

Program Endorsement Brief: 0109.10/Landscape Design and Maintenance

Basic Landscape Design

Advanced Landscape Design

Intermediate Landscape Design

Retrofitting California Urban Gardens

Orange County Center of Excellence, August 2020

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 checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Meets Living Wage: (Entry-Level, 25th)	Yes	<input checked="" type="checkbox"/>	No	<input checked="" type="checkbox"/>		
Educational Attainment:	HS Diploma or Less	<input checked="" type="checkbox"/>	Some College/ Cert./AA	<input type="checkbox"/>	Bachelor's Degree	<input type="checkbox"/>
		<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>
Emerging Occupation(s)						
	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 one middle-skill occupation: First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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, there appears to be a supply gap for first-line supervisors of landscaping, lawn service, and groundskeeping workers in the region. However, the Bureau of Labor Statistics (BLS) lists only a high school diploma as the typical entry-level education for this occupation. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **684 jobs available annually** in the region due to new job growth and replacements, **which is more than the 112 awards conferred annually** by educational institutions in the region.

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.

- The Bureau of Labor Statistics (BLS) lists a **high school diploma as the typical entry-level education for first-line supervisors of landscaping, lawn service, and groundskeeping workers.**
 - However, the national-level educational attainment data indicates **33.6% of workers in the field have completed some college or an associate degree.**
- **Typical entry-level hourly wages** for first-line supervisors of landscaping, lawn service, and groundskeeping workers in Orange County are **\$18.34, which are higher than the living wage** for one adult (\$17.36).²

Supply:

- There are **7 educational institutions** in the region, all of which are community colleges, that issue awards related to landscape design and maintenance, conferring an average of **112 awards annually** between 2016 and 2019.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for first-line supervisors of landscaping, lawn service, and groundskeeping workers. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 2% through 2024. There will be nearly 700 job openings per year through 2024 due to job growth and replacements.

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

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	4,034	4,092	58	1%	463
Orange	1,892	1,949	57	3%	221
Total	5,926	6,041	115	2%	684

Wages

The labor market endorsement in this report considers the entry-level hourly wages first-line supervisors of landscaping, lawn service, and groundskeeping workers in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below in order to

² Living wage data was pulled from California Family Needs Calculator on 7/6/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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.

provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County— Typical entry-level and median hourly wages for first-line supervisors of landscaping, lawn service, and groundskeeping workers are \$18.34 and \$24.61, respectively.⁴ Entry-level wages for this occupation are higher than the California Family Needs Calculator hourly wage (living wage) for one adult in Orange County (\$17.36).⁵ Experienced workers can expect to earn wages of \$34.76, which is higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$26.33 for this occupation.

Los Angeles County— Typical entry-level and median hourly wages for first-line supervisors of landscaping, lawn service, and groundskeeping workers are \$15.88 and \$22.90, respectively. Entry-level wages for this occupation are higher than the living wage for one adult in Los Angeles County (\$15.04). Experienced workers can expect to earn wages of \$33.30, which is higher than the living wage estimate. Los Angeles County's average wages are slightly above the average statewide wage of \$26.33 for this occupation.

Job Postings—There were 126 online job postings related to first-line supervisors of landscaping, lawn service, and groundskeeping workers listed in the past 12 months. The highest number of job postings were for landscape foremen, construction foremen, arborist crew leaders, area sales managers, and supervisors. The top skills were: scheduling, quality assurance and control, oral irrigation, repair, and knowledge of fertilization. The top employers, by number of job postings, in the region were: CAM Services, Monster Tree Service, California Waterscapes, Pacific Outdoor Living, and Sterling Landscaping Incorporated.

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 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 high school diploma or equivalent as the typical entry-level education for first-line supervisors of landscaping, lawn service, and groundskeeping workers. However, the national-level educational attainment data indicates 33.6% of workers in the field have completed some college or an associate degree. Of the 16% of first-line supervisors of landscaping, lawn service, and groundskeeping workers job postings listing a minimum education requirement in Los Angeles/Orange County, 80% (16) requested a high school diploma and 20% (4) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2, on the following page, shows the three-year average number of awards conferred by community colleges in the related TOP codes: Horticulture (0109.00), Landscape Design and Maintenance (0109.10), Nursery Technology (0109.30),

⁴ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

⁵ Living wage data was pulled from California Family Needs Calculator on 8/25/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Turfgrass Technology (0109.40), and Parks and Outdoor Recreation (0115.10). The colleges with the most completions in the region are: Mt. San Antonio, Saddleback, and Orange Coast. Over the past 12 months, there was one other related program recommendation request from a regional community college.

Currently, there are no non-community college programs or awards associated with this occupation in the Los Angeles/Orange County region.

Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
0109.00	Horticulture	El Camino	9	-	1	3
		LA Pierce	3	13	5	7
		Long Beach	7	11	4	7
		Mt San Antonio	4	4	7	5
		LA Subtotal	23	28	17	23
		Fullerton	3	1	-	1
		Orange Coast	15	9	15	13
		Saddleback	24	16	13	18
		OC Subtotal	42	26	28	32
Supply Subtotal/Average			65	54	45	55
0109.10	Landscape Design and Maintenance	LA Pierce	1	6	-	2
		Mt San Antonio	20	20	33	24
		LA Subtotal	21	26	33	27
		Fullerton	8	2	3	4
		Orange Coast	-	-	2	1
		Saddleback	21	4	11	12
		OC Subtotal	29	6	16	17
Supply Subtotal/Average			50	32	49	44
0109.30	Nursery Technology	Mt San Antonio	2	3	8	4
		LA Subtotal	2	3	8	4
		Fullerton	6	3	4	4
		OC Subtotal	6	3	4	4
Supply Subtotal/Average			8	6	12	9
0109.40	Turfgrass Technology	Mt San Antonio	3	2	5	3
		LA Subtotal	3	2	5	3
		Supply Subtotal/Average			3	2

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
0115.10	Parks and Outdoor Recreation	Mt San Antonio	1	5	-	2
		LA Subtotal	1	5	0	2
Supply Subtotal/Average			1	5	0	2
Supply Total/Average			127	99	111	112

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 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)
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	1,892	1,949	57	3%	221	\$18.34	\$24.61	\$34.76

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 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)
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	4,034	4,092	58	1%	463	\$15.88	\$22.90	\$33.30

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	5,926	6,041	115	2%	684

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)

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