

Program Endorsement Brief: 0506.40/Small Business and Entrepreneurship *Entrepreneurship*

Los Angeles/Orange County Center of Excellence, January 2022

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	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 five middle-skill occupations associated with entrepreneurship: *general and operations managers* (11-1021), *administrative services and facilities managers* (11-3011), *project management specialists and business operations specialist, all other* (13-1198), *first-line supervisors of retail sales workers* (41-1011), and *first-line supervisors of non-retail sales workers* (41-1012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although the occupation, *general and operations managers* typically requires a bachelor's degree, it is considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree as their highest level of education. Since there is not a specific occupation in the Standard Occupational Classification System (SOC) for entrepreneurs, this report analyzes labor market supply and demand data for these five occupations because the associated skills are commonly utilized by entrepreneurs.

Self-employed data is used in this report as a proxy for demand for individuals who may utilize entrepreneurial skills. Job posting information is not available for self-employed workers, as employer information does not provide insight into the requirements of self-employed individuals. The occupations included in this report were selected due to their relationship to entrepreneurial business skills, as well as their historical alignment with the small business and entrepreneurship programs at community colleges.

To better understand how entrepreneurial business skills can be applied to different areas, demand and wage data for the ten occupations with the highest number of self-employed workers in the region are also included in this report. While entrepreneurial business skills are

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.

complimentary for workers in these occupations, those skills alone do not adequately train workers to enter these high self-employment occupations, which include Childcare Workers; Real Estate Sales Agents; Hairdressers, Hairstylists, and Cosmetologists; and Photographers. 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 occupations related to entrepreneurship in the region. Furthermore, the majority of annual openings for the occupations in this report have entry-level wages that exceed the living wage in both Los Angeles and Orange counties. While the Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for the majority of annual openings for these occupations within the LA/OC region, a significant number of workers in the field have completed an associate degree or some college as their highest level of education. **Therefore, due to all the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there are projected to be **21,830 jobs available annually** in the region due to new job growth and replacements, **which is more than the 18,424 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **the majority (72%) of annual job openings** for these entrepreneurship occupations have **entry-level wages above the county's living wage** (\$20.63/hour).²
- **Educational Criteria** – Within the LA/OC region, **70% of the annual job openings** for occupations related to entrepreneurship **typically require a bachelor's degree**.
 - However, the national-level educational attainment data indicates **between 22.1% and 38.6% of workers in the field have completed some college or an associate degree** as their highest level of education

Supply:

- There are **27 community colleges** in the LA/OC region that issue awards related to business management or small business and entrepreneurship, conferring an average of **1,252 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **17,172 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these occupations related to entrepreneurship. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 0.3% through 2024. However, there will be more than 21,800 job openings per year through 2024 due to retirements and workers leaving the field. The number of

² Living wage data was pulled from California Family Needs Calculator on 1/21/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

self-employed entrepreneurship workers within these occupations is projected to decrease by 5% through 2025. Despite this, there will be approximately 2,529 total job openings per year through 2025 due to replacements and workers leaving the field. Approximately 12% of the 21,830 total job openings for this occupational group are projected to be for self-employed individuals.

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

Employment Type	Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Self-Employed	Los Angeles	19,595	18,588	(1,007)	(5%)	1,918
All Workers	Los Angeles	184,501	183,775	(726)	(0%)	15,809
Self-Employed	Orange	6,236	5,983	(253)	(4%)	612
All Workers	Orange	70,415	70,312	(103)	(0%)	6,021
Self-Employed	LA/OC Region	25,831	24,571	(1,260)	(5%)	2,529
All Workers	LA/OC Region	254,916	254,087	(829)	(0.3%)	21,830

Exhibit 2 displays the 2020 job counts for self-employed and all workers in the entrepreneurship occupations within this report, as well as the percentage of self-employed workers. The rate of self-employment for *first-line supervisors of non-retail sales workers* and *first-line supervisors of retail sales workers* is higher than the middle-skill average self-employment rate of 14% in Los Angeles/Orange County across all occupations. Overall, 11% of jobs in the region for these five occupations are held by self-employed workers.

Exhibit 2: Entrepreneurship self-employment rates in Los Angeles/Orange County

Occupation	Self-Employed 2020 Jobs	Employed and Self-Employed 2020 Jobs	% Self-Employed 2020
General and Operations Managers	1,245	92,092	1.4%

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.

Occupation	Self-Employed 2020 Jobs	Employed and Self-Employed 2020 Jobs	% Self-Employed 2020
Administrative Services and Facilities Managers	105	16,209	0.6%
Project Management Specialists and Business Operations Specialists, All Other	1,828	80,550	2.3%
First-Line Supervisors of Retail Sales Workers	16,063	51,140	31.4%
First-Line Supervisors of Non-Retail Sales Workers	6,591	14,924	44.2%
Total	27,307	263,499	11%

Exhibit 3, on the following page, displays middle-skill occupations with the highest number of self-employed workers in Los Angeles/Orange County. These occupations cover a wide variety of occupational areas, demonstrating how entrepreneurship is not solely related to traditional business occupations. It is also important to note that workers in occupations with a high number of self-employed workers may need training in another field, such as childcare, cosmetology, or real estate. Additionally, six of the ten occupations in Exhibit 3 require or may require a license or certification: Childcare Workers; Hairdressers, Hairstylists, and Cosmetologists, Real Estate Sales Agents, Carpenters, Home Health and Personal Care Aides, and Heavy and Tractor-Trailer Truck Drivers.⁴ Though entrepreneurial skills are complimentary to these occupations, training in entrepreneurial skills alone will not adequately prepare students to enter these fields.

⁴ Childcare workers providing care for their own children (or those of a relative), and only one other family do not need a child care license. If a childcare worker is providing care and supervision to non-relative children from more than one family in their home or non-residential facility for periods of less than 24 hours, then they will likely need a license. For more information, see: <https://www.cdss.ca.gov/inforesources/child-care-licensing/how-to-become-licensed/do-i-need-a-license>

Exhibit 3: Occupations with the highest self-employment rates in Los Angeles/Orange County

Occupation	Self-Employed 2020 Jobs	Employed and Self-Employed 2020 Jobs	% Self-Employed 2020
Childcare Workers	24,562	79,973	30.71%
Hairdressers, Hairstylists, and Cosmetologists	19,768	30,451	64.92%
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	19,382	33,815	57.32%
Real Estate Sales Agents	18,592	22,824	81.45%
Carpenters	17,352	43,473	39.91%
First-Line Supervisors of Retail Sales Workers	16,063	51,140	31.41%
Heavy and Tractor-Trailer Truck Drivers	11,652	53,897	21.62%
Home Health and Personal Care Aides	10,428	298,832	3.49%
Construction Managers	8,686	19,060	45.57%
Photographers	7,721	10,385	74.35%

Wages

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

Self-employed workers have different earnings dynamics than wage and salaried workers, making direct comparisons difficult. Examples include deciphering what is a return to labor versus a return to capital, as well as showing possible negative earnings if expenses or investments exceed gross receipts.⁵ For these reasons, self-employed wage data appears low throughout the region.

Entrepreneurship Occupations

The following wage information is for entrepreneurship occupations as listed in Exhibit 2. For detailed wage information, see Appendix A (Exhibits 6, 7, and 8 for Orange County, Los Angeles, and Los Angeles/Orange County, respectively).

Orange County—The majority (72%) of annual openings for these entrepreneurship 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 \$14.69 and \$36.79. The occupations with entry-level wages below the living wage are *first-line supervisors of retail sales workers* (\$14.69) and *first-line supervisors of non-retail sales workers* (\$18.47). Experienced workers can expect to earn wages between \$25.21 and \$88.10, which are higher than the living wage estimate. Orange County’s average wages are below the average statewide wage of \$48.29 for these occupations.

⁵ https://www.brookings.edu/wp-content/uploads/2019/11/201911_Brookings-Metro_low-wage-workforce_Ross-Bateman.pdf

All of the annual openings for self-employed entrepreneurship occupations have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$7.05 and \$16.67, which includes wages that are lower than the living wage as well as lower than California's current minimum wage (\$14.00/hour for employers with 25 employers or less; \$15.00/hour for employers with 26 or more employees).⁶ Experienced workers can expect to earn wages between \$27.65 and \$68.42, which are higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$48.29 for these occupations.

Los Angeles County—The majority (70%) of annual openings for these entrepreneurship 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 \$15.09 and \$37.26. The occupations with entry-level wages below the living wage are *first-line supervisors of retail sales workers* (\$15.09) and *first-line supervisors of non-retail sales workers* (\$17.29). Experienced workers can expect to earn wages between \$26.23 and \$88.14, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$48.29 for these occupations.

All of the annual openings for self-employed entrepreneurship occupations have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$7.05 and \$16.70, which includes wages that are lower than the living wage as well as lower than California's current minimum wage (\$14.00/hour for employers with 25 employers or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages between \$27.67 and \$68.56, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$48.29 for these occupations.

Other Occupations with Highest Rates of Self-Employment

The following wage information is for middle-skill occupations with the highest number of self-employed workers as listed in Exhibit 3. For detailed wage information, see Appendix A (Exhibit 9).

Orange County— All of the annual openings for the self-employed workers within the occupations with the highest regional rates of self-employment have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$5.53 and \$15.11, which includes wages that are lower than the living wage as well as lower than California's current minimum wage (\$14.00/hour for employers with 25 employers or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages between \$17.66 and \$54.14, which range between being significantly below and higher than the living wage estimate.

Los Angeles County— All of the annual openings for the self-employed workers within the occupations with the highest regional rates of self-employment have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in

⁶Wage 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

a range between \$5.52 and \$15.12, which includes wages that are lower than the living wage as well as lower than 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 \$17.63 and \$54.18, which either nearly meet or are higher than the living wage estimate.

Job Postings

Job posting information does not decipher between self-employed or employee positions; therefore, data in this section will focus on the entrepreneurship occupations in this report, as these occupations may employ entrepreneurial business skills.

There were 60,427 online job postings for occupations related to entrepreneurship listed in the past 12 months. The highest number of job postings were for assistant store managers, store managers, operations managers, general managers, and operations supervisors. The top skills were: retail industry knowledge, scheduling, customer service, budgeting and sales. The top three employers, by number of job postings, in the region were: Anthem Blue Cross, Target, and Raytheon.

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 bachelor’s degree as the typical entry-level education for general and operations managers, administrative services and facilities managers, and project management specialists and business operations specialists, and a high school diploma for first-line supervisors of retail sales workers and first-line supervisors of non-retail sales workers. In the LA/OC region, the majority of annual job openings (70%) typically require a bachelor’s degree. However, the national-level educational attainment data indicates between 22.1% and 38.6% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. Of the 61% of entrepreneurship job postings listing a minimum education requirement in Los Angeles/Orange County, 49% (16,078) requested a bachelor’s degree, 44% (18,195) requested a high school diploma and 4% (1,536) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 4 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Business Management (0506.00), and Small Business and Entrepreneurship (0506.40). The colleges with the most completions in the region are Cerritos, Mt. San Antonio and Coastline. Over the past 12 months, there were 16 other related program recommendation requests from regional community colleges.

Exhibit 4: 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
0506.00		Cerritos	405	456	516	459

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
	Business Management	Citrus	1	2	-	1		
		Compton	2	3	-	2		
		East LA	26	29	18	24		
		El Camino	23	23	33	26		
		Glendale	10	9	13	11		
		LA City	15	18	39	24		
		LA Mission	4	3	1	3		
		LA Pierce	-	3	2	2		
		LA Valley	30	33	36	33		
		Long Beach	22	21	29	24		
		Mt San Antonio	161	202	145	169		
		Santa Monica	18	23	-	14		
		LA Subtotal	717	825	832	791		
		Coastline	71	84	72	76		
		Cypress	6	6	3	5		
		Fullerton	11	11	12	11		
		Golden West	8	20	8	12		
		Irvine	9	3	14	9		
		North Orange Adult	24	27	36	29		
		Orange Coast	51	40	16	36		
		Santa Ana	81	64	71	72		
		Santiago Canyon	42	17	24	28		
		OC Subtotal	303	272	256	277		
		Supply Subtotal/Average			1,020	1,097	1,088	1,068
		0506.40	Small Business and Entrepreneurship	Cerritos	21	34	38	31
				Citrus	1	2	-	1
				East LA	-	-	4	1
Glendale	2			-	1	1		
LA City	3			7	5	5		
LA Pierce	-			4	4	3		
LA Trade	7			6	6	6		
Mt San Antonio	18			32	26	25		
Pasadena	5			3	9	6		
Rio Hondo	15			7	6	9		

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Santa Monica	10	9	19	13
		West LA	3	5	4	4
		LA Subtotal	85	109	122	105
		Coastline	10	5	4	6
		Cypress	2	4	7	4
		Fullerton	3	4	3	3
		Golden West	3	2	13	6
		Irvine	18	48	56	41
		Saddleback	10	8	14	11
		Santa Ana	4	7	5	5
		Santiago Canyon	4	-	-	1
		OC Subtotal	54	78	102	78
		Supply Subtotal/Average	139	187	224	183
		Supply Total/Average	1,159	1,284	1,312	1,252

Non-Community College Supply—It is important to consider the supply from other institutions in the region that provide training programs related to entrepreneurship. Exhibit 5 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Business Administration and Management, General (52.0201) and Entrepreneurship/Entrepreneurial Studies (52.0701). 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 colleges in the region conferred an average of 17,172 awards annually in related training programs.

Exhibit 5: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
52.0201	Business Administration and Management, General	Abraham Lincoln University	-	1	5	2
		Advanced College	1	-	-	0
		America Evangelical University	-	1	-	0
		Angeles College	-	-	-	-
		Antioch University-Los Angeles	-	-	-	-
		Azusa Pacific University	133	151	162	149
		Bethesda University	10	48	51	36

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		Biola University	116	87	113	105
		Brandman University	345	313	235	298
		California Institute of Advanced Management	2	8	10	7
		California Intercontinental University	39	15	19	24
		California State Polytechnic University-Pomona	1,329	1,493	1,211	1,344
		California State University-Dominguez Hills	560	629	603	597
		California State University-Fullerton	2,323	2,405	2,601	2,443
		California State University-Long Beach	1,369	1,552	1,532	1,484
		California State University-Los Angeles	848	1,082	1,143	1,024
		California State University-Northridge	647	744	761	717
		California University of Management and Sciences	39	54	8	34
		Chapman University	482	483	489	485
		Claremont Graduate University	139	125	119	128
		Concordia University-Irvine	170	135	157	154
		DeVry University-California	390	335	267	331
		Eagle Rock College	-	-	-	-
		Hope International University	29	48	70	49
		InterCoast Colleges-Santa Ana	-	-	-	-
		Learnet Academy Inc	4	17	-	7
		Life Pacific University	5	15	11	10
		Los Angeles ORT College-Los Angeles Campus (CLOSED)	32	24	32	29

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		Los Angeles Pacific College	-	-	3	1
		Los Angeles Pacific University	-	-	1	0
		Loyola Marymount University	-	-	32	11
		Marymount California University	57	67	65	63
		Mount Saint Mary's University	48	41	40	43
		Mt Sierra College	10	10	-	7
		Pacific Oaks College	-	13	14	9
		Pacific States University	37	35	14	29
		Pepperdine University	753	779	772	768
		Platt College-Anaheim	-	2	8	3
		Platt College-Los Angeles	9	8	6	8
		Southern California Institute of Technology	-	-	-	-
		The Chicago School of Professional Psychology at Irvine	-	-	-	-
		The Chicago School of Professional Psychology at Los Angeles	25	23	30	26
		The Master's University and Seminary	45	71	64	60
		Trident University International	814	681	584	693
		University of Antelope Valley	25	49	45	40
		University of California-Irvine	419	442	511	457
		University of California-Los Angeles	874	823	838	845
		University of La Verne	673	742	630	682
		University of Phoenix-California	1,718	1,655	1,568	1,647
		University of Southern California	1,590	1,588	1,630	1,603
		University of the People	41	81	208	110
		University of the West	27	33	25	28
		Vanguard University of Southern California	83	78	71	77
		Westcliff University	193	231	335	253

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		Whittier College	81	57	73	70
		Woodbury University	88	105	66	86
52.0701	Entrepreneurship/ Entrepreneurial Studies	Azusa Pacific University	-	1	-	0
		California Intercontinental University	9	9	10	9
		Hussian College-Studio School Los Angeles	-	-	-	-
		Loyola Marymount University	72	74	66	71
		Mount Saint Mary's University	15	9	10	11
		Mt Sierra College	3	-	-	1
		Pepperdine University	2	1	-	1
		Pitzer College	-	-	1	0
		Total/Average		16,723	17,473	17,319

Appendix A: Occupational demand and wage data by county

Exhibit 6. Orange County – Entrepreneurship Occupations

Occupation (SOC)	Employment Type	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)
General and Operations Managers (11-1021)	All Employees	26,059	26,413	354	1%	2,222	\$35.63	\$54.97	\$88.10
	Self-Employed	297	306	9	3%	27	\$12.67	\$22.52	\$43.02
Administrative Services and Facilities Managers (11-3011)	All Employees	4,225	4,290	65	2%	361	\$36.79	\$51.47	\$66.14
	Self-Employed	25	27	2	8%	3	\$13.37	\$26.06	\$46.61
Project Management Specialists and Business Operations Specialists, All Other (13-1198)	All Employees	22,909	23,328	419	2%	1,748	\$25.65	\$36.46	\$51.71
	Self-Employed	474	562	88	19%	54	\$16.67	\$33.52	\$68.42
First-Line Supervisors of Retail Sales Workers (41-1011)	All Employees	13,146	12,432	(714)	(5%)	1,342	\$14.69	\$18.39	\$25.21
	Self-Employed	3,830	3,644	(186)	(5%)	393	\$7.05	\$14.67	\$27.65
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	All Employees	4,076	3,849	(227)	(6%)	350	\$18.47	\$29.38	\$44.21
	Self-Employed	1,610	1,444	(167)	(10%)	135	\$10.05	\$19.11	\$38.27
Total	All Employees	70,415	70,312	(103)	(0%)	6,021			
	Self-Employed	6,236	5,983	(253)	(4%)	612			

Exhibit 7. Los Angeles County – Entrepreneurship Occupations

Occupation (SOC)	Employment Type	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)
General and Operations Managers (11-1021)	All Employees	66,033	66,627	594	1%	5,547	\$35.59	\$54.96	\$88.14
	Self-Employed	948	983	34	4%	86	\$12.71	\$22.59	\$43.17
Administrative Services and Facilities Managers (11-3011)	All Employees	11,984	12,216	232	2%	1,032	\$37.26	\$52.13	\$66.98
	Self-Employed	80	87	7	9%	8	\$13.34	\$26.00	\$46.50
Project Management Specialists and Business Operations Specialists, All Other (13-1198)	All Employees	57,641	58,830	1,189	2%	4,425	\$26.06	\$37.06	\$52.58
	Self-Employed	1,353	1,627	274	20%	161	\$16.70	\$33.59	\$68.56
First-Line Supervisors of Retail Sales Workers (41-1011)	All Employees	37,995	35,991	(2,004)	(5%)	3,880	\$15.09	\$19.10	\$26.23
	Self-Employed	12,233	11,344	(889)	(7%)	1,242	\$7.05	\$14.68	\$27.67
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	All Employees	10,848	10,112	(737)	(7%)	924	\$17.29	\$27.87	\$42.81
	Self-Employed	4,980	4,548	(433)	(9%)	421	\$10.05	\$19.10	\$38.26
Total	All Employees	184,501	183,775	(726)	(0%)	15,809			
	Self-Employed	19,595	18,588	(1,007)	(5%)	1,918			

Exhibit 8. Los Angeles and Orange Counties – Entrepreneurship Occupations

Occupation (SOC)	Employment Type	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
General and Operations Managers (11-1021)	All Employees	96,992	100,557	3,565	4%	9,278
	Self-Employed	1,229	1,271	42	3%	117
Administrative Services and Facilities Managers (11-3011)	All Employees	16,801	17,406	605	4%	1,536
	Self-Employed	111	120	9	8%	11
Project Management Specialists and Business Operations Specialists, All Other (13-1198)	All Employees	76,644	79,090	2,446	3%	7,945
	Self-Employed	977	1,123	146	15%	129
First-Line Supervisors of Retail Sales Workers (41-1011)	All Employees	56,071	55,167	(904)	(2%)	6,127
	Self-Employed	17,290	16,517	(773)	(4%)	1,864
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	All Employees	16,991	16,601	(390)	(2%)	1,618
	Self-Employed	7,700	7,403	(297)	(4%)	726
Total	All Employees	263,499	268,821	5,322	2%	26,505
	Self-Employed	27,307	26,433	(874)	(3%)	2,847

Exhibit 9. Other occupations with highest rates of self-employment – Los Angeles and Orange Counties

Occupation (SOC)	Geography	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)
Childcare Workers (39-9011)	OC	3,429	3,340	(89)	(3%)	464	\$5.53	\$10.47	\$17.66
	LA	21,133	18,197	(2,936)	(14%)	2,710	\$5.52	\$10.45	\$17.63
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	OC	4,740	4,848	109	2%	544	\$9.41	\$15.85	\$25.30
	LA	15,028	15,415	387	3%	1,735	\$9.42	\$15.86	\$25.32
Passenger Vehicle Drivers, Except Bus Drivers, Transit, and Intercity (41-1011)	OC	3,326	4,298	972	29%	632	\$7.25	\$11.98	\$19.15
	LA	16,056	20,633	4,577	29%	3,024	\$7.24	\$11.98	\$19.14
Real Estate Sales Agents (41-9022)	OC	5,041	5,025	(16)	(0%)	433	\$15.11	\$28.10	\$54.14
	LA	13,550	13,808	258	2%	1,227	\$15.12	\$28.12	\$54.18
Carpenters (47-2031)	OC	3,683	3,668	(15)	(0%)	338	\$10.81	\$17.77	\$27.67
	LA	13,669	13,900	231	2%	1,314	\$10.82	\$17.77	\$27.67
First-Line Supervisors of Retail Sales Workers (41-1011)	OC	3,830	3,644	(186)	(5%)	393	\$7.05	\$14.67	\$27.65
	LA	12,233	11,344	(889)	(7%)	1,242	\$7.05	\$14.68	\$27.67
Heavy and Tractor-Trailer Truck Drivers (53-3032)	OC	1,472	1,496	24	2%	166	\$11.41	\$19.83	\$36.06
	LA	10,180	10,274	94	1%	1,133	\$11.31	\$19.67	\$35.78

Occupation (SOC)	Geography	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)
Home Health and Personal Care Aides (31-1128)	OC	1,790	1,873	84	5%	273	\$7.16	\$11.98	\$19.35
	LA	8,639	8,257	(382)	(4%)	1,187	\$7.22	\$12.07	\$19.50
Construction Managers (11-9021)	OC	1,852	1,914	62	3%	146	\$12.93	\$21.44	\$34.99
	LA	6,834	7,217	383	6%	574	\$12.93	\$21.43	\$34.98
Photographers (27-4021)	OC	1,704	1,793	89	5%	175	\$11.69	\$24.10	\$47.89
	LA	6,017	6,317	301	5%	614	\$11.59	\$23.90	\$47.50
Total	OC	30,865	31,900	1,035	3%	3,565			
	LA	123,339	125,361	2,022	2%	14,759			

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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