CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

LABOR MARKET ASSESSMENT

# Emergency Response Occupations

## Inland Empire/Desert Region

Publication Month: August 2026

POWERED BY
California Community Colleges

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# Introduction

## Purpose

The Inland Empire-Desert Region Center of Excellence for Labor Market Research (COE) plays a pivotal role in helping communities in the Inland Empire/Desert region understand and contextualize labor market data so they can actively address their current and future workforce needs. Proposed curriculum changes require labor market information and analysis to show that jobs are available for program completers within the local service area, ensuring an alignment between regional training and labor market needs.[1]

The COE prepared this report to provide an analysis of the labor market and educational supply related to the proposed program in the region. Occupational characteristics, employment demand, wages, employer job advertisements, and program awards and outcomes are used in this report to determine the alignment of regional training programs to the labor market. A regional supply or labor gap is derived by comparing the projected occupational demand to the projected supply from educational institutions.

This report seeks to understand employer demand for Emergency Response Occupations in the region and to inform strategic decision-makers regarding recruitment, compensation, workforce development, and policymaking by businesses, government agencies, and educational institutions.

## Report Scope

This report assesses the occupational demand and educational supply of the following regions:

- Inland Empire/Desert region (San Bernardino and Riverside counties combined)

Taxonomy of Programs (TOP) title and code and program definition:

- TOP 1250.00 Emergency Medical Services
- Definition: Pre-hospital, emergency medical diagnostic procedure, treatment, and comprehensive care in medical crises, including emergency vehicle operation and patient transportation procedures, including training specific to the certification standards for the EMT-1 or EMT-2 certifications (Taxonomy of Programs, 2023).

Classification of Instructional Program (CIP) title and code and program definition:

- CIP 51.0904 Emergency Medical Technology/Technician (EMT Paramedic) [CTE]
- Definition: A program that prepares individuals, under the remote supervision of physicians, to recognize, assess, and manage medical emergencies in prehospital settings and to supervise Ambulance personnel. Includes instruction in basic, intermediate, and advanced EMT procedures; emergency surgical procedures; medical triage; rescue operations; crisis scene management and personnel supervision; equipment operation and maintenance; patient stabilization, monitoring, and care; drug administration; identification and preliminary diagnosis of diseases and injuries; communication and computer operations; basic anatomy, physiology, pathology, and toxicology; and professional standards and regulations (The Classification of Instructional Program, 2020).

[1] California Community College Chancellor's Office (CCCCO). Program and Course Approval Handbook. 8th Edition. Retrieved from: https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/program-course-approval-handbook-8th-edition.pdf

Standard Occupational Classification (SOC) occupations and codes:

- Emergency Medical Technicians (29-2042)
- Paramedics (29-2043)
- Firefighters (33-2011)

## Program Design Window

The COE uses BLS' Occupational Employment and Wage Statistics (OEWS) data to create occupational estimates, and this dataset is updated annually. Therefore, the COE considers this data to be most useful, from a program design point of view, only within a 12-month window starting at the publication month. Refer to the dates below to identify this report's applicable program request consideration window. For those submitting a CTE program for the IEDRC program review process beyond this publication window, please reach out to the COE to obtain the most current version of this report.

**Publication Month**: September 2026

**End of Program Design Window**: August 31, 2027

## Acknowledgements

The following team member(s) of the COE authored this report:

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# Executive Summary

Based on the data analyzed by the COE, the following program **has fully met three of the four** criteria required to receive a full endorsement for program development.

## LMI Criteria Summary

| Criteria | Decision | Finding |
|---|---|---|
| Demand | ✓ | There are 642 annual job openings in the region for this occupational group, which is more than the threshold (225). This indicates that there is high demand for new workers from regional employers hiring in this field. |
| Supply Gap | ✓ | There are 642 annual job openings projected across all occupations, not exceeding the 660 average annual awards conferred by postsecondary educational institutions over the last three years. Supply data includes both community college awards (660) and non-community college awards (0 awards). This indicates that current programs are supplying 18 more workers than regional employers require, which is considered a **met** supply of workers. |
| Living Wage | ✓ | The majority (66%) of annual job openings for these three occupations have entry-level hourly wages above the IE/D living wage of $20.76. This indicates that new workers in this occupational group are expected to earn a living wage at the start of their careers. |
| Education | ✓ | All occupations either have "some college" or "postsecondary nondegree award" or "associate degree" as their typical entry-level education level, more than 33% of national workers have attained "some college" or an "associate degree" as their highest level of education attainment, or "apprenticeship" is its typical on-the-job training type. This indicates that employers are/are not hiring entry level workers with a middle-skill education level in this occupational group. |
| Overall | ✓ | This program is given a **general endorsement** from the IED COE to proceed, however do so with caution. |

## Other Key Findings/Takeaways

- **LMI Criteria Assessment**
    - Educational Supply: Existing regional community college programs related to this proposed program and conferring awards are many and found in multiple subregions (660 awards). However, other non-community college institutions conferring awards in related programs are not found (0 awards).
- **Job Posting Data**
    - Demand: The number of job postings (444) is much fewer than the projected number of annual job openings (642), with 71 companies posting, and it appears that no single job title is overwhelmingly (+50%) found in job ads.
    - Education and Experience: Job postings indicate that most employers (97%) sought candidates with a high school diploma/GED when a minimum education level was

listed, and the largest grouping of ads (52%) prefer workers with 0-1 years of experience when experience requirements were listed.

- Wages: Employers posting jobs in the region are offering entry-level hourly wages above the IE/D living wage of $20.76 for all assessed occupations. Advertised entry-level hourly wages range from $20.80 to $43.69 for the assessed occupations.

# LMI Criteria Analysis

## Occupational Demand Criteria Assessment

In an effort to understand this occupation's employment outlook in the Inland Empire/Desert region, this section analyzes current and projected employment from 2025-2030.

Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region for this occupational group. In 2025, there were 6,726 jobs for Emergency Response Occupations in the IE/D region. Regional employment for this occupational group is projected to increase 11% by 2030, with 642 job openings projected annually.

**Exhibit 1: Projected Job Growth and Annual Job Openings, IE/D Region, 2025-2030**

| Occupation | 2025 Jobs | 2030 Jobs | 2025-2030 % Change | Avg. Annual Openings |
|---|---|---|---|---|
| Firefighters | 3,544 | 4,000 | 13% | 370 |
| Emergency Medical Technicians | 2,354 | 2,559 | 9% | 216 |
| Paramedics | 828 | 924 | 12% | 56 |
| **Total** | **6,726** | **7,484** | **11%** | **642** |

Source: Lightcast 2026.3

Based on the number of assessed occupations, the COE determines that there should be at least 225 annual job openings in the region for this occupational group to be considered in high demand. Based on the number of annual job openings (642), which is substantially greater than 225, there is high demand for new workers in this field.

**Key Takeaway:** There are 642 annual job openings in the region for this occupational group, which is more than the threshold (225). This indicates that there is high demand for new workers from regional employers hiring in this field.

## Educational Supply

This section analyzes trends in student awards related to Emergency Response Occupations to project the supply of workers from existing regional postsecondary education institutions.

Exhibit 2 displays student completions for the Emergency Medical Services (TOP 1250.00) programs over the last three academic years (2022-2025). In the previous three academic years, six regional community colleges issued an average of 660 awards in relevant programs.

**Exhibit 2: Annual Average Community College Awards for Emergency Medical Services (TOP 1250.00) Programs, IE/D Region, 2022-2025**

| Top Code | Program | College | 2022-23 Awards | 2023-24 Awards | 2024-25 Awards | 3-Year Award Average |
|---|---|---|---|---|---|---|
| 1250.00 | Emergency Medical Services | Victor Valley | 326 | 396 | 349 | 356 |
| 1250.00 | Emergency Medical Services | Crafton Hills | 208 | 157 | 126 | 163 |
| 1250.00 | Emergency Medical Services | Moreno Valley | 109 | 113 | 150 | 124 |
| 1250.00 | Emergency Medical Services | Chaffey | 8 | 9 | 10 | 9 |
| 1250.00 | Emergency Medical Services | Barstow | 5 | 5 | 5 | 5 |
| 1250.00 | Emergency Medical Services | College of the Desert | 2 | 5 | 2 | 3 |
| **Total** | | | **658** | **685** | **642** | **660** |

Source: MIS Data Mart

No student completions were found for following IE/D non-community college programs over the last three academic years (2021-2024): Emergency Medical Technology/Technician (EMT Paramedic) [CIP 51.0904]. Therefore, in the previous three academic years, six regional non-community college institutions issued an average of 0 awards in relevant programs.

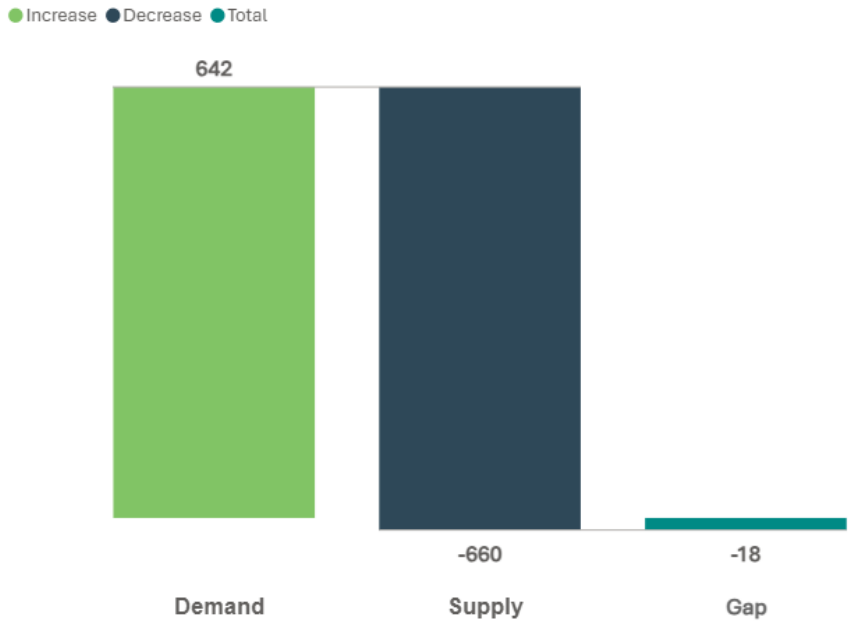
Educational institutions in the region conferred an average of 660 awards per year over the past three years in relevant programs, combining the number of community college (660) and non-community college (0) awards.

**Key Takeaway:** Existing regional community college programs related to this proposed program and conferring awards are many and found in multiple subregions (660 awards). However, other non-community college institutions conferring awards in related programs are not found (0 awards).

## Supply Gap Criteria Assessment

A gap analysis compares the occupational demand and educational supply, outlined in the above sections, and determines if there is an over or under-supply of new workers entering the occupational group. Exhibit 4 demonstrates that there is an over-supply of -18 annual job openings, meaning that regional employers are projected to require fewer workers than educational institutions are currently supplying to the labor market. Based on this analysis, the need for workers by regional employers in this occupational group has been met by the current supply.

**Exhibit 4: Supply Gap Analysis for Emergency Response Occupations, IE/D Region, 2025-2030**




Sources: Lightcast 2026.3; MIS Data Mart; IPEDS

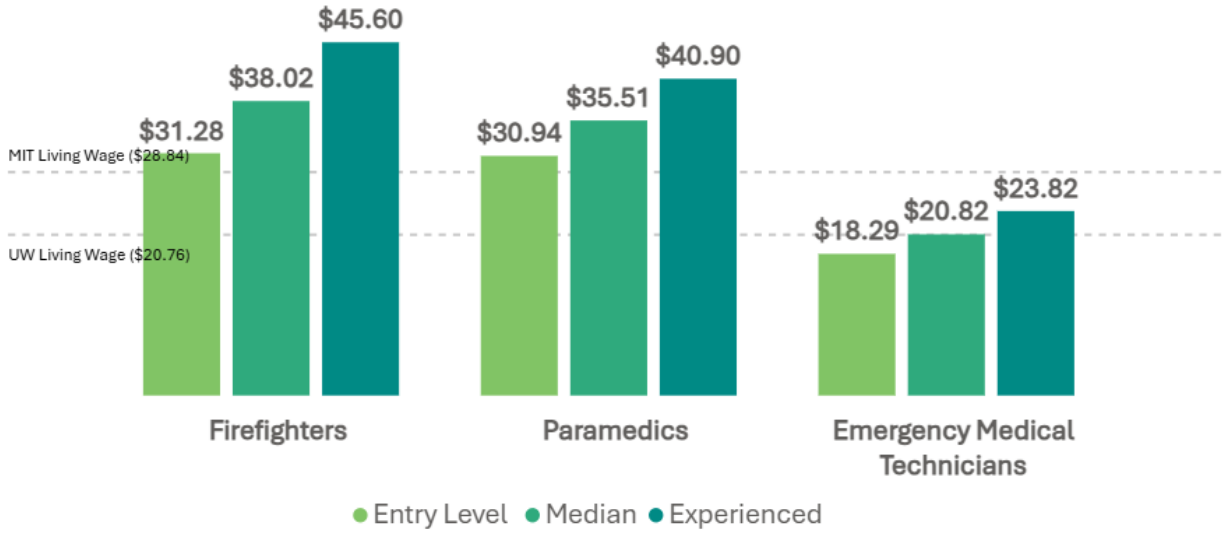
**Key Takeaway:** There are 642 annual job openings projected across all occupations, not exceeding the 660 average annual awards conferred by postsecondary educational institutions over the last three years. Supply data includes both community college awards (660) and non-community college awards (0 awards). This indicates that current programs are supplying 18 more workers than regional employers require, which is considered a **met** supply of workers.

## Living Wage Criteria Assessment

The following section assesses the occupation wage estimates for this occupational group and whether they meet or exceed a self-sufficiency standard in the Inland Empire/Desert region. Exhibit 5 displays the hourly earnings by quartile for Emergency Response Occupations and compares those to the UW Self-Sufficiency Standard for the IE/D for one adult, $20.76[2]. Compare this standard against the 25th percentile hourly earnings, considered to be entry level wages for an occupation. Median and experienced (75th percentile) wages are also shown to demonstrate expected career progression.

[2] The UW self-sufficiency standard is currently used by the CCCCO and COE; the self-sufficiency standard was last updated by UW in 2024. UW estimates the living wage for an adult in 2024 is $20.76 in Riverside County and $20.07 in San Bernadino County. The higher of the two is considered the living wage for the IE/D, $20.76. See Appendix A for more information.

Exhibit 5: Hourly Wages by Occupation, IE/D Region, 2025




Source: Lightcast 2026.3

Based on Exhibit 5, two of the three occupations have entry level wages at or above the UW Self-Sufficiency Standard for the IE/D for one adult. These qualifying occupations account for 66% of all projected annual job openings over the next five years. The proportion of annual job openings is key to understanding the jobs students exiting related programs will be accepting and, in this context, whether they can expect to earn a living wage at the start. Additionally, two of the three occupations have entry level wages above the MIT living wage[3] for one adult ($28.84) in projected entry-level wages.

**Key Takeaway**: The majority (66%) of annual job openings for these three occupations have entry-level hourly wages above the IE/D living wage of $20.76. This indicates that new workers in this occupational group are expected to earn a living wage at the start of their careers.

## Education and Work Experience Criteria Assessment

In an effort to identify the preferred education and training levels for workers in this occupational group, Exhibit 6 includes the typical education, work experience, and on-the-job training needed for Emergency Response Occupations. To be considered a middle skill occupation requires either a typical entry level education of less than a "bachelor's degree" and greater than a "high school diploma" ("some college, no degree" or "postsecondary nondegree award" or "associate degree") or on-the-job training required is an apprenticeship. Based on the below chart, all occupations would qualify as middle skill.

[3] To provide an alternative perspective, the COE also utilizes the living wage calculation from MIT in the analysis above as an additional reference point. MIT estimates the living wage for an adult with no kids living in 2024 is $28.84 in Riverside County and $27.62 in San Bernadino County. The higher of the two is considered the living wage for the IE/D, $20.76. See Appendix A for more information.

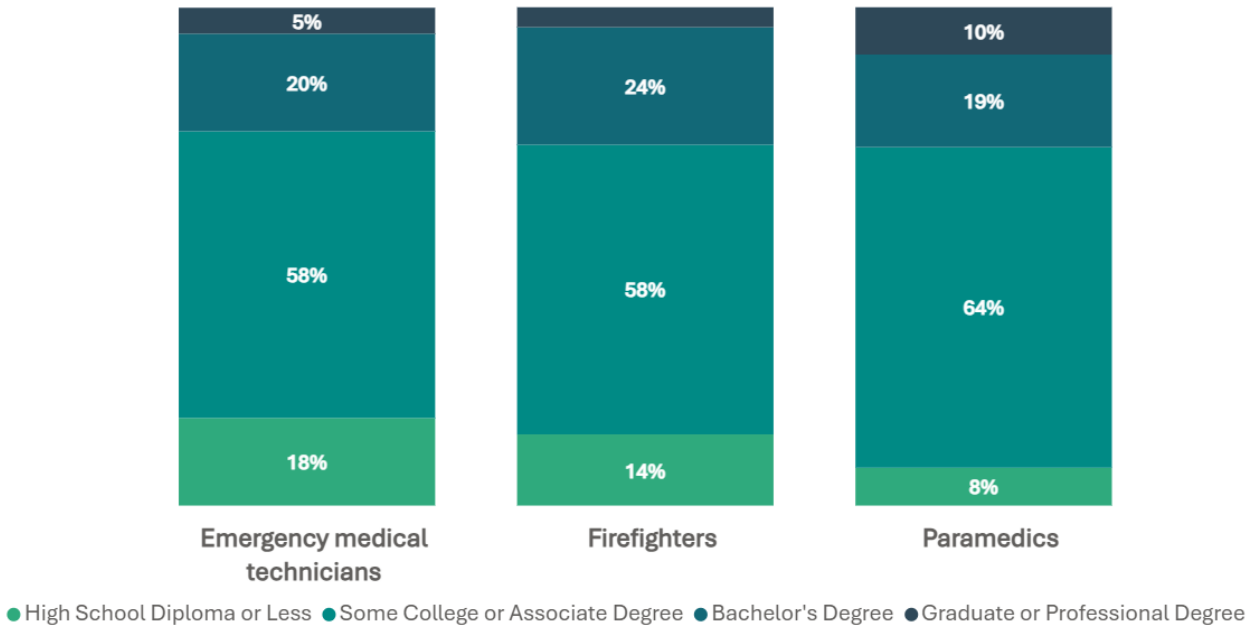
Exhibit 6: Typical Entry-Level Education, Experience, and Job Requirements

| Occupation | SOC | Typical Entry Level Education | Typical On-The-Job Training | Work Experience Required |
|---|---|---|---|---|
| Emergency Medical Technicians | 29-2042 | Postsecondary nondegree award | None | None |
| Paramedics | 29-2043 | Postsecondary nondegree award | None | None |
| Firefighters | 33-2011 | Postsecondary nondegree award | Long-term on-the-job training | None |

Source: BLS Training and Education Levels

The Bureau of Labor Statistics (BLS) education attainment data, as presented in Exhibit 7, indicates that among current Emergency Response Occupations professionals, between 58% and 64% have completed some college or an associate degree as their highest level of education. To be considered a middle skill occupation in this analysis, 33% or more workers in an occupation must have completed some college or an associate degree as their highest level of education. Based on the chart below, all occupations would be considered middle skill in this analysis.

Exhibit 7: National-Level Education Attainment by Occupation




Source: BLS 2024

Based on Exhibits 6 and 7, all have met the criteria to classify them as middle-skill education-level occupations. These qualifying occupations account for all projected annual job openings over the next five years. The proportion of annual job openings is crucial in understanding the jobs which

students exiting related programs will be pursuing and whether they can expect to be hired based on their middle-skill education attainment level.

**Key Takeaway:** All occupations either have "some college" or "postsecondary nondegree award" or "associate degree" as their typical entry-level education level, more than 33% of national workers have attained "some college" or an "associate degree" as their highest level of education attainment, or "apprenticeship" is its typical on-the-job training type. This indicates that employers are/are not hiring entry level workers with a middle-skill education level in this occupational group.

# What Do Regional Job Posts Tell Us?

## Job Posting Demand

Exhibit 8 displays the number of job ads posted for Emergency Response Occupations over the last 12 months and the median posting duration. Over the previous 12 months, there were 444 unique job postings for Emergency Response Occupations in the region from 71 employers. This is far fewer than the projected number of annual job openings (642).

**Exhibit 8: Job ads and posting duration, IE/D Region, Sept 2025 – Aug 2026**

| Occupation | Job Ads | Median Posting Duration |
|---|---|---|
| Paramedics | 185 | 18 days |
| Emergency Medical Technicians | 139 | 21 days |
| Firefighters | 120 | 18 days |
| **Total** | **444** | |

Source: Lightcast 2026.3

Exhibit 9 displays the job titles most frequently used in job postings for Emergency Response Occupations over the last 12 months, with the predominate ones being paramedics and firefighters/paramedics. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 9: Job titles Most Frequently Used in Job Ads, IE/D Region, Sept 2025 – Aug 2026

| Job Title | Unique Postings |
|---|---|
| Paramedics | 150 |
| Firefighters/Paramedics | 52 |
| Emergency Response Managers | 30 |
| On-Site Medical Representatives | 30 |
| Firefighters | 24 |
| Ambulance Drivers | 17 |
| Emergency Medical Technicians | 13 |
| Medical Equipment Delivery Drivers | 13 |
| Emergency Medical Technicians - Basic | 7 |
| Flight Paramedics | 7 |
| Non-Emergency Medical Transportation Drivers | 7 |

Source: Lightcast 2026.3

Exhibit 10 displays the employers posting the most job ads for Emergency Response Occupations during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs.

AMR and Global Medical Response posted the most unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are de-duplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 10: Top Employers by Number of Job Posts, IE/D Region, Sept 2025 – Aug 2026**

| Company | Total/Unique (Sep 2025 - Aug 2026) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| AMR | 413 / 145 | 3 : 1 | 18 days |
| Global Medical Response | 54 / 27 | 2 : 1 | 11 days |
| Amazon | 135 / 26 | 5 : 1 | 39 days |
| San Bernardino County | 52 / 24 | 2 : 1 | 12 days |
| Lehigh Valley Health Network | 21 / 15 | 1 : 1 | 17 days |
| Lincare | 49 / 12 | 4 : 1 | 9 days |
| United States Department of Defense | 17 / 11 | 2 : 1 | 8 days |
| Morongo Band Of Mission Indians | 17 / 10 | 2 : 1 | 19 days |
| Pechanga Resort & Casino | 23 / 8 | 3 : 1 | n/a |
| The San Bernardino County, Ca, Chapter Of Concerned Black Men | 8 / 8 | 1 : 1 | 12 days |

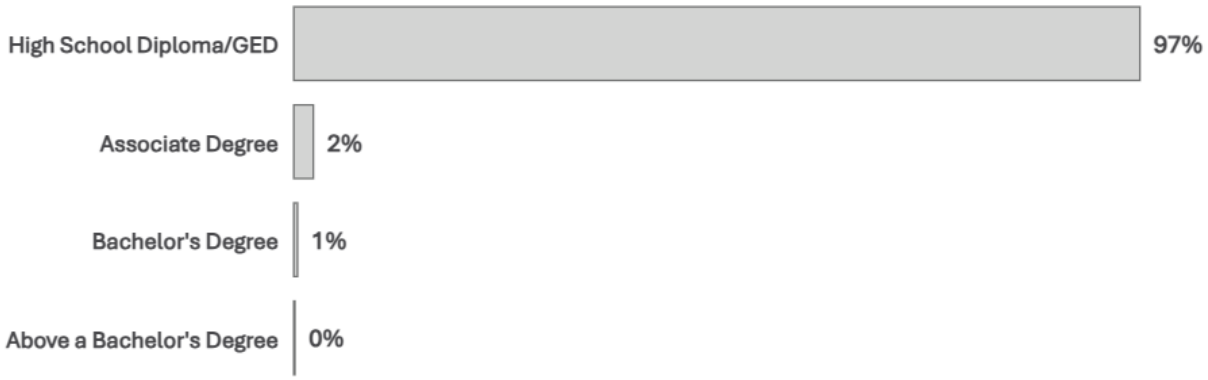
Source: Lightcast 2026.3

**Key Takeaway:** The number of job postings (444) is much fewer than the projected number of annual job openings (642), with 71 companies posting, and it appears that no single job title is overwhelmingly (+50%) found in job ads.

## Job Posting Education and Experience

Exhibit 11 includes the minimum educational requirements from job postings for this occupational group with high school diploma/GED (97%) significantly greater than associate degree (2%) or bachelor's degree (1%).

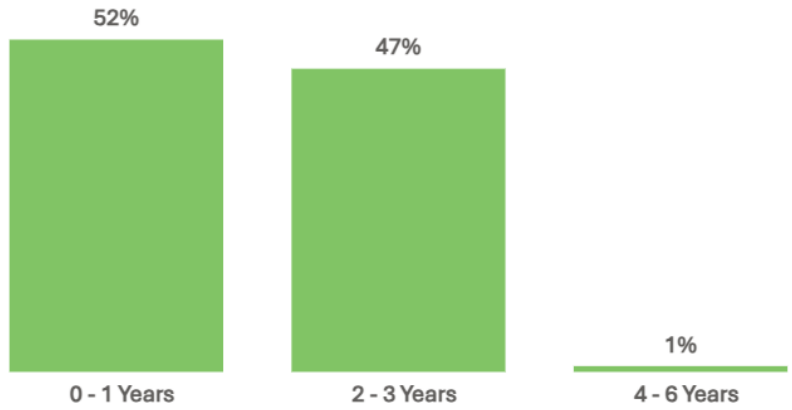
**Exhibit 11: Minimum Educational Requirements in Job Posts, IE/D Region, Sept 2025 – Aug 2026**




Source: Lightcast 2026.3

Exhibit 12 displays the work experience typically required from employer job ads for this occupational group. The largest grouping (52%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

**Exhibit 12: Work Experience Requirements in Job Posts, IE/D Region, Sept 2025 – Aug 2026**




Source: Lightcast 2026.3

**Key Takeaway**: Job postings indicate that most employers (97%) sought candidates with a high school diploma/GED when a minimum education level was listed, and the largest grouping of ads (52%) prefer workers with 0-1 years of experience when experience requirements were listed.

## In-Demand Skills and Certifications

Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Skills are listed as common, specialized, or computer skills. Common skills are applicable to any field of work, specialized skills are focused on specific work activities, and computer skills are focused on software competencies.

Certifications are also shown to provide insight into the top qualifications employers are directly requesting in job postings. Certifications are an important aspect of the job search process for both employers and job applicants, so new workers in this field applying for positions should pay close attention to what certifications are most in-demand in the regional job market.

Exhibit 13 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are increasing in demand at a faster rate than the market as a whole ("Rapidly Growing" or "Growing"). Program designers should consider incorporating them into the curriculum, because employers are demanding them in workers.

Exhibit 13: Top 10 Growing Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

| Skills | Skill Type | Number of Postings | % of Total Postings | Skill Growth Relative to Market |
|---|---|---|---|---|
| Ambulances | Specialized | 237 | 53% | Growing |
| Cardiopulmonary Resuscitation (CPR) | Specialized | 231 | 52% | Growing |
| Emergency Medical Services | Specialized | 162 | 36% | Growing |
| Good Driving Record | Specialized | 161 | 36% | Growing |
| Defibrillation | Specialized | 152 | 34% | Growing |
| Electrocardiography | Specialized | 137 | 31% | Growing |
| Intravenous Hydration | Specialized | 136 | 31% | Growing |
| Emergency Response | Specialized | 117 | 26% | Rapidly Growing |
| Professionalism | Common | 115 | 26% | Growing |
| Alarm Devices | Specialized | 29 | 7% | Growing |
| Ergonomics | Specialized | 29 | 7% | Growing |
| Fire Safety | Specialized | 29 | 7% | Rapidly Growing |
| Human Musculoskeletal System | Specialized | 29 | 7% | Growing |
| Infection Control | Specialized | 29 | 7% | Growing |
| Injury Prevention | Specialized | 29 | 7% | Growing |
| Occupational Injuries | Specialized | 29 | 7% | Rapidly Growing |

Source: Lightcast 2026.3

Exhibit 14 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are increasing in demand at a slower rate than the market as a whole ("Lagging"). Program designers should not necessarily remove them from the curriculum but should consider whether to especially focus on them, because employers are becoming less interested in them according to job posting analysis.

Exhibit 14: Top 10 Lagging Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

| Skills | Skill Type | Number of Postings | % of Total Postings | Skill Growth Relative to Market |
|---|---|---|---|---|
| Pharmaceutical Marketing | Specialized | 31 | 7% | Lagging |
| Computer Literacy | Common | 16 | 4% | Lagging |
| Self-Starter | Common | 9 | 2% | Lagging |

Source: Lightcast 2026.3

Exhibit 15 displays the top common, specialized, or computer skills that were included in the job postings over the last 12 months, which are stable compared to the market as a whole ("Stable"). Program designers should not necessarily modify the curriculum to focus on them but should consider their continued use, because employers are still interested in them according to job posting analysis.

Exhibit 15: Top 10 Stable Skills from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026

| Skills | Skill Type | Number of Postings | % of Total Postings | Skill Growth Relative to Market |
|---|---|---|---|---|
| National Incident Management Systems | Specialized | 172 | 39% | Stable |
| Communication | Common | 143 | 32% | Stable |
| Medical Equipment | Specialized | 127 | 29% | Stable |
| Operations | Common | 127 | 29% | Stable |
| Firefighting | Specialized | 123 | 28% | Stable |
| Management | Common | 122 | 27% | Stable |
| Customer Service | Common | 88 | 20% | Stable |
| Fire Prevention | Specialized | 77 | 17% | Stable |
| Community Relations | Specialized | 56 | 13% | Stable |
| Patient Communication | Specialized | 56 | 13% | Stable |
| Medical Direction | Specialized | 53 | 12% | Stable |
| Fire Suppression Systems | Specialized | 50 | 11% | Stable |

Source: Lightcast 2026.3

Exhibit 16 displays the top qualifications/certifications that were included in the job postings over the last 12 months. Program designers should consider incorporating preparation for certification completion and/or exam preparation into the curriculum, if applicable, because employers are demanding these qualifications in workers. A notable share of employers sought candidates with a Paramedic (EMT-P) certification. The EMT-P certification is designed for individuals skilled in perform[ing] interventions with the basic and advanced equipment typically found on an ambulance.[4] Please visit the National Registry of Emergency Medical Technicians for more information about the EMT-P certification.

[4] Paramedic Certification. National Registry of Emergency Medical Technicians. Retrieved from: https://nremt.org/paramedic/certification.

**Exhibit 16: Top Qualifications/Certifications from Employer Job Ads, IE/D Region, Sept 2025 – Aug 2026**

| Qualification | Number of Postings | Percent of Total Postings |
|---|---|---|
| Valid Driver's License | 301 | 68% |
| Paramedic (EMT-P) | 267 | 60% |
| Advanced Cardiovascular Life Support (ACLS) Certification | 219 | 49% |
| Emergency Medical Technician (EMT) | 171 | 39% |
| Pediatric Advanced Life Support (PALS) | 130 | 29% |
| Basic Life Support (BLS) Certification | 129 | 29% |
| Cardiopulmonary Resuscitation (CPR) Certification | 89 | 20% |
| Nationally Registered Emergency Medical Technician (NREMT) | 85 | 19% |
| Advanced Life Support | 70 | 16% |
| Firefighter I Certification | 61 | 14% |

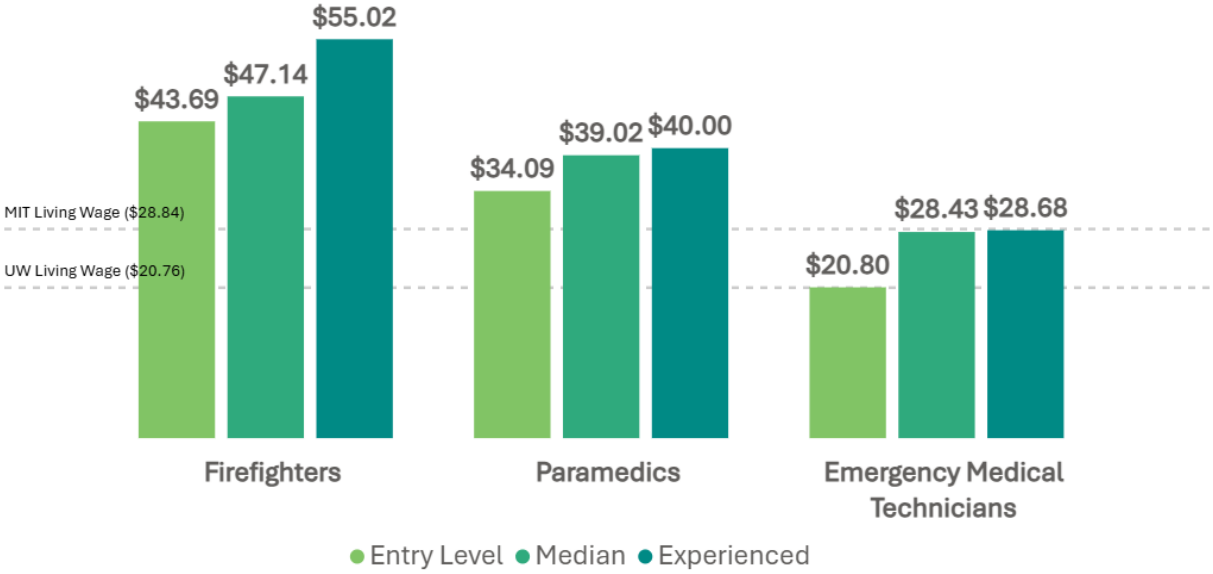
Source: Lightcast 2026.3

## Job Posting Wage Data

Exhibit 17 displays the regional online advertised salaries for Emergency Response Occupations over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of $20.80 to $43.69 (estimated to be equal to an annual salary of $43,264 or $90,875), which are all above the UW Self-Sufficiency Standard for the IE/D for one adult, $20.76.

Additionally, two of the three occupations have entry level wages above the MIT living wage for one adult ($28.84) in projected entry-level wages.

Exhibit 17: Hourly Wages by Occupation in Job Posts, IE/D Region, Sept 2025 – Aug 2026




Source: Lightcast 2026.3

**Key Takeaway:** Employers posting jobs in the region are offering entry-level hourly wages above the IE/D living wage of $20.76 for all assessed occupations. Advertised entry-level hourly wages range from $20.80 to $43.69 for the assessed occupations.

# Appendix: Methodology and Sources

## Endorsement Criteria

Based on the available labor market information, programs may receive a "Full Endorsement" (all criteria met with green checkboxes), a "General Endorsement" to proceed with caution (at most 1 red checkbox, with majority of criteria met with green or yellow checkboxes), and a non-endorsement (1 or 0 criteria met).

The table below has a high-level description of the LMI endorsement criteria.

| Criteria | Purpose | Measure |
|---|---|---|
| Demand | Ensures there is sufficient labor market demand to justify program development. | This criterion is fully met if there are more than 75 annual job openings per occupation, on average. |
| Supply Gap | Ensures that the number of individuals exiting regional programs is sufficiently less than the regional demand to justify program development. | This criterion subtracts the number of postsecondary awards from the number of annual job openings. The criterion is fully met if the supply is less than 90% of demand. |
| Living Wage | Ensures that the occupations of interest provide workers with earnings sufficient to support themselves. | This criterion compares the entry-level earnings of the occupations of interest to the regional living wage. The majority of annual job openings need to be related to occupations whose entry level wages exceed the living wage to fully meet this criterion. |
| Education | Ensures that the occupations of interest are appropriate for community college program development (middle-skill). | This criterion is fully met if a majority of annual job openings need to be related to occupations which typically requires a community college-level education or if more than one-third of workers in the field possess a community college degree as their highest educational attainment or whose OJT type is an apprenticeship. |

## Endorsement Criteria Calculations

The charts below specify how a "Green Rating", a "Yellow Rating", or a "Red Rating" is given to each specific LMA Endorsement Criteria and the associated calculations.

The chart below displays the endorsement criteria calculations for labor market assessments that analyze a **single occupation** (SOC).

| Criteria | Green Rating | Yellow Rating | Red Rating |
|---|---|---|---|
| Demand | 75+ Annual Job Openings (AJOs) | 50-74 Annual Job Openings (AJOs) | Less than 50 Annual Job Openings (AJOs) |
| Supply Gap | Supply is less than 90% of Demand (AJOs) | Supply is 90%-110% of Demand (AJOs) | Supply is greater than 110% of Demand (AJOs) |

| Criteria | Green Rating | Yellow Rating | Red Rating |
|---|---|---|---|
| Living Wage | 25th Percentile Wages are At or Above the Regional Self-Sufficiency Wage Level<br><br>(25th percentile earnings > $20.76) | 25th Percentile Wages are At or Above 90% of the Regional Self-Sufficiency Wage Level<br><br>(25th percentile earnings > $18.68) | 25th Percentile Wages are Below 90% of the Regional Self-Sufficiency Wage Level<br><br>(25th percentile earnings < $18.68) |
| Education | Typical Education Level is "Some College", "Postsecondary Nondegree Award", or "Associate Degree"<br><br>OR<br><br>33%+ of Education Attainment is "Some College" or "Associate Degree";<br><br>OR<br><br>Typical On-The-Job Training is "Apprenticeship" | Not Applicable | None of the Green Rating criteria are met |

The chart below displays the endorsement criteria calculations for labor market assessments that analyze **multiple occupations** (SOCs).

| Criteria | Green Rating | Yellow Rating | Red Rating |
|---|---|---|---|
| Demand | Total Annual Job Openings (AJOs) are Greater Than or Equal to the Following Value:<br><br>[75 * Number of Occupations]<br><br>Ex: 2 SOCs = 150 AJOs | Total Annual Job Openings (AJOs) are Between the Following Values:<br><br>[50 * Number of Occupations] to [75 * Number of Occupations]<br><br>Ex: 2 SOCs = 100 to 150 AJOs | Total Annual Job Openings (AJOs) are Less Than the Following Value:<br><br>[50 * Number of Occupations]<br><br>Ex: 2 SOCs = < 100 AJOs |
| Supply Gap | Supply is less than 90% of Total Demand (AJOs) | Supply is 90%-110% of Total Demand (AJOs) | Supply is greater than 110% of Total Demand (AJOs) |
| Living Wage | 50%+ of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above the Regional Self-Sufficiency Wage Level | 50%+ of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above 90% of the Regional Self-Sufficiency Wage Level | Less Than 50% of Total AJOs are related to SOCs whose 25th Percentile Wages are at or Above 90% of the Regional Self-Sufficiency Wage Level |

| Criteria | Green Rating | Yellow Rating | Red Rating |
|---|---|---|---|
| | (25th percentile earnings > $20.76) | (25th percentile earnings > $18.68) | (25th percentile earnings < $18.68) |
| Education | 50%+ of AJOs are related to SOCs whose Typical Education Level is "Some College" or "Associate Degree" or whose Typical On-The-Job Training is "Apprenticeship"<br><br>OR<br><br>33%+ of Education Attainment across all SOCs is "Some College" or "Associate Degree" | Not Applicable | None of the Green Rating criteria are met |

## Data Sources

The table below displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is being done to minimize the effect of atypical variations that might be present in a single year.

| Type of Data | Source |
|---|---|
| Occupational Projections, Wages, and Job Postings | 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. https://lightcast.io/<br><br>The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies. While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset. |

| Type of Data | Source |
|---|---|
| Self-Sufficiency Standard | Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/.<br><br>This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is $20.07 per hour ($42,392 annually). The living wage for one adult in Riverside County is $20.76 per hour ($43,854 annually). The higher of the two is used to represent Inland Empire/Desert, which is $20.76 per hour ($43,123 annually). |
| Living Wage (MIT) | Living wage data sourced from the Living Wage Institute via https://livingwage.mit.edu/counties/06065; https://livingwage.mit.edu/counties/06071, Accessed on June 6, 2026.<br><br>The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology.<br><br>The living wage for one adult in San Bernardino County is $27.60 per hour ($52,353.60 annually). The living wage for one adult in Riverside County is $28.84 per hour ($59,987 annually). The higher of the two, $28.84 per hour ($59,987 annually), is used to represent the Inland Empire/Desert living wage. |
| Typical Education and Training Requirements, and Educational Attainment | 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 |
| Educational Supply | The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu<br>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 |