



## Labor Market Analysis: 1006.00 – Technical Theater

### *Finished Costuming – Certificate requiring 16 to fewer than 30 semester units*

Los Angeles Center of Excellence, March 2025

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" 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 type="checkbox"/>	No <input checked="" 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"/>	

## SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation<sup>1</sup> or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed some college or an associate degree as their highest level of educational attainment.

**Recommendation:** Due to two program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

## Key Findings

### Supply Gap

- 353 annual job openings are projected in the region through 2028. This number is less than the three-year average of 115 awards conferred by educational institutions in the region.

### Living Wage

- \$23.12 is the typical entry-level hourly wages for *costume attendants*, which is lower than Los Angeles County’s self-sufficiency standard hourly (\$24.03/hour).<sup>2</sup>

<sup>1</sup> Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. 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.

<sup>2</sup> Center for Women’s Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

### **Educational Attainment**

- A high school diploma or equivalent is the typical entry-level education for *costume attendants*, according to the Bureau of Labor Statistics (BLS).
- 37% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

### **Community college supply**

- 14 community colleges issued awards related to technical theater in the greater LA/OC region.
- 69 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

### **Other postsecondary supply**

- 6 educational institutions in the LA/OC region have conferred awards in programs related to finished costuming over the past three years.
- 46 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

## **TARGET OCCUPATION**

LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation:

- **Costume Attendants (39-3092)** Select, fit, and take care of costumes for cast members, and aid entertainers. May assist with multiple costume changes during performances.<sup>3</sup>

## **OCCUPATIONAL DEMAND**

Exhibit 1 shows the five-year occupational demand projections for *costume attendants*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to decrease by 4% through 2028. However, there will be more than 300 job openings per year through 2028 due to retirements and workers leaving the field. The majority of jobs in 2023 for *costume attendants* (82%) were located in Los Angeles County.

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>4</sup>**

<b>Geography</b>	<b>2023 Jobs</b>	<b>2028 Jobs</b>	<b>2023-2028 Change</b>	<b>2023-2028 % Change</b>	<b>Annual Openings</b>
Los Angeles	1,065	1,012	(53)	(5%)	288
Orange	229	226	(3)	(1%)	65
<b>Total</b>	<b>1,294</b>	<b>1,238</b>	<b>(56)</b>	<b>(4%)</b>	<b>353</b>

<sup>3</sup> [Costume Attendants \(bls.gov\)](https://www.bls.gov)

<sup>4</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.

## Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand the target occupation in Los Angeles County. Positive scores for automation resilience<sup>5</sup> reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements.

**Exhibit 2: Detailed employment and occupational demand, Los Angeles County<sup>6</sup>**

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Automation Resilience	% Aged 55 and older
Costume Attendants	1,065	1,012	(5%)	288	6.0	41%

## WAGES

The labor market endorsement in this report considers the entry-level hourly wages for *costume attendants* 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 Los Angeles/Orange County region.

### Los Angeles County

The typical entry-level hourly wages for *costume attendants* are \$23.12, which is below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Experienced workers can expect to earn wages of \$40.33, which is higher than the self-sufficiency standard (Exhibit 3).

**Exhibit 3: Earnings for occupation in Los Angeles County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Costume Attendants	\$23.12	\$35.09	\$40.33	\$73,000

\*Rounded to the nearest \$100

### Orange County

The typical entry-level hourly wages for *costume attendants* are \$20.21, which is below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Experienced workers can expect to earn wages of \$35.06, which is higher than the self-sufficiency standard (Exhibit 4).

<sup>5</sup> Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

<sup>6</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.

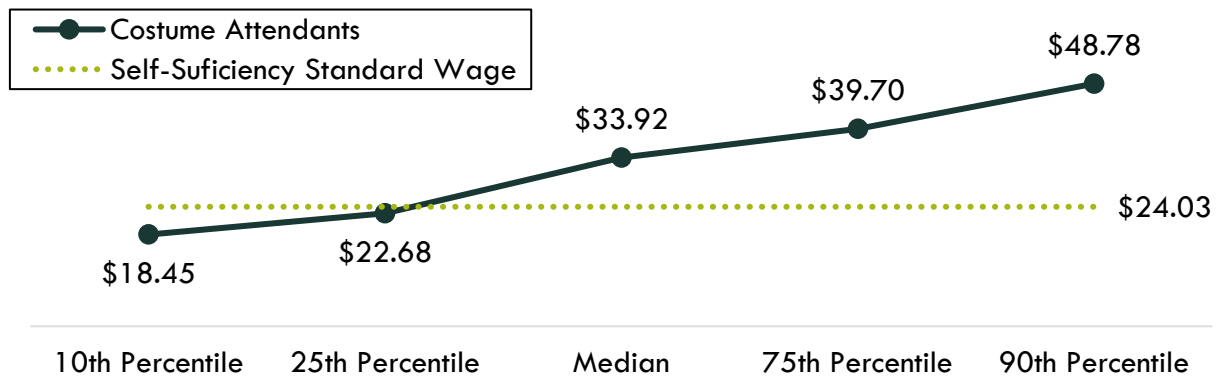
#### Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Costume Attendants	\$20.21	\$30.62	\$35.06	\$63,700

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupation in this report are \$22.68; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

#### Exhibit 5: Average hourly earnings for costume attendants, Los Angeles and Orange counties



## JOB POSTINGS

There were 111 online job postings related to *costume attendants* listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

**Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties**

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> <li>• Wardrobe managers</li> <li>• Wardrobe assistants</li> <li>• Fashion assistants</li> <li>• Costume shop supervisors</li> <li>• Costume technicians</li> <li>• Wardrobe attendants</li> </ul>	<ul style="list-style-type: none"> <li>• Costumes</li> <li>• Sewing</li> <li>• Textiles</li> <li>• Merchandising</li> <li>• Costume design</li> <li>• Wardrobe styling</li> </ul>	<ul style="list-style-type: none"> <li>• The Service Companies*</li> <li>• Universal Studios Hollywood</li> <li>• Chapman University</li> <li>• Disney</li> <li>• Volt*</li> </ul>

\*Staffing companies

In the greater Los Angeles/Orange County region, 14% of the *costume attendant* job postings listed a minimum educational requirement. Exhibit 7 details the number and percentage of job postings by educational level.

**Exhibit 7: Education levels requested in job postings for costume attendants, Los Angeles and Orange counties**

Education Level	Job Postings	% of Job Postings
Bachelor's degree	7	47%
Associate degree	0	0%
High school diploma or vocational training	8	53%

## EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *costume attendants* (Exhibit 8). However, the national-level data indicates 37% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupation in this report:

**Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

Occupation	Education Level
Costume attendants	High school diploma or equivalent

## EDUCATIONAL SUPPLY

### Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in the related TOP code: Technical Theater (1006.00). The colleges with the most completions in the region are East LA, Fullerton, and Santa Monica.

### Exhibit 9: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1006.00	Technical Theater	Citrus	7	5	2	5
		East LA	6	32	13	17
		Glendale	-	2	-	1
		LA City	2	4	7	4
		LA Pierce	7	3	-	3
		LA Valley	1	1	2	1
		Mt San Antonio	-	-	2	1
		Pasadena	2	1	-	1
		Santa Monica	6	16	8	10
		<b>LA Subtotal</b>	<b>31</b>	<b>64</b>	<b>34</b>	<b>43</b>
		Cypress	7	6	2	5
		Fullerton	33	-	4	12
		Irvine	4	3	1	3
		Saddleback	4	3	2	3
		Santa Ana	6	2	-	3
<b>OC Subtotal</b>	<b>54</b>	<b>14</b>	<b>9</b>	<b>26</b>		
<b>Supply Total/Average</b>			<b>85</b>	<b>78</b>	<b>43</b>	<b>69</b>

### Other Postsecondary 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 *costume attendants*. Exhibit 10 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 46 bachelor's and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete. Of the awards in Exhibit 10, the majority (74%) are bachelor's degrees (34 awards), followed by sub-baccalaureate awards (12 awards).

### Exhibit 10: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
50.0502	Technical Theatre/ Theatre	CA Institute of the Arts	18	17	15	17
		Chapman Univ.	-	1	-	0
		Pepperdine Univ.	6	3	1	3
		USC	4	10	8	7

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
	Design and Technology	Vanguard Univ. of Southern CA	1	1	1	1
50.0510	Costume Design	Fashion Institute of Design & Merch.	19	21	11	17
<b>Supply Total/Average</b>			<b>48</b>	<b>53</b>	<b>36</b>	<b>46</b>

Exhibit 11 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

**Exhibit 11: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region**



**Contact information:**

Luke Meyer, Director

Los Angeles Center of Excellence

[Lmeyer7@mtsac.edu](mailto:Lmeyer7@mtsac.edu)

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**DATA 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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