

Program Endorsement Brief: 1303.00/Fashion

Fashion Skills Certificate

Los Angeles/Orange County Center of Excellence, December 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"/>		
Living Wage: (Entry-Level, 25th)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Education:	Yes	<input type="checkbox"/>	No	<input checked="" 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 one above middle-skill occupation: *fashion designers* (27-1022) and one below middle-skill occupation: *fabric and apparel patternmakers* (51-6092). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although *fashion designers* typically require a bachelor's degree, it is included in this report because approximately one-third of workers in the field have completed some college or an associate 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 occupation.

Based on the available data, there does not appear to be a supply gap for fashion skills occupations in the region; however, the oversupply is within the COE's acceptable margin (25% over or under the number of annual job openings) and is therefore considered "supply met" rather than a "supply gap". Furthermore, the majority of annual openings in the region require a bachelor's degree as typical entry-level education. However, the majority of annual openings for these occupations have entry-level wages that exceed the living wage in both Los Angeles and Orange Counties. Therefore, **due to some criteria being met, the COE endorses this proposed program.** Detailed reasons include:

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.

Demand:

- **Supply Gap Criteria** - Over the next five years, there is projected to be **779 jobs available annually** in the LA/OC region due to replacements, **which is more than the 702 awards conferred annually** by educational institutions in the region.
 - The labor market information suggests that the **supply has been met for this occupation within the LA/OC region** since the average number of annual awards (supply) is within the COE's 25% margin of annual job openings (demand).
- **Living Wage Criteria** – Within Orange County, the majority (74%) of annual job openings for these fashion skills occupations have entry-level wages above the county's living wage (\$17.36/hour).²
- **Education Criteria** - Within the LA/OC region, **80% of the annual job openings** for occupations related to fashion skills **typically require a bachelor's degree**.
 - However, national-level educational attainment data indicates that **29.6% of fashion designers working in the field have completed some college or an associate degree**.
 - National-level educational attainment data indicates that **fabric and apparel patternmakers are less likely than fashion designers to have completed some college or an associate degree**, and the majority of workers in the field (64.8%) hold a high school diploma or less education.

Supply:

- There are **10 community colleges** in the LA/OC region that issue awards related to fashion design and production, conferring an average of **233 awards annually** between 2016 and 2019.
- Over the past 12 months, there were **4 other related program recommendation requests** from LA/OC regional community colleges.
 - These additional programs **could contribute to future supply that may cause the region to be oversupplied**.
- Between 2014 and 2017, there was an average of **469 awards conferred annually** in related training programs by non-community college institutions throughout the LA/OC region.

Occupational Demand

Exhibit 1 displays the five-year occupational demand projections for occupations related to fashion skills. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 9% through 2024. However, there will be nearly 800 job openings per year through 2024 due to job replacements in the LA/OC region.

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

² Living wage data was pulled from California Family Needs Calculator on 12/16/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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	6,428	5,810	(618)	(10%)	653
Orange	1,189	1,136	(53)	(4%)	126
Total	7,618	6,947	(671)	(9%)	779

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these occupations related to fashion skills 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.

Orange County— The majority (74%) of annual openings for occupations related to fashion skills have entry-level wages above the living wage for one adult (\$17.36 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.03 and \$25.21. While *fashion designers* can expect entry-level hourly wages above the county’s living wage, entry-level wages for *fabric and apparel patternmakers* are below the county’s living wage. Experienced workers can expect to earn wages between \$38.51 and \$48.48, which are higher than the living wage estimate. Orange County’s average wages are nearly equal to the average statewide wage of \$41.09 for these occupations.

Los Angeles County— The majority (81%) of annual openings for occupations related to fashion skills have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.97 and \$25.86. While *fashion designers* can expect entry-level hourly wages above the county’s living wage, entry-level wages for *fabric and apparel patternmakers* are below the county’s living wage. Experienced workers can expect to earn wages between \$38.35 and \$48.62, which are higher than the living wage estimate. Los Angeles County’s average wages are above the average statewide wage of \$41.09 for these occupations.

Job Postings—Over the last twelve months, there were 566 job postings for fashion skill occupations in the region. The job titles with the most postings were fashion designer, design director, apparel designer, pattern maker, and assistant fashion designer. The top skills were: Adobe Photoshop, Adobe Illustrator, product development, sketching, and merchandising. The top

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.

employers, by the number of job postings, in the region were: Boardriders (Quicksilver), Vince LLC, and Lucky Brand.

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 *fashion designers* and a high school diploma for *fabric and apparel patternmakers*. In the LA/OC region, the majority of annual job openings (80%) typically require a bachelor’s degree. The educational attainment for these two occupations differs greatly: For *fashion designers*, the national-level educational attainment data indicates that 29.6% of workers in the field have completed some college or an associate degree, while 48.7% have a bachelor’s degree. For *fabric and apparel patternmakers*, the national-level educational attainment data indicates that 23.5% of workers in the field have completed some college or an associate degree, while 64.8% have a high school diploma or less education. Of the 43% of fashion skills job postings listing a minimum education requirement in Los Angeles/Orange County, 13% (31) requested a high school diploma, 12% (29) requested an associate degree, and 75% (182) requested a bachelor’s degree.

Educational Supply

Community College Supply—Exhibit 2 displays the three-year average number of awards conferred by LA/OC regional community colleges in the related TOP codes: Fashion (1303.00) and Fashion Design (1303.10), and Fashion Production (1303.30). The colleges with the most completions in the region are: LA Trade-Tech, Pasadena, and Mt. San Antonio. Over the past 12 months, there were four other related program recommendation requests from LA/OC regional community colleges. These additional programs could contribute to future supply that may cause the region to be oversupplied.

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
1303.00	Fashion	El Camino	7	2	6	5
		Pasadena	16	38	25	26
		LA Subtotal	23	40	31	31
		Fullerton	-	3	1	1
		Saddleback	2	3	-	2
		Santa Ana	-	4	11	5
		OC Subtotal	2	10	12	8
Supply Subtotal/Average			25	50	43	39
1303.10	Fashion Design	El Camino	3	2	1	2
		LA Trade-Tech	119	84	57	87
		Long Beach	9	12	9	10
		Mt. San Antonio	17	15	31	21

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Santa Monica	19	17	21	19
		LA Subtotal	167	130	119	139
		Fullerton	8	4	4	5
		Orange Coast	12	13	7	11
		Saddleback	11	16	8	12
		Santa Ana	8	9	15	11
		OC Subtotal	39	42	34	38
Supply Subtotal/Average			206	172	153	177
1303.30	Fashion Production	LA Trade-Tech	2	5	1	3
		Long Beach	1	2		1
		LA Subtotal	3	7	1	4
		Fullerton	1	1	1	1
		Orange Coast	9	10	4	8
		Santa Ana	5	3	4	4
		OC Subtotal	15	14	9	13
Supply Subtotal/Average			18	21	10	16
Supply Total/Average			249	243	206	233

Non-Community College Supply—It is important to consider the supply from non-community college institutions in the region that provide training programs related to fashion skill occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Apparel and Textiles, General (19.0901), Apparel and Textile Manufacture (19.0902), Fashion/Apparel Design (50.0407), and Costume Design (50.0510). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, non-community colleges in the region conferred an average of 469 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
19.0901	Apparel and Textiles, General	California State Polytechnic University-Pomona	71	76	109	85
		Beverly Hills Design Institute	3	7	1	4
19.0902	Apparel and Textile Manufacture	Fashion Institute of Design & Merchandising-Los Angeles	-	-	12	4

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
50.0407	Fashion/ Apparel Design	Argosy University-The Art Institute of California-Hollywood	44	23	22	30
		Argosy University-The Art Institute of California-Los Angeles	12	21	11	15
		Beverly Hills Design Institute	2	1	2	2
		Fashion Institute of Design & Merchandising-Los Angeles	275	227	246	249
		Otis College of Art and Design	33	42	32	36
		Virginia Sewing Machines and School Center	6	5	12	8
		Woodbury University	13	14	10	12
50.0510	Costume Design	Fashion Institute of Design & Merchandising-Los Angeles	13	13	14	13
		Virginia Sewing Machines and School Center	26	8	-	11
Supply Total/Average			498	437	471	469

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)
Fashion Designers (27-1022)	940	915	(25)	(3%)	94	\$25.21	\$39.17	\$48.48
Fabric and Apparel Patternmakers (51-6092)	249	221	(28)	(11%)	32	\$15.03	\$27.41	\$38.51
Total	1,189	1,136	(53)	(4%)	126			

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Fashion Designers (27-1022)	5,344	5,048	(296)	(6%)	526	\$25.86	\$39.50	\$48.62
Fabric and Apparel Patternmakers (51-6092)	1,084	762	(322)	(30%)	127	\$14.97	\$27.30	\$38.35
Total	6,428	5,810	(618)	(10%)	653			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Fashion Designers (27-1022)	6,284	5,964	(321)	(5%)	620
Fabric and Apparel Patternmakers (51-6092)	1,334	983	(351)	(26%)	159
Total	7,618	6,947	(671)	(9%)	779

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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