

Program Endorsement Brief: 1303.10 – Fashion Design *Fashion Design (AS and Certificate)*

Los Angeles/Orange County Center of Excellence, December 2021

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 type="checkbox"/>	No <input checked="" type="checkbox"/> (see comments below)	
Living Wage: (Entry-Level, 25 th)	Yes <input checked="" type="checkbox"/>	No <input 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: *fashion designers* (27-1022). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ Although this occupation typically requires a bachelor’s degree, community college programs set students on the pathway towards this occupation, and more than one-third of incumbent workers have some type of community college training or less. 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, supply is within the COE’s acceptable margin (25% over or under the number of annual job openings) to be considered “supply met” rather than a “supply gap” for *fashion designers* in the region. It is worth noting that there may be demand for these workers from local employers that is not reflected in traditional labor market data. For this reason, real-time labor market data is included in this report as well – to provide a more nuanced view of the regional job market for *fashion designers*. In addition to *fashion designers* typically earning entry-level hourly wages above the self-sufficiency standard wage in both Los Angeles and Orange counties, approximately 36% of workers in the field have completed some college/associate degree or less. **Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

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.

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **460 jobs available annually** in the region due to retirements and workers leaving the field, **which is slightly more than the 444 awards conferred annually** by educational institutions in the region.
 - Over the past 12 months, there were **709 online job postings for fashion designers** in the LA/OC region.
- **Living Wage Criteria:** In Los Angeles County, the **typical entry-level hourly wage** for *fashion designers* is **\$26.93, which is above the self-sufficiency standard wage** (living wage) for one adult in the region (\$18.10 in Los Angeles County).²
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor's degree** as the **typical entry-level education** for *fashion designers*.
 - National-level educational attainment data indicates that 36% of workers in the field have completed some college/associate degree **or less**.

Supply:

- Between 2017 and 2020, **10 community colleges** in the LA/OC region issued awards in fashion/fashion design programs, conferring an average of **215 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **229 awards in relevant programs**.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 12/9/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *fashion designers*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by 11% through 2025. However, there will be approximately 460 job openings per year through 2025 due to retirements and workers leaving the field.

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 full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	4,703	4,129	(573)	(12%)	384
Orange	907	838	(69)	(8%)	76
Total	5,610	4,967	(642)	(11%)	460

Wages

The labor market endorsement in this report considers the hourly wages for *fashion designers* in Los Angeles County, as they relate to the county's self-sufficiency standard 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 typical entry-level hourly wage for *fashion designers* is \$26.93, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$50.05/hour, which is above the self-sufficiency standard wage estimate.

Orange County — The typical entry-level hourly wage for *fashion designers* is \$26.79, which is **above** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$51.09/hour, which is above the self-sufficiency standard wage estimate.

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.

Job Postings

Over the past 12 months, there have been 709 online job postings for *fashion designers*. The highest number of job postings were for fashion designers, associate designers, design directors, assistant designers, and assistant fashion designers. The top skills were Adobe Photoshop, Adobe Illustrator, Adobe InDesign, product development, merchandising, and sketching. The top employers, by number of job postings, in the region were Chanel, Nordstrom, and Adidas.

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 full 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 bachelor's degree as the typical entry-level education for *fashion designers*. National-level educational attainment data indicates that 36% of workers in the field have completed some college/associate degree **or less**. Of the 57% of job postings listing a minimum education requirement in Los Angeles/Orange County, 13% (52) requested high school or vocational training, 19% (77) requested an associate degree, and 68% (274) requested a bachelor's degree.

Educational Supply

Community College Supply — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Fashion (TOP 1303.00) and Fashion Design (1303.10). The community college with the most completions in the region is LA Trade-Tech.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1303.00	Fashion	El Camino	2	6	4	4
		Pasadena	38	25	19	27
		LA Subtotal	40	31	23	31
		Fullerton	3	1	2	2
		Saddleback	3	-	-	1
		Santa Ana	4	11	11	9
		OC Subtotal	10	12	13	12
Supply Subtotal/Average			50	43	36	43
1303.10	Fashion Design	El Camino	2	1	-	1
		LA Trade-Tech	84	57	65	69
		Long Beach	12	9	7	9
		Mt San Antonio	15	31	55	34
		Santa Monica	17	21	25	21
		LA Subtotal	130	119	152	134

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		Fullerton	4	4	6	5
		Orange Coast	13	7	8	9
		Saddleback	16	8	17	14
		Santa Ana	9	15	7	10
		OC Subtotal	42	34	38	38
Supply Subtotal/Average			172	153	190	172
Supply Total/Average			222	196	226	215

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training for *fashion designers*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in programs crosswalked to community college programs. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 229 awards.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
50.0407	Fashion/ Apparel Design	Beverly Hills Design Institute	1	1	-	1
		Fashion Institute of Design & Merchandising – Los Angeles	246	218	167	210
		Virginia Sewing Machines and School Center	12	-	-	4
50.0510	Costume Design	Fashion Institute of Design & Merchandising – Los Angeles	13	13	15	14
Supply Total/Average			272	232	182	229

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 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)
Fashion Designers (27-1022)	4,703	4,129	(573)	(12%)	384	\$26.93	\$41.09	\$50.05

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 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)
Fashion Designers (27-1022)	907	838	(69)	(8%)	76	\$26.79	\$41.66	\$51.09

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Fashion Designers (27-1022)	5,610	4,967	(642)	(11%)	460	Bachelor's degree

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)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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