

**Program Endorsement Brief: 0508.00 – International Business and Trade  
0510.00 – Logistics and Materials Transportation  
Global Trade and Logistics**

Los Angeles/Orange County Center of Excellence, April 2021

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**Summary Analysis**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input checked="" type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Education:</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Emerging Occupation(s)</b>			
	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 for six occupations related to global trade and logistics. Relevant occupations vary in typical entry-level education requirements, from no formal education to requiring a bachelor’s degree. To illuminate which occupations are immediately accessible to community college graduates, relevant occupations in this report have been divided into below middle-skill and middle-skill occupation groups. Middle-skill occupations typically accommodate community college graduates, while below middle-skill occupations typically require a high school diploma or less education and no work experience.

The occupations included in the **middle-skill** occupation group are:

- *Transportation, storage, and distribution managers (11-3071),*
- *Logisticians (13-1081),*
- *Cargo and freight agents (43-5011),*
- *Production, planning, and expediting clerks (43-5061), and*
- *First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors (53-1047).*

The occupation in this report that is considered **below middle-skill** is *laborers and freight, stock, and material movers, hand (53-7062)*. While supply and demand data is included for all six occupations, this program endorsement is solely based upon the five middle-skill occupations.

Based on the available data, there appears to be a supply gap for the five middle-skill occupations in the region. Furthermore, the majority of annual openings have entry-level wages that exceed the living wage in both Los Angeles and Orange counties, and more than one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to all the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

### Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **6,290 middle-skill jobs available annually** in the region due to new job growth and replacements, **which is more than the 834 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, the five middle-skill occupations in this report have **entry-level wages above the county's living wage** (\$15.04/hour).<sup>1</sup>
- **Educational Criteria** – Within the LA/OC region, **86% of the annual job openings** for middle-skill occupations in this report **typically require a high school diploma**.
  - National-level educational attainment data indicates **between 36% and 46% of workers in these middle-skill occupations have completed some college or an associate degree**.

### Supply:

- There are **15 community colleges** in the LA/OC region that issue awards in programs that have historically trained for the occupations of interest, conferring an average of **579 awards annually** between 2017 and 2020.
- Between 2014 and 2017, there was an average of **255 awards conferred annually** in related training programs by non-community college institutions throughout the region.

### Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the five middle-skill global trade and logistics-related occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 1% through 2024. However, due to retirements and workers leaving the field, there will be nearly 6,300 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.*

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<sup>1</sup> Living wage data was pulled from California Family Needs Calculator on 4/20/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

**Exhibit 1: Middle-skill occupational demand in Los Angeles and Orange Counties<sup>2</sup>**

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	54,773	54,372	(401)	(1%)	4,927
Orange	15,604	15,196	(408)	(3%)	1,362
<b>Total</b>	<b>70,377</b>	<b>69,567</b>	<b>(810)</b>	<b>(1%)</b>	<b>6,290</b>

Exhibit 2 shows the five-year occupational demand projections for *laborers and freight, stock, and material movers, hand* – the below middle-skill occupation in this report. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by less than 1% through 2024. However, there will be nearly 20,000 job openings per year through 2024 due to 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 2: Below middle-skill occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	119,033	118,456	(577)	(0%)	14,699
Orange	41,096	41,397	301	1%	5,254
<b>Total</b>	<b>160,128</b>	<b>159,852</b>	<b>(276)</b>	<b>(0%)</b>	<b>19,953</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for the group of middle-skill 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** — All of the annual openings for the group of middle-skill occupations in this report 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 \$17.05 and \$33.47. Experienced workers in these middle-skill occupations can expect to earn wages between \$28.02 and \$60.59, which are higher than the living wage estimate.

<sup>2</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>3</sup> Ibid.

*Labor and freight, stock, and material movers, hand* (the below middle-skill occupation in this report) has typical entry-level and median wages of \$12.75 and \$14.47, respectively, which are below Los Angeles County's living wage (\$15.04). Experienced workers can expect to earn \$17.54, which exceeds the county's living wage.

**Orange County** — The majority (95%) of annual openings for the group of middle-skill occupations in this report have entry-level wages above the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$17.24 and \$34.49. *Cargo and freight agents* have typical entry-level wages below the county's living wage (\$17.24), while the other four middle-skill occupations have entry-level wages above the living wage. Experienced workers in these middle-skill occupations can expect to earn wages between \$28.33 and \$62.41, which are higher than the living wage estimate.

*Labor and freight, stock, and material movers, hand*, the below middle-skill occupation in this report, has typical entry-level and median wages of \$12.76 and \$14.49, respectively, which are below Orange County's living wage (\$17.36). Experienced workers can expect to earn \$17.56, which exceeds the county's living wage.

### **Job Postings**

There were 12,951 online job postings related to the five middle-skill occupations in this report listed in the past 12 months. The job titles most often mentioned in job postings were logistics coordinators, freight/receiving agents, logistics clerks, logistics managers, and logistics specialists. The top skills were scheduling, logistics, customer service, inventory management, and supply chain knowledge. The top employers, by number of job postings, in the region were The Home Depot, Northrop Grumman, and SpaceX.

*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 education levels for the occupations in this report:

- **No formal education:** *laborer and freight, stock, and material movers, hand*
- **High school diploma:** *transportation, storage, and distribution managers; cargo and freight agents; production, planning, and expedition clerks; and first-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors*
- **Bachelor's degree:** *logisticians*

In the LA/OC region, the majority of annual job openings for middle-skill occupations (86%) typically require a high school diploma. However, the national-level educational attainment data indicates between 36% and 46% of workers in these middle-skill occupations have completed some college or an associate degree. Of the 58% of job postings listing a minimum education requirement in Los Angeles/Orange County, 51% (3,819) requested a bachelor's degree, 43% (3,246) requested a high school diploma and 6% (442) requested an associate degree.

## **Educational Supply**

**Community College Supply**—Exhibit 3 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: International Business and Trade (0508.00), and Logistics and Materials Transportation (0510.00). The colleges with the most completions in the region are Santa Ana, Coastline, and East LA. Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

**Exhibit 3: Regional community college awards (certificates and degrees), 2017-2020**

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Award Average
0508.00	International Business and Trade	Cerritos	13	26	15	18
		East LA	7	3	8	6
		Glendale	2	-	5	2
		LA Pierce	-	2	1	1
		Long Beach	14	4	7	8
		Mt. San Antonio	24	28	29	27
		Pasadena	3	4	4	4
		Rio Hondo	1	1	2	1
		Santa Monica	3	-	4	2
		<b>LA Subtotal</b>	<b>67</b>	<b>68</b>	<b>75</b>	<b>70</b>
		Fullerton	-	1	3	1
		Orange Coast	14	-	-	5
		Saddleback	3	5	8	5
		Santa Ana	668	89	112	290
		<b>OC Subtotal</b>	<b>685</b>	<b>95</b>	<b>123</b>	<b>301</b>
<b>Supply Subtotal/Average</b>			<b>752</b>	<b>163</b>	<b>198</b>	<b>371</b>
0510.00	Logistics and Materials Transportation	East LA	85	85	46	72
		LA Harbor	-	-	3	1
		Rio Hondo	24	10	1	12
		Santa Monica	12	10	6	9
		<b>LA Subtotal</b>	<b>121</b>	<b>105</b>	<b>56</b>	<b>94</b>
		Coastline	105	121	116	114
		<b>OC Subtotal</b>	<b>105</b>	<b>121</b>	<b>116</b>	<b>114</b>
<b>Supply Subtotal/Average</b>			<b>226</b>	<b>226</b>	<b>172</b>	<b>208</b>
<b>Supply Total/Average</b>			<b>978</b>	<b>389</b>	<b>370</b>	<b>579</b>

**Non-Community College Supply** — For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for global trade and logistics-related occupations. Exhibit 4 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Logistics, Materials, and Supply Chain Management (52.0203); Traffic, Customs, and Transportation Clerk/Technician (52.0410); and International Business/Trade/Commerce (52.1101). 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 140 awards annually in related training programs.

**Exhibit 4: Regional non-community college awards, 2014-2017**

<b>CIP Code</b>	<b>Program</b>	<b>College</b>	<b>2014-2015 Awards</b>	<b>2015-2016 Awards</b>	<b>2016-2017 Awards</b>	<b>3-Year Award Average</b>
52.0203	Logistics, Materials, and Supply Chain Management	CSU-Dominguez Hills	-	-	8	3
		Univ. of Southern California	68	68	-	45
52.0410	Traffic, Customs, and Transportation Clerk/Technician	Diversified Vocational College	58	103	116	92
52.1101	International Business / Trade / Commerce	Azusa Pacific University	12	18	13	14
		California State University – Fullerton	37	58	49	48
		Mount Saint Mary’s University	7	5	8	7
		Pepperdine University	29	28	28	28
		University of La Verne	12	8	6	9
		University of Southern California	-	-	26	9
		Vanguard University of Southern California	-	-	1	0
<b>Supply Total/Average</b>			<b>223</b>	<b>288</b>	<b>255</b>	<b>255</b>

Appendix A: Occupational demand and wage data by county

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)
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	119,033	118,456	(577)	(0%)	14,699	\$12.75	\$14.47	\$17.54
<b>Below Middle-Skill Subtotal</b>	<b>119,033</b>	<b>118,456</b>	<b>(577)</b>	<b>(0%)</b>	<b>14,699</b>			
Transportation, Storage, and Distribution Managers (11-3071)	6,122	6,024	(98)	(2%)	415	\$33.47	\$43.89	\$60.59
Logisticians (13-1081)	7,242	7,339	97	1%	645	\$30.70	\$38.89	\$50.35
Cargo and Freight Agents (43-5011)	7,773	8,020	247	3%	745	\$17.05	\$21.57	\$28.02
Production, Planning, and Expediting Clerks (43-5061)	18,712	18,032	(679)	(4%)	1,698	\$17.78	\$23.60	\$29.86
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	14,925	14,957	32	0%	1,425	\$19.14	\$24.97	\$33.78
<b>Middle-Skill Total</b>	<b>54,773</b>	<b>54,372</b>	<b>(401)</b>	<b>(1%)</b>	<b>4,927</b>			
<b>Total</b>	<b>173,806</b>	<b>172,827</b>	<b>(978)</b>	<b>(1%)</b>	<b>19,626</b>			



**Exhibit 6. Orange County**

<b>Occupation (SOC)</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	41,096	41,397	301	1%	5,254	\$12.76	\$14.49	\$17.56
<b>Below Middle-Skill Subtotal</b>	<b>41,096</b>	<b>41,397</b>	<b>301</b>	<b>1%</b>	<b>5,254</b>			
Transportation, Storage, and Distribution Managers (11-3071)	1,760	1,718	(42)	(2%)	117	\$34.49	\$45.21	\$62.41
Logisticians (13-1081)	2,617	2,650	32	1%	233	\$30.63	\$38.82	\$50.21
Cargo and Freight Agents (43-5011)	853	713	(140)	(16%)	65	\$17.24	\$21.81	\$28.33
Production, Planning, and Expediting Clerks (43-5061)	6,271	6,091	(181)	(3%)	571	\$18.02	\$23.88	\$30.18
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	4,103	4,025	(79)	(2%)	375	\$19.86	\$25.90	\$35.02
<b>Middle-Skill Total</b>	<b>15,604</b>	<b>15,196</b>	<b>(408)</b>	<b>(3%)</b>	<b>1,362</b>			
<b>Total</b>	<b>56,700</b>	<b>56,592</b>	<b>(108)</b>	<b>(0%)</b>	<b>6,616</b>			

**Exhibit 7. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry Level Education</b>
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	160,128	159,852	(276)	(0%)	19,953	No formal education required
<b>Below Middle-Skill Subtotal</b>	<b>160,128</b>	<b>159,852</b>	<b>(276)</b>	<b>(0%)</b>	<b>19,953</b>	
Transportation, Storage, and Distribution Managers (11-3071)	7,881	7,741	(140)	(2%)	532	HS diploma or equivalent
Logisticians (13-1081)	9,859	9,989	130	1%	878	Bachelor's degree
Cargo and Freight Agents (43-5011)	8,626	8,733	107	1%	810	HS diploma or equivalent
Production, Planning, and Expediting Clerks (43-5061)	24,983	24,123	(860)	(3%)	2,269	HS diploma or equivalent
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1047)	19,028	18,981	(47)	(0%)	1,800	HS diploma or equivalent
<b>Middle-Skill Total</b>	<b>70,377</b>	<b>69,567</b>	<b>(810)</b>	<b>(1%)</b>	<b>6,290</b>	
<b>Total</b>	<b>230,505</b>	<b>229,419</b>	<b>(1,086)</b>	<b>(0%)</b>	<b>26,243</b>	

## 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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