

Labor Market Assessment: 0502.00 – Accounting

Accounting Certificate

Los Angeles County Center of Excellence, April 2022

Summary

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 County Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to two middle-skill occupations:

- *Bookkeeping, accounting, and auditing clerks (43-3031); and*
- *Payroll and timekeeping clerks (43-3051)*

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 in the region for the occupations of interest. In addition to both occupations having entry-level wages **above** the self-sufficiency standard wage for one adult in Los Angeles County, nearly half of current workers in the field have completed some college or an associate degree. **Due to all of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **8,464 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 2,731 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.

- **Living Wage Criteria** – In Los Angeles County, both occupations have **entry-level wages above the self-sufficiency standard wage** (\$18.10/hour).²
- **Educational Criteria** – Within the LA/OC region, **92% of the annual job openings** for the occupations of interest **typically require some college/no degree**.
 - National-level educational attainment data indicates that **between 48% and 49% of workers in the field have completed some college or an associate degree**.

Supply:

- Between 2017 and 2020, **28 community colleges** in the LA/OC region issued awards in accounting programs, conferring an average of **1,805 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **926 awards in relevant programs**.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for two accounting-related occupations. In the Los Angeles/Orange County region, the number of jobs related to these occupations is projected to decrease by 5% through 2025. However, there will be nearly 8,500 job openings per year through 2025 due to retirements and workers leaving the field.

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

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	56,173	53,120	(3,053)	(5%)	6,056
Orange	22,170	21,400	(770)	(3%)	2,408
Total	78,343	74,520	(3,823)	(5%)	8,464

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

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.

Wages

The labor market endorsement in this report considers the hourly wages for the two occupations in Los Angeles County, as they relate to the county's self-sufficiency standard wage. Orange 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.

Los Angeles County – Both occupations in this report have entry-level wages **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$18.55 and \$20.53. Experienced workers can expect to earn wages between \$29.28 and \$31.64, which are above the self-sufficiency standard wage estimate.

Orange County – Both occupations in this report have entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$18.50 and \$19.87. Experienced workers can expect to earn wages between \$29.13 and \$30.57, which are above the self-sufficiency standard wage estimate.

Job Postings

Over the past 12 months, there have been 20,128 online job postings related to the occupations in this report. The highest number of job postings were for bookkeepers, accounting clerks, accounts payable specialists, accounts payable clerks, payroll specialists, and accounting assistants. The top skills were accounting, accounts payable/accounts receivable, bookkeeping, data entry, QuickBooks, payroll processing, invoice processing, customer billing, and account reconciliation. The top employers, by number of job postings, in the region were PricewaterhouseCoopers, KPMG, Intuit, Ultimate, Anthem Blue Cross, Deloitte, and Marriott.

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 full 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 the following typical entry-level education for the occupations in this report:

- **Some college/no degree:** bookkeeping, accounting, and auditing clerks (43-3031)
- **High school diploma or equivalent:** payroll and timekeeping clerks (43-3051)

In the LA/OC region, the majority of annual job openings (92%) typically require some college/no degree. National-level educational attainment data indicates that between 48% and 49% of workers in the field have completed some college or an associate degree.

Educational Supply

Community College Supply – Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Irvine Valley, Mt. San Antonio, and Santa Monica.

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

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average		
0502.00	Accounting	Cerritos	26	29	49	35		
		Citrus	20	18	18	19		
		Compton	-	1	-	0		
		East LA	397	635	577	536		
		El Camino	8	16	13	12		
		Glendale	52	63	63	59		
		LA City	16	5	7	9		
		LA Harbor	4	8	15	9		
		LA Mission	8	8	26	14		
		LA Pierce	5	29	39	24		
		LA Southwest	-	1	-	0		
		LA Trade-Tech	26	21	12	20		
		LA Valley	45	34	46	42		
		Long Beach	36	42	63	47		
		Mt San Antonio	114	174	187	158		
		Pasadena	30	23	16	23		
		Rio Hondo	17	14	17	16		
		Santa Monica	169	78	217	155		
		West LA	7	15	6	9		
		LA Subtotal			980	1,214	1,371	1,188
		Coastline	43	49	40	44		
		Cypress	5	8	6	6		
		Fullerton	18	17	9	15		
		Golden West	19	36	17	24		
		Irvine Valley	142	201	316	220		
		Orange Coast	112	104	124	113		
		Saddleback	32	38	36	35		
		Santa Ana	86	198	125	136		
		Santiago Canyon	55	7	6	23		
		OC Subtotal			512	658	679	616
		Supply Total/Average			1,492	1,872	2,050	1,805

Non-Community College Supply – For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide training programs for the occupations of interest. Exhibit 3 shows the annual and three-year average number of awards conferred in relevant programs. 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 926 awards.

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

CIP	Program	College	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
52.0301	Accounting	Advanced College	2	-	-	1
		Azusa Pacific University	40	27	32	33
		Biola University	29	37	33	33
		CSU-Dominguez Hills	-	4	-	1
		CSU-Los Angeles	-	1	2	1
		CSU-Northridge	285	320	263	289
		Chapman University	55	43	53	50
		Claremont McKenna College	23	22	25	23
		DeVry University – CA	36	29	21	29
		Los Angeles ORT College (CLOSED)	23	16	9	16
		Los Angeles Pacific College	-	-	10	3
		Loyola Marymount University	62	53	63	59
		Mount Saint Mary's University	20	14	20	18
		Pacific States University	5	-	-	2
		Pepperdine University	26	23	14	21
		Pitzer College	2	1	4	2
		Pomona USD Adult and Career Education	3	3	-	2
		Scripps College	1	2	3	2
		University of La Verne	41	47	37	42
		University of Phoenix – CA	19	20	22	20
USC	217	236	187	213		
Vanguard University of Southern California	3	6	6	5		
Woodbury University	17	13	12	14		

CIP	Program	College	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
52.0302	Accounting Technology/ Technician and Bookkeeping	ABC Adult School	-	19	22	14
		Advanced College	-	2	1	1
		Hacienda La Puente Adult Education	28	24	20	24
		InterCoast Colleges-Santa Ana	4	1	1	2
		Premiere Career College	2	4	2	3
		Trident University International	-	-	5	2
		University of Phoenix – CA	1	-	-	0
Supply Total/Average			944	967	867	926

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 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)
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	51,387	48,775	(2,612)	(5%)	5,588	\$18.55	\$23.67	\$29.28
Payroll and Timekeeping Clerks (43-3051)	4,786	4,345	(441)	(9%)	468	\$20.53	\$26.87	\$31.64
Total	56,173	53,120	(3,053)	(5%)	6,056	-	-	-

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 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)
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	20,312	19,684	(628)	(3%)	2,225	\$18.50	\$23.57	\$29.13
Payroll and Timekeeping Clerks (43-3051)	1,859	1,717	(142)	(8%)	183	\$19.87	\$25.98	\$30.57
Total	22,170	21,400	(770)	(3%)	2,408	-	-	-

Exhibit 6. Los Angeles and Orange counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	71,699	68,459	(3,240)	(5%)	7,813	Some college, no degree
Payroll and Timekeeping Clerks (43-3051)	6,644	6,061	(583)	(9%)	651	HS diploma or equivalent
Total	78,343	74,520	(3,823)	(5%)	8,464	-

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor’s Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women’s Welfare, University of Washington
- Chancellor’s Office Curriculum Inventory (COCI 2.0)

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