

Barbering Occupational Group

Inland Empire/ Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for the barbering occupational group is expected to increase by 11% through 2021. **More than 7,300 job openings** will be available over the five-year time frame in the Inland Empire/ Desert Region.
- The median wage for each of the occupations in the barbering occupational group are **below the MIT Living Wage estimate of \$12.10 per hour** for a single adult living in the Inland Empire/Desert Region.
- Based on the average annual number of program completions for the selected community college program (**128 average annual community college awards, 2,019 average annual other awards, 2,147 total**), and the annual openings for barbering occupations in the local region (**1,462 annual job openings**), there appears to be an oversupply of awards to annual job openings in the region. Please see note on awards in the student completions section.

Job Opportunities

In 2016, there were more than 9,600 barbering occupational group jobs in the Inland Empire/Desert Region. This occupational group is projecting a 11% increase in employment by 2021. Employers in the region will need to hire more than 7,300 workers over the next five years to fill new jobs and backfill jobs that workers are permanently vacating (includes retirements). Appendix A, Table 1 shows the projected job growth for each of the occupations in this group.

Exhibit 1: Five-year projections for the barbering occupational group in the Inland Empire/Desert Region

Region	2016 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	9,616	11%	7,309	1,462	26%

Source: EMSI 2017.3

Over the last 12 months (November 2016 to October 2017), there were 131 advertisements (ads) for jobs in the barbering occupational group in the Inland Empire/Desert Region. In the full-year 2016 there were 174 job ads; 184 job ads in 2015; 230 job ads in 2014; and 496 job ads in 2013. Exhibit 2 shows the number of job ads posted during the last 12 months for each of the occupations in the barbering occupational group.

Exhibit 2: Job ads by each of the barbering occupations in the Inland Empire/Desert Region during the last 12 months, Nov 2016 – Oct 2017

Occupation	Job Ads
Hairdressers, Hairstylists, and Cosmetologists	128
Barbers	3
TOTAL	131

Source: Burning Glass – Labor Insights

Earnings

The median wage for each of the occupations in the barbering occupational group are below the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Inland Empire/Desert Region. Earnings do not include benefits, but they do include the following: base rates, incentive pay including commissions and bonuses, and tips. Reliable advertised salary results were not available from online job ads; 99% of job ads excluded salary results. Exhibit 3 displays wage information for this occupation group in the Inland Empire/Desert Region.

Exhibit 3: Earnings for barbering occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Hairdressers, Hairstylists, and Cosmetologists	\$10.69 to \$16.25	\$11.87	\$26,700
Barbers	\$9.22 to \$10.99	\$10.16	\$21,200

Source: EMSI 2017.3

*Entry Hourly is 10th percentile wage, median is 50th percentile wage, experienced is 90th percentile wage.

Top Employers and Work Locations

According to job ads, the top worksite regional cities for jobs in this occupational group were Riverside, Temecula, Hemet, La Quinta, and Rancho Mirage. The top employers posting jobs for the occupations in this group were: Ulta Beauty Inc., Regis Salons, Sport Clips, and JCPenney.

Skills, Education, and Certifications

Exhibit 4 lists the top specialized and soft skills that employers are seeking when looking for workers to fill barbering positions.

Exhibit 4: Top skills in greatest demand for the barbering occupational group in the Inland Empire/Desert Region, Nov 2016 – Oct 2017

Occupations	Specialized skills	Soft skills
Hairdressers, Hairstylists, and Cosmetologists (n=53)	<ul style="list-style-type: none"> • Hair Styling • Guest Services • Client Base Retention 	<ul style="list-style-type: none"> • Physical Demand • Building Effective Relationships • Communication Skills
Barbers (n=3)	<ul style="list-style-type: none"> • Supervisory Skills • Customer Service Skills • Guest Services 	<ul style="list-style-type: none"> • Communication Skills • Articulate

Source: Burning Glass – Labor Insights

Exhibit 5 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the

minimum advertised education requirement requested by employers in online job ads. “N/A” indicates that the information could not be obtained from job ads due to the low number of postings

Exhibit 5: Educational attainment and online job ads with minimum advertised education requirements for the barbering occupational group in the Inland Empire/Desert Region, Nov 2016 – Oct 2017

Occupations	Typical Entry-Level Education Requirement	Educational Attainment (Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework)	Minimum Advertised Education Requirement from Job Ads		
			High school diploma or vocational training	Associate degree	Bachelor’s degree or higher
Hairdressers, Hairstylists, and Cosmetologists (<i>job ads n=12</i>)	Postsecondary nondegree award	43%	100%	-	-
Barbers (<i>n=1</i>)	Postsecondary nondegree award	35%	N/A	N/A	N/A

Source: EMSI 2017.3, Current Population Survey, Burning Glass – Labor Insights

Exhibit 6 displays the top certifications requested or required by employers in job postings over the last 12 months.

Exhibit 6: Top Certifications requested by employers for the barbering occupational group in the Inland Empire/Desert Region.

Occupations	Top Certifications
Hairdressers, Hairstylists, and Cosmetologists (<i>n= 92</i>)	Cosmetology License
Barbers (<i>n=2</i>)	Barber License

Industry

Exhibit 7 displays the industries that employ the most barbering occupations in the two-county region. Staffing patterns show the industries that employ the most workers of a specific occupation.

Exhibit 7: Top industries employing each barbering occupation in the Inland Empire/Desert Region

Occupation	Top Industries Staffing Pattern (NAICS)	Top Industries Job Ads (NAICS)
Hairdressers, Hairstylists, and Cosmetologists (n=123)	<ul style="list-style-type: none"> Personal Care Services (8121) 	<ul style="list-style-type: none"> Personal Care Services (8121) Health and Personal Care Stores (4461)
Barbers (n=3)	<ul style="list-style-type: none"> Personal Care Services (8121) 	<ul style="list-style-type: none"> Personal Care Services (8121) Traveler Accommodation (7211)

Source: EMSI 2017.3, Burning Glass – Labor Insights

Student Completions

Exhibit 8 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016 with the relevant TOP code. Please note, an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

Community College student outcome information was obtained from the CTE LaunchBoard based on the selected TOP code(s) and region:

Exhibit 8: Annual average community college student completions for the barbering program in the Inland Empire/Desert Region

3007.00 – Barbering	Annual CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)	Other Educational Institutions Annual Avg. Certificates or Other Credit Awards (2012-15)
International School of Beauty Inc			
Award 1 < 2 academic yrs			127
Award < 1 academic yr			47
Marinello Schools of Beauty-Hemet			
Award 1 < 2 academic yrs			581
Award < 1 academic yr			204
Coachella Valley Beauty College-Beaumont			
Award 1 < 2 academic yrs			12
Award < 1 academic yr			2
Lawrence & Company College of Cosmetology			
Award 1 < 2 academic yrs			44
Award < 1 academic yr			1
Advance Beauty Techs Academy			
Award 1 < 2 academic yrs			26
Award < 1 academic yr			2
Royale College of Beauty			
Award 1 < 2 academic yrs			23
Award < 1 academic yr			17
Salon Success Academy-Fontana			
Award 1 < 2 academic yrs			34
Champion Institute of Cosmetology			
Award 1 < 2 academic yrs			27
Award < 1 academic yr			8
Elite Cosmetology School			
Award 1 < 2 academic yrs			40
Award < 1 academic yr			12
Coachella Valley Beauty College			
Award 1 < 2 academic yrs			39
Award < 1 academic yr			2
Salon Success Academy-Corona			
Award 1 < 2 academic yrs			68
Award < 1 academic yr			36

3007.00 – Barbering	Annual CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)	Other Educational Institutions Annual Avg. Certificates or Other Credit Awards (2012-15)
Victor Valley Beauty College Inc			
Award 1 < 2 academic yrs			53
Award < 1 academic yr			8
Milan Institute of Cosmetology-La Quinta			
Award 1 < 2 academic yrs			58
Award < 1 academic yr			15
Salon Success Academy-Redlands			
Award 1 < 2 academic yrs			51
Award < 1 academic yr			20
Salon Success Academy-Upland			
Award 1 < 2 academic yrs			83
Award < 1 academic yr			35
Paul Mitchell the School-Temecula			
Award 1 < 2 academic yrs			167
Marinello Schools of Beauty-Moreno Valley			
Award 1 < 2 academic yrs			138
Award < 1 academic yr			19
Salon Success Academy-Riverside			
Award 1 < 2 academic yrs			17
Award < 1 academic yr			2
Barstow	78		
Associate Degree		4	
Certificate 30 to < 60 semester units		2	
Certificate 18 to < 30 semester units		2	
Riverside	308		
Associate Degree		9	
Certificate 30 to < 60 semester units		96	
Certificate 18 to < 30 semester units		1*	
Certificate 6 to < 18 semester units		15	
Total CC Headcount (2015-16)	386		
Total annual average community college awards		128	
Total annual average other awards			2,019

Source: LaunchBoard, IPEDS

*Riverside awarded 1 certificate 18 to < 30 semester units in 2014-15



3007.00 – Barbering program outcomes in the Inland Empire/Desert Region (and California) in academic year 2014-15:

- The median annual earnings was \$11,276 (California median = \$12,640).
- 13% of students are earning a living wage (10%).
- Median change in earnings was 48% (43%).
- 57% of students are employed within six months after completing a program (57%).

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

Employment Development Department, Labor Market Information Division, OES

Employment Development Department, Unemployment Insurance Dataset

CTE LaunchBoard

Statewide CTE Outcomes Survey

Living Insight Center for Community Economic Development

California Community Colleges Chancellor's Office Management Information Systems (MIS)

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Appendix A: Occupation definitions, five-year projections, and earnings for barbering occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Barbers (39-5011)

Provide barbering services, such as cutting, trimming, shampooing, and styling hair, trimming beards, or giving shaves.

Sample job titles: Barber, Barber Shop Operator, Master Barber, Stylist

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework:
35%

Hairdressers, Hairstylists, and Cosmetologists (39-5012)

Provide beauty services, such as shampooing, cutting, coloring, and styling hair, and massaging and treating scalp. May apply makeup, dress wigs, perform hair removal, and provide nail and skin care services.

Sample job titles: Barber Stylist, Beautician, Cosmetologist, Hair Dresser, Hair Stylist, Hairdresser, Hairstylist, Manager Stylist, Master Cosmetologist, Stylist

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework:
43%



Table 1. 2016 to 2021 job growth for the barbering occupational group, Inland Empire/Desert Region

Occupation (SOC)	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	8,713	9,681	968	11%	6,742	1,348
Barbers (39-5011)	903	1,016	113	13%	567	113
Total	9,616	10,697	1,081	11%	7,309	1,462

Source: EMSI 2017.3