

Labor Market Analysis for Program Recommendation:
 1261.00/Community Health Care Worker
 (Community Health Worker)
 Orange County Center of Excellence, March 2024



Summary

| | | | |
|-------------------------|---|---|---|
| Program LMI Endorsement | Endorsed: All LMI Criteria Met <input type="checkbox"/> | Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/> | Not LMI Endorsed <input type="checkbox"/> |
|-------------------------|---|---|---|

Program LMI Endorsement Criteria

| | | |
|---|--|--|
| | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| Supply Gap: | <i>Comments:</i> There are projected to be 478 middle-skill annual job openings throughout Los Angeles and Orange counties for <i>community health workers</i> , which is more than the 41 awards conferred by educational institutions . | |
| | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| Living Wage: (Entry-Level, 25 th) | <i>Comments:</i> Typical entry-level hourly wages for <i>community health workers</i> are \$18.33 , which is significantly below the OC living wage of \$20.63 . | |
| | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| Education: | <i>Comments:</i> Though typical entry-level education for <i>community health workers</i> is a high school diploma or equivalent, a significant percentage of workers in the field have completed some college or an associate degree as their highest level of education . | |

| | | |
|------------------------------|--|--|
| Emerging Occupation(s) | | |
| Yes <input type="checkbox"/> | | No <input checked="" type="checkbox"/> |
| <i>Comments:</i> N/A | | |

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/Orange County regional labor market related to the following two community health occupations:

- Middle-Skill
 - *Community Health Workers* (21-1094)
- Above Middle-Skill – denoted with an asterisk (*) throughout this report.
 - *Health Education Specialists* (21-1091)*

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor’s degree.

Based on the available data, there appears to be a supply gap for *community health workers* and typical education requirements for this occupation align with a community college education. However, typical entry-level wages are significantly below the 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 occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

| Occupation (SOC) | Demand (Annual Openings) | Supply (CC and Non-CC) | Entry-Level Hourly Earnings (25 th Percentile) | Typical Entry-Level Education | Community College Educational Attainment |
|---|--------------------------|--|---|-----------------------------------|--|
| Community Health Workers (21-1094) | LA: 374 OC: 104 | LA: 38 OC: 3 | OC: \$18.33 | High school diploma or equivalent | 25% |
| Middle-Skill Total | 478 | 41 | N/A | N/A | N/A |
| Health Education Specialists (21-1091)* | LA: 216 OC: 62 | LA: <i>Accounted for above</i> OC: <i>Accounted for above</i> | OC: \$21.95 | Bachelor's degree | 25% |
| Above Middle-Skill Total | 278 | Accounted for above | N/A | N/A | N/A |
| Total | 756 | 453 | N/A | N/A | N/A |

Demand:

- The number of jobs related to *community health workers* is projected to increase 12% through 2027, equating to 478 annual job openings.
- Hourly entry-level wages for *community health workers* are \$18.33 in Orange County, which is significantly below the living wage of \$20.63.
- There were 248 online job postings for *community health workers* over the past 12 months. The highest number of postings were for community navigators, community liaisons, and peer navigators.
- The typical entry-level education for *community health workers* is a high school diploma or equivalent.
- Approximately 25% of *community health workers* have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 33 awards conferred by 5 community colleges in Los Angeles and Orange Counties from 2019 to 2022.
- Non-community college institutions conferred an average of 8 awards from 2019 to 2021.
- There was insufficient data to determine the median annual wage Orange County community college students earned after exiting their community health care worker program as well as the percentage of students who attained the regional living wage.
- There was insufficient data to determine the percentage of Orange County community health care worker students that are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for both occupations researched in this report from 2017 through 2027. Though there was a 7% decline across all occupations in Los Angeles and Orange counties from 2019 to 2020 due to the COVID-19 pandemic, employment in these two community health occupations increased each year from 2019 to 2022. Employment for these occupations experienced a spike of 17% from 2020 to 2021, whereas employment for all occupations in Los Angeles and Orange counties only increased 5% during the same period. These community health occupations are projected to grow at a higher rate relative to all occupations through 2027.

Exhibit 2: Annual Percent Change in Jobs for Community Health Occupations, 2017-2027

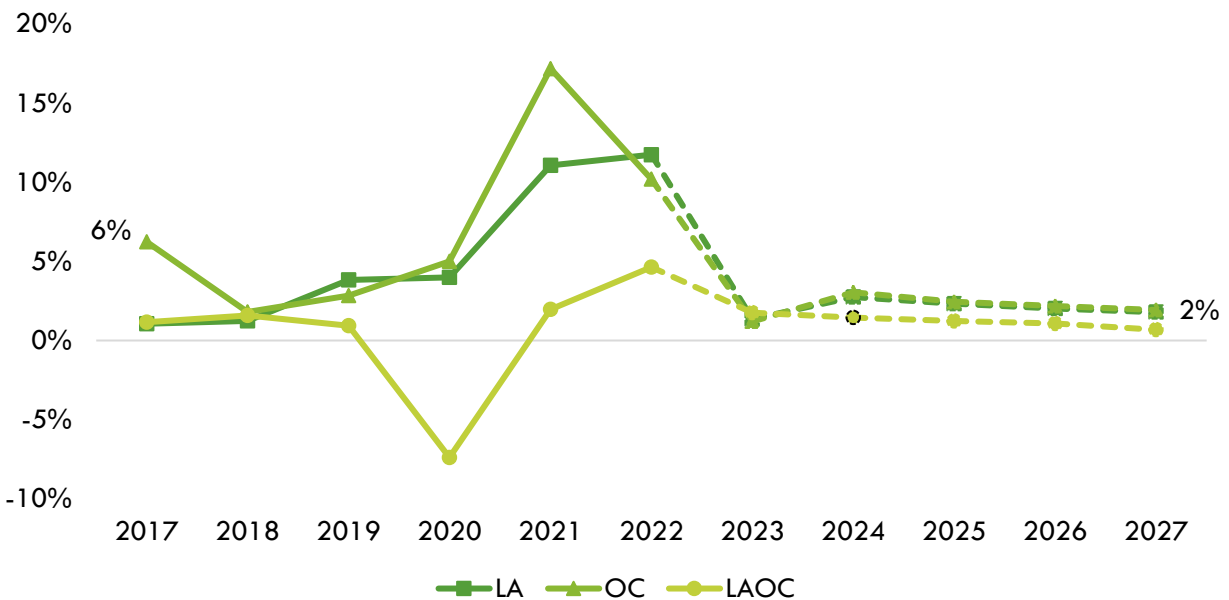


Exhibit 3 shows the five-year occupational demand projections for *community health workers*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 12% through 2027. There is projected to be 478 jobs available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties¹

| Geography | 2022 Jobs | 2027 Jobs | 2022-2027 Change | 2022-2027 % Change | Annual Openings |
|--------------|--------------|--------------|------------------|--------------------|-----------------|
| Los Angeles | 2,974 | 3,320 | 346 | 12% | 374 |
| Orange | 812 | 913 | 101 | 12% | 104 |
| Total | 3,786 | 4,234 | 448 | 12% | 478 |

¹ 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 shows the five-year occupational demand projections for *health education specialists**. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 9% through 2027. There is projected to be 279 jobs available annually.

Exhibit 4: Above Middle-Skill Occupational Demand in Los Angeles and Orange Counties

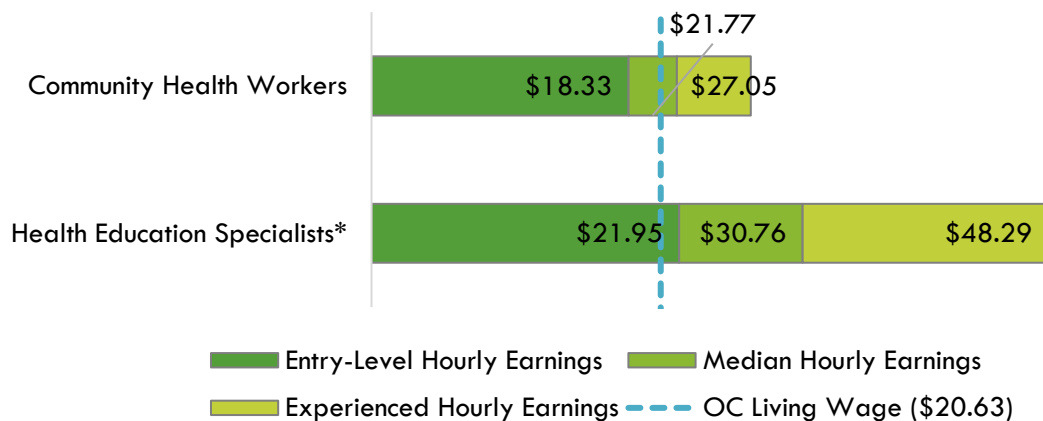
| Geography | 2022 Jobs | 2027 Jobs | 2022-2027 Change | 2022-2027 % Change | Annual Openings |
|--------------|--------------|--------------|------------------|--------------------|-----------------|
| Los Angeles | 1,812 | 1,976 | 164 | 9% | 216 |
| Orange | 518 | 566 | 48 | 9% | 62 |
| Total | 2,330 | 2,542 | 212 | 9% | 279 |

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the two community health 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.

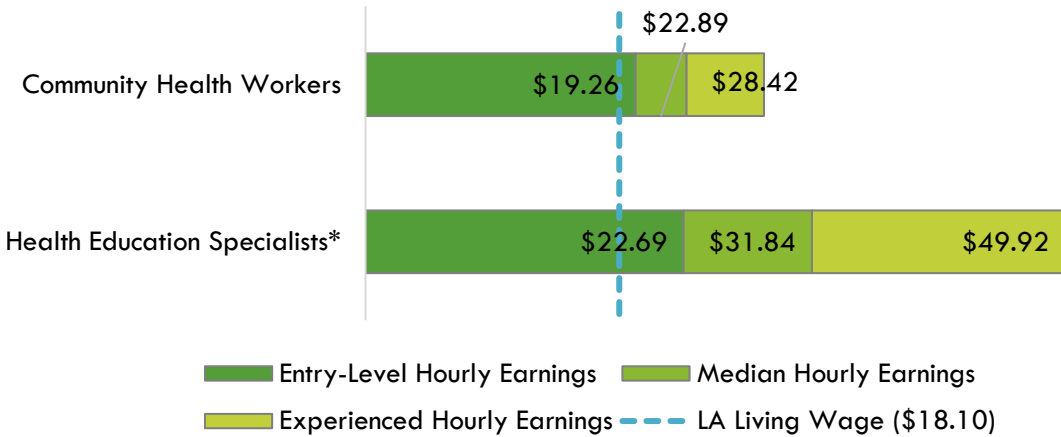
Entry-level hourly earnings for *community health workers*, the sole middle-skill occupation, are \$18.33, which is significantly below the living wage for one adult (\$20.63 in Orange County). However, median wages (\$21.77) for this occupation are above the living wage. Orange County’s average wages (\$23.76) are significantly below the average statewide wage of \$27.07 for *community health workers*. Exhibit 5 shows the wage range for each of the two community health occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Orange County



Entry-level hourly earnings for *community health workers* are \$19.26, which is above the living wage for one adult (\$18.10 in Los Angeles County). Los Angeles County’s average wages (\$24.94) are significantly below the average statewide wage of \$27.07 for *community health workers*. Exhibit 6 shows the wage range for each of these occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 6: Wages by Occupation in Los Angeles County



Job Postings:

Important Online Job Postings Data Note: Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words or phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.² For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 1,963 online job postings related to these community health occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Nearly 87% of job postings were for health education specialists, followed by community health workers (13%).

Exhibit 7: Number of Job Postings by Occupation (n=1,963)

| Occupation | Job Postings | Percentage of Job Postings |
|-------------------------------|--------------|----------------------------|
| Health Education Specialists* | 1,715 | 87% |
| Community Health Workers | 248 | 13% |
| Total Postings | 1,963 | 100% |

² K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

The top employers in the region for *community health workers*, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Middle-Skill Employers by Number of Job Postings (n=248)

| Employer | Job Postings | Percentage of Job Postings |
|--|--------------|----------------------------|
| Medzed | 7 | 3% |
| Providence | 6 | 2% |
| UnitedHealth Group | 5 | 2% |
| University of California | 5 | 2% |
| Watts Healthcare Corporation | 5 | 2% |
| Apollo Medical Holdings | 4 | 2% |
| El Rancho Unified SCH Dist | 4 | 2% |
| GEO Group | 4 | 2% |
| Los Angeles Centers For Alcohol And Drug Abuse | 4 | 2% |

The top employers for *health education specialists** - the sole above middle-skill occupation in this report - in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Above Middle-Skill Employers by Number of Job Postings (n=1,715)

| Employer | Job Postings | Percentage of Job Postings |
|-----------------------------------|--------------|----------------------------|
| Kaiser Permanente | 131 | 8% |
| West Coast University | 89 | 5% |
| University of California | 69 | 4% |
| Telecare | 35 | 2% |
| Eldergrow | 29 | 2% |
| University of Southern California | 26 | 2% |
| Clinical Management Consultants | 24 | 1% |
| Fresenius | 24 | 1% |
| PIH Health | 23 | 1% |
| Providence | 23 | 1% |

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

Exhibit 10: Top Skills for the Middle-Skill Occupation by Number of Job Postings (n=248)

| Top Specialized Skills | Top Soft Skills | Top Computer Skills |
|----------------------------------|-----------------------|---------------------------|
| Social Work (60) | Communication (101) | Microsoft Excel (31) |
| Mental Health (42) | Advocacy (67) | Microsoft Office (29) |
| Case Management (35) | Management (61) | Microsoft Outlook (20) |
| Bilingual (Spanish/English) (34) | Multilingualism (61) | Microsoft PowerPoint (16) |
| Community Health (32) | Writing (50) | Microsoft Word (16) |
| Motivational Interviewing (30) | Spanish Language (46) | Medallia (10) |

| Top Specialized Skills | Top Soft Skills | Top Computer Skills |
|------------------------|----------------------------|--|
| Marketing (29) | Coordinating (44) | Spreadsheets (9) |
| Disabilities (28) | Organizational Skills (42) | Microsoft Access (5) |
| Care Coordination (25) | Leadership (39) | Google Workspace (4) |
| Behavioral Health (23) | Sales (33) | Homeless Management Information System (4) |

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown for *health education specialists** in Exhibit 11.

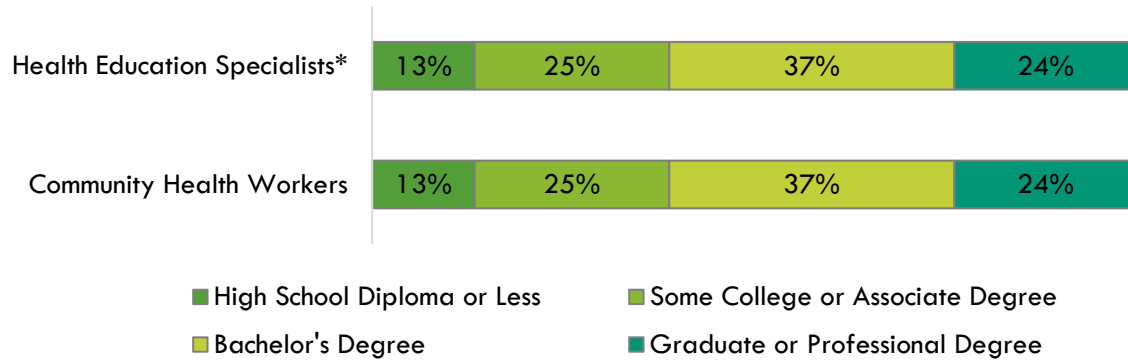
Exhibit 11: Top Skills for the Above Middle-Skill Occupation by Number of Job Postings (n=1,715)

| Top Specialized Skills | Top Soft Skills | Top Software and Computer Skills |
|---|----------------------------|-------------------------------------|
| Nursing (689) | Teaching (615) | Microsoft PowerPoint (299) |
| Cardiopulmonary Resuscitation (CPR) (309) | Communication (423) | Microsoft Outlook (196) |
| Mental Health (277) | Leadership (402) | Microsoft Office (188) |
| Clinical Practices (254) | Planning (322) | Microsoft Excel (185) |
| Health Education (246) | Microsoft PowerPoint (299) | Learning Management Systems (134) |
| Nursing Practices (203) | Customer Service (263) | Microsoft Word (47) |
| Adult Education (198) | Management (241) | Zoom (Video Conferencing Tool) (21) |
| Nurse Education (172) | Research (226) | Clinic Management Systems (17) |
| Clinical Nursing (159) | Microsoft Outlook (196) | SAS (Software) (15) |
| Direct Patient Care (153) | Computer Literacy (193) | Canva (Software) (14) |

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *community health workers* and a bachelor's degree for *health education specialists**. The national-level educational attainment data indicates 25% of *community health workers* and 25% of *health education specialists** have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 78% of the cumulative job postings for *community health workers* that listed a minimum education requirement in Los Angeles/Orange County, 62% (120) requested a high school diploma or an associate degree and 36% (70) requested a bachelor's degree.

Of the 68% of the cumulative job postings for *health education specialists*, the sole above middle-skill occupation, that listed a minimum education level, 56% (658) requested a bachelor's degree and 28% (324) requested a high school diploma or associate degree.

Educational Supply

Community College Supply:

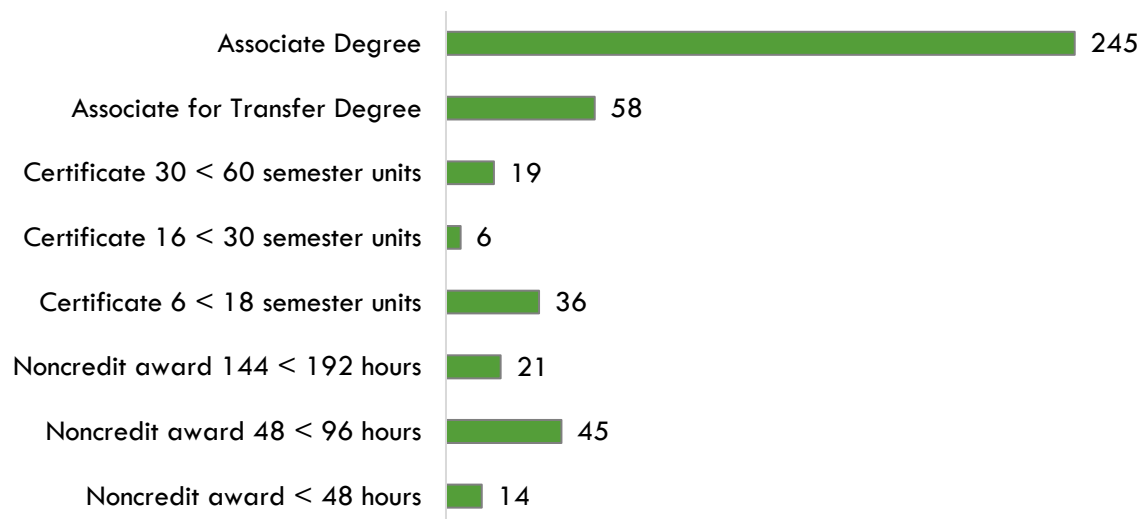
Exhibit 13 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Community Health Care Worker (1261.00). The colleges with the most completions in the region are Mt. San Antonio, LA Pierce, and Orange Coast. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 13: Regional Community College Awards (Certificates and Degrees), 2019-2022

| TOP Code | Program | College | 2019-2020 Awards | 2020-2021 Awards | 2021-2022 Awards | 3-Year Award Average |
|-----------------------------|------------------------------|--------------------|------------------|------------------|------------------|----------------------|
| 1261.00 | Community Health Care Worker | LA Pierce | 20 | 1 | 6 | 9 |
| | | Mt San Antonio | 0 | 51 | 13 | 21 |
| | | Rio Hondo | 0 | 0 | 1 | 0 |
| | | LA Subtotal | 20 | 52 | 28 | 33 |
| | | Cypress | 0 | 0 | 1 | 0 |
| | | Orange Coast | 0 | 0 | 7 | 2 |
| | | OC Subtotal | 0 | 0 | 8 | 3 |
| Supply Total/Average | | | 20 | 52 | 28 | 33 |

Exhibit 14 shows the annual average community college awards by type from 2019-20 to 2021-22. The plurality of the awards are for associate degrees, followed by associate for transfer degrees and noncredit awards between 48 and less than 96 hours.

Exhibit 14: Annual Average Community College Awards by Type, 2019-2022



Community College Student Outcomes:

Exhibit 15 shows the Strong Workforce Program (SWP) metrics for community health care worker programs in South Orange County Community College District (SOCCCD), the Orange County Region, and California. Of the 638 community health care worker students in the 2020-21 academic year, 2% (15) attended an Orange County community college. Currently, no community colleges in SOCCCD offer community health care worker programs or courses. Therefore, there is no student outcomes data for SOCCCD.

In addition, according to Chancellor's Office Curriculum Inventory (COCI) data, there are four active community health care worker programs – one at Cypress and three at Orange Coast. Cypress's program was approved in 2019 and of the three programs at Orange Coast, two were approved in 2019 and one in 2023. Due to an overall low number of Orange County community health care worker students, all but two metrics are unavailable at the regional level.

Exhibit 15: Community Health Care Worker (1261.00) Strong Workforce Program Metrics, 2020-21³

| SWP Metric | SOCCCD | OC Region | California |
|---|--------|-------------------|--------------------|
| SWP Students | N/A | 15 | 638 |
| SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year | N/A | 73% | 28% |
| SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course | N/A | Insufficient Data | 59% |
| SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status | N/A | Insufficient Data | 154 |
| SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20) | N/A | Insufficient Data | Insufficient Data |
| SWP Students with a Job Closely Related to Their Field of Study (2019-20) | N/A | Insufficient Data | 96% |
| Median Annual Earnings for SWP Exiting Students | N/A | Insufficient Data | \$47,472 (\$22.82) |
| Median Change in Earnings for SWP Exiting Students | N/A | Insufficient Data | 20% |
| SWP Exiting Students Who Attained the Living Wage | N/A | Insufficient Data | 45% |

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering community health care worker programs. Exhibit 16 displays the annual and two-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) Code: Community Health and Preventative Medicine (51.2208).

The available data covers 2019 to 2021. During this period, non-community college institutions in the region conferred an average of 8 awards annually in related programs.

³ All SWP metrics are for 2020-21 unless otherwise noted.

Exhibit 16: Regional Non-Community College Awards, 2019-2021

| CIP Code | Program | College | 2019-2020 Awards | 2020-2021 Awards | 2-Year Award Average |
|-----------------------------|--|--------------------------------------|------------------|------------------|----------------------|
| 51.2208 | Community Health and Preventative Medicine | Pitzer College | 0 | 1 | 1 |
| | | University of the People | 0 | 0 | 0 |
| | | University of California-Los Angeles | 5 | 9 | 7 |
| Supply Total/Average | | | 5 | 10 | 8 |

Regional Demographics

This section examines demographic data for Orange County community college students in community health care worker programs compared to the Orange County population, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

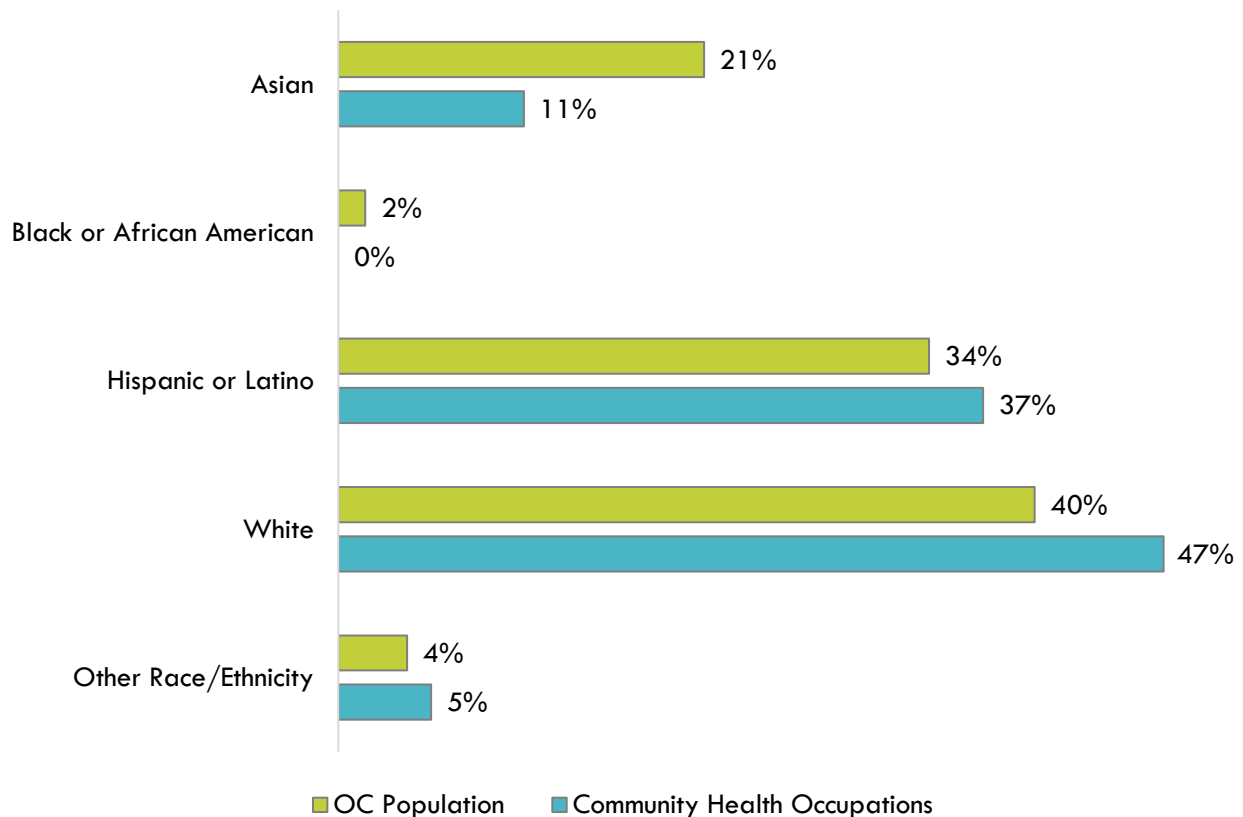
As noted in the student outcomes section, two community colleges in Orange County offers community health care worker courses. However, due to a low number of students, student demographic data is unavailable. Therefore, this section compares the Orange County population to the two community health occupations, whose data, when disaggregated by occupation (not shown), are identical.

Ethnicity:

Exhibit 17 compares the ethnicity of the overall Orange County population, and occupation-specific data for the two community health occupations included in this report.

The plurality (47%) of workers in these community health occupations are white, followed by 37% of workers who identify as Hispanic or Latino. These two groups comprise the largest shares of the county population and workers in community health occupations. While Asian representation in the county is greater than one-in-five people (21%), only 11% of workers in these occupations are Asian. In addition, while Black or African American individuals hold representation within the county population, 0% of workers in these occupations are Black or African American.

Exhibit 17: Program and County Demographics by Ethnicity

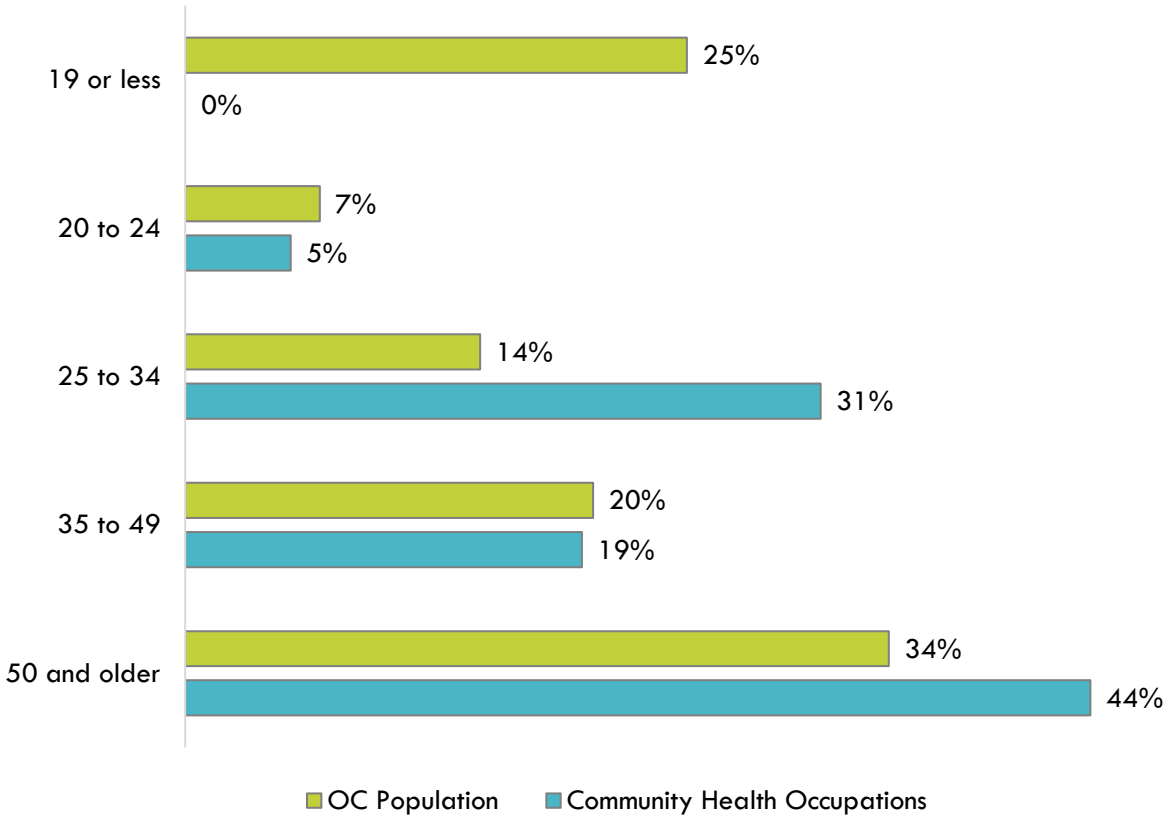


Age:

Exhibit 18 compares the age of the overall Orange County population and occupation-specific data for the two community health occupations included in this report.

Nearly 44% of workers in these community health occupations are age 50 and older, followed by individuals 25 to 34, who account for 31% of all workers in these occupations. These two age groups hold significantly higher representation in these occupations than in the county population; persons 50 and older and 25 to 34 represent 34% and 14% of the county population, respectively. Although one-in-four individuals in the county population are 19 or less, 0% of workers in these occupations fall within this age group.

Exhibit 18: Program and County Demographics by Age

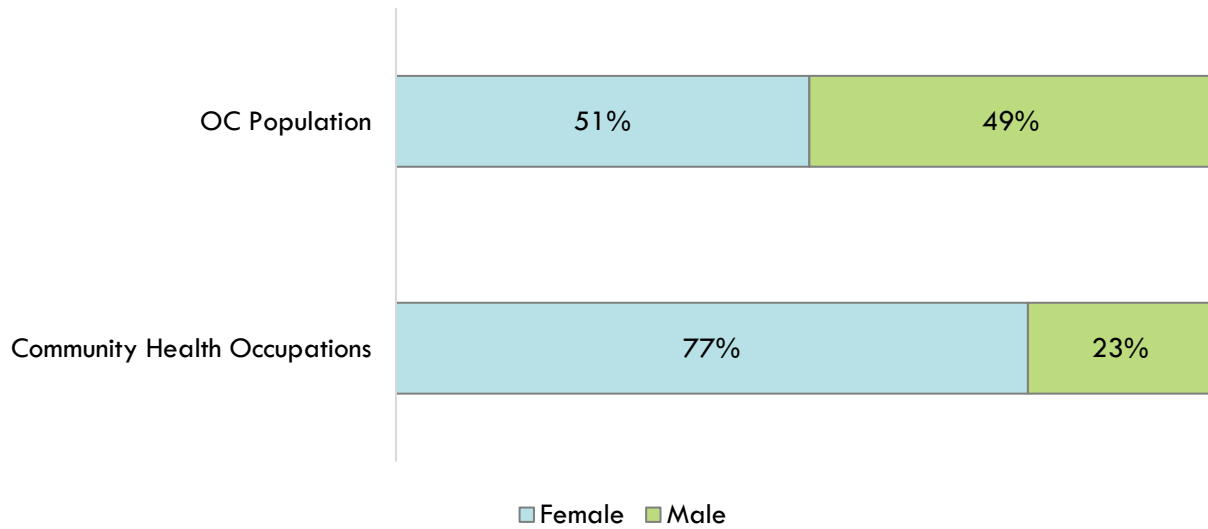


Sex:

Exhibit 19 compares the sex of the overall Orange County population, and occupation-specific data for these community health occupations.

Though the population is largely split evenly between men and women, there is a significantly higher percentage of women (77%) than men (23%) in these community health occupations.

Exhibit 19: Program and County Demographics by Sex



Appendix A: Methodology

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

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

The OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix B: Data Sources

| Data Type | Source |
|---|---|
| Occupational Projections, Wages, and Job Postings | <p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p> |
| Living Wage | <p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, child care, health care, transportation, and taxes. For more information, see: https://insightccd.org/family-needs-calculator/</p> <p>The living wage for one adult in Orange County is \$20.63 per hour (\$42,910.40 annually). This figure is used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p> |
| Typical Education and Training Requirements, and Educational Attainment | <p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p> |
| Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences | <p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p> |
| Educational Supply | <p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p> |
| Student Metrics and Demographics | <p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx</p> |

| Data Type | Source |
|--|--|
| Population and Occupation Demographics | <p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p> |

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

Jesse Crete, Ed. D., Director
 crete_jesse@rscdd.edu

Jacob Poore, Assistant Director
 poore_jacob@rscdd.edu

March 2024

