

Labor Market Analysis: 0506.00/Business Management
Sustainability in Business (Certificate requiring 6 to <18 semester units)
 Los Angeles Center of Excellence, April 2023

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"/> (See comments below)		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 checked="" type="checkbox"/>		No <input type="checkbox"/>

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one middle-skill occupation:

- **Business Operations Specialists, All Other (13-1199)** All business operations specialists not listed separately.¹ Includes the following relevant emerging occupation:
 - **Sustainability Specialists (13-1199.05)** Address organizational sustainability issues, such as waste stream management, green building practices, and green procurement plans.²

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.³ Although *business operations specialists, all other* typically requires a bachelor's degree, it is considered middle-skill because more than one-third of workers in the field have completed less than a bachelor's degree. 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.

While there does not initially appear to be a supply gap for *business operations specialists, all other* in the region, the COE recognizes that the supply data is overstated when considering only the emerging occupation, *sustainability specialists*, as compared to the Business Management (0506.00) TOP code. This TOP code trains for at least four other occupations not included in the demand section of this report. When considering these other business management occupations

¹ [Business Operations Specialists, All Other \(bls.gov\)](https://www.bls.gov)

² [13-1199.05 - Sustainability Specialists \(onetonline.org\)](https://www.onetonline.org)

³ 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.

and their 15,000 job openings in the LA/OC region, a supply gap would result. *Business operations specialists, all other* has entry-level wages that exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and nearly one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **7,539 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is less than the three-year average of 12,054 awards conferred** by educational institutions in the region.
 - The *business operations specialists, all other* (13-1199) SOC code includes many emerging business occupations, including *sustainability specialists* (13-1199.05) Since the SOC code does not solely represent *sustainability specialists*, **the number of annual job openings is likely overstated.**
 - Over the past 12 months, there were **243 online job postings for sustainability specialists**. The highest number of job postings were for sustainability project managers, sustainability consultants, sustainability specialists, sustainability analysts, and energy and sustainability managers.
 - However, **supply for the Business Management (0506.00) TOP Code in this report is overstated** because this TOP code trains for additional business occupations that are not included in the demand section of this report. These occupations account for more than 15,000 annual openings in the LA/OC region, which would render a supply gap when taken into account.
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages** for *business operations specialists, all other* are **\$22.93, which is higher than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).⁴
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor's degree** as the typical entry-level education for *business operations specialists, all other*.
 - However, the national-level educational attainment data indicates **37% of workers in the field have completed some college, an associate degree, or high school diploma.**

Supply:

- There are **22 community colleges** in the greater LA/OC region that issue awards related to business management, conferring an average of **1,127 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **10,928 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

⁴ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *business operations specialists, all other*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 7% through 2026. There will be more than 7,500 job openings per year through 2026 due to job growth and replacements.

It is important to note that the *business operations specialists, all other* (13-1199) SOC code includes many emerging business-related occupations and not solely *sustainability specialists* (13-1199.05). Therefore, the demand data in Exhibit 1 is overstated for *sustainability specialists*.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁵

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	50,133	53,891	3,758	7%	5,592
Orange	17,901	19,055	1,154	6%	1,947
Total	68,033	72,946	4,912	7%	7,539

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *business operations specialists, all other* 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 greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County— The typical entry-level hourly wages for *business operations specialists, all other* are \$22.93, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$47.86.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Business Operations Specialists, All Other (13-1199)	\$22.93	\$31.84	\$47.86	\$66,200

*rounded to the nearest \$100

Orange County—The typical entry-level hourly wages for *business operations specialists, all other* are \$22.45, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$46.27.

⁵ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

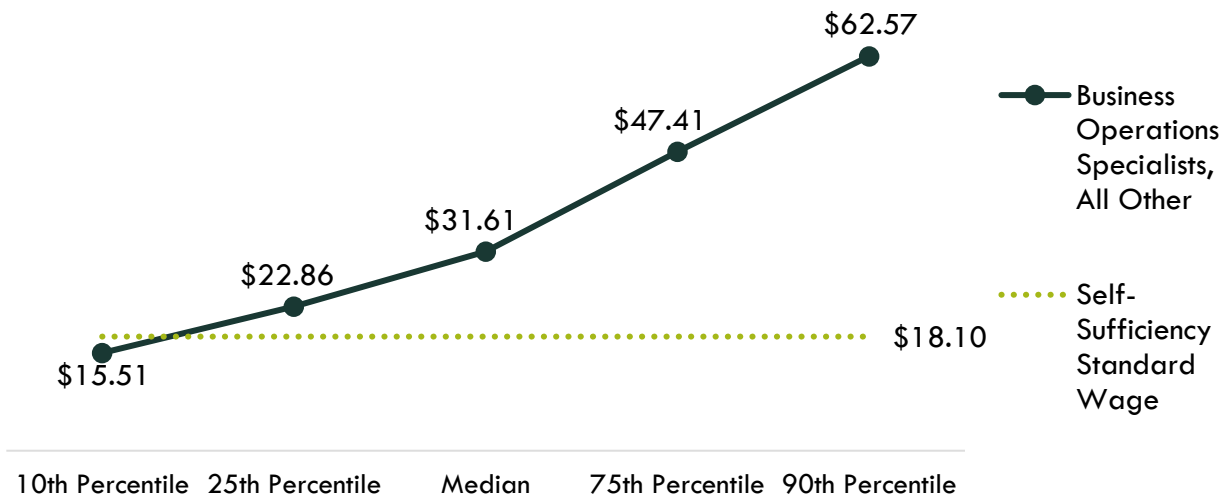
Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Business Operations Specialists, All Other (13-1199)	\$22.45	\$30.96	\$46.27	\$64,400

*rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$22.86; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

Exhibit 4: Average Hourly Earnings for Business Operations Specialists, All Other in LA/OC



Job Postings

There were **243 online job postings related to sustainability specialists listed in the past 12 months**. The highest number of job postings were for sustainability project managers, sustainability consultants, sustainability specialists, sustainability analysts, and energy and sustainability managers. The top knowledge, skills and abilities were environmental science, business development, environmental, social, and corporate governance (ESG), marketing, product design, net zero, and thought leadership. The top three employers, by number of job postings, in the region were The Boston Consulting Group (BCG), AECOM, and CR&R.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists bachelor's degree as the typical entry-level education for *business operations specialists, all other*. However, the national-level educational attainment data indicates 37% of workers in the field have completed some college, an associate degree, or high school diploma. Of the 59% of *sustainability specialist* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 4% (6) requested high school or

vocational training, 1% (1) requested an associate degree, and 95% (136) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 5 shows the annual and three-year average number of awards conferred by community colleges in the related TOP code: Business Management (0506.00). The colleges with the most completions in the region are Cerritos, Mt. San Antonio, and Coastline.

It is important to note that Business Management (0506.00) trains for at least four additional business occupations not included in the demand section of this report: *general and operations managers* (11-1021), *administrative services managers* (11-3011), *industrial production managers* (11-3051), and *cost estimators* (13-1051). The combined annual job openings for these four occupations in the LA/OC region is more than 15,000. Since there is not a dedicated TOP code for Sustainability in Business programs and Business Management (0506.00) trains for more occupations than solely *sustainability specialists*, the supply data in Exhibit 5 is overstated when considering the emerging occupation in this report.

Exhibit 5: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0506.00	Business Management	Cerritos	456	516	387	453
		Citrus	2	-	-	1
		Compton	3	-	-	1
		East LA	29	18	17	21
		El Camino	23	33	49	35
		Glendale	9	13	15	12
		LA City	18	39	18	25
		LA Mission	3	1	4	3
		LA Pierce	3	2	7	4
		LA Valley	33	36	30	33
		Long Beach	21	29	44	31
		Mt San Antonio	202	145	150	166
		Santa Monica	23	-	-	8
		LA Subtotal	825	832	721	793
		Coastline	84	72	307	154
		Cypress	6	3	7	5
		Fullerton	11	12	11	11
		Golden West	20	8	11	13
Irvine	3	14	5	7		

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		N. Orange Adult	27	36	19	27
		Orange Coast	40	16	19	25
		Santa Ana	64	71	40	58
		Santiago Canyon	17	24	55	32
		OC Subtotal	272	256	474	334
Supply Total/Average			1,097	1,088	1,195	1,127

Non-Community College Supply—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for business management. Exhibit 6 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Since a bachelor’s degree is typically required for *business operations specialists, all other*, bachelor’s awards are included in Exhibit 6. Between 2017 and 2020, non-community college institutions in the region conferred an average of 10,928 bachelor’s and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

Exhibit 6: Regional non-community college awards, 2017-2020

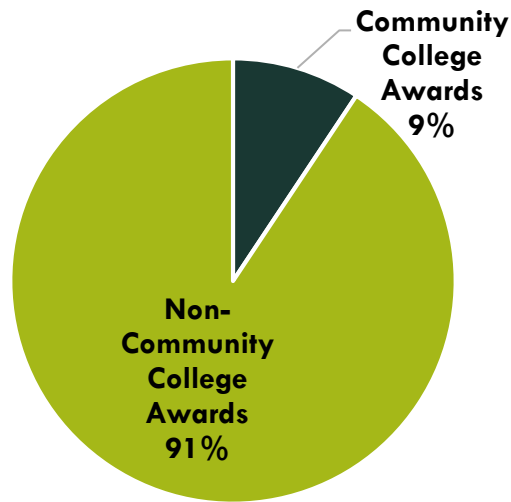
CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
52.0201	Business Administration and Management, General	Abraham Lincoln Univ.	1	4	-	2
		American Jewish Univ.	-	-	3	1
		Angeles College	-	-	6	2
		Azusa Pacific Univ.	111	122	106	113
		Bethesda University	22	24	26	24
		Biola University	87	113	137	112
		Brandman University	146	115	155	139
		CA Intercontinental University	5	3	4	4
		CA State Polytechnic University-Pomona	1,465	1,191	1,401	1,352
		CSU-Dominguez Hills	569	559	575	568
		CSU-Fullerton	2,174	2,366	2,374	2,305
		CSU-Long Beach	1,326	1,325	1,443	1,365
		CSU-Los Angeles	1,028	1,072	1,131	1,077
		CSU-Northridge	609	637	740	662
		Chapman University	331	331	474	379
Concordia Univ.-Irvine	95	98	87	93		

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		Fremont College	-	-	1	0
		Hope International University	31	52	57	47
		InterCoast Colleges-Santa Ana	-	-	18	6
		Learnet Academy	-	17	3	7
		Life Pacific University	15	11	15	14
		LA Pacific College	-	3	7	3
		LA Pacific University	-	1	-	0
		Loyola Marymount University	-	32	29	20
		Marymount California University	67	65	59	64
		Mount Saint Mary's University	41	39	51	44
		Pacific Oaks College	-	-	7	2
		Pacific States Univ.	2	2	1	2
		Pepperdine University	191	255	185	210
		Platt College-Anaheim	2	8	14	8
		Platt College-LA	8	6	11	8
		The Master's University & Seminary	71	64	64	66
		Trident University International	326	277	-	201
		UC-Irvine	205	260	306	257
		University of La Verne	349	314	294	319
		University of Southern California	993	1,022	1,020	1,012
		University of the People	67	75	205	116
		University of the West	15	6	7	9
		Vanguard University of Southern California	78	71	51	67
		Westcliff University	83	97	71	84
		Whittier College	57	73	64	65
		Woodbury University	38	23	21	27

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
52.0701	Entrepreneurship/ Entrepreneurial Studies	Azusa Pacific Univ.	1	-	4	2
		CA Intercontinental University	-	-	1	0
		Hussian College-LA	-	-	1	0
		Loyola Marymount University	74	66	70	70
		Mount Saint Mary's University	-	1	-	0
		Pitzer College	-	1	-	0
Supply Total/Average			10,683	10,801	11,299	10,928

Exhibit 7 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. The vast majority of awards conferred in these programs are awarded by non-community colleges in the LA/OC region.

Exhibit 7: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county
Exhibit 8. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 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)
Business Operations Specialists, All Other (13-1199)	50,133	53,891	3,758	7%	5,592	\$22.93	\$31.84	\$47.86

Exhibit 9. Orange County

Occupation (SOC)	2021 Jobs	2026 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)
Business Operations Specialists, All Other (13-1199)	17,901	19,055	1,154	6%	1,947	\$22.45	\$30.96	\$46.27

Exhibit 10. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Business Operations Specialists, All Other	68,033	72,946	4,912	7%	7,539	25%	Bachelor's degree

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. This occupation has a slightly smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

Appendix B: Sources

- O*NET Online
- Lightcast (formerly 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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