

## Program Endorsement Brief: 1303.10/Fashion Design Costuming

Orange County Center of Excellence, April 2022

### Summary Analysis

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

The 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 two middle-skill occupation: *costume attendants* (39-3092) and *fashion designers* (27-1022). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> Although the occupation *fashion designers* typically requires a bachelor's degree, it is considered a middle-skill occupation in this report because a significant number of workers have completed some college or an associate degree as their highest level of education. 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 supply appears to be met for these middle-skill costuming and fashion occupations in the region. Furthermore, the majority of annual openings for these occupations have entry-level wages that exceed the living wage in both Los Angeles and Orange counties. However, the majority (71%) of annual openings for this occupation typically require a bachelor's degree and less than one-third of workers in the field have completed some college or an associate degree. **Therefore, due some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **787 middle-skill jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 649 awards conferred annually** by educational institutions in the region.

<sup>1</sup> 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.

- However, the labor market information suggests that the **supply has been met for this occupation within the LA/OC region** since the average number of annual awards (supply) is within the COE’s 25% margin of annual job openings (demand).
- **Living Wage Criteria** – Within Orange County, the **majority (78%) of annual job openings** for these costuming and fashion occupations have **entry-level wages above the county’s living wage** (\$20.63/hour).<sup>2</sup>
  - However, **costume attendants have entry-level wages that are below both the living wage and California’s current minimum wage** (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees).<sup>3</sup>
- **Educational Criteria** – Within the LA/OC region, **71% of the annual job openings** for occupations related to costuming **typically require a bachelor’s degree**.
  - Furthermore, the national-level educational attainment data indicates **between 26.3% and 35.5% of workers in the field have completed some college or an associate degree** as their highest level of education.

**Supply:**

- There are **10 community colleges** in the LA/OC region that issue awards related to Costuming, conferring an average of **358 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **291 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **six individual non-community college institutions throughout** the region.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these costuming and fashion occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 6% through 2025. However, there will be nearly 790 job openings per year through 2025 due to retirements and workers leaving the field.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>4</sup>**

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	5,875	5,600	(275)	(5%)	674
Orange	1,117	1,004	(113)	(10%)	114
<b>Total</b>	<b>6,992</b>	<b>6,604</b>	<b>(388)</b>	<b>(6%)</b>	<b>787</b>

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 4/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

<sup>3</sup>Wage data is based on data collected over the previous three years. This historical data is a “point-in-time” estimate and does not reflect recent changes in minimum wage laws. [https://www.dir.ca.gov/dlse/FAQ\\_MinimumWage.htm](https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm)

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

## **Wages**

The labor market endorsement in this report considers the entry-level hourly wages for these costuming and fashion occupations in Orange County as they relate to the county's living wage. Los Angeles 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.

**Orange County:** The majority (78%) of annual openings for these costuming and fashion occupations have entry-level wages above the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$13.12 and \$25.87. *Costume attendants* have entry-level wages that are below both the living wage and California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages between \$22.23 and \$50.98, which are higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$40.48 for these occupations.

**Los Angeles County:** The majority (70%) of annual openings for these costuming and fashion occupations have entry-level wages above the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.07 and \$26.23. Experienced workers can expect to earn wages between \$25.88 and \$49.99, which are higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$40.48 for these occupations.

## **Job Postings**

There were 855 online job postings related to costuming and fashion design listed in the past 12 months. The highest number of job postings were for fashion designers, design directors, assistant fashion designers, fashion advisors, and wardrobe attendants. The top skills were Adobe Photoshop, Adobe Illustrator, Adobe InDesign, merchandising, and product development. The top three employers, by number of job postings, in the region were Nordstrom, Chanel and Neiman Marcus.

## **Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *costume attendants* and a bachelor's degree as the typical entry-level education for *fashion designers*. In the LA/OC region, the majority of annual job openings (71%) typically require a bachelor's degree. However, the national-level educational attainment data indicates between 26.3% and 35.5% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 55% of costuming and fashion design job postings listing a minimum education requirement in Los Angeles/Orange County, 13.4% (61) requested high school or vocational training, 17.3% (81) requested an associate degree, and 69.3% (324) requested a bachelor's degree or higher.

## **Educational Supply**

**Community College Supply**—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Fashion (1303.00), Fashion Design (1303.10), Fashion Merchandising (1303.20), and Fashion Production (1303.30). The colleges with the most completions in the region are: LA Trade, Mt. San Antonio, and Pasadena. Over the

past 12 months, there were six other related program recommendation requests from regional community colleges.

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

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1303.00	Fashion	El Camino	2	6	4	4
		Pasadena	38	25	19	27
		<b>LA Subtotal</b>	<b>40</b>	<b>31</b>	<b>23</b>	<b>31</b>
		Fullerton	3	1	2	2
		Saddleback	3	-	-	1
		Santa Ana	4	11	11	9
		<b>OC Subtotal</b>	<b>10</b>	<b>12</b>	<b>13</b>	<b>12</b>
<b>Supply Subtotal/Average</b>			<b>50</b>	<b>43</b>	<b>36</b>	<b>43</b>
1303.10	Fashion Design	El Camino	2	1	-	1
		LA Trade	84	57	65	69
		Long Beach	12	9	7	9
		Mt San Antonio	15	31	55	34
		Santa Monica	17	21	25	21
		<b>LA Subtotal</b>	<b>130</b>	<b>119</b>	<b>152</b>	<b>134</b>
		Fullerton	4	4	6	5
		Orange Coast	13	7	8	9
		Saddleback	16	8	17	14
		Santa Ana	9	15	7	10
		<b>OC Subtotal</b>	<b>42</b>	<b>34</b>	<b>38</b>	<b>38</b>
		<b>Supply Subtotal/Average</b>			<b>172</b>	<b>153</b>
1303.20	Fashion Merchandising	El Camino	1	5	4	3
		LA Trade	23	20	9	17
		Long Beach	12	16	10	13
		Mt San Antonio	33	11	28	24
		Santa Monica	34	25	40	33
		<b>LA Subtotal</b>	<b>103</b>	<b>77</b>	<b>91</b>	<b>90</b>
		Fullerton	8	8	8	8
		Orange Coast	16	19	19	18
		Saddleback	7	16	2	8
		Santa Ana	2	-	4	2
		<b>OC Subtotal</b>	<b>33</b>	<b>43</b>	<b>33</b>	<b>36</b>

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
<b>Supply Subtotal/Average</b>			<b>136</b>	<b>120</b>	<b>124</b>	<b>127</b>
1303.30	Fashion Production	LA Trade	5	1	3	3
		Long Beach	2	-	-	1
		<b>LA Subtotal</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>4</b>
		Fullerton	1	1	3	2
		Orange Coast	10	4	14	9
		Santa Ana	3	4	-	2
		<b>OC Subtotal</b>	<b>14</b>	<b>9</b>	<b>17</b>	<b>13</b>
<b>Supply Subtotal/Average</b>			<b>21</b>	<b>10</b>	<b>20</b>	<b>17</b>
<b>Supply Total/Average</b>			<b>379</b>	<b>326</b>	<b>370</b>	<b>358</b>

**Non-Community College Supply**—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for costuming and fashion design. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Fashion/Apparel Design (50.0407), and Costume Design (50.0510). 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 291 awards annually in related training programs.

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

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
50.0407	Fashion/Apparel Design	Beverly Hills Design Institute	2	2	1	2
		FIDM-Fashion Institute of Design & Merchandising-Los Angeles	246	231	172	216
		Otis College of Art and Design	32	41	44	39
		Virginia Sewing Machines and School Center	12	-	-	4
		Woodbury University	10	12	4	9
<b>Supply Subtotal/Average</b>			<b>302</b>	<b>286</b>	<b>221</b>	<b>270</b>
50.0510	Costume Design	California Institute of the Arts	9	3	-	4

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		FIDM-Fashion Institute of Design & Merchandising-Los Angeles	14	16	22	17
<b>Supply Subtotal/Average</b>			<b>23</b>	<b>19</b>	<b>22</b>	<b>21</b>
<b>Supply Total/Average</b>			<b>325</b>	<b>305</b>	<b>243</b>	<b>291</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Orange County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Fashion Designers (27-1022)	946	919	(26)	(3%)	89	\$25.87	\$41.26	\$50.97
Costume Attendants (39-3092)	171	85	(86)	(50%)	25	\$13.12	\$16.03	\$22.23
<b>Total</b>	<b>1,117</b>	<b>1,004</b>	<b>(113)</b>	<b>(10%)</b>	<b>114</b>			

**Exhibit 5. Los Angeles County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Fashion Designers (27-1022)	4,872	4,659	(214)	(4%)	469	\$26.23	\$40.76	\$49.99
Costume Attendants (39-3092)	1,002	941	(62)	(6%)	204	\$15.07	\$18.54	\$25.88
<b>Total</b>	<b>5,875</b>	<b>5,600</b>	<b>(275)</b>	<b>(5%)</b>	<b>674</b>			

### Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Fashion Designers (27-1022)	5,818	5,578	(240)	(4%)	558
Fashion Designers (27-1022)	1,174	1,026	(148)	(13%)	229
<b>Total</b>	<b>6,992</b>	<b>6,604</b>	<b>(388)</b>	<b>(6%)</b>	<b>787</b>

#### 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:

Jesse Crete, Ed. D., Director  
 Center of Excellence, Orange County  
[crete\\_jesse@rsccd.edu](mailto:crete_jesse@rsccd.edu)

April 2022

