

**Program Endorsement Brief: 0511.00/Real Estate
Real Estate Appraisal Certificate**

Los Angeles/Orange County Center of Excellence, September 2020

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 three middle-skill occupations: *Appraisers and Assessors of Real Estate* (13-2021), *Real Estate Brokers* (41-9021), and *Real Estate Sales Agents* (41-9022). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ Although *Appraisers and Assessors of Real Estate* (13-2021) typically requires a bachelor’s degree, this occupation is considered middle-skill 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 occupations.

Also included in this report is supply and demand data for both Riverside and San Bernardino counties. While the labor market information for these two additional counties is listed in this report, *the program endorsement is based solely upon the supply and demand data for Los Angeles and Orange counties.*

Based on the available data, there appears to be a supply gap for real estate appraisal occupations in the LA/OC 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 **3,665 jobs available annually** in the LA/OC region due to new job growth and replacements,

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.

which is more than the 433 awards conferred annually by educational institutions in the region.

- **Living Wage Criteria** - Within Los Angeles County, **all of the annual job openings** for these real estate appraisal occupations have **entry-level wages above the county's living wage** (\$15.04/hour).²
- **Education Criteria** - Within the LA/OC region, **92% of the annual job openings** for occupations related to real estate appraisal **typically require a high school diploma**.
 - However, national-level educational attainment data indicates **between 35.7% and 36.7% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **21 community colleges** in the LA/OC region that issue awards related to real estate, conferring an average of **411 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **2 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 real estate appraisal occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2024. There will be more than 3,600 job openings per year through 2024 due to job growth and replacements in the LA/OC region.

Occupational demand projections for these real estate appraisal occupations for Riverside and San Bernardino Counties are also included in this report (Exhibit 2). The number of jobs related to these occupations is projected to increase by 2% through 2024, and there will be more than 700 job openings per year through 2024 due to job growth and replacements.

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.

² Living wage data was pulled from California Family Needs Calculator on 9/10/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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	25,471	26,561	1,090	4%	2,646
Orange	10,331	10,539	208	2%	1,019
Total	35,802	37,100	1,298	4%	3,665

Exhibit 2: Occupational demand in Riverside and San Bernardino Counties

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Riverside	4,067	4,142	75	2%	399
San Bernardino	3,098	3,167	69	2%	309
Total	7,165	7,309	144	2%	708

Wages—The labor market endorsement in this report considers the entry-level hourly wages for these real estate appraisal 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, as well as Riverside and San Bernardino counties. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—All of the annual openings for these occupations have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County).⁴ Typical entry-level hourly wages are in a range between \$15.91 and \$24.29. Experienced workers can expect to earn wages between \$49.64 and \$60.92, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$45.37 for these occupations.

Orange County—The majority of annual openings (93%) for these occupations have entry-level wages below the California Family Needs Calculator hourly wage (living wage) for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$16.69 and \$24.83. Entry-level wages for *Appraisers and Assessors of Real Estate* are higher than the living wage in Orange County, while entry-level wages for *Real Estate Brokers* and *Real Estate Sales Agents* are lower (\$16.69 and \$16.80, respectively). Experienced workers can expect to earn wages between \$51.28 and \$61.04, which are higher than the living wage estimate. Orange County’s average wages are slightly above the average statewide wage of \$45.37 for these occupations.

Riverside and San Bernardino counties—All of the annual openings for these occupations have entry-level wages above the living wage for one adult in both counties (\$11.97 in

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.

⁴ Living wage data was pulled from California Family Needs Calculator on 9/10/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Riverside County and \$11.63 in San Bernardino County).⁵ Typical entry-level hourly wages are in a range between \$15.89 and \$21.58. Experienced workers can expect to earn wages between \$41.79 and \$57.96, which are higher than the living wage estimate. Both Riverside and San Bernardino County’s average wages are below the average statewide wage of \$45.37 for these occupations.

Job Postings—Over the last twelve months, there were 6,224 job postings for real estate occupations in the region. The following chart and tables (Exhibits 3 through 6) display real-time job posting information obtained from employer job advertisements in Los Angeles/Orange County over the last twelve months, September 2019 to August 2020.

Exhibit 3: Job posting count by occupation



Exhibit 4: Most frequently used job titles for real estate occupations

Job Titles	Job Ads
Real Estate Agent	1,332
Leasing Consultant	780
Real Estate Sales Agent	314
Leasing Agent	165
Commercial Real Estate Agent	106

Exhibit 5: In-demand skills from job postings for real estate occupations

Skills	Job Ads
Sales	2,517
Real Estate Experience	1,509
Leasing	1,479
Customer Service	1,365
Property Management	1,170
Real Estate Sales	1,027

⁵ Living wage data was pulled from California Family Needs Calculator on 9/10/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

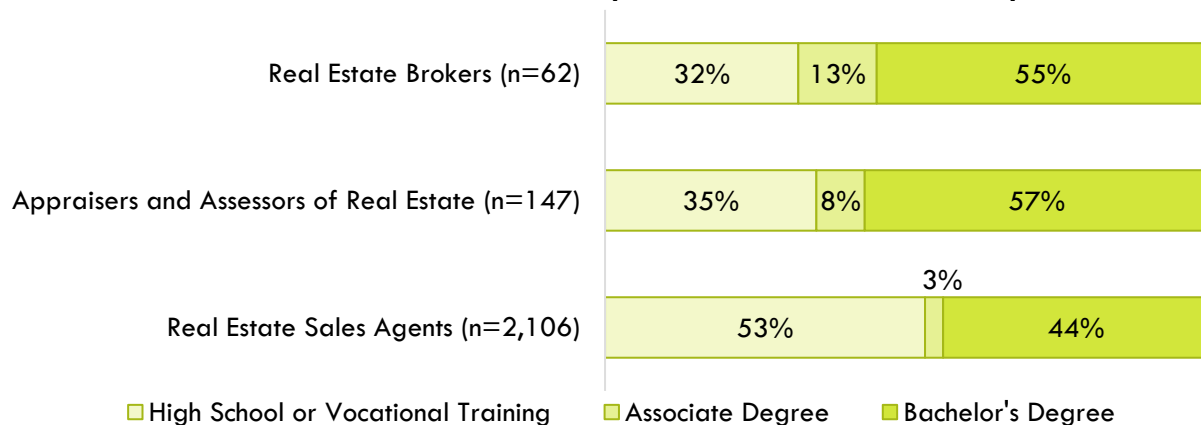
Exhibit 6: Employers posting the most job advertisements for real estate occupations

Employers	Job Ads
Berkshire Hathaway HomeServices	835
Greystar	252
1st Platinum Realty	147
Keller Williams Realty	112
Weichert, Realtors	89
All Other Employers	4,789
Total	6,224

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 *Appraisers and Assessors of Real Estate* and a high school diploma for *Real Estate Brokers* and *Real Estate Sales Agents*. However, the national-level educational attainment data indicates between 35.7% and 36.7% of workers in the field have completed some college or an associate degree. Exhibit 7 displays the 37% of real estate job postings specifying a minimum education requirement in Los Angeles/Orange County.

Exhibit 7: Advertised education requirements for real estate occupations



Educational Supply

Community College Supply—Exhibit 8 displays the three-year average number of awards conferred by LA/OC regional community colleges in the related TOP code: Real Estate (0511.00). The colleges with the most completions in the region are: Mt. San Antonio, Glendale, and East LA. Over the past 12 months, there were seven other related program recommendation requests from LA/OC regional community colleges.

**Exhibit 8: Regional community college awards (certificates and degrees), 2016-2019 –
Los Angeles and Orange Counties**

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
0511.00	Real Estate	Cerritos	14	14	17	15		
		Citrus	13	13	17	14		
		Compton	-	1	-	0		
		East LA	37	56	65	53		
		El Camino	9	7	21	12		
		Glendale	71	42	63	59		
		LA City	19	16	26	20		
		LA Harbor	1	3	4	3		
		LA Southwest	-	4	-	1		
		LA Trade	2	4	5	4		
		LA Valley	30	14	14	19		
		Long Beach	3	1	4	3		
		Mt. San Antonio	59	61	107	76		
		Rio Hondo	-	-	5	2		
		West LA	12	16	19	16		
		LA Subtotal	270	252	367	296		
		Coastline	4	7	5	5		
		Fullerton	3	2	5	3		
		Irvine	15	9	48	24		
		Orange Coast	7	26	26	20		
		Saddleback	23	17	108	49		
		Santiago Canyon	5	23	10	13		
		OC Subtotal	57	84	202	114		
		Supply Total/Average			327	336	569	411

Exhibit 9 shows the three-year average number of awards conferred by Riverside and San Bernardino regional community colleges in Real Estate (0511.00).

**Exhibit 9: Regional community college awards (certificates and degrees), 2016-2019 –
Riverside and San Bernardino Counties**

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
0511.00	Real Estate	Chaffey	-	1	4	2
		Moreno Valley	3	6	1	3
		Mt. San Jacinto	5	16	14	12
		Norco College	28	68	42	46
		Riverside	7	2	7	5
		San Bernardino	5	3	7	5
		Victor Valley	3	3	1	2
Supply Total/Average			51	99	76	75

Exhibit 10 displays strong workforce program outcome metrics for the real estate programs in the LA/OC region, the Inland Empire/Desert region, and California.

Exhibit 10: Strong workforce program metrics for real estate programs

Strong Workforce Program Metrics (2017-18, unless noted otherwise)	Los Angeles/ Orange County	Riverside and San Bernardino Counties	California
Unduplicated count of enrolled students (2018-19)	6,826	1,434	16,041
Median annual earnings	\$40,204	\$31,072	\$40,866
Median change in earnings	16%	17%	17%
Students who attained the living wage	60%	61%	60%
Job closely related to field of study (2016-17)	59%	62%	61%

Non-Community College Supply—Since one of these occupations typically requires a bachelor’s degree, it is important to consider the supply from four-year institutions in the region that provide training programs for real estate. Exhibit 11 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Real Estate (52.1501). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 22 awards annually in related training programs.

Exhibit 11: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
52.1501	Real Estate	Learnet Academy	4	7	7	6
		University of Southern California	9	21	17	16
Supply Total/Average			13	28	24	22

Appendix A: Occupational demand and wage data by county

Exhibit 12. Los Angeles 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)
Appraisers and Assessors of Real Estate (13-2021)	2,473	2,510	37	1%	203	\$24.29	\$36.51	\$49.64
Real Estate Brokers (41-9021)	5,964	6,249	285	5%	636	\$16.32	\$30.55	\$60.92
Real Estate Sales Agents (41-9022)	17,034	17,803	769	5%	1,807	\$15.91	\$27.51	\$51.01
Total	25,471	26,561	1,090	4%	2,646			

Exhibit 13. 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)
Appraisers and Assessors of Real Estate (13-2021)	956	955	(1)	(0%)	76	\$24.83	\$37.47	\$51.28
Real Estate Brokers (41-9021)	2,501	2,551	50	2%	250	\$16.69	\$30.73	\$61.04
Real Estate Sales Agents (41-9022)	6,874	7,033	159	2%	693	\$16.80	\$29.01	\$51.82
Total	10,331	10,539	208	2%	1,019			

Exhibit 14. Los Angeles and Orange counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education	On-The-Job Training & Work Experience
Appraisers and Assessors of Real Estate (13-2021)	3,429	3,465	36	1%	279	Bachelor's Degree	More than 12 months & None
Real Estate Brokers (41-9021)	8,465	8,800	335	4%	887	HS Diploma or equivalent	None & Less than 5 years
Real Estate Sales Agents (41-9022)	23,908	24,835	927	4%	2,500	HS Diploma or equivalent	1-12 months & None
Total	35,802	37,100	1,298	4%	3,665		

Exhibit 15. Riverside 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)
Appraisers and Assessors of Real Estate (13-2021)	424	429	5	1%	35	\$21.58	\$28.63	\$43.05
Real Estate Brokers (41-9021)	934	953	19	2%	93	\$18.44	\$37.60	\$57.96
Real Estate Sales Agents (41-9022)	2,709	2,760	51	2%	270	\$16.03	\$26.64	\$45.29
Total	4,067	4,142	75	2%	399			

Exhibit 16. San Bernardino 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)
Appraisers and Assessors of Real Estate (13-2021)	334	343	9	3%	29	\$21.08	\$27.88	\$41.79
Real Estate Brokers (41-9021)	725	746	21	3%	74	\$17.95	\$37.42	\$55.73
Real Estate Sales Agents (41-9022)	2,040	2,079	39	2%	206	\$15.89	\$26.13	\$43.58
Total	3,098	3,167	69	2%	309			

Exhibit 17. Riverside and San Bernardino counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education	On-The-Job Training & Work Experience
Appraisers and Assessors of Real Estate (13-2021)	758	772	14	2%	64	Bachelor's Degree	More than 12 months & None
Real Estate Brokers (41-9021)	1,659	1,699	40	2%	168	HS Diploma or equivalent	None & Less than 5 years
Real Estate Sales Agents (41-9022)	4,748	4,839	91	2%	476	HS Diploma or equivalent	1-12 months & None
Total	7,165	7,309	144	2%	708		

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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