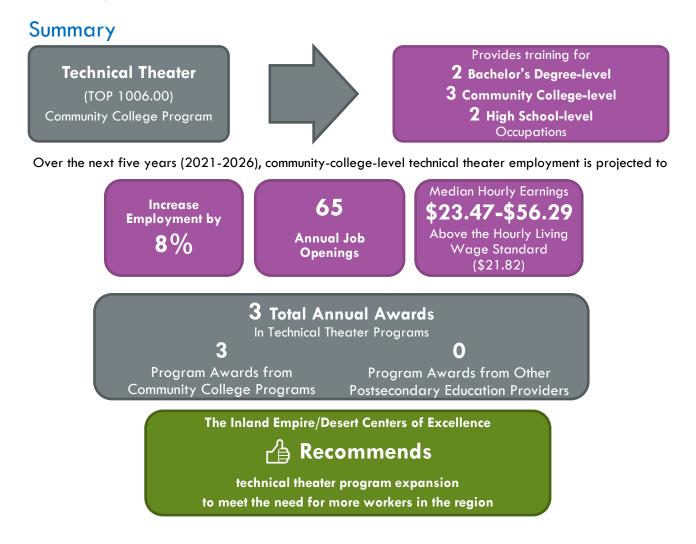


# **Technical Theater**

Inland Empire/Desert Region (Riverside and San Bernardino counties)



# Introduction

This report provides data on programs and occupations related to technical theater. The California Community College technical theater program prepares students for employment through instruction related to the techniques used for communicating information, ideas, moods, and feelings through set design and construction and costuming with attention to stagecraft, function, and esthetics (Taxonomy of Programs, 2012).

The knowledge, skills, and abilities trained by technical theater programs lead to seven distinct occupations, collectively referred to as the technical theater occupational group in this report. The technical theater occupational group is separated into high school-level, community college-level, and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying education levels.



The **high school-level technical theater occupations** in this report typically require a high school diploma or equivalent and one month or less of on-the-job training. These occupations may benefit from a community college program to immerse students in technical theater terminology and prepare them for various work tasks. Between 36% and 38% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest educational attainment. The high school-level occupations included in the technical theater occupational group are:

- Costume Attendants (SOC 39-3092)
- Lighting Technicians (27-4015)

The **community college-level technical theater occupations** in this report typically require a postsecondary nondegree award and one month or less of on-the-job training. Between 38% and 45% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest level of education. The community college-level occupations included in the technical theater occupational group are:

- Audio and Video Technicians (SOC 27-4011)
- Makeup Artists, Theatrical and Performance (39-5091)
- Sound Engineering Technicians (27-4014)

The **bachelor's degree-level technical theater occupations** included in this report typically require workers to obtain a bachelor's degree before employment. Students enrolled in a technical theater program may gain transferable skills. Between 19% and 29% of incumbent bachelor's degree-level occupations hold a community college-level of educational attainment. The bachelor's degree-level technical theater occupations included in this report are:

- Producers and Directors (SOC 27-2012)
- Set and Exhibit Designers (27-1027)

This report's educational supply and employment demand portions focus solely on the community college-level jobs students are likely to obtain after completing a community college technical theater program.

In 2021, there were 1,086 total technical theater jobs in the region; approximately 51% of regional technical theater jobs are community college-level, 45% are bachelor's degree-level, and 4% are high school-level. By 2026, community college-level employment is projected to increase by 8%; 65 job openings are expected annually due to the region's new job growth and replacement needs. Exhibit 1 displays the job counts, five-year projected job growth, openings, and the share of incumbent workers aged 55 years and older.



Exhibit 1: Five-year projections for the technical theater	occupational group,	Inland Empire/Desert Region, 2	2021-
2026			

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Bachelor's Degree-level		-				
Producers and Directors	440	484	10%	239	48	19%
Set and Exhibit Designers	45	50	12%	27	5	Insf. Data
Bachelor's Degree-level Total	485	534	10%	266	53	20%
Community College-level						
Audio and Video Technicians	449	484	8%	264	53	18%
Sound Engineering Technicians	89	92	3%	47	9	15%
Makeup Artists, Theatrical and Performance	12	17	42%	13	3	Insf. Data
Community College-level Total	550	593	8%	324	65	<b>19</b> %
High School-level						
Costume Attendants	37	42	12%	45	9	Insf. Data
Lighting Technicians	13	17	28%	11	2	Insf. Data
High School-level Total	51	59	16%	56	11	21%
Total	1,086	1,186	<b>9</b> %	646	129	1 <b>9</b> %

Source: Lightcast 2022.4

An online job advertisement (ad) search for jobs in the technical theater occupational group revealed the employers seeking these workers, including the time it takes to fill positions, earnings information, and indemand skills. Over the last 12 months, there were 82 job ads posted for the technical theater occupational group in the region. To ensure the generalizability of the job ad information displayed in this report, the search was expanded to include all ads posted in California over the last 12 months. Over the previous 12 months, there were 3,033 job ads posted for the technical theater occupational group in the state. Approximately 52% of statewide job ads posted for the technical theater occupational group were in the Los Angeles/Orange County Metropolitan Statistical Area.

Exhibit 2 shows the number of job ads posted during the last 12 months and the statewide average time to fill these jobs. On average, employers in the state fill online job ads for the technical theater occupational group in 48 days. Too few job ads were posted for high school-level technical theater occupations to provide reliable job ad information.



Occupation	Job Ads	Statewide Average Time to Fill (Days)
Bachelor's Degree-level		
Producers and Directors	1,847	47
Set and Exhibit Designers	35	45
Bachelor's Degree-level	1,882	47
Community College-level		
Audio and Video Technicians	802	50
Sound Engineering Technicians	265	42
Makeup Artists, Theatrical and Performance	81	51
Community College-level Total	1,148	48
High School-level		
Costume Attendants	3	41
Lighting Technicians	0	-
High School-level Total	3	41
Total	3,033	48

#### Exhibit 2: Job ads and time to fill, California, December 2021 through November 2022

Source: Burning Glass - Labor Insights

### **Earnings**

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California to be self-sufficient (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for the bachelor's degree-level technical theater occupational group in the Inland Empire/Desert Region. The 25<sup>th</sup> percentile hourly earnings for producers and directors are above the living wage standard. The 75<sup>th</sup> percentile hourly earnings for set and exhibit designers surpass the living wage standard, indicating that only the top 25% of workers earn a living wage.



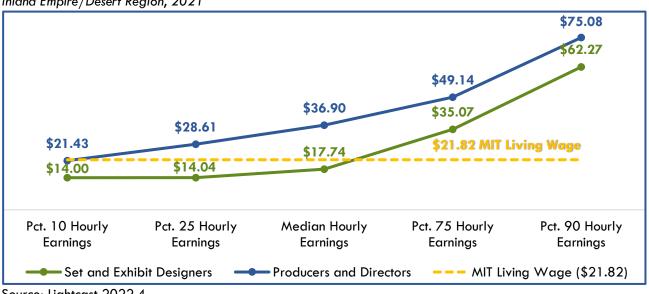


Exhibit 3: Hourly earnings by percentile for the bachelor's degree-level technical theater occupational group, Inland Empire/Desert Region, 2021

Exhibit 4 displays the hourly earnings for the community college-level technical theater occupational group in the Inland Empire/Desert Region. The 25<sup>th</sup> percentile hourly earnings for makeup artists makeup artists, theatrical and performance are above the living wage. The median hourly earnings for audio and video technicians and sound engineering technicians surpass the regional living wage, indicating that approximately 50% of workers earn a living wage.

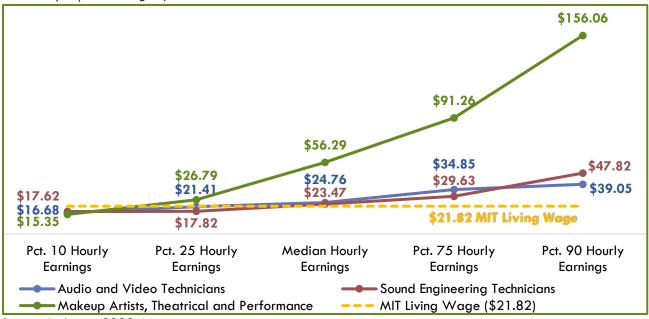


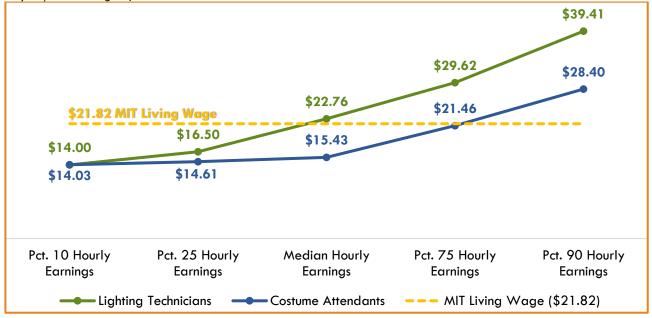
Exhibit 4: Hourly earnings by percentile for the community college-level technical theater occupational group, Inland Empire/Desert Region, 2021

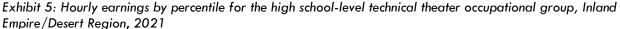
Source: Lightcast 2022.4

Source: Lightcast 2022.4



Exhibit 5 displays the hourly earnings for the high school-level technical theater occupational group in the Inland Empire/Desert Region. The median hourly earnings for lighting technicians are above the living wage standard. The 90<sup>th</sup> percentile hourly earnings for costume attendants exceed the living wage standard, indicating that only the top 10% of workers earn a living wage.





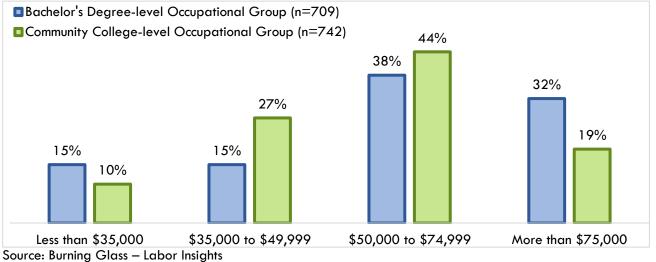
Source: Lightcast 2022.4

## Advertised Salary from Online Job Ads

Exhibit 6 displays online job ad salary data for the technical theater occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay community college-level technical theater workers \$60,000 annually and bachelor's degree-level technical theater workers \$67,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 48% (1,451 out of 3,033) of online job ads for these occupations provided salary information. There were insufficient job ads for the high school-level technical theater group to provide reliable advertised salary data. The salary figures are prorated to reflect full-time, annual wage status.







## Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 7 displays the job titles most frequently included in ads for the technical theater occupational group over the last 12 months. Displaying job titles may provide insight into the positions available to students after completing a program. The most frequently sought community college-level job title was audio/visual (AV) technician, and the most frequently sought bachelor's degree-level job title was producer.

Exhibit 7: Job titles most frequently included in job ads for the technical theater occupational group, California,
December 2021 through November 2022

Occupational Group	Top Job Titles	
Bachelor's Degree-level Technical Theater Occupations (n=1,881)	<ul> <li>Producer</li> <li>Associate Producer</li> <li>Executive Producer</li> <li>Digital Video Producer</li> </ul>	<ul> <li>News Producer/Director</li> <li>Senior Producer</li> <li>Creative Producer</li> <li>Stage Manager</li> </ul>
Community College-level Technical Theater Occupations (n=1,148)	<ul> <li>Audio/Visual (AV) Technician</li> <li>Makeup Artist</li> <li>Broadcast Engineer</li> <li>Audio Technician</li> </ul>	<ul> <li>Video Production Specialist</li> <li>Audio Visual (AV) Specialist</li> <li>Audio Engineer</li> <li>Stage Technician</li> </ul>
High School-level Technical Theater Occupations (n=3)	• N/A	

Source: Burning Glass – Labor Insights

Exhibit 8 displays the employers that posted the most job ads during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. Paramount Global (Viacom and CBS) posted the most job advertisements for the bachelor's degree-level technical theater occupational group. Yaamava' Resort & Casino at San Manuel posted the most job ads for the community college-level occupational group.



Exhibit 8: Employers posting the most job ads for the technical theater occupational group, California, December 2021 through November 2022

Occupational Group	Top Employers	
Bachelor's Degree-level Technical Theater Occupations (n=1,882)	<ul> <li>Paramount Global</li> <li>Nexstar Broadcasting Group</li> <li>Amazon</li> <li>Disney</li> <li>ABC</li> </ul>	<ul> <li>Method Studios</li> <li>NBC</li> <li>Charter Communications</li> <li>Moonbug Entertainment</li> <li>Sinclair Broadcast Group</li> <li>Fox Incorporated</li> </ul>
Community College-level Technical Theater Occupations (n=1,148)	<ul> <li>Yaamava' Resort &amp; Casino at San Manuel</li> <li>Astreya</li> <li>Audio Visual Management Solutions</li> </ul>	<ul> <li>Golden Star</li> <li>Disney</li> <li>AV Services Incorporated</li> <li>Apple</li> </ul>
High School-level Technical Theater Occupations (n=3)	• N/A	

Source: Burning Glass – Labor Insights

Exhibit 9 lists a sample of specialized and employability skills employers seek for workers to fill positions in the technical theater occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

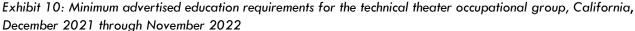
Exhibit 9: Sample of in-demand skills from employer job ads, California, December 2021 through November 2022

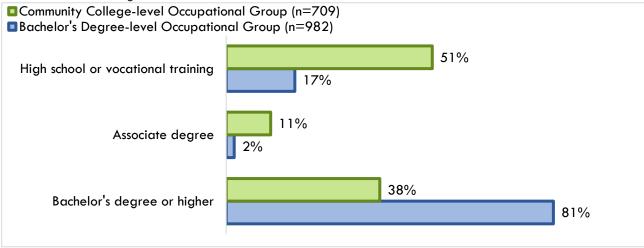
Occupational Group	Specialized skills	Employability skills
Bachelor's Degree-level Technical Theater Occupations (n=1,838)	<ul> <li>Budgeting</li> <li>Scheduling</li> <li>Social media</li> <li>Broadcast Industry Knowledge</li> <li>Project Management</li> <li>Video Production</li> </ul>	<ul> <li>Creativity</li> <li>Communication Skills</li> <li>Editing</li> <li>Teamwork/Collaboration</li> <li>Organization Skills</li> <li>Detail-Oriented</li> </ul>
Community College- level Technical Theater Occupations (n=1,064)	<ul> <li>Repair</li> <li>Customer Service</li> <li>Scheduling</li> <li>Technical Support</li> <li>Cabling/Wiring</li> </ul>	<ul> <li>Communication Skills</li> <li>Troubleshooting</li> <li>Teamwork/Collaboration</li> <li>Physical Abilities</li> <li>Detail-Oriented</li> </ul>
High School-level Technical Theater Occupations (n=3)	• N/A	

Source: Burning Glass – Labor Insights



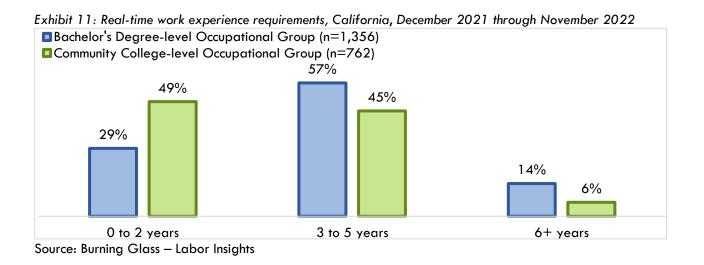
Exhibit 10 displays the minimum advertised education requirements for the technical theater occupational group. Only 56% of employer job ads contained minimum education requirements. Approximately 51% of employers posting job ads for the community college-level occupational group sought candidates with a high school diploma or vocational training. Most (81%) of employers posting job ads for the bachelor's degree-level occupational group sought candidates with a bachelor's degree or higher.





Source: Burning Glass – Labor Insights

Exhibit 11 displays the real-time work experience requirements from employer job ads. Approximately 49% of employers posting job ads for community college-level technical theater occupations sought candidates with zero to two years of previous work experience. More than half (57%) of employer job ads for bachelor's degree-level occupations sought candidates with three to five years of previous work experience.





## Student Completions and Programs Outcomes

Exhibit 12 displays student completions for technical theater (TOP 1006.00) programs over the last three academic years, 2019-2022. Regional community colleges have issued three awards annually in technical theater programs over the previous three academic years (2019-22). Program completion and student outcome methodologies can be found in the appendix.

Exhibit 12: Annual average community college awards for technical theater programs, Inland Empire/Des	ert
Region, Academic Years 2019-2022	

Year	Year	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
			2
	-	•	
5	0	0	2
I			0
0	0	0	0
			1
1	1	0	1
0	1	0	0
			0
0	0	1	0
			0
0	0	0	0
6	2	1	3
	2019-20	2019-20       2020-21         5       0         5       0         0       0         1       0         1       1         0       1         1       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0         0       0	2019-20       2020-21       2021-22         1       5       0       0         5       0       0       0         1       5       0       0         1       0       0       0         1       1       0       0         1       1       0       0         1       0       1       0         0       0       1       0         0       0       1       0         0       0       1       0         0       0       1       0         0       0       0       1         0       0       0       1

Source: MIS Data Mart, COCI

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 12: 1006.00 – Technical theater strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2019-2020 (Unless Noted)

Strong Workforce Program Metrics: 1006.00 – Technical Theater Academic Year 2019-20, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2020-21)	216	3,054
Completed 9+ career education units in one year (2020-21)	13%	17%



Strong Workforce Program Metrics: 1006.00 – Technical Theater Academic Year 2019-20, unless noted otherwise	Inland Empire/Desert Region	California
Students who attained a noncredit workforce milestone in a year (2020-21)	-	79%
Students who earned a degree, certificate, or attained apprenticeship (2020-21)	-	74
Transferred to a four-year institution (transfers)	41	406
Job closely related to the field of study (2018-19)	-	59%
Median annual earnings (all exiters)	\$19,802	\$21,924
Median change in earnings (all exiters)	27%	39%
Attained a living wage (completers and skills-builders)	22%	21%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Other postsecondary institutions may utilize the technical theatre/theatre design and technology CIP code (50.0502) for their technical theater programs. However, over the last three academic years, no other regional postsecondary education institution issued awards using this program code. The following is the program description for technical theatre/theatre design and technology CIP programs.

A program that prepares individuals to apply artistic, technical and dramatic principles and techniques to the communication of dramatic information, ideas, moods, and feelings through technical theatre methods. Includes instruction in set design, lighting design, sound effects, theatre acoustics, scene painting, property management, costume design, and technical direction and production and use of computer applications to support these functions (IPEDS, 2022).

## Summary of Findings

Community college technical theater programs provide the knowledge, skills, and abilities that prepare students for employment in three community college-level occupations. The community college-level technical theater occupational group is expected to have 65 annual job openings through 2026, increasing employment by 8%. The 25<sup>th</sup> percentile hourly earnings for makeup artists makeup artists, theatrical and performance are above the living wage (\$21.82 per hour). The median hourly earnings for audio and video technicians and sound engineering technicians surpass the regional living wage, indicating that approximately 50% of workers earn a living wage.

Regional community colleges have issued three awards annually in technical theater (TOP 1006.00) programs over the previous three academic years (2019-22). No other known regional postsecondary educational institutions issued awards related to technical theater training over the last three academic years.



The COE recommends expanding technical theater programs to meet the regional demand for community college-level technical theater workers. Colleges considering technical theater programs should meet with relevant employers to ensure that students are equipped with the requisite skills to earn a living wage shortly after exiting a program.

### Contact

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# Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for technical theater occupations

Occupation Definitions (SOC code), Education and Training Requirements, Community College Education Attainment

### Set and Exhibit Designers (27-1027)

Design special exhibits and sets for film, video, television, and theater productions. May study scripts, confer with directors, and conduct research to determine appropriate architectural styles.

Sample job titles: Designer, Display Coordinator, Exhibit Coordinator, Exhibit Designer, Exhibit Preparator, Historical Society Window Dresser, Installations Designer, Projection Designer, Scenic Designer, Set Designer

Entry-Level Educational Requirement: Bachelor's degree Training Requirement: None Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 29%

### Producers and Directors (27-2012)

Produce or direct stage, television, radio, video, or film productions for entertainment, information, or instruction. Responsible for creative decisions, such as interpretation of script, choice of actors or guests, set design, sound, special effects, and choreography.

Sample job titles: Artistic Director, Director, Executive Producer, Multimedia Producer, News Producer, Producer, Producer, Producer, Radio Producer, Television News Producer (TV News Producer), Television Producer (TV Producer)

Entry-Level Educational Requirement: Bachelor's degree Training Requirement: None Work Experience: Less than five years Incumbent workers with a Community College Award or Some Postsecondary Coursework: 19%

### Audio and Video Technicians (27-4011)

Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events.

**Sample job titles:** Audio Technician, Audio Visual Specialist (AV Specialist), Audio Visual Technician (AV Technician), Media Technician, Operations Technician, Stagehand, Video Technician

Entry-Level Educational Requirement: Postsecondary nondegree award

Technical Theater in the Inland Empire/Desert Region, December 2022



Training Requirement: Less than one-month on-the-job training Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 38%

### Sound Engineering Technicians (27-4014)

Assemble and operate equipment to record, synchronize, mix, edit, or reproduce sound, including music, voices, or sound effects, for theater, video, film, television, podcasts, sporting events, and other productions.

Sample job titles: Audio Engineer, Audio Operator, Mastering Engineer, Mixer, Mixing Engineer, Recording Engineer, Sound Editor, Sound Engineer, Sound Technician, Studio Engineer

Entry-Level Educational Requirement: Postsecondary nondegree award Training Requirement: Less than one-month on-the-job training Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 38%

### Lighting Technicians (27-4015)

Set up, maintain, and dismantle light fixtures, lighting control devices, and the associated lighting electrical and rigging equipment used for photography, television, film, video, and live productions. May focus or operate light fixtures, or attach color filters or other lighting accessories.

### Sample job titles: N/A

Entry-Level Educational Requirement: High school diploma or equivalent Training Requirement: Less than one-month on-the-job training Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 38%

### Costume Attendants (39-3092)

Select, fit, and take care of costumes for cast members, and aid entertainers. May assist with multiple costume changes during performances.

Sample job titles: Costume Draper, Costume Seamstress, Costumer, Draper, Dresser, Wardrobe Assistant, Wardrobe Attendant

Entry-Level Educational Requirement: High school diploma or equivalent Training Requirement: Less than one-month on-the-job training Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 36%



### Makeup Artists, Theatrical and Performance (39-5091)

Apply makeup to performers to reflect period, setting, and situation of their role.

Sample job titles: Commercial Makeup Artist, Hair and Makeup Designer, Makeup Artist, Prosthetic Makeup Designer, Special Effects Makeup Artist, Special Makeup Effects Artist

Entry-Level Educational Requirement: Postsecondary nondegree award Training Requirement: None Work Experience: None Incumbent workers with a Community College Award or Some Postsecondary Coursework: 45%

# Appendix: Methodology

Exhibit 12 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and is based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2022a).

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.



Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for the technical theater occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The- Job-Training	Work Experience Required
Bachelor's Degree-level									
Producers and Directors (27-2012)	440	44	10%	48	\$21.43 to \$75.08	\$36.90	\$92,000	Bachelor's degree & None	Less than five years
Set and Exhibit Designers (27-1027)	45	5	12%	5	\$14.00 to \$62.27	\$17.74	\$63,500	Bachelor's degree & None	None
Bachelor's Degree-level Total	485	49	10%	53	-	-	-	-	-
Community College-level									
Audio and Video Technicians (27-4011)	449	35	8%	53	\$16.68 to \$39.05	\$24.76	\$58,500	Postsecondary nondegree award & 1 month	None
Sound Engineering Technicians (27-4014)	89	3	3%	9	\$17.62 to \$47.82	\$23.47	\$59,700	Postsecondary nondegree award & 1 month	None
Makeup Artists, Theatrical and Performance (39-5091)	12	5	42%	3	\$15.35 to \$156.06	\$56.29	\$150,900	Postsecondary nondegree award & None	None
Community College- level Total	550	43	8%	65	-	-	-	-	-
High School-level									
Costume Attendants (39-3092)	37	4	12%	9	\$14.03 to \$28.40	\$15.43	\$39,000	High school diploma or equivalent & 1 month	None
Lighting Technicians (27-4015)	13	4	28%	2	\$14.00 to \$39.41	\$22.76	\$61,100	High school diploma or equivalent & 1 month	None
High School-level Total	51	8	16%	11	-	-	-	-	-
Total	1,086	100	<b>9</b> %	129	-	-	-	-	-

Source: Lightcast 2022.4