California Earn and Learn Occupations Tool

Data Insights Roundtable
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Employment Development Department,
Labor Market Information Division

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What is Earn and Learn?

1. An interactive Tableau dashboard that identifies potential occupations where a person could earn a wage and learn new skills at the same time.
2. Designed to assist job seekers, workforce partners, education partners, and businesses.
3. Provides occupational and wage data, along with education requirements and available local training, for California's 15 Regional Planning Units.
4. Updated annually.
5. https://labormarketinfo.edd.ca.gov/geography/earn-learn-occupations-tool.html

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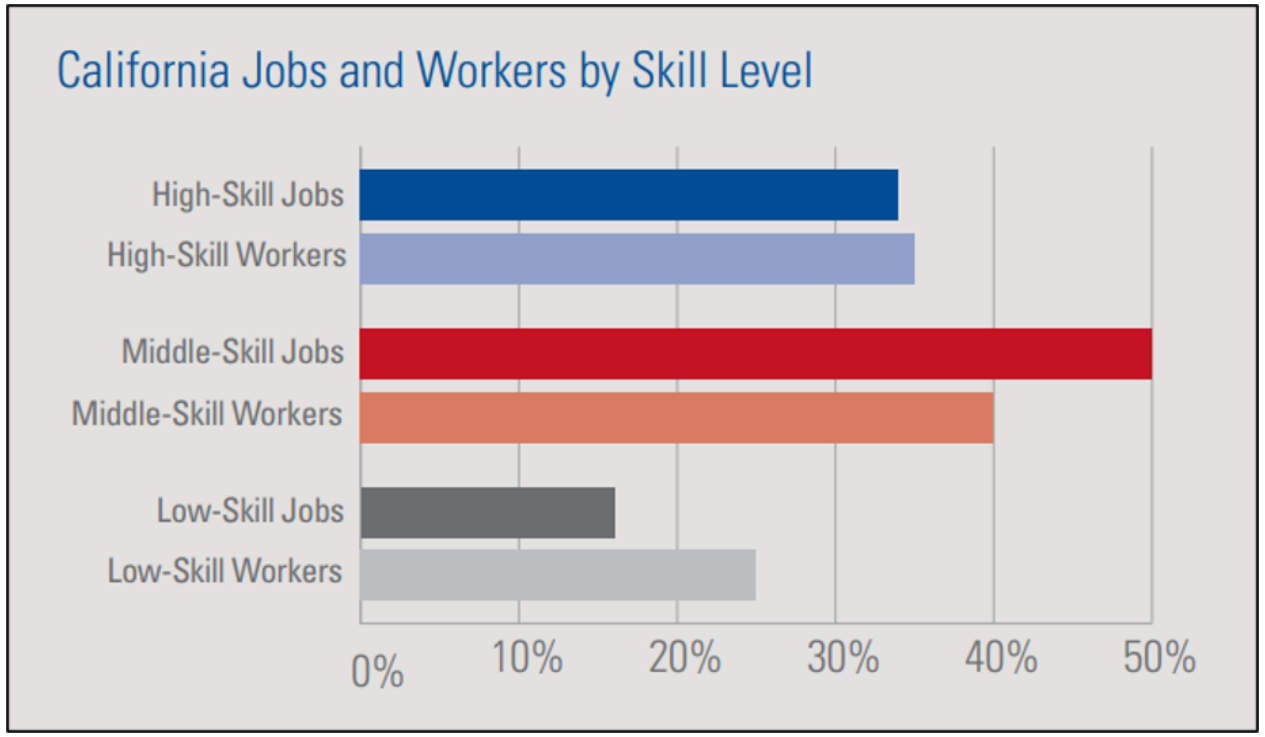
Why Earn and Learn?



Source: *California's Forgotten Middle Skill Jobs;* The Workforce Alliance, Skills 2 Compete Campaign.

1. Almost half of California's jobs are middle skill.
2. Only 40% of California workers have a middle skill education.
3. Oversupply of low skilled worker competing for low-skill jobs.

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Earn and Learn and Gen Z



1. The rising cost of a four-year degree.
2. Looking for A.I. proof occupations.
3. Financial insecurity and the rising cost of living.
4. Seeking purpose and satisfaction.
5. Looking for work/life balance.
6. The influence of social media.

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Earn and Learn Occupations Criteria

Earn and Learn Occupations met the following criteria:

1. Required more than a high school diploma, but less than a bachelor's degree.
2. Projected to see growth in total job opening from 2022 to 2032.
3. Provided short-term, mid-term, or long-term on-the-job-training.
4. Earned an annual average wage that was at least 80 percent of annual average wage for all occupations in the regional planning unit.

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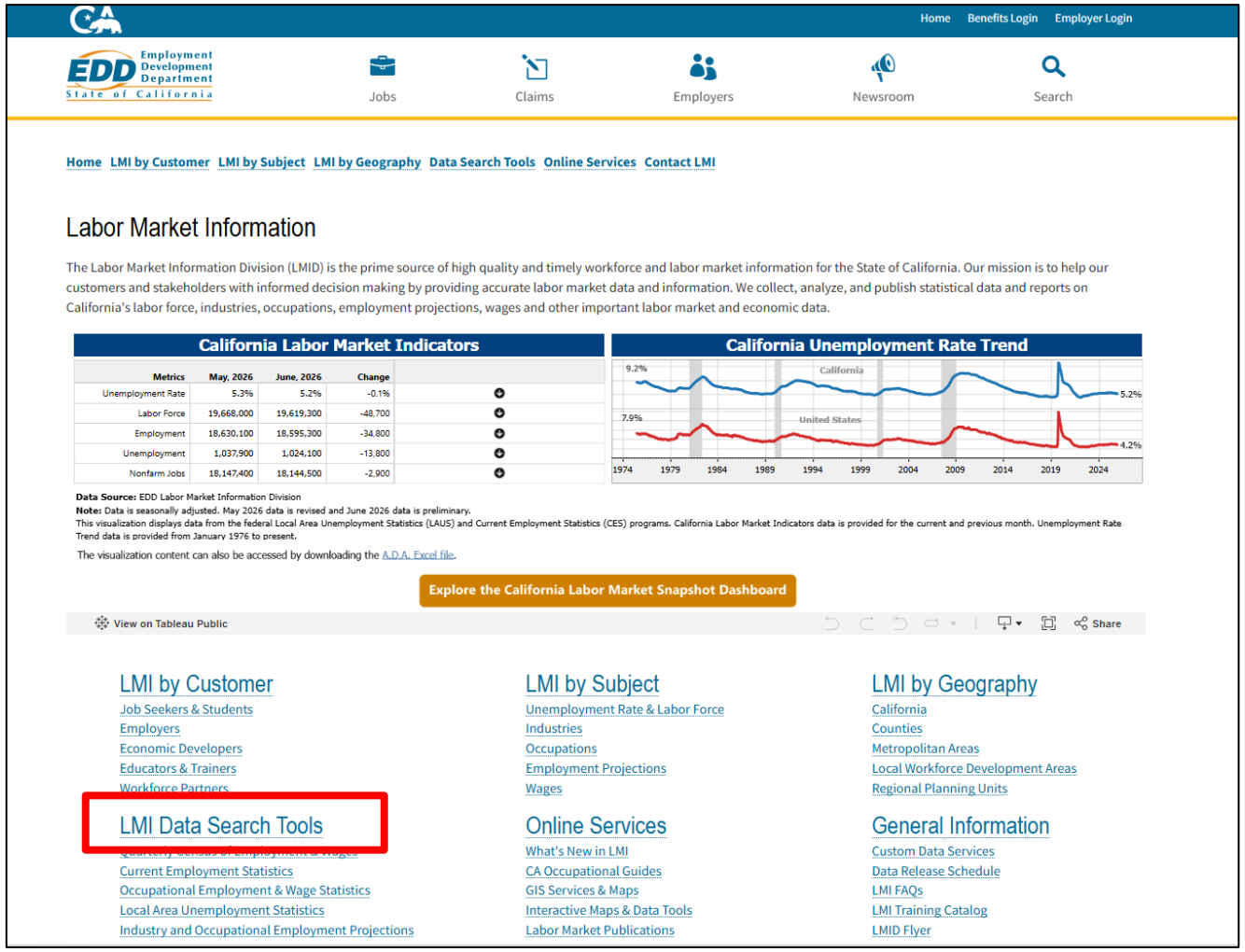
labormarketinfo.edd.ca.gov



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Jobs Claims Employers Newsroom Search

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Labor Market Information

The Labor Market Information Division (LMID) is the prime source of high quality and timely workforce and labor market information for the State of California. Our mission is to help our customers and stakeholders with informed decision making by providing accurate labor market data and information. We collect, analyze, and publish statistical data and reports on California's labor force, industries, occupations, employment projections, wages and other important labor market and economic data.

California Labor Market Indicators

Metrics	May, 2026	June, 2026	Change
Unemployment Rate	5.3%	5.2%	-0.1%
Labor Force	19,668,000	19,619,300	-48,700
Employment	18,630,100	18,595,300	-34,800
Unemployment	1,037,900	1,024,100	-13,800
Nonfarm Jobs	18,147,400	18,144,500	-2,900

California Unemployment Rate Trend

Data Source: EDD Labor Market Information Division
Note: Data is seasonally adjusted. May 2026 data is revised and June 2026 data is preliminary.
This visualization displays data from the federal Local Area Unemployment Statistics (LAUS) and Current Employment Statistics (CES) programs. California Labor Market Indicators data is provided for the current and previous month. Unemployment Rate Trend data is provided from January 1976 to present.

The visualization content can also be accessed by downloading the A.D.A. Excel file.

Explore the California Labor Market Snapshot Dashboard

View on Tableau Public Share

LMI by Customer
Job Seekers & Students
Employers
Economic Developers
Educators & Trainers
Workforce Partners

LMI by Subject
Unemployment Rate & Labor Force
Industries
Occupations
Employment Projections
Wages

LMI by Geography
California
Counties
Metropolitan Areas
Local Workforce Development Areas
Regional Planning Units

LMI Data Search Tools
Current Employment Statistics
Occupational Employment & Wage Statistics
Local Area Unemployment Statistics
Industry and Occupational Employment Projections

Online Services
What's New in LMI
CA Occupational Guides
GIS Services & Maps
Interactive Maps & Data Tools
Labor Market Publications

General Information
Custom Data Services
Data Release Schedule
LMI FAQs
LMI Training Catalog
LMID Flyer

Additional Interactive Labor Market Tools

California Agriculture: Primary Worker Research Dashboard
The EDD's Labor Market Information Division and the University of California-Davis have partnered to conduct research on California's agricultural workforce. The data outlined in this dashboard reflects the results of research related to industries in which California's farm workers earn their highest wages.

California Industry Sectors Demographics Data Dashboard
The California Industry Sectors Demographics Data Dashboard is a web-based interactive tool which displays quarterly employment count by demographics (age, education, ethnicity, race, and gender) for all industry sectors in California, at the county and state level.

California Legislative District Reports
The California Legislative District Reports provide an overview of workforce, demographic, and economic conditions within California's Assembly and Senate districts.

California Workforce Supply & Demand Dashboard
The purpose of the California Labor Market Supply and Demand Tool is a web-based interactive tool designed and developed to assist workforce partners, businesses, and educational institutions, by providing data to build and strengthen partnerships in alignment with the Workforce Innovation and Opportunity Act.

Earn and Learn Occupations Tool
The California Earn and Learn Occupations Tool is a web-based, interactive tool designed to assist job seekers, workforce partners, and businesses identify potential occupations in which you could earn a wage and learn new skills at the same time.

Find Local Employers
Find local employers by industry, occupation title, employer location, or employer name.

Online Job Postings Statistics
The Online Job Postings Statistics Dashboard provides timely monthly measures of labor demand for the state and metropolitan areas. It serves as a leading indicator of the labor market and overall economic activity.

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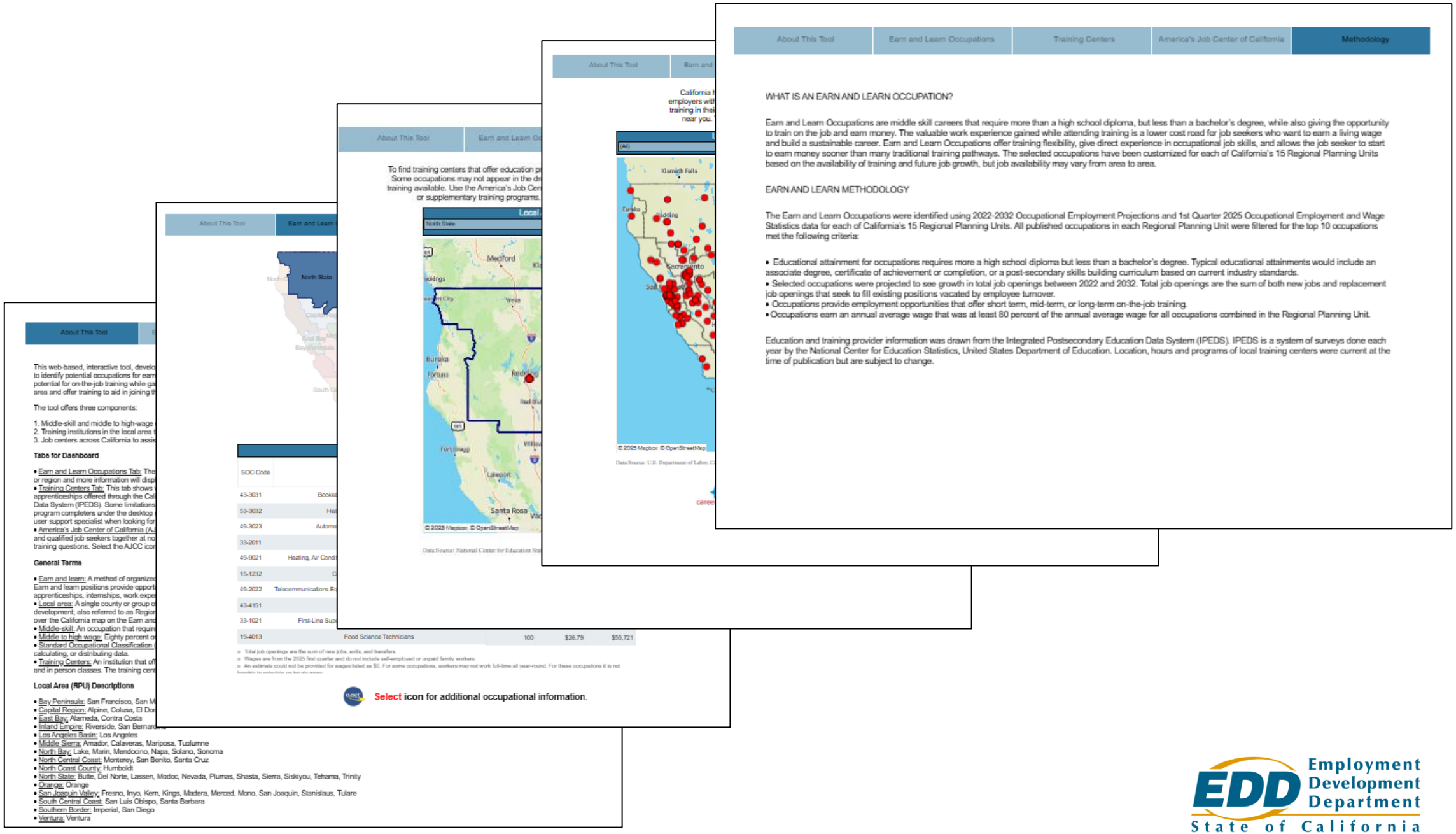

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About this Tool

This web-based, interactive tool, developed by the California Employment Development Department's Labor Market Information Division allows job seekers and workforce partners to identify potential occupations for earn and learn opportunities in their local area. Workforce professionals can use the tool to assist job seekers in finding occupations that have a potential for on-the-job training while gaining classroom knowledge. Job seekers can use the tool as a guide to find occupations that will pay middle to high wages in their local area and offer training to aid in joining the job market.

The tool offers three components:

1. Middle-skill and middle to high-wage earn and learn occupations.
2. Training institutions in the local area that offer courses related to the identified occupations.
3. Job centers across California to assist the job seeker with job readiness skills.

Tabs for Dashboard

- Earn and Learn Occupations Tab: The California map allows users to select their local area to find the top middle-skill and middle to high-wage occupations. Hover over a county or region and more information will display in a fly-out graphic.
- Training Centers Tab: This tab shows where training may exist in a local area. The icons along the bottom of the tab provide more information on training, such as apprenticeships offered through the California Division of Apprenticeship Standards. Data used to identify training centers comes from the Integrated Postsecondary Education Data System (IPEDS). Some limitations exist with the IPEDS. One notable discrepancy is with the varied computer-user related programs. An educational institution may report program completers under the desktop support technician certificate and not computer user support specialist certificate. This may show no results in a local area for a computer user support specialist when looking for a training center. However, it is possible the training does exist and you are encouraged to look for further information in your area.
- America's Job Center of California (AJCC) Tab: California has job center offices across the state. These centers offer a variety of services to bring employers with job openings and qualified job seekers together at no cost. The centers also help job seekers find training in their local area. Use this tab on the tool to find your local office for assistance with training questions. Select the AJCC icon at the bottom of the page for more information.

General Terms

- Earn and learn: A method of organized training that may include a blend of workplace experience and classroom learning, or experiences outside the traditional school setting. Earn and learn positions provide opportunities for students to connect to real-life work events and likely career fields. Some examples of earn and learn opportunities are formal apprenticeships, internships, work experience, and formal mentorships. This method is also commonly referred to as work based learning opportunities.
- Local area: A single county or group of counties with similar economic and demographic characteristics, which facilitate regional planning for workforce and economic development; also referred to as Regional Planning Units (RPU). There are 15 local areas located throughout the state. To see which RPU includes your local area or county, hover over the California map on the Earn and Learn Occupations tab.
- Middle-skill: An occupation that requires more than a high school diploma, but less than a bachelor's degree.
- Middle to high wage: Eighty percent or more of the local area's median annual wage.
- Standard Occupational Classification (SOC) Code: A standard used by federal and state agencies to categorize workers into occupational groups for the purpose of collecting, calculating, or distributing data.
- Training Centers: An institution that offers classroom training where people gain skills, knowledge, and abilities required for effective job performance. Training centers offer online and in person classes. The training centers identified are both private and public institutions.

Local Area (RPU) Descriptions

- Bay Peninsula: San Francisco, San Mateo, Santa Clara
- Capital Region: Alpine, Colusa, El Dorado, Glenn, Placer, Sacramento, Sutter, Yolo, Yuba
- East Bay: Alameda, Contra Costa
- Inland Empire: Riverside, San Bernardino
- Los Angeles Basin: Los Angeles
- Middle Sierra: Amador, Calaveras, Mariposa, Tuolumne
- North Bay: Lake, Marin, Mendocino, Napa, Solano, Sonoma
- North Central Coast: Monterey, San Benito, Santa Cruz
- North Coast County: Humboldt
- North State: Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity
- Orange: Orange
- San Joaquin Valley: Fresno, Inyo, Kern, Kings, Madera, Merced, Mono, San Joaquin, Stanislaus, Tulare
- South Central Coast: San Luis Obispo, Santa Barbara
- Southern Border: Imperial, San Diego
- Ventura: Ventura

Definitions/Key Measures
For technical documentation regarding underlying data, please see references linked under "Sources."

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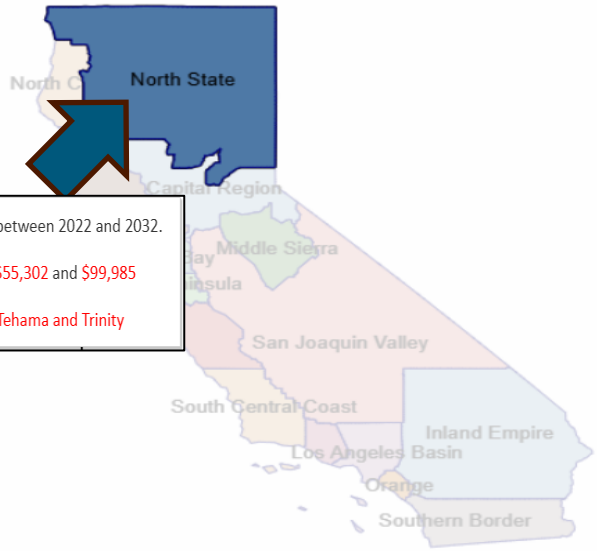

North State's top occupations are projected to produce 10,410 total job openings between 2022 and 2032.

Median Annual Wages in the top earn and learn occupations range between $55,302 and $99,985

Counties: Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Tehama and Trinity

Earn and learn occupations can include a blend of workplace experience and classroom training. These types of occupations offer opportunities for job seekers to gain real-life work skills and increase their career options. Select your local area to the left to find the top middle-skill and middle to high-wage occupations.

Earn and Learn Occupations in that area.

2022-2032 Earn and Learn Occupations

SOC Code	Occupational Title	Total Job Openings 2022-2032	Median Hourly Wage	Median Annual Wage
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3,		
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,		
49-3023	Automotive Service Technicians and Mechanics	1,		
33-2011	Firefighters			
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	570	$30.15	$62,725
15-1232	Computer User Support Specialists	350	$32.55	$67,716
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	200	$36.04	$74,962
43-4151	Order Clerks	180	$23.72	$49,339
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	140	$48.07	$99,985
19-4013	Food Science Technicians	100	$26.79	$55,721

Local Area: North State
Standard Occupational Classification (SOC): 43-3031
Occupational Title: Bookkeeping, Accounting, and Auditing Clerks
O*NET Job Description: Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.
Entry Level Education: Some college, no degree
Work Experience: None
On-the-Job Training: Moderate-term on-the-job training

- Total job openings are the sum of new jobs, exits, and transfers.
- Wages are from the 2025 first quarter and do not include self-employed or unpaid family workers.
- An estimate could not be provided for wages listed as $0. For some occupations, workers may not work full-time all year-round. For these occupations it is not feasible to calculate an hourly wage

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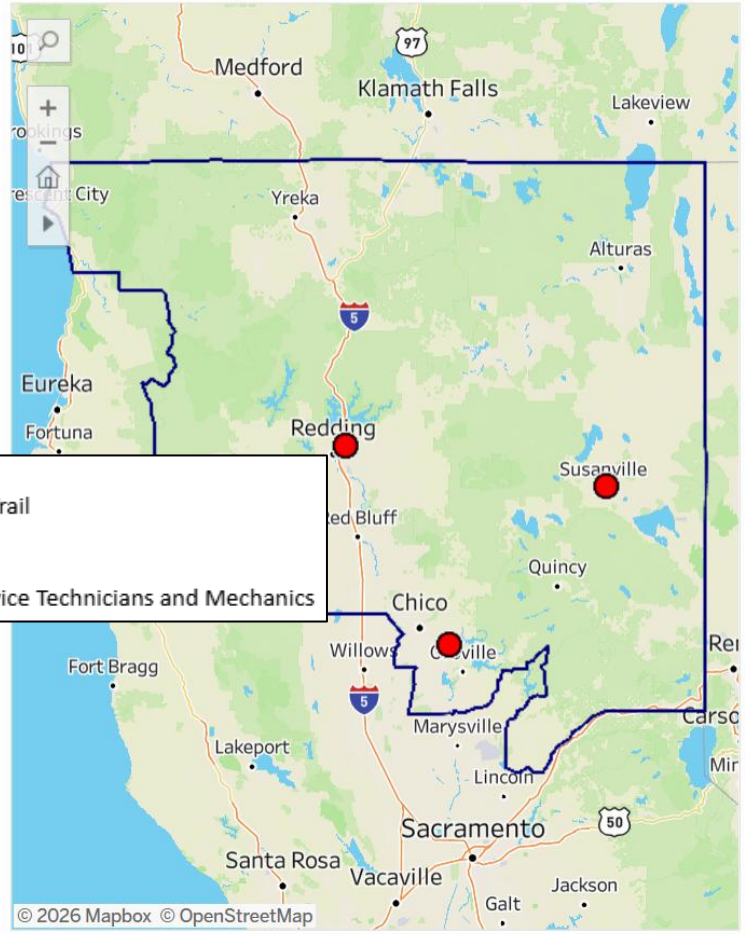
To find training centers that offer education programs related to the occupations identified, select your local area and an occupation from the drop-down boxes. Some occupations may not appear in the drop-down box due to limitations of our data source (IPEDS). However, these occupations may have other types of training available. Use the America's Job Center of California tab to find skilled professionals who can assist you to locate training options, i.e. distance learning or supplementary training programs. The icons along the bottom offer additional occupational information, such as apprenticeships and skills.

Local Area	Occupation
North State	Automotive Service Technicians and Mechanics



Local Area: North State
Address: 11555 Old Oregon Trail
City: Redding
Institution: Shasta College
Occupation: Automotive Service Technicians and Mechanics

Butte College
3536 Butte Campus Drive
Oroville, CA 95965
530-895-2511

Lassen Community College
478-200 Hwy 139
Susanville, CA 96130
530-257-6181

Shasta College
11555 Old Oregon Trail
Redding, CA 96003
530-242-7500

Data Source: National Center for Education Statistics, U.S. Department of Education, Integrated Post-secondary Educational Data System, 2023. Published: September 202

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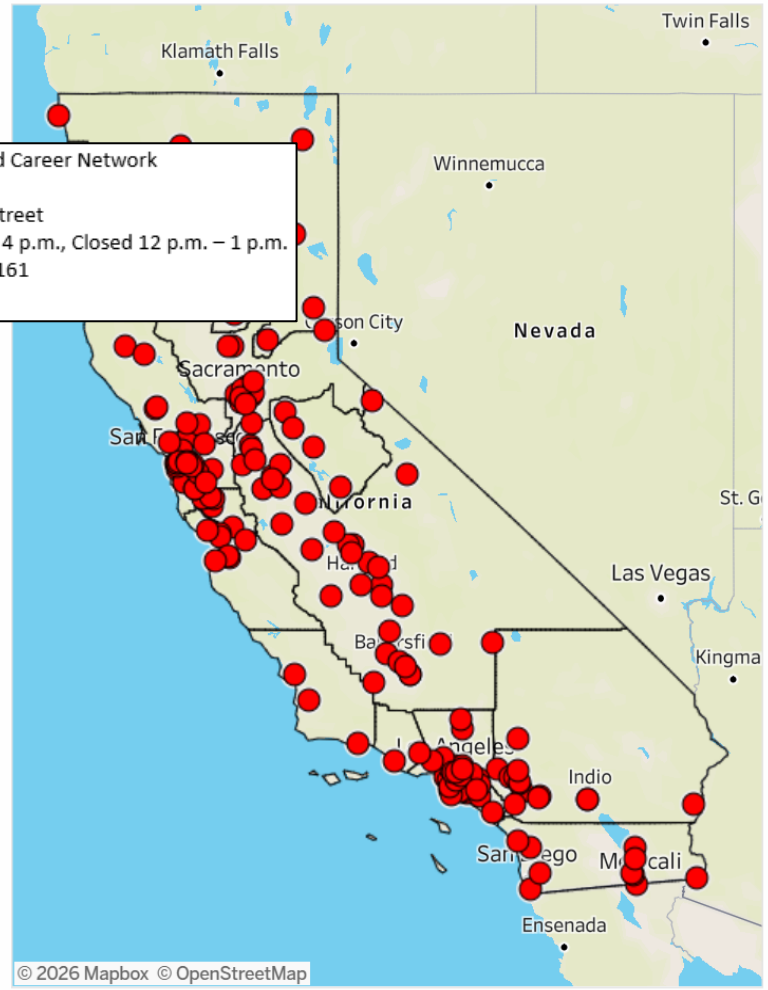
California has job center offices located across the state. These centers offer a variety of services to bring employers with job openings and qualified job seekers together at no cost. The centers also help job seekers find training in their area. Select your local area from the drop-down box to find an America's Job Center of California near you. You can also click on an icon on the map or a listing on the table to find out more information.

Local Area

(All)

Find Providers by City

(All)



AJCC: Modoc Business and Career Network
City: Alturas
Address: 802 North East Street
Hours: Mon – Fri 9 a.m. – 4 p.m., Closed 12 p.m. – 1 p.m.
Phone: Phone: 530-233-4161
RPU: North State

AJCC - Oxnard
2901 N Ventura Rd, Fl 3
Oxnard, CA 93036
Mon – Fri 8 a.m. – 5 p.m.
Phone: 805-648-9675

AJCC - Santa Barbara
130 E Ortega St
Santa Barbara, CA 93101
Mon – Fri 8 a.m. – 5 p.m.
Phone: 805-568-1296

AJCC - Simi Valley
2900 N Madera Rd, Ste 100
Simi Valley, CA 93065
Mon – Fri 8 a.m. – 5 p.m.
Phone: 805-648-9675

AJCC EG - South County
8401 A Gerber Road
Sacramento, CA 95828
Mon – Thurs 8 a.m. – 4 p.m., Fri 8 a.m. – 12 p.m.
Phone: 916-793-2319

Data Source: U.S. Department of Labor, CareerOneStop

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WHAT IS AN EARN AND LEARN OCCUPATION?

Earn and Learn Occupations are middle skill careers that require more than a high school diploma, but less than a bachelor's degree, while also giving the opportunity to train on the job and earn money. The valuable work experience gained while attending training is a lower cost road for job seekers who want to earn a living wage and build a sustainable career. Earn and Learn Occupations offer training flexibility, give direct experience in occupational job skills, and allows the job seeker to start to earn money sooner than many traditional training pathways. The selected occupations have been customized for each of California's 15 Regional Planning Units based on the availability of training and future job growth, but job availability may vary from area to area.

EARN AND LEARN METHODOLOGY

The Earn and Learn Occupations were identified using 2022-2032 Occupational Employment Projections and 1st Quarter 2025 Occupational Employment and Wage Statistics data for each of California's 15 Regional Planning Units. All published occupations in each Regional Planning Unit were filtered for the top 10 occupations met the following criteria:

- Educational attainment for occupations requires more a high school diploma but less than a bachelor's degree. Typical educational attainments would include an associate degree, certificate of achievement or completion, or a post-secondary skills building curriculum based on current industry standards.
- Selected occupations were projected to see growth in total job openings between 2022 and 2032. Total job openings are the sum of both new jobs and replacement job openings that seek to fill existing positions vacated by employee turnover.
- Occupations provide employment opportunities that offer short term, mid-term, or long-term on-the-job training.
- Occupations earn an annual average wage that was at least 80 percent of the annual average wage for all occupations combined in the Regional Planning Unit.

Education and training provider information was drawn from the Integrated Postsecondary Education Data System (IPEDS). IPEDS is a system of surveys done each year by the National Center for Education Statistics, United States Department of Education. Location, hours and programs of local training centers were current at the time of publication but are subject to change.

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About This Tool | Earn and Learn Occupations | Training Centers | America's Job Center of California | Methodology



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49-3023	Automotive Service Technicians and Mechanics	1,090	$29.03	$60,386
33-2011	Firefighters	960	$34.41	$71,574
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	570	$30.15	$62,726
15-1232	Computer User Support Specialists	360	$32.55	$67,716
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	200	$36.04	$74,962
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- Wages are from the 2025 first quarter and do not include self-employed or unpaid family workers.
- An estimate could not be provided for wages listed as $0. For some occupations, workers may not work full-time all year-round. For these occupations it is not

Select icon for additional occupational information.

View on Tableau Public | Share

If you are having trouble viewing the Tableau dashboard, please download our latest stats (XLSX)

Sources:

The Integrated Postsecondary Education Data System (IPEDS)
Occupational Employment Projections
Occupational Employment and Wage Statistics and Wages Program (OEWS)
Quarterly Census of Employment and Wages (QCEW)

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Thank You

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