

Program Endorsement Brief: 0508.00 - International Business and Trade
International Business

Los Angeles/Orange County Center of Excellence, April 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
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Program Endorsement Criteria	
Supply Gap:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Living Wage: (Entry-Level, 25 th)	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 four middle-skill occupations: *transportation, storage, and distribution managers* (11-3071); *buyers and purchasing agents* (13-1028); *sales representatives, wholesale and manufacturing, except technical and scientific products* (41-4012); and *cargo and freight agents* (43-5011). 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 these international business occupations in the region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **10,416 jobs available annually** in the region due to replacements and workers leaving the field, **which is more than the 347 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** – Within Los Angeles County, these international business occupations have entry-level wages above the county’s living wage (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, the majority of annual job openings, 81%, for occupations related to international business **typically require a high school diploma or equivalent**.
 - However, the national-level educational attainment data indicates **between 31.1% and 48.4% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **13 community colleges** in the LA/OC region that issue awards related to international business, conferring an average of **347 awards annually** between 2016 and 2019.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the international business occupations included in this report. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 3% through 2024. Despite this, there will be more than 10,400 job openings per year through 2024 due to replacements 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 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	75,975	73,748	(2,227)	(3%)	7,729
Orange	26,566	25,648	(918)	(3%)	2,687
Total	102,541	99,396	(3,145)	(3%)	10,416

² Living wage data was pulled from California Family Needs Calculator on 12/18/2020. 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.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for international business occupations in Los Angeles County as they relate to the county's living 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— International business occupations have entry-level hourly wages above the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.05 and \$33.50. Experienced workers can expect to earn wages between \$28.02 and \$60.76, which are higher than the living wage estimate.

Orange County— The majority of annual job openings (97%) for international business occupations have entry-level hourly wages above the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$17.25 and \$34.62. Experienced workers can expect to earn wages between \$28.35 and \$62.65, which are higher than the living wage estimate.

Job Postings

There were 1,560 online job postings related to international business occupations listed over the last 12 months. The highest number of job postings were for warehouse supervisor, account executive, logistics manager, warehouse manager, and account manager. The top skills were: logistics, sales, customer service/contact, scheduling, and budgeting. The top employers, by number of job postings, in the region were: Yusen Logistics, FedEx, ActionLink, XPO Logistics, and Total Airport Services, Inc.

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 the following typical entry-level education requirements for the international business occupations studied in this report:

- **Bachelor's degree:** *buyers and purchasing agents (13-1028)*
- **High school diploma or equivalent:** *transportation, storage, and distribution managers (11-3071); sales representatives, wholesale and manufacturing, except technical and scientific products (41-4012); and cargo and freight agents (43-5011)*

In the LA/OC region, 81% of the annual job openings for international business-related occupations typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates that between 31.1% and 48.4% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 60% of international business job postings listing a minimum education requirement in Los Angeles/Orange County, 36% (334) requested a high school diploma, 8% (71) requested an associate degree, and 57% (535) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 displays the annual and three-year average number of awards conferred by LA/OC regional community colleges in the related TOP code: International Business and Trade (0508.00). The college with the most completions in the region is Santa Ana. Over the past 12 months, there were three other related program recommendation requests from LA/OC regional community colleges.

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
0508.00	International Business and Trade	Cerritos	10	13	26	16
		East LA	-	7	3	3
		Glendale	3	2	-	2
		LA Pierce	3	-	2	2
		Long Beach	6	14	4	8
		Mt San Antonio	38	24	28	30
		Pasadena	3	3	4	3
		Rio Hondo	3	1	1	2
		Santa Monica	2	3	-	2
		LA Subtotal	68	67	68	68
		Fullerton	2	-	1	1
		Orange Coast	12	14	-	9
		Saddleback	4	3	5	4
		Santa Ana	40	668	89	266
		OC Subtotal	58	685	95	279
		Supply Total/Average			126	752

Appendix A: Occupational demand and wage data by county

Exhibit 3. 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)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	48,272	46,022	(2,250)	(5%)	4,958	\$18.78	\$27.92	\$43.54
Buyers and Purchasing Agents (13-1028)	13,971	13,365	(606)	(4%)	1,425	\$24.60	\$32.71	\$42.32
Cargo and Freight Agents (43-5011)	7,648	8,160	512	7%	839	\$17.05	\$21.56	\$28.02
Transportation, Storage, and Distribution Managers (11-3071)	6,084	6,201	117	2%	506	\$33.50	\$43.99	\$60.76
Total	75,975	73,748	(2,227)	(3%)	7,729			

Exhibit 4. Orange 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)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	18,294	17,595	(699)	(4%)	1,886	\$20.54	\$30.50	\$47.48
Buyers and Purchasing Agents (13-1028)	5,688	5,517	(171)	(3%)	584	\$25.18	\$33.34	\$43.04
Transportation, Storage, and Distribution Managers (11-3071)	1,742	1,757	15	1%	141	\$34.62	\$45.40	\$62.65
Cargo and Freight Agents (43-5011)	842	779	(63)	(8%)	76	\$17.25	\$21.82	\$28.35
Total	26,566	25,648	(918)	(3%)	2,687			

Exhibit 5. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	66,566	63,617	(2,949)	(4%)	6,844	HS diploma or equivalent
Buyers and Purchasing Agents (13-1028)	19,658	18,882	(777)	(4%)	2,008	Bachelor's degree
Cargo and Freight Agents (43-5011)	8,490	8,939	449	5%	915	HS diploma or equivalent
Transportation, Storage, and Distribution Managers (11-3071)	7,826	7,958	132	2%	647	HS diploma or equivalent
Total	102,541	99,396	(3,145)	(3%)	10,416	

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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