



Labor Market Analysis: 3007.00 – Cosmetology and Barbering 12.0409 – Aesthetician/Esthetician and Skin Care Specialist *Esthetician – Certificate requiring 16 to fewer than 30 semester units*

Los Angeles Center of Excellence, June 2026

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐
Program Endorsement Criteria			
Supply Gap:	Yes ☒		No ☐
Living Wage: (Entry-Level, 25 th)	Yes ☐		No ☒
Education:	Yes ☒		No ☐
Emerging Occupation(s)			
	Yes ☐		No ☒

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ 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 three identified middle-skill occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the Bureau of Labor Statistics lists a postsecondary non-degree award as the typical entry-level education level for all three occupations.

Recommendation: Due to two of three 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

- 4,853 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 4,016 awards conferred by educational institutions in the region.

¹ 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.

- However, the SOC codes in this report include a variety of cosmetology jobs, including estheticians and skincare specialists. Since the SOC codes do not solely represent estheticians, **the number of annual job openings is likely overstated.**
- Over the past 12 months, there were **702 online job postings related to estheticians and skincare specialists.** The highest number of job postings were for estheticians, licensed aestheticians, aestheticians, wax specialists, and medical aestheticians.

Living Wage

- 96% of annual job openings for these middle-skill cosmetology occupations have entry-level wages below Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- A postsecondary non-degree award is the typical entry-level education for the target cosmetology occupations, according to the Bureau of Labor Statistics (BLS).
 - 44%-51% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 11 community colleges issued awards related to cosmetology in the greater LA/OC region.
 - 1,277 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

Other postsecondary supply

- 32 educational institutions in the LA/OC region have conferred awards in programs related to cosmetology over the past three years.
 - 2,739 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2022 and 2024.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to three middle-skill cosmetology occupations. [For full occupation descriptions, please see Appendix.](#)

- **Hairdressers, Hairstylists, and Cosmetologists (39-5012)** ³
- **Makeup Artists, Theatrical and Performance (39-5091)** ⁴
- **Skincare Specialists (39-5094)** ⁵

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these middle-skill cosmetology occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 6% through 2029. There will be nearly 4,900 job

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

³ [Barbers, Hairstylists, and Cosmetologists \(bls.gov\)](#)

⁴ [Makeup Artists, Theatrical and Performance \(bls.gov\)](#)

⁵ [Skincare Specialists \(bls.gov\)](#)

openings per year through 2029 due to job growth and replacements. It is important to note that these SOC codes include various cosmetology occupations and not solely estheticians. Therefore, the data in Exhibit 1 is likely overstated for estheticians. The majority of jobs in 2024 for these middle-skill cosmetology occupations (75%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁶

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	25,689	27,067	1,378	5%	3,621
Orange	8,561	9,074	513	6%	1,232
Total	34,250	36,141	1,891	6%	4,853

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. 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. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁷

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Hairdressers, Hairstylists, and Cosmetologists	19,384	20,346	5%	2,619	28%	56%
Makeup Artists, Theatrical and Performance	991	863	(13%)	128	30%	Data unavailable
Skincare Specialists	5,314	5,859	10%	874	17%	65%
Total	25,689	27,067	5%	3,621	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill cosmetology occupations 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 majority, 96%, of annual openings for these middle-skill cosmetology occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$13.73 and \$32.85. (Exhibit 3).

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁷ Ibid.

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Makeup artists, theatrical and performance*, \$32.85

Experienced *skincare specialists* can expect to earn \$22.72, which is below the self-sufficiency standard wage. However, experienced *hairstylists and cosmetologists* and *makeup artists, theatrical and performance* can expect to earn wages between \$29.47 and \$66.84, which are higher than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Hairdressers, Hairstylists, and Cosmetologists	\$13.73	\$19.17	\$29.47	\$39,900
Makeup Artists, Theatrical and Performance	\$32.85	\$63.58	\$66.84	\$132,300
Skincare Specialists	\$16.67	\$17.31	\$22.72	\$36,000

*Rounded to the nearest \$100

Orange County

The majority, 98%, of annual openings for these middle-skill cosmetology occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$15.03 and \$29.68 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Makeup artists, theatrical and performance*, \$29.68

Experienced *skincare specialists* can expect to earn \$21.68, which is below the self-sufficiency standard wage. However, experienced *hairstylists and cosmetologists* and *makeup artists, theatrical and performance* can expect to earn wages between \$28.84 and \$60.75, which are higher than the self-sufficiency standard.

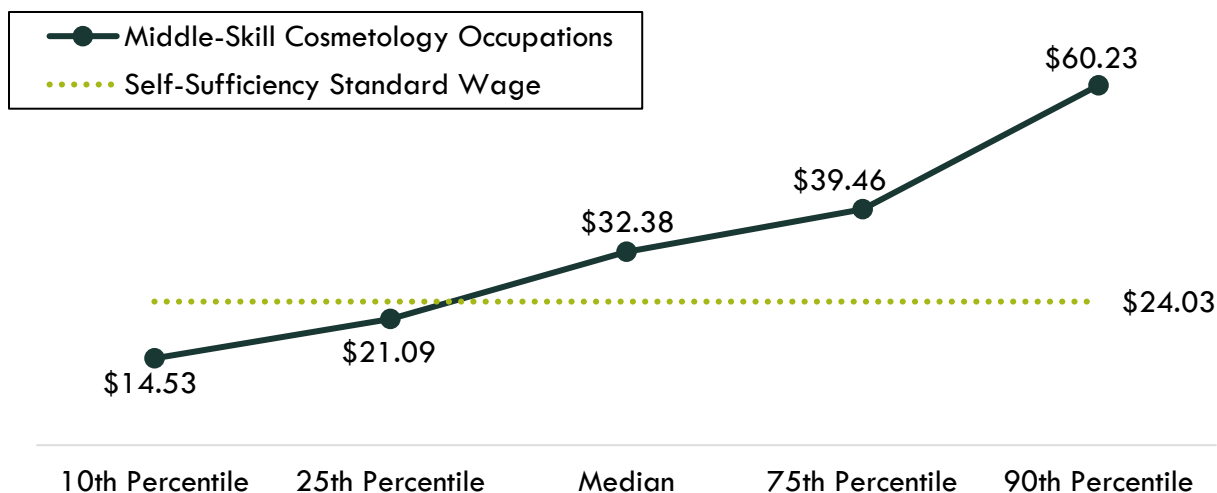
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Hairdressers, Hairstylists, and Cosmetologists	\$15.03	\$18.52	\$28.84	\$38,500
Makeup Artists, Theatrical and Performance	\$29.68	\$57.86	\$60.75	\$120,400
Skincare Specialists	\$16.20	\$16.53	\$21.68	\$34,400

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$21.09; 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 occupations in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties



JOB POSTINGS BY TITLE

In the past 12 months in Los Angeles and Orange Counties, there were 702 job postings for esthetician and skincare-related job titles. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 6). A list of the job titles used for this job postings search is available in the [Appendix](#).

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
- Estheticians - Licensed aestheticians - Aestheticians - Wax specialists - Medical aestheticians - Brow waxing experts - Waxing specialists - Medical assistants/aestheticians - Aestheticians/cosmetologists	- Sanitation - Skin care - Cosmetology - Marketing - Wax - Treatment planning - Retail sales - Product knowledge - Product demonstration - Selling techniques	- European Wax Center - Ulta Beauty - Equinox - Massage Envy - Burke Williams - AbbVie - Disney - Revance International - Tribeca - Nordstrom

In the greater Los Angeles/Orange County region, 18% of the target 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 target job postings, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	45	35%
Associate degree	8	6%
High school diploma or vocational training	74	58%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for all three of the target occupations (Exhibit 8). Furthermore, the national-level data indicates between 44% and 51% 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 occupations in this report:

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

Occupation	Education Level
Hairdressers, Hairstylists, and Cosmetologists	Postsecondary non-degree award
Makeup Artists, Theatrical and Performance	Postsecondary non-degree award
Skincare Specialists	Postsecondary non-degree award

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: Cosmetology and Barbering (3007.00). The colleges with the most completions in the region are LA Trade-Tech, Santa Monica, and Citrus.

Exhibit 9: Regional community college awards (certificates and degrees), 2023-2025

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
3007.00	Cosmetology and Barbering	Cerritos	96	147	178	140
		Citrus	186	208	161	185
		Compton	66	72	67	68
		El Camino	35	31	34	33
		LA Trade-Tech	194	167	239	200
		Pasadena	28	37	58	41
		Santa Monica	213	182	178	191
		LA Subtotal	818	844	915	859
		Fullerton	115	117	149	127
		Golden West	133	190	152	158
		Saddleback	136	161	12	103
		Santiago Canyon	47	33	8	29
		OC Subtotal	431	501	321	418
		Supply Total/Average	1,249	1,345	1,236	1,277

Exhibit 10 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (85%).

Exhibit 10: Community college awards by award type, 2023-2025

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	183	14%
Certificates	1,086	85%
Noncredit awards	8	1%
Total	1,277	100%

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 these middle-skill cosmetology occupations. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2022 to 2024. Between 2022 and 2024, other postsecondary college institutions in the region conferred an average of 2,739 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

Exhibit 11: Other regional postsecondary awards, 2022-2024

CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
12.0401	Cosmetology/ Cosmetologist, General	ABC Adult School	9	29	27	22
		Academy for Salon Professionals	17	19	19	18
		Academy of Esthetics and Cosmetology	8	5	10	8
		Advance Beauty College	49	100	107	85
		American Beauty College	33	69	71	58
		Asian-American International Beauty College	59	85	142	95
		Baldwin Park Adult & Community Education	37	40	32	36
		Beyond 21st Century Beauty Academy	25	19	8	17
		Career Academy of Beauty	52	59	40	50
		Coastline Beauty College	27	40	41	36
		Coba Academy	9	24	18	17
		Flair Beauty College	15	22	-	12
		International College of Beauty Arts & Sciences	18	15	23	19
		International School of Cosmetology	144	88	-	77

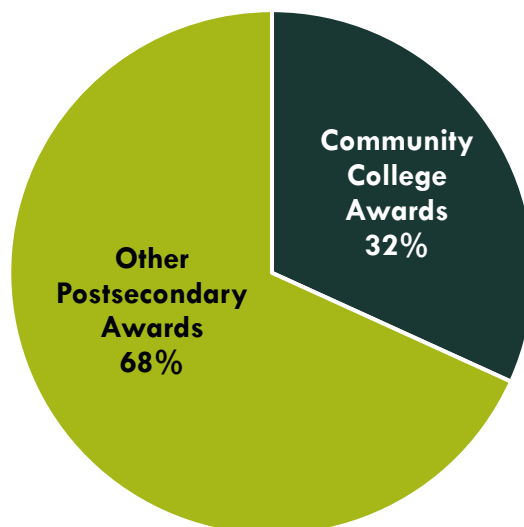
CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		John Wesley International Barber and Beauty College	3	6	4	4
		KC Beauty Academy	7	29	25	20
		Los Angeles College of Aesthetics	8	19	19	15
		Paul Mitchell the School-Costa Mesa	96	151	143	130
		Paul Mitchell the School-Pasadena	57	73	67	66
		Paul Mitchell the School-Sherman Oaks	128	85	72	95
		Pomona Unified School District Adult and Career Education	16	-	-	5
		Professional Institute of Beauty	48	72	54	58
		Redondo Beach Beauty College	11	7	14	11
		Salon Success Academy-West Covina	12	22	16	17
		Santa Ana Beauty Academy	8	10	9	9
		Santa Ana Beauty College	22	21	-	14
		Thanh Le College School of Cosmetology	8	15	14	12
		Universal College of Beauty Inc-LA 2	13	16	18	16
		Victory Career College	7	6	15	9
		ZMS The Academy	14	14	13	14
12.0408	Facial Treatment Specialist/Facialist	Thanh Le College School of Cosmetology	-	-	9	3
12.0409	Aesthetician/Esthetician and Skin Care Specialist	Academy for Salon Professionals	85	97	125	102
		Academy of Esthetics and Cosmetology	12	9	5	9
		Advance Beauty College	224	204	155	194
		American Beauty College	-	-	30	10
		Asian-American International Beauty College	126	124	98	116
		Beyond 21st Century Beauty Academy	84	68	62	71
		Career Academy of Beauty	137	119	131	129
		Coastline Beauty College	98	45	45	63

CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		Coba Academy	64	53	40	52
		Diamond Beauty College	48	56	41	48
		Flair Beauty College	34	36	-	23
		Hacienda La Puente Adult Education	51	156	123	110
		International College of Beauty Arts & Sciences	65	52	51	56
		KC Beauty Academy	32	42	27	34
		Los Angeles College of Aesthetics	77	44	52	58
		Paul Mitchell the School-Costa Mesa	143	129	134	135
		Paul Mitchell the School-Pasadena	82	69	73	75
		Paul Mitchell the School-Sherman Oaks	-	-	57	19
		Redondo Beach Beauty College	23	21	28	24
		Salon Success Academy-West Covina	49	48	41	46
		Santa Ana Beauty Academy	16	17	15	16
		Santa Ana Beauty College	35	21	-	19
		Thanh Le College School of Cosmetology	20	20	-	13
		Victory Career College	44	44	32	40
		ZMS The Academy	102	102	58	87
12.0413	Cosmetology, Barber/Styling, and Nail Instructor	Advance Beauty College	7	4	3	5
		American Beauty College	3	-	12	5
		Asian-American International Beauty College	1	4	5	3
		Career Academy of Beauty	2	-	3	2
		Hacienda La Puente Adult Education	27	89	91	69
		Professional Institute of Beauty	10	2	5	6
		Thanh Le College School of Cosmetology	-	-	2	1
		Universal College of Beauty Inc-Los Angeles 2	1	1	1	1

CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
12.0499	Cosmetology and Related Personal Grooming Arts, Other	Career Academy of Beauty	13	23	32	23
		Pomona Unified School District Adult and Career Education	-	41	36	26
Supply Total/Average			2,675	2,900	2,643	2,739

Exhibit 13 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 other institutions in the greater Los Angeles/Orange County region.

Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Hairdressers, Hairstylists, and Cosmetologists (39-5012)** Provide beauty services, such as cutting, coloring, and styling hair, and massaging and treating scalp. May shampoo hair, apply makeup, dress wigs, remove hair, and provide nail and skincare services. ⁸
- **Makeup Artists, Theatrical and Performance (39-5091)** Apply makeup to performers to reflect period, setting, and situation of their role. ⁹
- **Skincare Specialists (39-5094)** Provide skincare treatments to face and body to enhance an individual's appearance. Includes electrologists and laser hair removal specialists. ¹⁰

APPENDIX: JOB TITLES FOR JOB POSTINGS SEARCH

- | | | |
|---------------------------------------|---|---------------------------------|
| • Aesthetician managers | • Lead sales aestheticians | • Skin specialists |
| • Aestheticians | • Licensed aestheticians | • Skin therapists |
| • Aestheticians and massage therapist | • Licensed massage therapists/aestheticians | • Skincare advisors |
| • Aestheticians/cosmetologists | • Licensed medical aestheticians | • Skincare advisors/consultants |
| • Aestheticians/makeup artists | • Massage therapist aestheticians | • Skincare consultants |
| • Beauty skin care consultants | • Master aestheticians | • Skincare experts |
| • Brow waxing experts | • Medical aestheticians | • Skincare leads |
| • Clinical aestheticians | • Medical assistants/aestheticians | • Skincare specialists |
| • Estheticians | • Nail technician aestheticians | • Skincare therapists |
| • Esthetics instructors | • Salon aestheticians | • Spa aestheticians |
| • Laser technician aestheticians | • Skin consultants | • Spa manager and aestheticians |
| • Lead aestheticians | | • Wax specialists |
| | | • Waxing specialists |

⁸ [Barbers, Hairstylists, and Cosmetologists \(bls.gov\)](https://www.bls.gov/occupations/39-5012)

⁹ [Makeup Artists, Theatrical and Performance \(bls.gov\)](https://www.bls.gov/occupations/39-5091)

¹⁰ [Skincare Specialists \(bls.gov\)](https://www.bls.gov/occupations/39-5094)

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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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