

Program Endorsement Brief: 0602.00/Journalism
Photojournalism

Los Angeles/Orange County Center of Excellence, October 2020

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met	<input type="checkbox"/>	Endorsed: Some Criteria Met	<input checked="" type="checkbox"/>	Not Endorsed	<input type="checkbox"/>
Program Endorsement Criteria						
Supply Gap:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Living Wage: (Entry-Level, 25th)	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>		
Education:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Emerging Occupation(s)						
Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>			

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *photographers* (27-4021); and one above middle-skill occupation: *news analysts, reporters, and journalists* (27-3023). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ Although *news analysts, reporters, and journalists* (27-3023) typically requires a bachelor’s degree, the Journalism program has historically set community college students on the pathway toward this above middle-skill occupation. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for photojournalism occupations in the LA/OC region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** - Over the next five years, there are projected to be **1,537 jobs available annually** in the LA/OC region due to new job growth and replacements, **which is more than the 1,028 awards conferred annually** by educational institutions in the region.

¹ The COE classifies middle-skill jobs as the following:

- 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.

- **Living Wage Criteria** - Within Los Angeles County, **27% of the annual job openings** for these photojournalism occupations have **entry-level wages above the county's living wage** (\$15.04/hour).²
 - However, median wages for these photojournalism occupations range from \$24.01 to \$25.44/hour, well above the living wage.
- **Education Criteria** - Within the LA/OC region, **76% of the annual job openings** for occupations related to photojournalism **typically require a high school diploma**.
 - However, the national-level educational attainment data indicates **between 11.8% and 34.2% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **19 community colleges** in the LA/OC region that issue awards related to journalism, conferring an average of **596 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **432 awards conferred annually** in related training programs by non-community college institutions throughout the LA/OC region.

Please note, on March 31, 2020, the Occupational Employment Statistics (OES) program within the Bureau of Labor Statistics (BLS) released its May 2019 data set, which included updates to the occupational structure.³ Occupational updates included title changes, SOC code changes, and new occupational codes that are a combination of old occupational codes. The occupations, *broadcast news analysts* (27-3021) and *reporters and correspondents* (27-3022), have been combined to form the new occupation *news analysts, reporters, and journalists* (27-3023). Occupational projections and wage data utilize the new occupational code.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for photojournalism occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 3% through 2024. There will be more than 1,500 job openings per year through 2024 due to job growth and replacements in the LA/OC region.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

² Living wage data was pulled from California Family Needs Calculator on 9/21/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ Bureau of Labor Statistics (BLS). March 31, 2020. Occupational Employment Statistics (OES). Retrieved from <https://www.bls.gov/oes/home.htm>

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	10,977	11,316	339	3%	1,264
Orange	2,470	2,498	28	1%	272
Total	13,446	13,814	368	3%	1,537

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these photojournalism occupations in Los Angeles County as they relate to the county’s living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—Less than a third (27%) of annual openings for these occupations have entry-level wages above the California Family Needs Calculator hourly living wage for one adult (\$15.04 in Los Angeles County).⁵ Typical entry-level hourly wages are in a range between \$13.20 and \$18.05. Experienced workers can expect to earn wages between \$39.30 and \$42.40, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$35.34 for these occupations.

Orange County—The annual openings for these occupations have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$12.58 and \$15.74. Experienced workers can expect to earn wages between \$35.84 and \$41.16, which are higher than the living wage estimate. Orange County’s average wages are below the average statewide wage of \$35.34 for these occupations.

Job Postings— Over the last twelve months, there were 1,547 job postings for photojournalism occupations in the region. The following data displays (Exhibits 2 through 5) show real-time job posting information obtained from employer job advertisements in Los Angeles/Orange County over the last twelve months, September 2019 to August 2020.

Exhibit 2: Job posting count by occupation



⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁵ Living wage data was pulled from California Family Needs Calculator on 9/21/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Exhibit 3: Most frequently used job titles for photojournalism occupations

Job Titles	Job Ads
Photographer	162
Freelance Photographer	63
Pre-School Photographer	36
Photographer - Graduation Event	35
Reporter	29

Exhibit 4: In-demand skills from job postings for photojournalism occupations

Skills	Job Ads
Photography	1,053
Social Media	364
Adobe Photoshop	344
Customer Service	275
Journalism	244

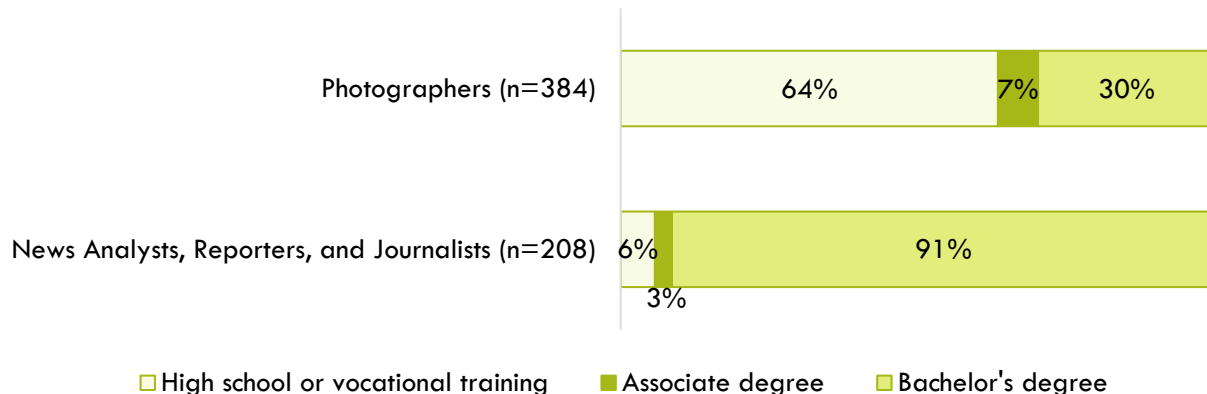
Exhibit 5: Employers posting the most job advertisements for photojournalism occupations

Employers	Job Ads
Lifetouch	72
Mom365	59
Iconic Group	35
Teddy Bear Portraits	29
Disney	26
All Other Employers	1,326
Total	1,547

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *photographers* and a bachelor’s degree as the typical entry-level education for *news analysts, reporters, and journalists*. However, the national-level educational attainment data indicates between 11.8% and 34.2% of workers in the field have completed some college or an associate degree. Exhibit 6 displays the 38% of photojournalism job postings specifying a minimum education requirement in Los Angeles/Orange County.

Exhibit 6: Advertised education requirements for photojournalism occupations



Educational Supply

Community College Supply—Exhibit 7 shows the annual and three-year average number of awards conferred by LA/OC regional community colleges in the related TOP codes: Journalism (0602.00), Television (including combined TV/Film/Video) (0604.20), and Applied Photography (1012.00). The colleges with the most completions in the region are: Fullerton, LA City, and Mt. San Antonio. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 7: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
0602.00	Journalism	Cerritos	10	12	9	10
		Citrus	8	16	12	12
		Compton	1	-	-	0
		East LA	12	7	9	9
		El Camino	7	7	4	6
		Glendale	2	2	8	4
		LA City	1	3	7	4
		LA Pierce	15	18	22	18
		LA Valley	5	8	8	7
		Long Beach	4	13	17	11
		Mt San Antonio	23	18	27	23
		Pasadena	11	8	16	12
		Rio Hondo	10	21	14	15
		Santa Monica	16	19	21	19
		LA Subtotal			125	152

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
		Cypress	-	-	3	1		
		Fullerton	12	25	22	20		
		Orange Coast	4	10	5	6		
		Saddleback	7	6	13	9		
		Santa Ana	7	3	3	4		
		OC Subtotal	30	44	46	40		
		Supply Subtotal/Average	155	196	220	190		
0604.20	Television (including combined TV/Film/Video)	Compton	3	2	-	2		
		El Camino	19	20	20	20		
		Glendale	8	2	8	6		
		LA City	96	56	39	64		
		LA Pierce	-	5	11	5		
		LA Valley	30	20	29	26		
		Long Beach	-	9	39	16		
		Mt San Antonio	16	21	48	28		
		Pasadena	4	9	25	13		
		LA Subtotal	176	144	219	180		
		Cypress	-	-	3	1		
		Fullerton	24	27	56	36		
		Orange Coast	-	5	19	8		
		Saddleback	6	6	2	5		
		Santa Ana	5	11	14	10		
		OC Subtotal	35	49	94	59		
				Supply Subtotal/Average	211	193	313	239
		1012.00	Applied Photography	East LA	5	17	24	15
				El Camino	7	8	10	8
LA City	28			11	37	25		
Long Beach	1			2	-	1		
Mt San Antonio	15			21	40	25		
Pasadena	-			15	10	8		
Santa Monica	21			25	23	23		
LA Subtotal	77			99	144	107		
Cypress	34			11	5	17		
Fullerton	12			22	20	18		
Orange Coast	14			30	32	25		

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		OC Subtotal	60	63	57	60
		Supply Subtotal/Average	137	162	201	167
		Supply Total/Average	503	551	734	596

Exhibit 8 displays strong workforce program outcome metrics for journalism programs in the region and state.

Exhibit 8: Strong workforce program metrics for regional journalism programs

Strong Workforce Program Metrics (2017-18, unless noted otherwise)	Los Angeles/Orange County	California
Unduplicated count of enrolled students (2018-19)	3,847	8,809
Median annual earnings	\$22,064	\$23,240
Median change in earnings	46%	52%
Students who attained the living wage	26%	33%
Job closely related to field of study (2016-17)	53%	59%

Non-Community College Supply—Since one of these occupations typically requires a bachelor’s degree, it is important to consider the supply from four-year institutions in the region that provide training programs for journalism. Exhibit 9 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Journalism (09.0401). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 432 awards annually in related training programs.

Exhibit 9: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
09.0401	Journalism	Biola University	31	39	25	32
		California State University-Long Beach	124	136	148	136
		California State University-Los Angeles	1	-	-	0
		California State University-Northridge	253	197	181	210
		Mount Saint Mary’s University	6	5	3	5
		Pepperdine University	18	13	15	15
		University of La Verne	13	7	5	8

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		University of Southern California	24	24	28	25
Supply Total/Average			470	421	405	432

Appendix A: Occupational demand and wage data by county

Exhibit 10. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Photographers (27-4021)	8,430	8,604	174	2%	928	\$13.20	\$24.01	\$42.40
News Analysts, Reporters, and Journalists (27-3023)	2,547	2,713	166	7%	336	\$18.05	\$25.44	\$39.30
Total	10,977	11,316	339	3%	1,264			

Exhibit 11. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Photographers (27-4021)	2,186	2,243	57	3%	241	\$12.58	\$23.38	\$41.16
News Analysts, Reporters, and Journalists (27-3023)	283	255	(28)	(10%)	31	\$15.74	\$22.70	\$35.84
Total	2,470	2,498	28	1%	272			

Exhibit 12. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education	On-The-Job Training & Work Experience
Photographers (27-4021)	10,616	10,846	230	2%	1,170	HS diploma or equivalent	1-12 months & None
News Analysts, Reporters, and Journalists (27-3023)	2,830	2,968	138	5%	367	Bachelor's degree	None & None
Total	13,446	13,814	368	3%	1,537		

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

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October 2020



Program Endorsement Brief: 1012.00/Applied Photography Creative Photography

Los Angeles/Orange County Center of Excellence, October 2020

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met	<input type="checkbox"/>	Endorsed: Some Criteria Met	<input checked="" type="checkbox"/>	Not Endorsed	<input type="checkbox"/>
Program Endorsement Criteria						
Supply Gap:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Living Wage: (Entry-Level, 25th)	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>		
Education:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Emerging Occupation(s)						
Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>			

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *photographers (27-4021)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, there appears to be a supply gap for photographers in the LA/OC region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** - Over the next five years, there are projected to be **1,170 jobs available annually** in the LA/OC region due to new job growth and replacements, **which is more than the 167 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** - Within Los Angeles County, **all of the annual job openings** for photographers have **entry-level wages below the county's living wage** (\$15.04/hour).²
 - However, median hourly wages for photographers are \$24.01/hour, well above the living wage.

¹ The COE classifies middle-skill jobs as the following:

- 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.

² Living wage data was pulled from California Family Needs Calculator on 9/21/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- **Education Criteria** – Within the LA/OC region, **all of the annual job openings** for photographers **typically require a high school diploma**.
 - However, the national-level educational attainment data indicates that **34.2% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **10 community colleges** in the LA/OC region that issue awards related to photography, conferring an average of **167 awards annually** between 2016 and 2019.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for photographers. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 2% through 2024. There will be nearly 1,200 job openings per year through 2024 due to job growth and replacements in the LA/OC region.

This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	8,430	8,604	174	2%	928
Orange	2,186	2,243	57	3%	241
Total	10,616	10,846	230	2%	1,170

Wages

The labor market endorsement in this report considers the entry-level hourly wages for photographers in Los Angeles County as they relate to the county’s living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—The entry-level wage for photographers, \$13.20, is below the California Family Needs Calculator hourly (living wage) for one adult (\$15.04 in Los

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Angeles County).⁴ Experienced workers can expect to earn \$42.40, which is higher than the living wage estimate. Los Angeles County’s average wage for this occupation is above the average statewide wage of \$36.01 for this occupation.

Orange County— The entry-level wage for photographers, \$12.58, is below the living wage for one adult (\$17.36 in Orange County). Experienced workers can expect to earn \$41.16 per hour, which is higher than the living wage estimate. Orange County’s average wage for this occupation is above the average statewide wage of \$36.01 for this occupation.

Job Postings— Over the last twelve months, there were 1,078 job postings for photographers in the region. The following tables (Exhibits 2 through 4) display real-time job posting information obtained from employer job advertisements in Los Angeles/Orange County over the last twelve months, September 2019 to August 2020.

Exhibit 2: Most frequently used job titles for photographers

Job Titles	Job Ads
Photographer	162
Freelance Photographer	63
Pre-School Photographer	36
Photographer - Graduation Event	35
Product Photographer	29

Exhibit 3: In-demand skills from job postings for photographers

Skills	Job Ads
Photography	1,032
Adobe Photoshop	324
Customer Service	258
Social Media	190
Videography	135

Exhibit 4: Employers posting the most job advertisements for photographers

Employers	Job Ads
Lifetouch	72
Mom365	59
Iconic Group	35

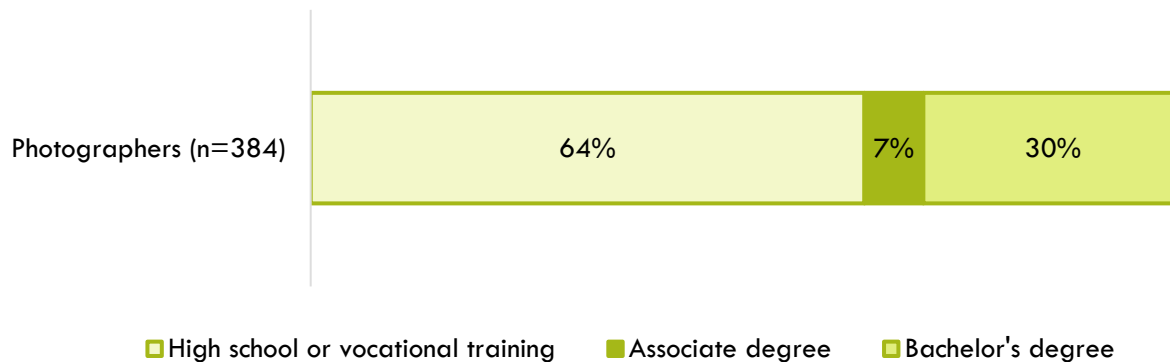
⁴ Living wage data was pulled from California Family Needs Calculator on 9/21/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Employers	Job Ads
Kalo	31
Teddy Bear Portraits	29
All Other Employers	852
Total	1,078

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for photographers. However, the national-level educational attainment data indicates that 34.2% of workers in the field have completed some college or an associate degree. Exhibit 5 displays the 36% of photojournalism job postings specifying a minimum education requirement in Los Angeles/Orange County.

Exhibit 5: Advertised education requirements for photographers



Educational Supply

Community College Supply—Exhibit 6 shows the annual and three-year average number of awards conferred by LA/OC regional community colleges in the related TOP code: Applied Photography (1012.00). The colleges with the most completions in the region are: LA City, Mt. San Antonio, and Orange Coast. Over the past 12 months, there was one other related program recommendation requests from a regional community college.

Exhibit 6: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
1012.00	Applied Photography	East LA	5	17	24	15
		El Camino	7	8	10	8
		LA City	28	11	37	25

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Long Beach	1	2	-	1
		Mt. San Antonio	15	21	40	25
		Pasadena	-	15	10	8
		Santa Monica	21	25	23	23
		LA Subtotal	77	99	144	107
		Cypress	34	11	5	17
		Fullerton	12	22	20	18
		Orange Coast	14	30	32	25
		OC Subtotal	60	63	57	60
Supply Total/Average			137	162	201	167

Exhibit 7 displays strong workforce program outcome metrics for applied photography programs in the region and state.

Exhibit 7: Strong workforce program metrics for regional applied photography programs

Strong Workforce Program Metrics (2017-18, unless noted otherwise)	Los Angeles/Orange County	California
Unduplicated count of enrolled students (2018-19)	8,078	18,333
Median annual earnings	\$24,210	\$24,962
Median change in earnings	28%	29%
Students who attained the living wage	34%	38%
Job closely related to field of study (2016-17)	56%	55%

Appendix A: Occupational demand and wage data by county

Exhibit 8. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Photographers (27-4021)	8,430	8,604	174	2%	928	\$13.20	\$24.01	\$42.40

Exhibit 9. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Photographers (27-4021)	2,186	2,243	57	3%	241	\$12.58	\$23.38	\$41.16

Exhibit 10. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education	On-The-Job Training & Work Experience
Photographers (27-4021)	10,616	10,846	230	2%	1,170	HS diploma or equivalent	1-12 months & None

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor’s Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor’s Office Curriculum Inventory (COCI 2.0)

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October 2020



CENTERS OF EXCELLENCE
 FOR LABOR MARKET RESEARCH