

⚠ 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>8,943 annual job openings</b> throughout Los Angeles and Orange counties for these nutrition and food entrepreneur occupations, which <b>is more than the 454 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"/>
	<b>All annual job openings</b> for these nutrition and food entrepreneur 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"/>
	Although entry-level education for these nutrition and food entrepreneur occupations is a high school diploma, <b>37% to 38% 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 two occupations:

- Middle-Skill
  - *Food Service Managers (11-9051)*
  - *First-Line Supervisors of Food Preparation and Serving Workers (35-1012)*

Based on the available data, there appears to be a supply gap for these nutrition and food entrepreneur middle-skill occupations, and typical education requirements for these occupations align with a community college education. However, all annual job openings have entry-level wages well 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 two middle-skill occupations included in this report.

<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: 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
Food Service Managers (11-9051)	LA: 1,683	LA: 207	OC: \$22.85	High school diploma or equivalent	37%
	OC: 597	OC: 38			
	<i>TTL: 2,280</i>	<i>TTL: 245</i>			
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	LA: 4,791	LA: 154	OC: \$18.48	High school diploma or equivalent	38%
	OC: 1,872	OC: 56			
	<i>TTL: 6,663</i>	<i>TTL: 209</i>			
<b>Total</b>	<b>8,943</b>	<b>454</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 nutrition and food entrepreneur occupations is projected to increase 6% through 2029, equating to 8,943 annual job openings.
- Hourly entry-level wages for these nutrition and food entrepreneur occupations range from \$18.48 to \$22.85 in Orange County; all annual openings have entry-level wages well below the Self-Sufficiency Standard living wage.
- There were 17,446 online job postings for these nutrition and food entrepreneur occupations over the past 12 months. The highest number of postings were shift supervisors, general managers, and shift leaders.
- The typical entry-level education for these nutrition and food entrepreneur occupations is a high school diploma or equivalent.
- Approximately 37% and 38% 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 358 awards were conferred by 23 community colleges for these middle-skill occupations in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 96 awards for these middle-skill occupations.
- In the 2022-23 academic year, Orange County community college students that exited nutrition, foods and culinary arts programs had a median annual wage of \$33,032 (\$15.88 per hour) post-exit, and 20% attained the regional living wage.
- In 2021-22, 68% of Orange County nutrition, foods and culinary arts 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 these nutrition and food entrepreneur 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. In 2021 and 2024, employment fluctuated in Orange County. Beginning in 2024, job levels are projected to grow higher compared to all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Nutrition and Food Entrepreneur Occupations, 2019-2029

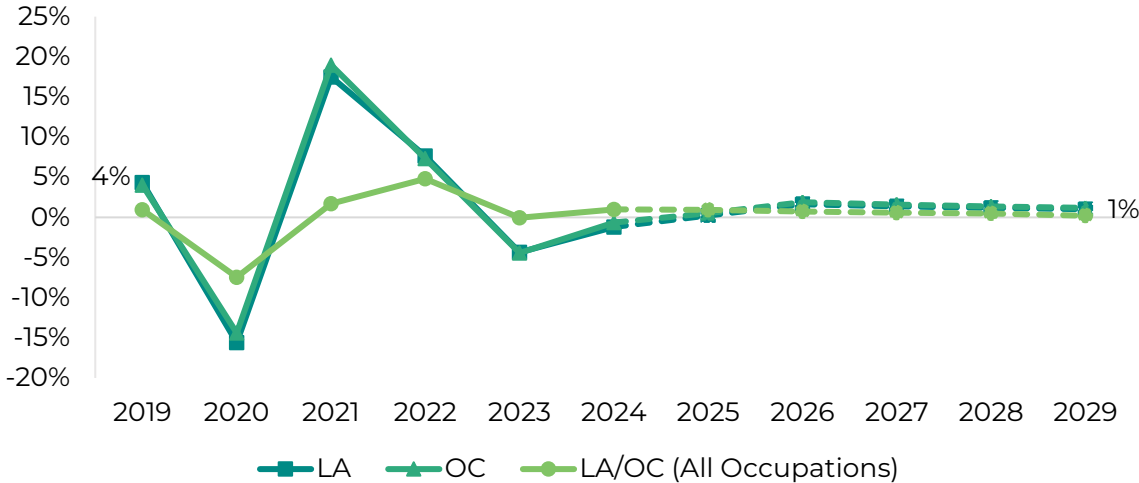


Exhibit 3 shows the five-year occupational demand projections for these nutrition and food entrepreneur occupations. In Los Angeles and Orange counties, the number of jobs related to these middle-skill occupations is projected to increase 6% through 2029. There is projected to be 8,943 available annually.

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	44,779	47,266	2,487	6%	6,474
Orange	16,637	17,756	1,118	7%	2,469
<b>Total</b>	<b>61,416</b>	<b>65,022</b>	<b>3,606</b>	<b>6%</b>	<b>8,943</b>

## Wages

The labor market endorsement in this report considers the entry-level hourly wages for these nutrition and food entrepreneur 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.

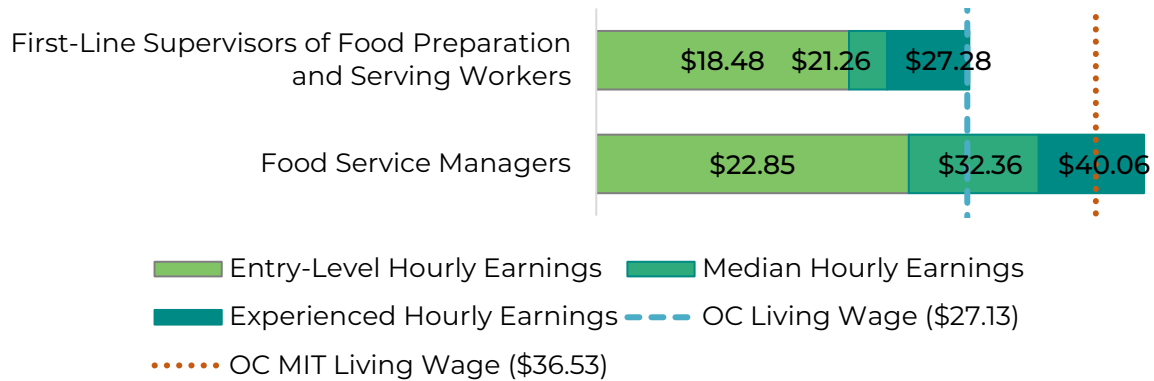
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in

<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.

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.

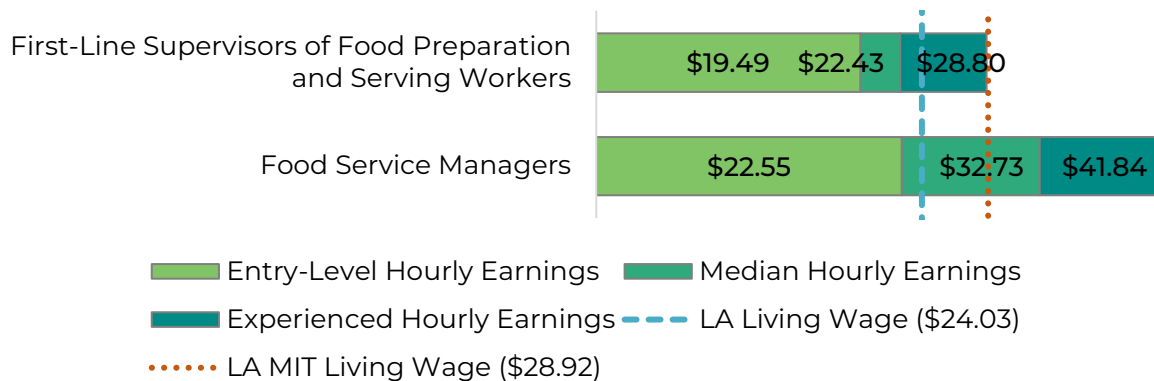
In Orange County, all annual openings for these nutrition and food entrepreneur occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$18.48 and \$22.85. Exhibit 4 shows the wage range for each of these nutrition and food entrepreneur occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, all annual openings for these nutrition and food entrepreneur occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$19.49 and \$22.55. Exhibit 5 shows the wage range for each of these nutrition and food entrepreneur occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level 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>. None of the occupations met the criteria for any of these designations.

<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 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
First-Line Supervisors of Food Preparation and Serving Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food Service Managers	<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 17,446 online job postings related to these nutrition and food entrepreneur occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Over half (52%) of job postings were for *food service managers*.

### Exhibit 7: Number of Job Postings by Occupation (n=17,446)

Occupation	Job Postings	Percentage of Job Postings
Food Service Managers	9,007	52%
First-Line Supervisors of Food Preparation and Serving Workers	8,439	48%
<b>Total Postings</b>	<b>17,446</b>	<b>100%</b>

The top job titles for these middle-skill nutrition and food entrepreneur occupations in the region, by number of job postings, are shown in Exhibit 8.

### Exhibit 8: Top Job Titles by Number of Job Postings for Middle-Skill Occupations (n=17,446)

Job Titles	Job Postings	Percentage
Shift Supervisors	2,587	15%
General Managers	2,217	13%
Shift Leaders	1,865	11%
Assistant General Managers	929	5%
Assistant Managers	657	4%
Restaurant Managers	582	3%
Shift Managers	472	3%
Food and Beverage Managers	298	2%
Restaurant General Managers	298	2%
Managers	235	1%

The top employers for these middle-skill nutrition and food entrepreneur occupations in the region, by number of job postings, are shown in Exhibit 9.

### Exhibit 9: Top Employers by Number of Job Postings for Middle-Skill Occupations (n=17,446)

Employer	Job Postings	Percentage of Job Postings
Starbucks	2,263	13%
Taco Bell	711	4%

Employer	Job Postings	Percentage of Job Postings
Domino's Pizza	552	3%
Pizza Hut	412	2%
El Pollo Loco	270	2%
Jack in the Box	248	1%
Tri Star Foods	233	1%
ScionHealth	203	1%
Compass Group	193	1%
CAVA	188	1%

The top specialized, soft, and computer skills for these middle-skill nutrition and food entrepreneur occupations 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 Middle-Skill Occupations (n=17,446)

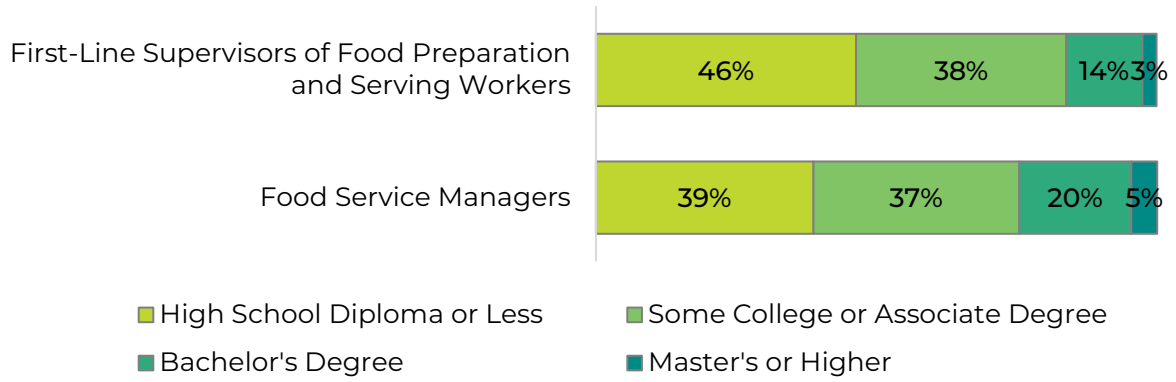
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Restaurant Operation (9,412)	Communication (9,312)	Microsoft Office (917)
Cash Handling (4,540)	Customer Service (9,312)	Microsoft Excel (866)
Food Safety And Sanitation (4,485)	Leadership (9,145)	Microsoft Outlook (675)
Food Services (3,234)	Management (8,312)	Microsoft PowerPoint (435)
Sanitation (3,199)	Operations (7,351)	Microsoft Word (348)
Restaurant Management (2,803)	Sales (4,538)	Inventory Management System (270)
Lifting Ability (2,658)	Cleanliness (3,874)	Operating Systems (165)
Inventory Management (2,267)	Coaching (3,065)	Spreadsheets (154)
Retail Operations (2,253)	Scheduling (2,846)	Productivity Software (132)
Collective Bargaining (2,121)	Problem Solving (2,572)	R (Programming Language) (104)

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists high school diploma or equivalent for *first-line supervisors of food preparation and serving workers* and *food service managers*.

The national-level educational attainment data indicates 37% to 38% 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 each occupation, sorted by highest community college educational attainment to lowest.

## Exhibit 11: National-level Educational Attainment for Occupations



### Requested Minimum Education Requirement

In Los Angeles and Orange counties, 37% (6,484) of job postings for these nutrition and food entrepreneur occupations specified a minimum education requirement:

- 80% (5,176) requested a high school diploma or associate degree
- 20% (1,295) requested a bachelor's degree

## Educational Supply

The following supply tables display the total supply for these middle-skill nutrition and food entrepreneur occupations 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:

- Nutrition, Foods, and Culinary Arts (1306.00)
- Hospitality (1307.00)
- Restaurant and Food Services and Management (1307.10)

The colleges with the most completions in the region are Mt San Antonio (53), followed by LA Mission (34), and Cypress (33). Additionally, over the past 12 months, one three related program recommendation request was submitted by a regional community college.

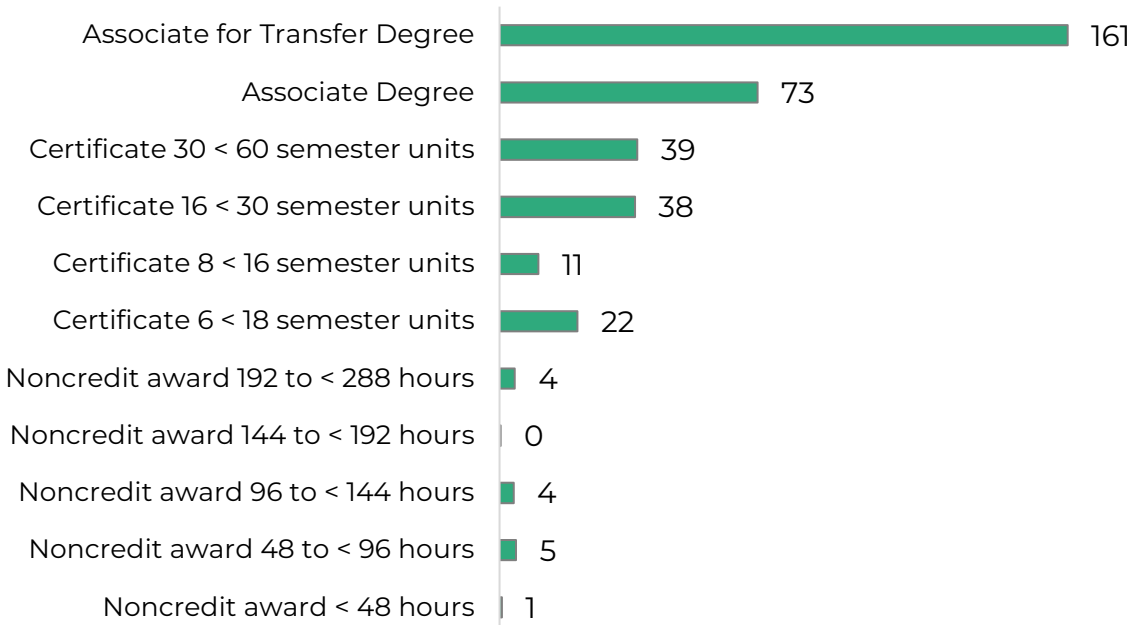
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-24

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average	
1306.00	Nutrition, Foods, and Culinary Arts	Citrus	6	2	3	4	
		East LA	21	16	15	17	
		Glendale	6	8	5	6	
		LA City	4	1	6	4	
		LA Harbor	3	1	2	2	
		LA Mission	4	7	7	6	
		LA Trade	3	0	0	1	
		Long Beach	16	20	22	19	
		Mt San Antonio	25	29	20	25	
		Pasadena	3	1	6	3	
		Rio Hondo	1	1	3	2	
		Santa Monica	11	8	9	9	
		West LA	5	2	2	3	
		LA Southwest	2	4	1	2	
		<b>LA Subtotal</b>		<b>110</b>	<b>100</b>	<b>101</b>	<b>104</b>
		Coastline	0	0	1	0	
		Cypress	3	0	2	2	
		Fullerton	13	12	8	11	
		Orange Coast	11	9	10	10	
		Saddleback	12	12	10	11	
		Santa Ana	2	1	4	2	
		Santiago Canyon	0	4	7	4	
<b>OC Subtotal</b>		<b>41</b>	<b>38</b>	<b>42</b>	<b>40</b>		
<b>Supply Subtotal/Average</b>			<b>151</b>	<b>138</b>	<b>143</b>	<b>144</b>	
1307.00	Hospitality	Cerritos	7	5	8	7	
		East LA	2	0	1	1	

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Glendale	14	21	22	19
		LA City	8	0	5	4
		LA Harbor	0	1	2	1
		LA Pierce	3	3	8	5
		Long Beach	2	5	30	12
		Mt San Antonio	29	30	16	25
		Pasadena	12	18	12	14
		Rio Hondo	3	2	1	2
		West LA	18	28	17	21
		<b>LA Subtotal</b>	<b>98</b>	<b>113</b>	<b>122</b>	<b>111</b>
		Coastline	0	0	2	1
		Cypress	30	22	6	19
		Orange Coast	19	11	6	12
		Saddleback	0	1	5	2
		Santa Ana	0	5	6	4
		<b>OC Subtotal</b>	<b>49</b>	<b>39</b>	<b>25</b>	<b>38</b>
		<b>Supply Subtotal/Average</b>			<b>147</b>	<b>152</b>
1307.10	Restaurant and Food Services and Management	Cerritos	10	4	4	6
		LA Mission	18	28	38	28
		LA Trade	13	16	8	12
		Mt San Antonio	5	3	3	4
		<b>LA Subtotal</b>	<b>46</b>	<b>51</b>	<b>53</b>	<b>50</b>
		Cypress	26	10	1	12
		Orange Coast	0	2	7	3
		<b>OC Subtotal</b>	<b>26</b>	<b>12</b>	<b>8</b>	<b>15</b>
<b>Supply Subtotal/Average</b>			<b>72</b>	<b>63</b>	<b>61</b>	<b>65</b>
<b>Supply Total/Average</b>			<b>370</b>	<b>353</b>	<b>351</b>	<b>358</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 associate for transfer degree, followed by associate degree and certificate 30 to 60 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 nutrition, foods and culinary arts programs in North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 5,351 Orange County nutrition, foods and culinary arts students in the 2023-24 academic year, 46% (2,450) attended a NOCCCD college.

NOCCCD students that exited nutrition, foods and culinary arts programs in the 2022-23 academic year had slightly lower median annual earnings (\$31,526 or \$15.16 per hour) compared to all nutrition, foods and culinary arts students in Orange County (\$33,032 or \$15.88 per hour). Additionally, a lower percentage of nutrition, foods and culinary arts students at the district level attained the living wage (16%) when compared to all nutrition, foods and culinary arts students in Orange County (20%).

### Exhibit 14: Nutrition, Foods, and Culinary Arts (1306.00) Strong Workforce Program Metrics, 2021-24<sup>4</sup>

SWP Metric	NOCCCD	OC Region	California
SWP Students	2,450	5,351	52,412
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	17%	18%	17%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	71%	78%	74%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	37	384

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

SWP Metric	NOCCCD	OC Region	California
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	76	304	3,213
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	56%	68%	68%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$31,526 (\$15.16)	\$33,032 (\$15.88)	\$35,244 (\$16.94)
Median Change in Earnings for SWP Exiting Students (2022-23)	48%	49%	35%
SWP Exiting Students Who Attained the Living Wage (2022-23)	16%	20%	31%

### Non-Community College Supply

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

- Restaurant, Culinary, and Catering Management/Manager (12.0504)
- Restaurant/Food Services Management (52.0905)

No awards were conferred by non-community colleges under the related CIP codes:

- Foodservice Systems Administration/Management (19.0505)
- Hotel, Motel, and Restaurant Management (52.0909)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 96 awards annually in a related program.

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
12.0504	Restaurant, Culinary, and Catering Management/Manager	Institute of Culinary Education	45	37	13	32
		University of Antelope Valley	13	13	8	11
<b>Supply Subtotal/Average</b>			<b>58</b>	<b>50</b>	<b>21</b>	<b>43</b>
52.0905	Restaurant/Food Services Management	University of Southern California	47	61	51	53
<b>Supply Subtotal/Average</b>			<b>47</b>	<b>61</b>	<b>51</b>	<b>53</b>
<b>Supply Total/Average</b>			<b>105</b>	<b>111</b>	<b>72</b>	<b>96</b>

# Regional Demographics

The following section presents occupational, community college program, and population demographic data for Orange County. This comparison identifies potential equity gaps between the local workforce and the student pipeline 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 16 compares the ethnicity of Orange County community college students enrolled in nutrition, foods and culinary arts programs, the overall Orange County population, and occupation-specific data for the two nutrition and food entrepreneur occupations included in this report.

Hispanic or Latino individuals represent 41%, which is slightly lower than nutrition and food entrepreneur students (45%). White individuals account for 33% of workers but 21% of students, and Asian individuals 22% of workers versus 14% of students, indicating disproportionate representation in the workforce. In contrast, Black or African American individuals comprise 1% of workers and 3% of students, reflecting underrepresentation in the occupation.

Exhibit 16: Program and County Demographics by Ethnicity

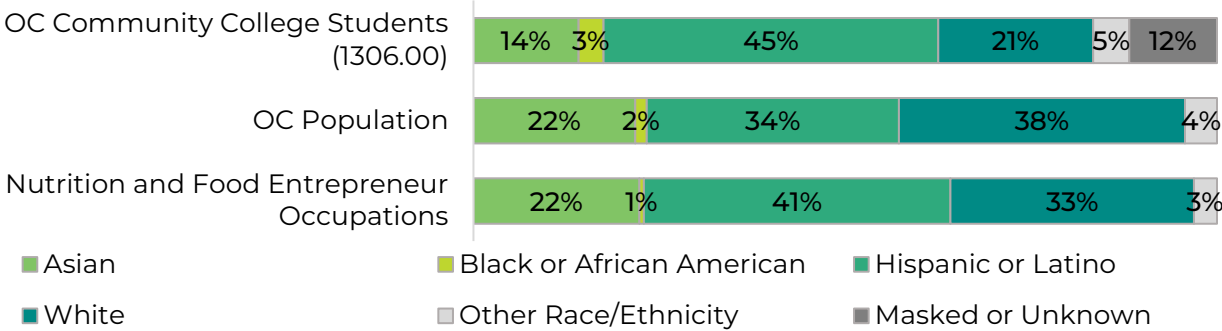
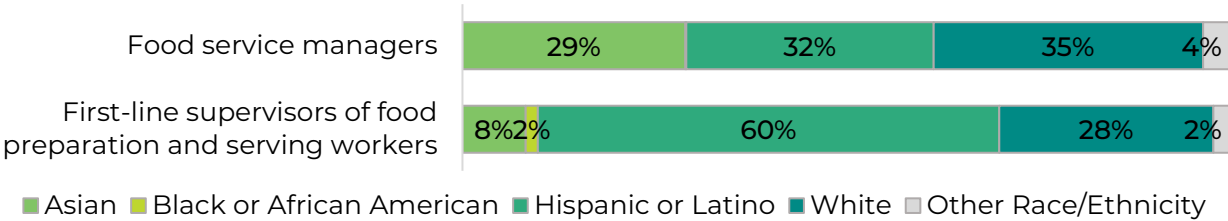


Exhibit 17 shows the disaggregated analysis, revealing notable differences in representation among these nutrition and food entrepreneur occupations.

Hispanic or Latino workers account for 60% of *first-line supervisors of food preparation and serving workers*, which is nearly double their 32% representation among *food service managers*. In contrast, Asian workers comprise 29% of *food service managers*, which is nearly three times their representation among *first-line supervisors of food preparation and serving workers*. This distribution suggests potential barriers limiting upward mobility for Hispanic or Latino workers into higher-level managerial roles.

Exhibit 17: Disaggregated Ethnic Distribution by Occupation



## Age

Exhibit 18 compares the age of Orange County community college students enrolled in nutrition, foods and culinary arts programs, the overall Orange County population, and occupation-specific data for the two nutrition and food entrepreneur occupations included in this report.

Individuals aged 24 or younger account for 19% of the workforce, which is substantially lower than their 56% representation among students. In contrast, individuals ages 25 to 34 comprise 51% of workers compared to 24% of students. This suggests that additional experience may be required prior to workforce entry.

Exhibit 18: Program and County Demographics by Age

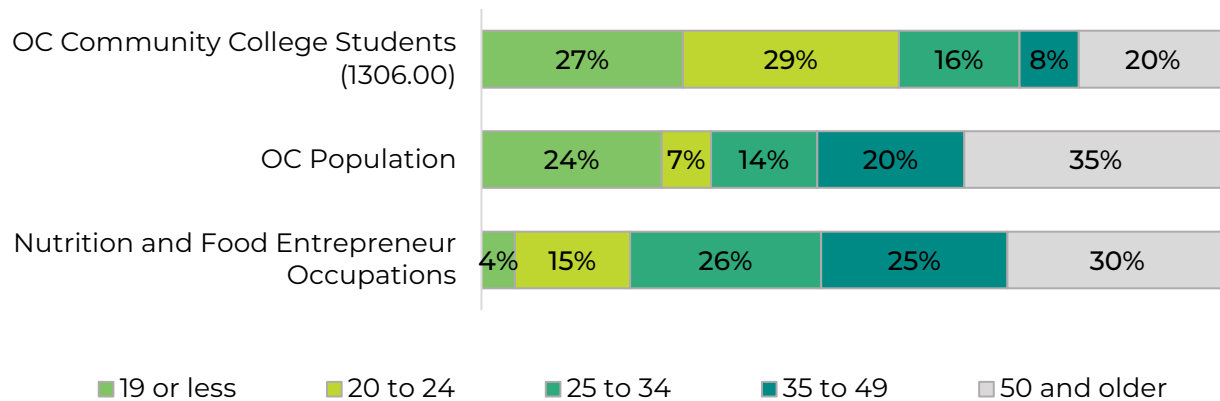
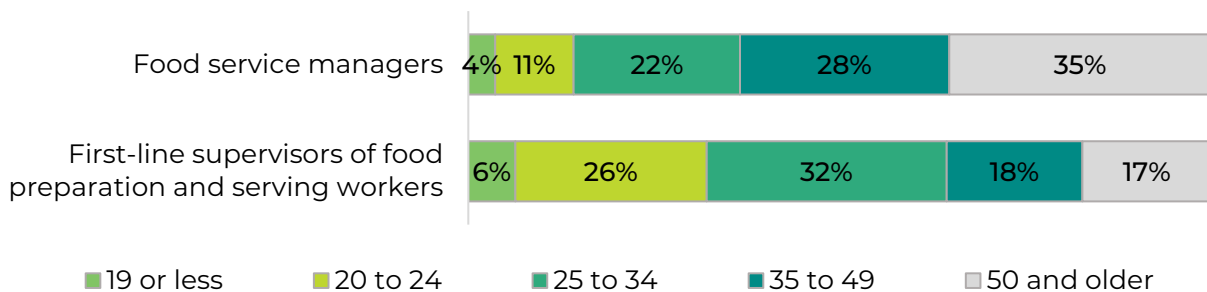


Exhibit 19 shows the disaggregated analysis, revealing notable differences in age distribution among these nutrition and food entrepreneur occupations.

*First-line supervisors of food preparation and serving workers* have the highest representation of individuals ages 20 to 34, suggesting the role is primarily filled by early- to mid-career workers. In contrast, *food service managers* have a larger share of workers aged 50 and older, indicating that this role may require greater experience prior to entry.

Exhibit 19: Disaggregated Age Distribution by Occupation



## Sex

Exhibit 20 compares the sex of Orange County community college students enrolled in nutrition, foods and culinary arts programs, the overall Orange County population, and occupation-specific data for these nutrition and food entrepreneur occupations.

Although the gender distribution in the general population is relatively balanced, women comprise only 47% of the workforce yet represent a majority of nutrition, food, and culinary arts students (58%).

Exhibit 20: Program and County Demographics by Sex

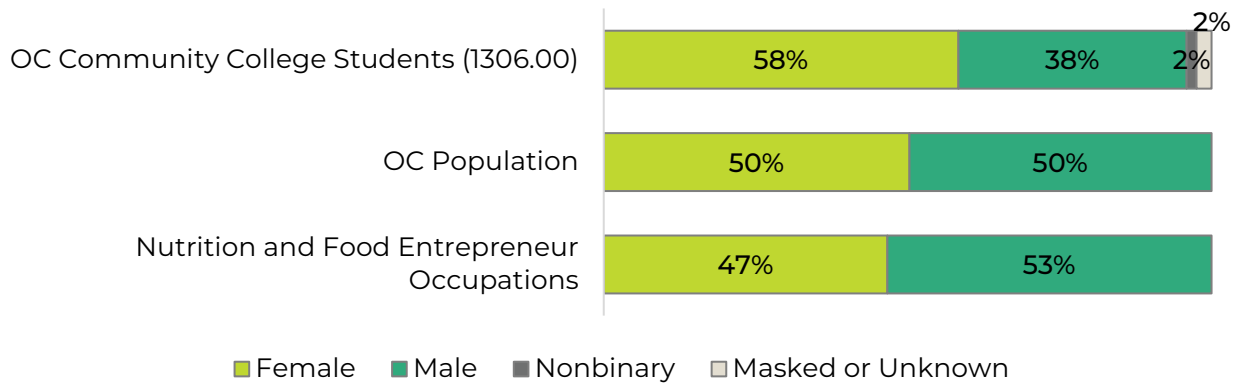
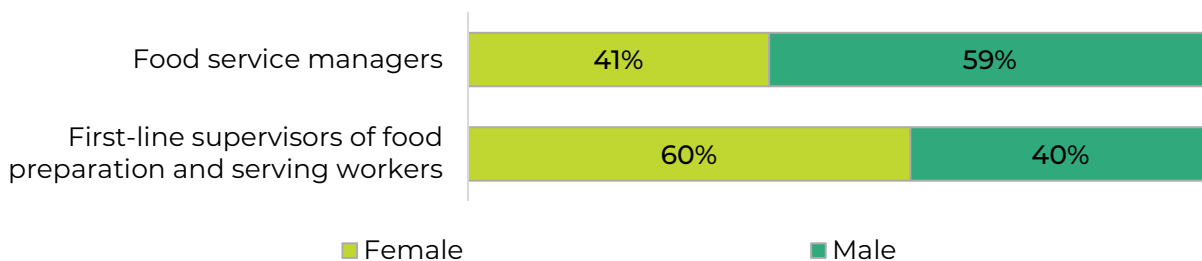


Exhibit 21 disaggregates the sex distribution for each of the nutrition and food entrepreneur occupations to highlight *potential* disparities in access to higher-paying occupations and opportunities for career advancement.

Men comprise 59% of *food service managers*, while women account for 41%. In contrast, women make up the majority of *first-line supervisors of food preparation and serving workers* (60%), compared to 40% men. This distribution may suggest potential barriers to advancement for women into higher-level managerial roles.

Exhibit 21: Sex Distribution 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.2026.1), 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 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>

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March 2026

