated minimum education requirement:

- 91% (4,605) requested a high school diploma or associate degree.
- 8% (425) requested a bachelor's degree.

## Educational Supply

The following supply tables display the total supply for *teaching assistants*, except *postsecondary* that align with these TOP and CIP codes and program needs.

### Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Educational Aide (Teacher Assistant) (0802.00)
- Educational Aide (Teacher Assistant), Bilingual (0802.10)
- Special Education (0809.00)
- Children with Special Needs (1305.20)

The colleges with the most completions in the region are Santa Ana (76), followed by LA Valley (54), and East LA (40). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

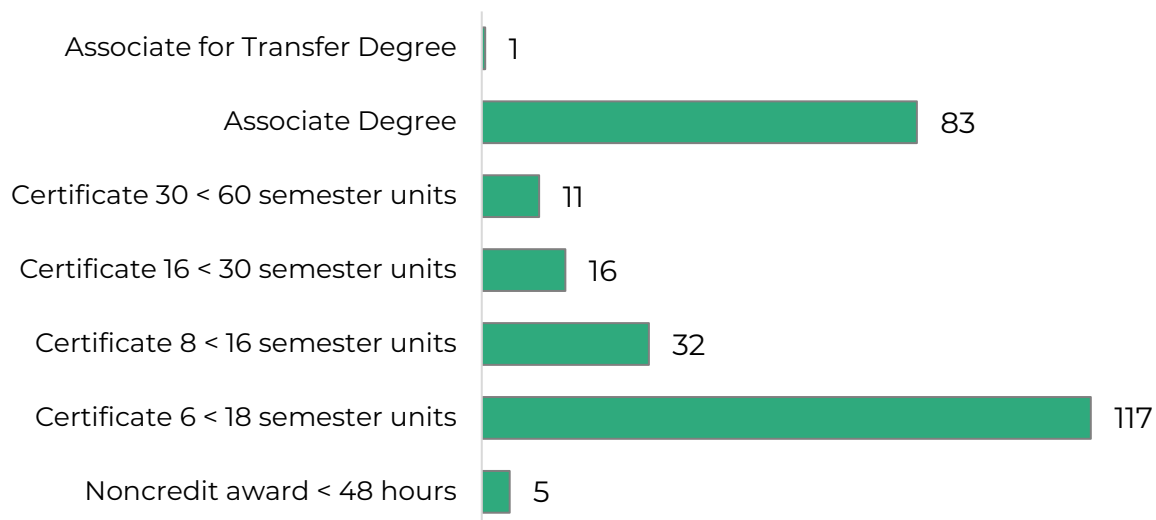
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	3	1	1	2
		Long Beach	0	4	15	6
		Mt San Antonio	13	7	10	10
		West LA	0	12	4	5
		<b>LA Subtotal</b>	<b>16</b>	<b>24</b>	<b>30</b>	<b>23</b>
		Coastline	0	0	1	0
		Santa Ana	60	42	47	50
		Santiago Canyon	13	21	16	17
		<b>OC Subtotal</b>	<b>73</b>	<b>63</b>	<b>64</b>	<b>67</b>
<b>Supply Subtotal/Average</b>			<b>89</b>	<b>87</b>	<b>94</b>	<b>90</b>
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	0	0	0
		<b>LA Subtotal</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
		Santa Ana	7	1	0	3
		Santiago Canyon	5	0	0	2
		<b>OC Subtotal</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>4</b>
<b>Supply Subtotal/Average</b>			<b>13</b>	<b>1</b>	<b>0</b>	<b>5</b>
0809.00	Special Education	Compton	1	0	0	0
		Long Beach	3	2	5	3
		<b>LA Subtotal</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>4</b>
		Santa Ana	23	27	21	24
		Santiago Canyon	7	1	4	4

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		<b>OC Subtotal</b>	<b>30</b>	<b>28</b>	<b>25</b>	<b>28</b>
<b>Supply Subtotal/Average</b>			<b>34</b>	<b>30</b>	<b>30</b>	<b>31</b>
1305.20	Children with Special Needs	Citrus	0	2	0	1
		Compton	1	0	0	0
		East LA	43	38	38	40
		LA City	12	12	10	11
		LA Valley	39	75	49	54
		Long Beach	5	2	6	4
		Mt San Antonio	3	0	3	2
		Pasadena	0	5	4	3
		Rio Hondo	11	11	10	11
		Santa Monica	8	13	13	11
		<b>LA Subtotal</b>	<b>122</b>	<b>158</b>	<b>133</b>	<b>138</b>
		Santiago Canyon	0	3	1	1
		<b>OC Subtotal</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>
		<b>Supply Subtotal/Average</b>			<b>122</b>	<b>161</b>
<b>Supply Total/Average</b>			<b>258</b>	<b>279</b>	<b>258</b>	<b>265</b>

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificates with 6 or less than 18 semester units, followed by associate degrees and certificates with 8 or less than 16 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



## Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for children with special needs programs in the North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 371 Orange County children with special needs students in the 2023-24 academic year, 79% (294) attended an NOCCCD college.

NOCCCD students that exited children with special needs programs in the 2022-23 academic year had higher median annual earnings (\$34,392 or \$16.53 per hour) compared to all children with special needs students in Orange County (\$33,504 or \$16.11 per hour). Due to insufficient data, outcomes for students attaining a living wage are unavailable.

Exhibit 14: Children With Special Needs (1305.20) Strong Workforce Program Metrics, 2021-24<sup>4</sup>

SWP Metric	NOCCCD	OC Region	California
SWP Students	294	371	4,457
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	29%	33%	40%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	82%	83%	71%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	180
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	27	39	316
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	100%	92%	86%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$34,392 (\$16.53)	\$33,504 (\$16.11)	\$38,972 (\$18.74)
Median Change in Earnings for SWP Exiting Students (2022-23)	60%	57%	32%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	19%	36%

## Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering children with special needs programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes:

- Special Education and Teaching, General (13.1001)
- Child Development (13.1501)

No awards were conferred for the following CIP code: Teacher Assistant/Aide (13.1501).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 464 awards annually in related programs.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
13.1001		Biola University	5	6	3	5

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

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
	Special Education and Teaching, General	California State University-Dominguez Hills	22	41	9	24
		California State University-Fullerton	0	0	38	13
		California State University-Long Beach	13	29	27	23
		California State University-Los Angeles	71	64	95	77
		California State University-Northridge	29	30	29	29
		Chapman University	26	19	10	18
		Concordia University-Irvine	1	1	6	3
		Loyola Marymount University	40	26	20	29
		Mount Saint Mary's University	5	3	5	4
		University of California-Los Angeles	2	4	3	3
		University of La Verne	24	36	8	23
		University of Massachusetts Global	94	94	104	97
		University of Southern California	52	5	0	19
<b>Supply Subtotal/Average</b>			<b>384</b>	<b>358</b>	<b>357</b>	<b>366</b>
19.0706	Child Development	Mount Saint Mary's University	18	11	16	15
		University of La Verne	61	68	60	63
		Whittier College	19	23	16	19
<b>Supply Subtotal/Average</b>			<b>98</b>	<b>102</b>	<b>92</b>	<b>97</b>
<b>Supply Total/Average</b>			<b>482</b>	<b>460</b>	<b>449</b>	<b>464</b>

# Regional Demographics

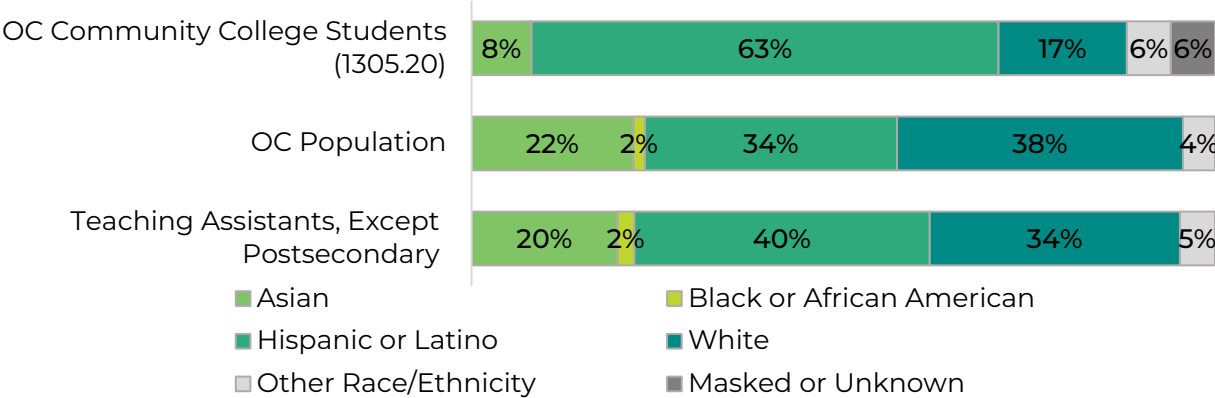
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program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

## Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in children with special needs programs, the overall Orange County population, and occupation-specific data for *teaching assistants, except postsecondary* included in this report.

Hispanic and Latino individuals represent 63% of students but only 40% of the workforce, suggesting a disconnect between education and employment. Conversely, Asian (20% vs. 8%) and White (34% vs. 17%) individuals hold a significantly higher share of the workforce than enrollment, indicating they may be entering the field through alternative pathways.

Exhibit 16: Program and County Demographics by Ethnicity

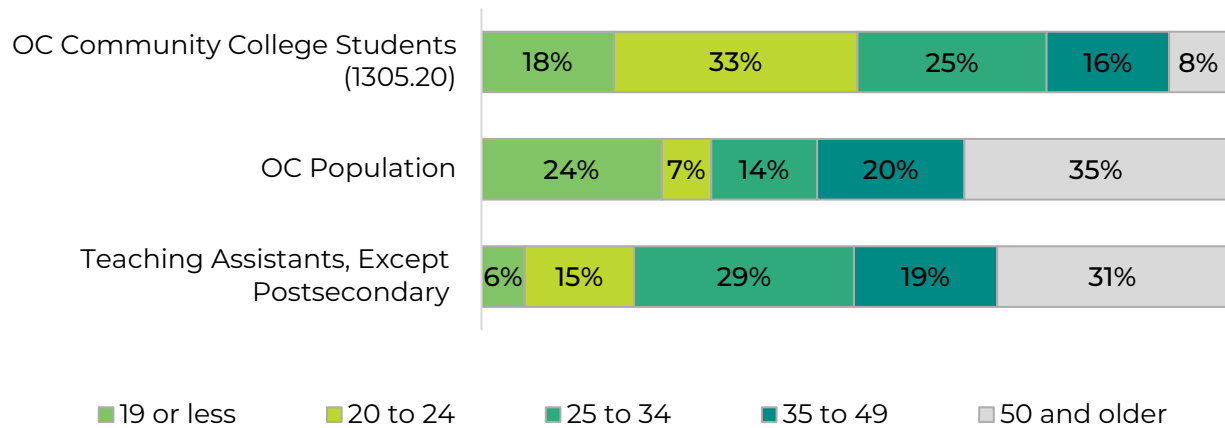


## Age

Exhibit 17 compares the age of Orange County community college students enrolled in Children with special needs programs, the overall Orange County population, and occupation-specific data for *teaching assistants, except postsecondary*.

While just over half of students (51%) are 24 or younger, they represent only 21% of the workforce, suggesting a lag between training and entry. Conversely, the 25 to 34 age group shows a strong alignment between students (25%) and workers (29%). A notable mid-career dip at ages 35 to 49 (19%) followed by a 50 and older surge (31%) indicates that this role may be used as a professional stepping-stone for entrance in later in life.

Exhibit 17: Program and County Demographics by Age

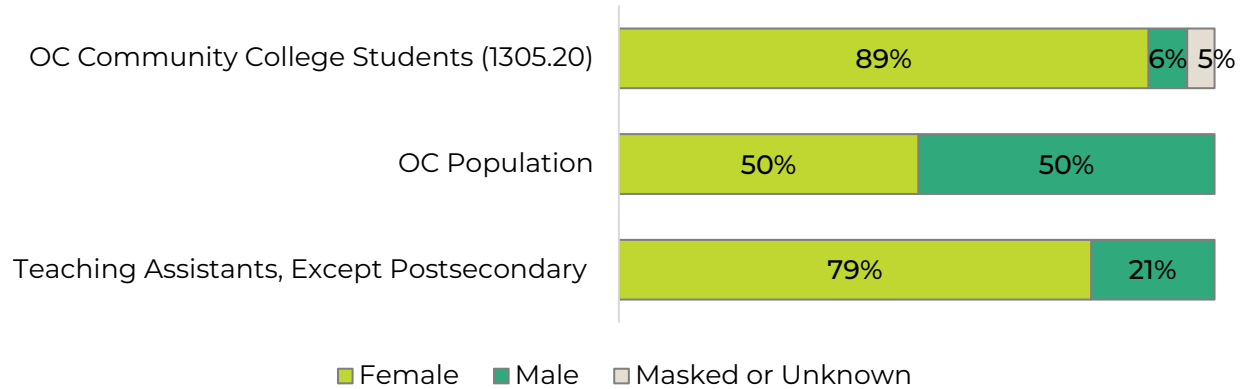


## Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in children with special needs programs, the overall Orange County population, and occupation-specific data for *teaching assistants, except postsecondary*.

Although the gender distribution in the general population is relatively balanced, men represent only 21% of the workforce and 6% of children with special needs program enrollment. This underrepresentation highlights persistent gender disparities in the field.

Exhibit 18: Program and County Demographics by Sex



## 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.2026.1), a labor market analytics firm.
Living Wage	<p>Per the CCCC'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 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.</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, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The <a href="#">CCCCO 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>

For more information, please contact the Orange County Center of Excellence:

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March 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY