**** **Business Information** **Systems Occupations**

**Labor Market Information Report**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

May 2018

# Recommendation

Based on all available data, there appears to be a significant undersupply of Business Information Systems workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties). The annual gap is about 19,850 students annually in the Bay region and 5,910 in the East Bay. However, those gaps could shrink to about 14,950 for the region and about 4,660 in the sub-region if Bachelor’s degrees issued annually on CIP codes for Business Administration are included in the supply.

This report also provides student outcomes data on employment and earnings for programs on TOP 0514.00 - Office Technology/Office Computer Applications in the sub-region, region and state. It is recommended that this data be reviewed to better understand how outcomes for Laney College students taking courses on this TOP code compare to potentially similar programs at colleges in the sub-region, region and state, as well as to outcomes across all CTE programs at Laney College and in the region.

# Introduction

This report profiles Business Information Systems Occupations in the 12 county Bay region and in the East Bay sub-region for review of an existing program at Laney College.

|  |
| --- |
| * **Administrative Services Managers (SOC 11-3011):** Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. |
| *Entry-Level Educational Requirement: Bachelor's degree* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 38%* |
|  |
| * **Human Resources Managers (SOC 11-3121)**: Plan, direct, or coordinate human resources activities and staff of an organization. |
| *Entry-Level Educational Requirement: Bachelor's degree* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 27%* |
|  |
| * **Managers, All Other (SOC 11-9199):** All managers not listed separately. |
| *Entry-Level Educational Requirement: Bachelor's degree* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 26%* |
|  |
| * **First-Line Supervisors of Office and Administrative Support Workers (SOC** **43-1011):** Directly supervise and coordinate the activities of clerical and administrative support workers. |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 40%* |
|  |
| * **Office Clerks, General (SOC** **43-9061):** Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing. |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: Short-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 45%* |

# Occupational Demand

**Table 1. Employment Outlook for Business Information Systems Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Administrative Services Managers | 11,550 | 12,425 | 875 | 8% | 5,606 | 1,121 | $28.48 | $52.36 |
| Human Resources Managers | 6,264 | 6,818 | 554 | 9% | 3,100 | 620 | $35.29 | $67.29 |
| Managers, All Other | 30,192 | 32,532 | 2,339 | 8% | 13,139 | 2,628 | $15.11 | $34.44 |
| First-Line Supervisors of Office & Administrative Support Workers | 40,320 | 43,829 | 3,509 | 9% | 23,873 | 4,775 | $19.52 | $30.15 |
| Office Clerks, General | 81,406 | 87,974 | 6,568 | 8% | 55,716 | 11,143 | $11.00 | $18.42 |
| **Total** | **169,732** | **183,577** | **13,845** | **8%** | **101,434** | **20,287** | **$15.84** | **$28.17** |

*Source: EMSI 2018.2*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Business Information Systems Occupations in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Administrative Services Managers | 3,050 | 3,243 | 193 | 6% | 1,435 | 287 | $27.28 | $47.57 |
| Human Resources Managers | 1,494 | 1,584 | 89 | 6% | 689 | 138 | $33.06 | $61.14 |
| Managers, All Other | 8,423 | 9,092 | 669 | 8% | 3,681 | 736 | $14.83 | $22.68 |
| First-Line Supervisors of Office & Administrative Support Workers | 12,210 | 13,124 | 914 | 7% | 7,044 | 1,409 | $18.52 | $29.47 |
| Office Clerks, General | 25,952 | 27,622 | 1,670 | 6% | 17,216 | 3,443 | $10.76 | $17.34 |
| **TOTAL** | **51,129** | **54,664** | **3,536** | **7%** | **30,064** | **6,013** | **$14.92** | **$24.20** |

*Source: EMSI 2018.2*

**East Bay Sub-Region** includes Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (May 2017 - April 2018)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | East Bay |
| Managers, All Other (11-9199.00) | 27,059 | 5,494 |
| First-Line Supervisors of Office and Administrative Support Workers (43-1011.00) | 6,162 | 1,423 |
| Office Clerks, General (43-9061.00) | 4,647 | 1,342 |
| Human Resources Managers (11-3121.00) | 3,866 | 1,034 |
| Administrative Services Managers (11-3011.00) | 2,729 | 608 |
| Compliance Managers (11-9199.02) | 975 | 181 |
| Supply Chain Managers (11-9199.04) | 847 | 172 |
| Security Managers (11-9199.07) | 679 | 138 |
| Regulatory Affairs Managers (11-9199.01) | 352 | 72 |
| Loss Prevention Managers (11-9199.08) | 310 | 117 |
| Investment Fund Managers (11-9199.03) | 94 | 24 |
| Wind Energy Project Managers (11-9199.10) | 3 | 0 |
| Brownfield Redevelopment Specialists and Site Managers (11-9199.11) | 2 | 0 |
| **Total** | **47,725** | **10,605** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Business Information Systems Occupations for latest 12 months (May 2017 - April 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | East Bay | Common Title | Bay | East Bay |
| Project Manager | 2,656 | 663 | Supervisor | 305 | 107 |
| Manager | 1,941 | 421 | Security Manager | 304 | 42 |
| Program Manager | 1,734 | 267 | Customer Service Manager | 265 | 78 |
| Office Assistant | 1,707 | 539 | Security Supervisor | 261 | 73 |
| Office Manager | 1,564 | 394 | Office Associate | 224 | 38 |
| Human Resources Manager | 1,286 | 421 | Front Office Manager | 210 | 38 |
| Project Coordinator | 1,029 | 353 | Program Coordinator | 195 | 46 |
| Director of Human Resources | 623 | 142 | Staffing Manager | 191 | 79 |
| Office Clerk | 597 | 211 | Student Assistant | 189 | 40 |
| Facilities Manager | 595 | 135 | Information Technology Project Manager | 184 | 42 |
| Senior Project Manager | 575 | 161 | Regulatory Affairs Manager | 170 | 48 |
| Office Administrator | 488 | 111 | Relationship Manager | 163 | 53 |
| Technical Program Manager | 486 | 25 | Front Office Supervisor | 161 | 20 |
| Supply Chain Manager | 477 | 104 | Administrative Manager | 158 | 29 |
| Customer Manager | 462 | 38 | Store Support | 158 | 64 |
| Recruiting Manager | 391 | 79 | Assistant Manager | 157 | 36 |
| Senior Program Manager | 377 | 51 | Associate Director | 151 | 30 |
| Senior Manager | 373 | 46 | Human Resources Administrator | 149 | 35 |
| Facilities Coordinator | 348 | 63 | Assitant Office Manager | 148 | 22 |
| Payroll Manager | 343 | 82 | Director of Facilities | 143 | 30 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Business Information Systems Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Industry – 3 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2017)** | **Jobs in Industry (2022)** | **% Change (2017-22)** | **% in Industry (2017)** |
| Professional, Scientific, and Technical Services (541) | 21,362 | 23,775 | 11% | 12.6% |
| Local Government (903) | 15,360 | 15,784 | 3% | 9.0% |
| Administrative and Support Services (561) | 10,189 | 10,950 | 7% | 6.0% |
| Ambulatory Health Care Services (621) | 10,107 | 11,607 | 15% | 6.0% |
| State Government (902) | 9,620 | 10,519 | 9% | 5.7% |
| Educational Services (611) | 7,204 | 8,007 | 11% | 4.2% |
| Specialty Trade Contractors (238) | 6,867 | 7,619 | 11% | 4.0% |
| Social Assistance (624) | 6,426 | 7,321 | 14% | 3.8% |
| Management of Companies and Enterprises (551) | 5,310 | 5,431 | 2% | 3.1% |
| Religious, Grantmaking, Civic, Professional & Similar Organizations (813) | 4,285 | 4,476 | 4% | 2.5% |
| Credit Intermediation and Related Activities (522) | 4,273 | 4,356 | 2% | 2.5% |
| Real Estate (531) | 3,914 | 4,037 | 3% | 2.3% |
| Merchant Wholesalers, Durable Goods (423) | 3,554 | 3,668 | 3% | 2.1% |
| Construction of Buildings (236) | 3,484 | 3,849 | 10% | 2.1% |
| Other Information Services (519) | 2,889 | 3,647 | 26% | 1.7% |
| Computer and Electronic Product Manufacturing (334) | 2,872 | 2,823 | (2%) | 1.7% |
| Insurance Carriers and Related Activities (524) | 2,719 | 2,968 | 9% | 1.6% |
| Hospitals (622) | 2,608 | 2,558 | (2%) | 1.5% |
| Federal Government (901) | 2,184 | 2,091 | (4%) | 1.3% |
| Merchant Wholesalers, Nondurable Goods (424) | 2,102 | 2,172 | 3% | 1.2% |

*Source: EMSI 2018.2*

**Table 6. Top Employers Posting Business Information Systems Occupations in Bay and East Bay (May 2017 - April 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Employer** | **Bay** | **Employer** | **Bay** | **Employer** | **East Bay** |
| Google Inc. | 777 | Uber | 160 | Uc San Diego | 179 |
| Facebook | 648 | Gap Inc. | 155 | Tesla Motors | 176 |
| Apple Inc. | 576 | Gilead Sciences | 152 | University California | 139 |
| Deloitte | 434 | Genentech | 146 | Fremont Unified School District | 127 |
| Wells Fargo | 369 | Marriott International Inc | 144 | Workday, Inc | 126 |
| Jones Lang Lasalle Inc | 323 | Workday, Inc | 139 | Kaiser Permanente | 119 |
| University California | 321 | Allied Universal Corporation | 134 | Lam Research Corporation | 102 |
| Accenture | 308 | Vmware Incorporated | 128 | UC Berkeley | 84 |
| Stanford University | 283 | Fremont Unified School District | 127 | Accenture | 83 |
| Salesforce | 277 | Linkedin Limited | 125 | Bank of America | 81 |
| Cisco Systems Inc | 233 | University San Francisco | 124 | The Home Depot Incorporated | 74 |
| Tesla Motors | 231 | PricewaterhouseCoopers | 123 | Lawrence Livermore National Lab | 62 |
| Amazon | 206 | eBay | 119 | San Ramon Valley Unified School District | 50 |
| The Home Depot Inc | 195 | Intuit | 117 | Ross Stores | 49 |
| Bank of America | 194 | SF Public Utilities Commission | 117 | Sears | 48 |
| cbre | 182 | Paypal | 116 | Abbott Laboratories | 46 |
| Uc San Diego | 179 | Dignity Health | 115 | Bank of the West | 46 |
| Stanford Health Care | 164 | Sears | 114 | Wells Fargo | 45 |
| Kaiser Permanente | 160 | Sfmta | 106 | Tesla | 42 |

*Source: Burning Glass*

# Educational Supply

There are a total of 434 awards issued annually on TOP 0514.00 - Office Technology/Office Computer Applications and related CIP Codes. 24 colleges in the Bay Region are issuing 274 awards annually on TOP 0514.00 and there are 160 awards issued annually by six other postsecondary educational institutes on three CIP codes crosswalked to this TOP code:

52.0401 - Administrative Assistant and Secretarial Science, General

52.0407 - Business/Office Automation/Technology/Data Entry

52.0408 - General Office Occupations and Clerical Services

**Table 7a. Awards on TOP 051400 - Office Technology/Office Computer Applications or on CIPs listed above**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| College | Sub-Region | CIP or TOP | Headcount | Associates | Certificates | Noncredit | Total |
| Berkeley City | East Bay | 0514.00 | on another TOP | 1 | 1 | 0 | 2 |
| Cabrillo | SC-Monterey | 0514.00 | 365 | 6 | 28 | 0 | 34 |
| Canada | Mid-Peninsula | 0514.00 | 609 | 2 | 4 | 0 | 6 |
| Chabot Hayward | East Bay | 0514.00 | 122 | 3 | 5 | 0 | 8 |
| Contra Costa | East Bay | 0514.00 | 212 | 4 | 5 | 0 | 9 |
| Diablo Valley | East Bay | 0514.00 | 111 | 0 | 3 | 0 | 3 |
| Evergreen Valley | Silicon Valley | 0514.00 | 246 | 2 | 0 | 0 | 2 |
| Gavilan | Silicon Valley | 0514.00 | 484 | 1 | 2 | 0 | 3 |
| Hartnell | SC-Monterey | 0514.00 | 321 | 6 | 13 | 0 | 18 |
| Laney | East Bay | 0514.00 | 384 | 2 | 1 | 0 | 3 |
| Las Positas | East Bay | 0514.00 | 11 | 1 | 3 | 0 | 4 |
| Los Medanos | East Bay | 0514.00 | 657 | 7 | 6 | 0 | 13 |
| Marin | North Bay | 0514.00 | 40 | 0 | 0 | 0 | 0 |
| Merritt | East Bay | 0514.00 | on another TOP | 0 | 1 | 0 | 1 |
| Mission | Silicon Valley | 0514.00 | 371 | 1 | 1 | 0 | 2 |
| Monterey | SC-Monterey | 0514.00 | 170 | 1 | 0 | 0 | 1 |
| Napa | North Bay | 0514.00 | 103 | 1 | 0 | 0 | 1 |
| Ohlone | East Bay | 0514.00 | 262 | 0 | 2 | 0 | 2 |
| San Francisco | Mid-Peninsula | 0514.00 | 2,304 | 2 | 8 | 76 | 86 |
| San Jose City | Silicon Valley | 0514.00 | 256 | 0 | 2 | 0 | 2 |
| San Mateo | Mid-Peninsula | 0514.00 | 889 | 1 | 5 | 0 | 6 |
| Santa Rosa | North Bay | 0514.00 | 1,137 | 4 | 45 | 0 | 49 |
| Skyline | Mid-Peninsula | 0514.00 | 555 | 4 | 7 | 0 | 11 |
| Solano | North Bay | 0514.00 | on another TOP | 3 | 3 | 0 | 6 |
| West Valley | Silicon Valley | 0514.00 | 113 | 0 | 2 | 0 | 2 |
| Central Coast College | SC-Monterey | 52.0401 | n/a | 0 | 19 | 0 | 19 |
| CET-Salinas | SC-Monterey | 52.0407 | n/a | 0 | 46 | 0 | 46 |
| CET-Sobrato | Silicon Valley | 52.0407 | n/a | 0 | 15 | 0 | 15 |
| Empire College | North Bay | 52.0401 | n/a | 7 | 14 | 0 | 21 |
| 52.0408 | n/a | 0 | 2 | 0 | 2 |
| Mt. Diablo Adult Ed-Mt. Diablo USD | East Bay | 52.0401 | n/a | 0 | 11 | 0 | 11 |
| The English Center | East Bay | 52.0408 | n/a | 0 | 46 | 0 | 46 |
| **Total Bay Region** | |  | **9,774** | **59** | **298** | **76** | **434** |
| **Total East Bay Sub-Region** | |  | **1,757** | **18** | **84** | **0** | **102** |

# Gap Analysis

Based on the data included in this report, there is a very large labor market gap in the Bay region with 20,287 annual openings for the Business Information Systems occupational cluster and 434 annual awards for an annual undersupply of 19,853. However, there are about 4,900 Bachelor’s degrees issued on average annually in the region on CIP codes for Business Administration that could train students to enter into these types of jobs. The gap could shrink to about 14,950 for the region if Bachelor’s degrees issued annually on CIP codes for Business Administration are included in the supply calculation.

In the East Bay, there is also a gap with 6,013 annual openings and 102 annual awards for an annual undersupply of 5,911. However, there are about 1,250 Bachelor’s degrees issued annually in the region on CIP codes that could potentially train students to enter this cluster of occupations. The gap could shrink to about 4,660 in the sub-region if Bachelor’s degrees issued annually on CIP codes for Business Administration are included in the supply.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0514.00 - Office Technology/Office Computer Applications**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2015-16** | **Bay  (All CTE Programs)** | **Laney**  **(All CTE Programs)** | **State (051400)** | **Bay (051400)** | **East Bay (051400)** | **Laney**  **(051400)** | **Top College on 051400 in the region** | |
| % Employed Four Quarters After Exit | 74% | 67% | 65% | 72% | 73% | 77% | Hartnell | 89%  (19 students) |
| Median Earnings Two Quarters After Exit | $10,310 | $9,960 | $7,110 | $8,780 | $10,230 | $10,230 | West Valley | $13,890  (42 students) |
| Median % Change in Earnings | 46% | 46% | 43% | 36% | 42% | 42% | Ohlone | 119%  (12 students) |
| % of Students Earning a Living Wage | 63% | 61% | 47% | 59% | 57% | 65% | Diablo Valley Mission | 73%  (15 students)  (77 students) |

*Source: Launchboard Pipeline (version available on 5/14/18)*

# Skills, Certificates and Education

**Table 9. Top Skills for Business Information Systems Occupations in Bay Region (May 2017 - April 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Skill** | **Postings** | **Skill** | **Postings** | **Skill** | **Postings** |
| Project Management | 16,052 | Product Development | 1,893 | Performance Analysis | 1,156 |
| Teamwork/Collaboration | 12,287 | Salesforce | 1,791 | SQL | 1,140 |
| Budgeting | 11,284 | Conflict Management | 1,790 | Supply Chain Knowledge | 1,126 |
| Scheduling | 9,703 | General Office Duties | 1,782 | SAP | 1,105 |
| Customer Service | 6,581 | Key Performance Indicators (KPIs) | 1,781 | Lifecycle Management | 1,098 |
| Program Management | 6,418 | Procurement | 1,762 | Microsoft Visio | 1,082 |
| Staff Management | 5,232 | Spreadsheets | 1,711 | Copying | 1,077 |
| Project Planning and Development Skills | 3,809 | Strategic Planning | 1,687 | Record Keeping | 1,050 |
| Accounting | 3,236 | Business Administration | 1,680 | Oracle | 1,048 |
| Customer Contact | 3,119 | Software Development | 1,553 | Facility Management | 1,047 |
| Office Management | 2,718 | Employee Relations | 1,478 | Account Management | 1,037 |
| Administrative Support | 2,602 | Repair | 1,452 | Business Planning | 1,029 |
| Quality Assurance & Control | 2,589 | Performance Appraisals | 1,427 | Biotechnology | 1,001 |
| Business Development | 2,430 | Retail Industry Knowledge | 1,381 | Business Strategy | 1,000 |
| Change Management | 2,296 | Software as a Service (SaaS) | 1,371 | Information Systems | 991 |
| Business Process | 2,276 | Administrative Functions | 1,297 | Construction Management | 979 |
| Stakeholder Management | 2,265 | Enterprise Resource Planning (ERP) | 1,266 | Negotiation Skills | 979 |
| Microsoft Project | 2,245 | Social Media | 1,259 | Vendor Relations | 952 |
| Onboarding | 2,231 | Supply Chain Management | 1,244 | Occupational Health & Safety | 939 |
| Process Improvement | 2,218 | Risk Management | 1,234 | Economics | 937 |
| Sales | 2,183 | Operations Management | 1,231 | Payroll Processing | 915 |
| Supervisory Skills | 2,081 | Business Acumen | 1,218 | Mailing | 913 |
| Quality Management | 2,079 | E-Commerce | 1,215 | Financial Analysis | 904 |
| Data Entry | 2,027 | Purchasing | 1,212 | Talent Acquisition | 893 |
| Product Management | 1,968 | Cost Control | 1,201 | Product Sales | 888 |
| Performance Management | 1,914 | Data Analysis | 1,166 | Training Programs | 887 |
| Customer Billing | 1,910 | Legal Compliance | 1,159 | Software Engineering | 878 |

*Source: Burning Glass*

**Table 10. Certifications for Business Information Systems Occupations in the Bay Region (May 2017 - April 2018)**

Note: 82% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| **Certification** | **Postings** | **Certification** | **Postings** |
| Project Management Certification | 2,767 | Security Clearance | 227 |
| Driver's License | 2,112 | Registered Nurse | 222 |
| Project Management Professional (PMP) | 1,822 | Six Sigma Certification | 219 |
| Professional in Human Resources | 316 | Certified Information Systems Security Professional (CISSP) | 212 |
| First Aid Cpr Aed | 284 | Certified Information Systems Auditor (CISA) | 159 |
| Senior Professional in Human Resources | 282 | Leadership In Energy & Environmental Design (LEED) Certified | 131 |
| IT Infrastructure Library (ITIL) Certification | 232 | Certified Public Accountant (CPA) | 130 |

*Source: Burning Glass*

**Table 11. Education Requirements for Business Information Systems Occupations in Bay Region**

|  |  |
| --- | --- |
| **Education (minimum advertised)** | **Latest 12 Mos. Postings** |
| High school or vocational training | 4,801 (16%) |
| Associate Degree | 1,039 (3%) |
| Bachelor’s Degree | 22,729 (75%) |
| Master’s or Doctoral Degree | 1,568 (5%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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