

Program Endorsement Brief: 3020.20/Piloting
Airline Transport Pilot; Commercial Pilot Training; Private Pilot Training
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, 25 th)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Typical Entry-Level Education:	HS Diploma or Less	Some College/ Cert./AA	Bachelor's Degree	Graduate Degree		
	<input checked="" type="checkbox"/>	<input 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: Commercial Pilots (53-2012). 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 commercial pilots in the region. However, the Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for commercial pilots. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.**

Demand:

- Over the next five years, there is projected to be **244 jobs available annually** in the region due to new job growth and replacements, **which is more than the 114 awards conferred annually** by educational institutions in the region.
- The Bureau of Labor Statistics (BLS) lists only a **high school diploma as the typical entry-level education for commercial pilots.**
 - Furthermore, the national-level educational attainment data indicates **21.6% of workers in the field have completed some college or an associate degree as their**

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.

highest level of education, while 59.2% of commercial pilots hold a bachelor's degree.

- **Typical entry-level hourly wages** for commercial pilots in Orange County are **\$31.07, which are higher than living wage** for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County).²

Supply:

- There are **4 educational institutions in the region, all of which are community colleges**, that issue awards related to piloting, conferring an average of **114 awards annually** between 2016 and 2019.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for commercial pilots. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 12% through 2024. There will be nearly 250 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	1,504	1,672	168	11%	196
Orange	356	402	46	13%	48
Total	1,860	2,074	214	12%	244

Wages

The labor market endorsement in this report considers the entry-level hourly wages for commercial pilots 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.

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.

Orange County— Typical entry-level and median hourly wages for commercial pilots are \$31.07 and \$39.97, 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 \$56.93, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$55.97 for commercial pilots.

Los Angeles County— Typical entry-level and median hourly wages for commercial pilots are \$32.33 and \$41.34, 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 \$58.69, which is higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$55.97 for commercial pilots.

Job Postings—There were 39 online job postings related to commercial pilots listed in the past 12 months. The highest number of job postings were for pilots, test pilots, and senior test pilots. The top skills were: federal aviation regulations, flight planning, patient transportation and transfer, surveillance, and airport management. The top employers, by number of job postings, in the region were: Clay Lacy Aviation, Goodyear, General Atomics, and Air Methods.

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 as the typical entry-level education for commercial pilots. The national-level educational attainment data indicates 21.6% of workers in the field have completed some college or an associate degree as their highest level of education, while 59.2% of commercial pilots hold a bachelor's degree. Of the 31% of commercial pilot job postings listing a minimum education requirement in Los Angeles/Orange County, 42% (5) requested an associate degree, 33% (4) requested a bachelor's degree, and 25% (3) requested a high school diploma.

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 code: Piloting (3020.20). The colleges with the most completions in the region are: Mt. San Antonio and Cypress. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

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

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 7/6/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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
3020.20	Piloting	Glendale	2	4	4	3
		Mt San Antonio	44	41	75	53
		LA Subtotal	46	45	79	57
		Cypress	39	45	69	51
		Orange Coast	-	1	18	6
		OC Subtotal	39	46	87	57
Supply Total/Average			85	91	166	114

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)
Commercial Pilots (53-2012)	356	402	46	13%	48	\$31.07	\$39.97	\$56.93

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)
Commercial Pilots (53-2012)	1,504	1,672	168	11%	196	\$32.33	\$41.34	\$58.69

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Commercial Pilots (53-2012)	1,860	2,074	214	12%	244

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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