

Cosmetology and Barbering

Inland Empire/Desert Region (Riverside and San Bernardino counties)

This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

Summary

- Community college cosmetology and barbering programs provide the knowledge, skills, and abilities that lead to four community college-level occupations, referred to as the cosmetology occupational group in this report.
- Employment for the cosmetology occupational group is expected to increase by 4% through 2025, with 1,696 job openings available annually over this period.
- The 50th percentile hourly earnings for this group are between \$11.60 and \$16.25 per hour, below the regional \$24.36 per hour self-sustainable earnings standard for a single adult with one child.
- Regional community colleges have issued 156 awards annually in cosmetology and barbering programs over the last three academic years. Other postsecondary education providers in the region have issued 1,053 awards annually over the previous three academic years in programs related to cosmetology and barbering.
- The Centers of Excellence cautiously recommends expanding cosmetology and barbering programs. For more information, see the [recommendation section](#).

Introduction

California Community College cosmetology and barbering (TOP 3007.00) programs prepare students for employment through instruction related to the care and styling of hair, and care of complexion, hands and feet, including hygiene, customer relations, and salon management (Taxonomy of Programs, 2012). The knowledge, skills, and abilities provided by cosmetology and barbering programs lead to four distinct occupations, further referred to as the cosmetology occupational group.

- Barbers (SOC 39-5011)
- Hairdressers, Hairstylists, and Cosmetologists (39-5012)
- Manicurists and Pedicurists (39-5092)
- Skincare Specialists (39-5094)

For this report, the occupations trained by cosmetology programs are classified into three groups, haircare, skincare, and nailcare. The [haircare section](#) details regional demand for barbers and hairdressers, hairstylists,

and cosmetologists further referred to as the haircare occupational group. The [skincare section](#) details regional demand for skincare specialists. The [nailcare section](#) details regional demand for manicurists and pedicurists.

Haircare

The haircare occupational group includes the occupations barbers and hairdressers, hairstylists, and cosmetologists. Below are the occupation definitions (soc code), sample job titles, education and training requirements, and community college education attainment for haircare occupations.

Barbers (39-5011)

Provide barbering services, such as cutting, trimming, shampooing, and styling hair; trimming beards; or giving shaves.

Sample job titles: Barber, Barber Shop Operator, Barber Stylist, Stylist

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Work Experience: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 35%

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.

Sample job titles: Beautician, Cosmetologist, Hair Dresser, Hair Stylist, Hairdresser, Hairstylist, Stylist

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Work Experience: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 43%

Haircare Job Counts and Projections

In 2020, there were 10,406 haircare jobs in the region. Employment for this occupational group is expected to grow by 2% through 2025. Over this period, there are 1,204 annual job openings projected for haircare occupations. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 1: Five-year projections, 2020-2025

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Hairdressers, Hairstylists, and Cosmetologists	9,404	9,511	1%	5,416	1,083	27%
Barbers	1,002	1,101	10%	607	121	22%
Total	10,406	10,613	2%	6,022	1,204	25%

Source: Emsi 2021.3

A search of online job advertisements over the last 12 months for haircare jobs was conducted to reveal the details about the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the previous 12 months, 985 job advertisements for haircare workers were posted in the region.

Exhibit 2 shows the number of job ads posted during the last 12 months in the region and the regional and statewide average time to fill this job. On average, regional employers fill online job advertisements for haircare occupations within 42 days. The regional average time to fill is three days shorter than the statewide average time to fill, indicating that regional employers may face similar challenges filling open positions as other employers in California.

Exhibit 2: Job ads and time to fill

Occupations	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Hairdressers, Hairstylists, and Cosmetologists	879	42	45
Barbers	106	41	41
Total	985	42	45

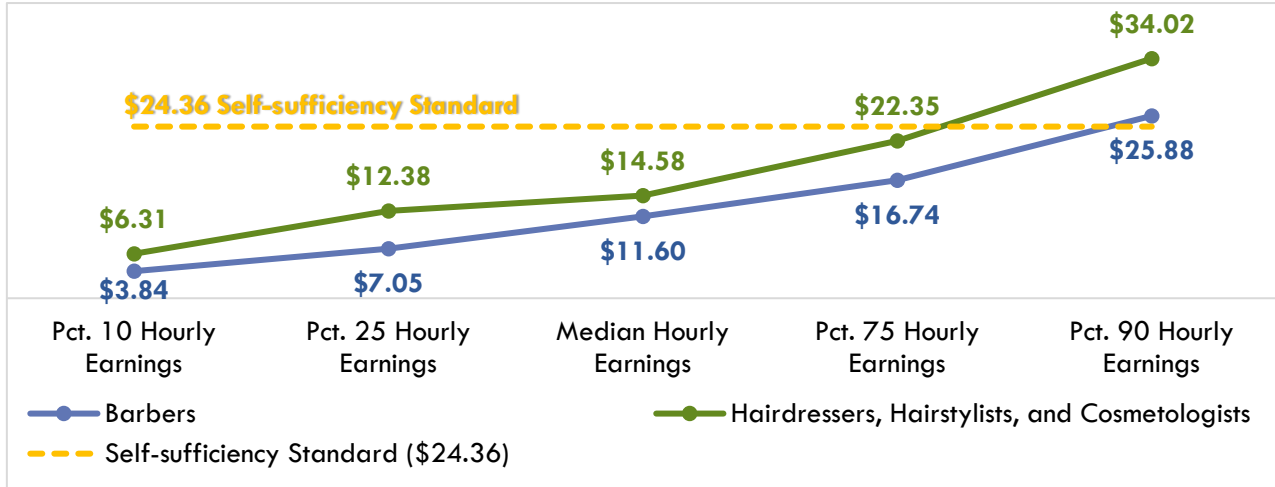
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

The 90th percentile hourly earnings for the haircare occupations surpass the self-sustainability rate, indicating that only the top 10% of workers earn a self-sustainable wage. Hourly earnings include reported tips. Exhibit 3 displays the hourly earnings for the haircare occupational group.

Exhibit 3: Hourly earnings by percentile



Source: Emsi 2021.3

According to the occupational guides developed by the California Labor Market Information Division, benefits for hairdressers, hairstylists, and cosmetologists, who are salaried, often include medical and dental benefits, sick leave, and vacation time. Self-employed hairdressers, hairstylists, and cosmetologists must provide their own health insurance. Benefits information is not available for barbers (Detailed Occupational Guides, 2021).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the haircare occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay haircare workers a median annual salary between \$38,000 and \$40,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 16% (161 out of 985) of online job advertisements for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 4: Advertised salary information

Occupations	Number of job ads	Real-Time Salary Information				Median Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Hairdressers, Hairstylists, and Cosmetologists	139	42%	32%	13%	13%	\$38,000
Barbers	22	27%	50%	18%	5%	\$40,000

Source: Burning Glass – Labor Insights

Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads for haircare workers in the region over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. Great Clips posted the most job advertisements for haircare workers over the last 12 months in the region.

Exhibit 5: Employers posting the most job ads for the haircare occupational group

Occupations	Employers
Hairdressers, Hairstylists, and Cosmetologists (n=746)	<ul style="list-style-type: none"> • Great Clips • Ultra Beauty, Inc. • Sport Clips • Regis Corporation
Barbers (n=61)	<ul style="list-style-type: none"> • Sport Clips • Eddies Barber Shop

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers' seek when looking for workers to fill haircare positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

Exhibit 6: Sample of in-demand skills from employer job ads

Occupations	Specialized skills	Employability skills
Hairdressers, Hairstylists, and Cosmetologists (n=636)	<ul style="list-style-type: none"> • Client Base Retention • Scheduling • Customer Service • Cleaning 	<ul style="list-style-type: none"> • Communication Skills • Listening • Creativity • Building Effective Relationships
Barbers (n=13)	<ul style="list-style-type: none"> • Hair Styling • Client Base Retention • Customer Service • Cleaning 	<ul style="list-style-type: none"> • Communication Skills • Teamwork/Collaboration • Positive Disposition • Energetic

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, between 35% and 43% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." Very few employers (5%) included minimum education requirements in their job advertisements. According to online job ads with education requirements, all employers sought candidates with a high school diploma or vocational training. Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for haircare occupations.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements

Occupations	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Hairdressers, Hairstylists, and Cosmetologists	Postsecondary nondegree award	43%	43	100%	-	-
Barbers	Postsecondary nondegree award	35%	3	100%	-	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required and the real-time work experience requirements from employer job ads for haircare workers. Most employers sought candidates with zero to two years of work experience.

Exhibit 8: Work experience required and real-time work experience requirements

Occupations	Work Experience Typically Required	Number of job ads	Real-Time Work Experience		
			0 – 2 years	3 – 5 years	6+ years
Hairdressers, Hairstylists, and Cosmetologists	None	142	81%	15%	4%
Barbers	None	5	60%	40%	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

Skincare

Below is the occupation definition (soc code), sample job titles, education and training requirements, and community college education attainment for skincare specialists.

Skincare Specialists (39-5094)

Provide skincare treatments to face and body to enhance an individual's appearance. Includes electrologists and laser hair removal specialists.

Sample job titles: Aesthetician, Clinical Esthetician, Esthetician, Facialist, Medical Esthetician, Skin Care Specialist, Skin Care Technician, Skin Care Therapist, Spa Technician

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Work Experience: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 52%

Skincare Specialist Job Counts and Projections

In 2020, there were 914 skincare specialist jobs in the region. Employment for this occupation is expected to grow by 8% through 2025. Over this period, there are 111 annual job openings projected for skincare specialists. Exhibit 9 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 9: Five-year projections, 2020-2025

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Skincare Specialists	914	990	8%	557	111	14%

Source: Emsi 2021.3

Exhibit 10 shows the number of job ads posted during the last 12 months in the region and the regional and statewide average time to fill this job. Over the previous 12 months, 124 job advertisements for skincare specialists were posted in the region. On average, regional employers fill online job advertisements for skincare specialists within 36 days. The regional average time to fill is four days shorter than the statewide average time to fill, indicating that regional employers may face fewer challenges filling open positions than other employers in California.

Exhibit 10: Job ads and time to fill

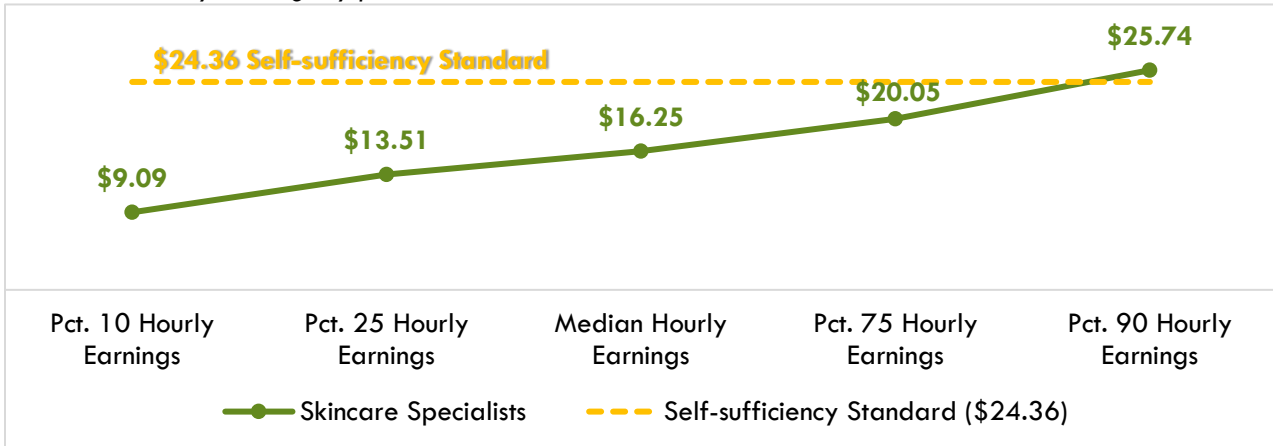
Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Skincare Specialists	108	36	40

Source: Burning Glass – Labor Insights

Earnings and Benefits

Only the 90th percentile hourly earnings for skincare specialists exceed the self-sustainability standard, indicating that only the top 10% of workers earn a self-sustainable wage. Hourly earnings include reported tips. Exhibit 11 displays the hourly earnings for skincare specialists.

Exhibit 11: Hourly earnings by percentile



Source: Emsi 2021.3

According to the occupational guides developed by the California Labor Market Information Division, benefits for skincare specialists may include health insurance and vacation. Self-employed skincare specialists are responsible for providing their own benefits (Detailed Occupational Guides, 2021).

Advertised Salary from Online Job Ads

Exhibit 12 displays online job ad salary data for skincare specialists over the last 12 months. Online job ad salary information reveals that employers are willing to pay skincare specialists a median annual salary of \$34,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 14% (15 out of 108) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 12: Advertised salary information

Occupation	Number of job ads	Real-Time Salary Information				Median Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Skincare Specialists	15	61%	23%	8%	8%	\$34,000

Source: Burning Glass – Labor Insights

Employers, Skills, Education, and Work Experience

Exhibit 13 displays the employers that posted the most job ads for skincare specialists in the region over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. Massage Envy, which also offers skincare services, posted the most job advertisements for skincare specialists over the last 12 months in the region.

Exhibit 13: Employers posting the most job ads for skincare specialists

Occupation	Employers
Skincare Specialists (n=124)	<ul style="list-style-type: none"> • Massage Envy • San Manuel Casino

Source: Burning Glass – Labor Insights

Exhibit 14 lists a sample of specialized and employability skills employers' seek when looking for workers to fill skincare specialists positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

Exhibit 14: Sample of in-demand skills from employer job ads

Occupation	Specialized skills	Employability skills
Skincare Specialists (n=53)	<ul style="list-style-type: none"> • Product Knowledge • Customer Service • Scheduling • Microdermabrasion 	<ul style="list-style-type: none"> • Teamwork/Collaboration • Physical Abilities • Writing • Building Effective Relationships

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, approximately 52% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." All of the job advertisements for skincare specialists sought candidates with a high school diploma or vocational training. Exhibit 15 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for skincare specialists.

Exhibit 15: Typical entry-level education, educational attainment, and minimum advertised education requirements

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Skincare Specialists	Postsecondary nondegree award	52%	21	100%	-	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 16 displays the work experience typically required and the real-time work experience requirements from employer job ads for skincare specialists. The majority (52%) of employers sought candidates with zero to two years of work experience.

Exhibit 16: Work experience required and real-time work experience requirements

Occupation	Work Experience Typically Required	Number of job ads	Real-Time Work Experience		
			0 – 2 years	3 – 5 years	6+ years
Skincare Specialists	None	23	52%	48%	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

Nailcare

Below is the occupation definition (soc code), sample job titles, education and training requirements, and community college education attainment for manicurists and pedicurists.

Manicurists and Pedicurists (39-5092)

Clean and shape customers' fingernails and toenails. May polish or decorate nails.

Sample job titles: Manicurist, Nail Technician, Pedicurist

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Work Experience: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 24%

Nailcare Job Counts and Projections

In 2020, there were 3,120 manicurist and pedicurist jobs in the region. Employment for this occupation is expected to grow by 8% through 2025. Over this period, there are 381 annual job openings projected for manicurists and pedicurists. Exhibit 17 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 17: Five-year projections, 2020-2025

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Manicurists and Pedicurists	3,120	3,380	8%	1,903	381	15%

Source: Emsi 2021.3

Over the previous 12 months, 33 job advertisements for manicurists and pedicurists were posted in the region. The search area was expanded to the entire state of California to ensure actionable job-related data is provided, resulting in a total of 443 job ads.

Exhibit 18 shows the number of job ads posted during the last 12 months in the state and the statewide average time to fill this job. On average, employers in California fill online job advertisements for manicurists and pedicurists within 43 days.

Exhibit 18: Job ads and time to fill

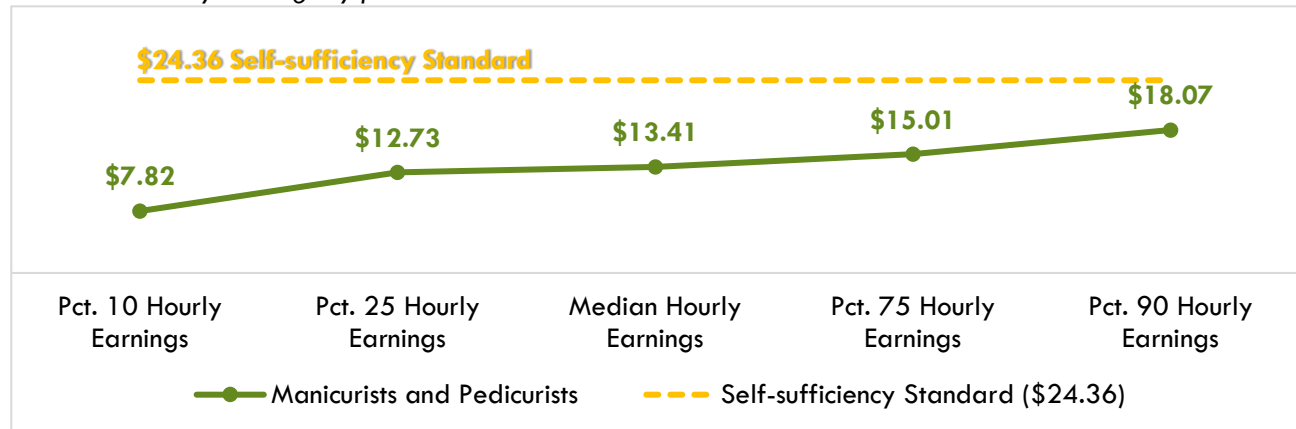
Occupation	Job Ads	Statewide Average Time to Fill (Days)
Manicurists and Pedicurists	443	43

Source: Burning Glass – Labor Insights

Earnings and Benefits

Exhibit 19 displays the hourly earnings for manicurists and pedicurists. The hourly earnings for manicurists and pedicurists do not surpass the self-sustainability rate, indicating that workers in this occupation may struggle to support themselves. Hourly earnings include reported tips.

Exhibit 19: Hourly earnings by percentile



Source: Emsi 2021.3

Benefits information, typically provided by the California Labor Market Information Division, is not available for manicurists and pedicurists (Detailed Occupational Guides, 2021).

Advertised Salary from Online Job Ads

Exhibit 20 displays online job ad salary data for manicurists and pedicurists over the last 12 months. Online job ad salary information reveals that employers are willing to pay this occupation a median annual salary of \$41,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 35% (156 out of 443) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 20: Advertised salary information

Occupation	Number of job ads	Real-Time Salary Information				Median Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Manicurists and Pedicurists	156	26%	50%	19%	5%	\$41,000

Source: Burning Glass – Labor Insights

Employers, Skills, Education, and Work Experience

Exhibit 21 displays the employers that posted the most job ads for manicurists and pedicurists in California over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. PS Salon and Spa posted the most job advertisements for manicurists and pedicurists over the last 12 months in California.

Exhibit 21: Employers posting the most job ads for manicurists and pedicurists

Occupation	Employers
Manicurists and Pedicurists (n=443)	<ul style="list-style-type: none"> PS Salon and Spa Nail IT Salon (formerly Miss Sundays) Marriott International Incorporated Montage Hotels & Resorts Natura Nail Spa Le Reve Burke Williams Day Spa

Source: Burning Glass – Labor Insights

Exhibit 22 lists a sample of specialized and employability skills employers' seek when looking for workers to fill manicurist and pedicurist positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

Exhibit 22: Sample of in-demand skills from employer job ads

Occupation	Specialized skills	Employability skills
Manicurists and Pedicurists (n=216)	<ul style="list-style-type: none"> Cleaning Customer Service Product Sales Painting (Art) 	<ul style="list-style-type: none"> Physical Abilities English Teamwork/Collaboration Creativity

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, approximately 24% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." All online job ads for manicurists and pedicurists sought candidates with a high school diploma or vocational training. Exhibit 23 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for manicurists and pedicurists.

Exhibit 23: Typical entry-level education, educational attainment, and minimum advertised education requirements

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Manicurists and Pedicurists	Postsecondary nondegree award	24%	100	100%	-	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 24 displays the work experience typically required and the real-time work experience requirements from employer job ads for manicurists and pedicurists. Most employers sought candidates with zero to two years of work experience.

Exhibit 24: Work experience required and real-time work experience requirements

Occupation	Work Experience Typically Required	Number of job ads	Real-Time Work Experience		
			0 – 2 years	3 – 5 years	6+ years
Manicurists and Pedicurists	None	97	90%	8%	2%

Source: Emsi 2021.3, Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 25 displays completion data for cosmetology and barbering (3007.00) programs in the region. Over the last three academic years, from 2017 to 2020, regional colleges have issued 156 awards annually from cosmetology and barbering programs. The student completion and outcome methodology are available on page 20.

Exhibit 25: 2017-20, Annual average community college awards for cosmetology and barbering programs in the Inland Empire/Desert Region

TOP 3007.00 – Cosmetology and Barbering (Local Program Title)	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Certificate requiring 6 to < 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
Barstow (Cosmetology)	7	10	-	15	-	32
Riverside (Barbering Concepts, Cosmetology, Cosmetology Concepts, Cosmetology: Entrepreneurial, Cosmetology: Management & Supervision, Estetician, Estetician Concepts, Hairstyle Concepts, Manicuring Concepts)	10	83	4	14	14	125
Total	17	93	4	29	14	156

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 26. Among the students exiting cosmetology and barbering programs in the region, 75% of students reported working in their field of study, the median annual earnings were \$20,152, and 26% attained a living wage. The outcome methodology is available in the appendix section of this report.

Exhibit 26: 3007.00 – Cosmetology and barbering strong workforce program outcomes

Strong Workforce Program Metrics: 3007.00 – Cosmetology and Barbering Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	451	5,902
Completed 9+ career education units in one year (2019-20)	55%	62%
Perkins Economically disadvantaged students	86%	83%
Students who attained a noncredit workforce milestone in a year (2019-20)	70%	84%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	137	1,145
Transferred to a four-year institution (transfers)	-	35
Job closely related to the field of study (2017-18)	75%	73%
Median annual earnings (all exiters)	\$20,152	\$21,062
Median change in earnings (all exiters)	17%	23%

Strong Workforce Program Metrics: 3007.00 – Cosmetology and Barbering Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Attained a living wage (completers and skills-builders)	26%	17%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 27 displays awards reported by other postsecondary education providers in cosmetology/cosmetologist, general (CIP 12.0401) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, 15 other postsecondary education institutions in the region have issued 509 awards annually over the last three academic years.

Exhibit 27: Other educational provider cosmetology/cosmetologist, general training programs, three-year annual average credentials in the region

12.0401 – Cosmetology/Cosmetologist, General	Award 1<2 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Advance Beauty Techs Academy	7	7
Champion Institute of Cosmetology	17	17
Coachella Valley Beauty College	15	15
Coachella Valley Beauty College-Hemet	12	12
Elite Cosmetology School	27	27
International School of Beauty Inc	40	40
Milan Institute of Cosmetology-La Quinta	28	28
Paul Mitchell the School-Temecula	187	187
Royale College of Beauty and Barbering	13	13
Salon Success Academy-Corona	26	26
Salon Success Academy-Fontana	24	24
Salon Success Academy-Redlands	36	36
Salon Success Academy-Riverside	25	25
Salon Success Academy-Upland	47	47
San Bernardino Beauty College	6	6
Total	509	509

Source: IPEDS

Exhibit 28 displays awards reported by other postsecondary education providers in barbering/barber (CIP 12.0402) programs. On average, 12 other postsecondary education institutions in the region have issued 166 awards annually over the last three academic years.

Exhibit 28: Other educational provider barbering/barber training programs, three-year annual average credentials in the region

12.0402 – Barbering/Barber	Award <1 Academic Years	Award 1<2 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Advance Beauty Techs Academy	3	24	27
Coachella Valley Beauty College	3	14	17
Coachella Valley Beauty College-Hemet	1	7	7
Elite Cosmetology School	-	6	6
International School of Beauty Inc	-	29	29
Paul Mitchell the School-Temecula	-	10	10
Royale College of Beauty and Barbering	-	17	17
Salon Success Academy-Corona	-	-	0
Salon Success Academy-Fontana	-	-	0
Salon Success Academy-Riverside	-	14	14
Salon Success Academy-Upland	-	25	25
San Bernardino Beauty College	1	11	12
Total	8	159	166

Source: IPEDS

Exhibit 29 displays awards reported by other postsecondary education providers in aesthetician/esthetician and skin care specialist (CIP 12.0409) programs. On average, 13 other postsecondary education institutions in the region have issued 312 awards annually over the last three academic years.

Exhibit 29: Other educational provider aesthetician/esthetician and skin care specialist training programs, three-year annual average credentials in the region

12.0409 – Aesthetician/Esthetician and Skin Care Specialist	Award <1 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Advance Beauty Techs Academy	10	10
Champion Institute of Cosmetology	7	7
Coachella Valley Beauty College	1	1
Coachella Valley Beauty College-Hemet	13	13
Elite Cosmetology School	17	17
International School of Beauty Inc	39	39
Milan Institute of Cosmetology-La Quinta	25	25
Royale College of Beauty and Barbering	24	24

12.0409 – Aesthetician/Esthetician and Skin Care Specialist	Award <1 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Salon Success Academy-Corona	62	62
Salon Success Academy-Fontana	-	-
Salon Success Academy-Redlands	46	46
Salon Success Academy-Upland	62	62
San Bernardino Beauty College	5	5
Total	312	312

Source: IPEDS

Exhibit 30 displays awards reported by other postsecondary education providers in nail technician/specialist and manicurist (CIP 12.0410) programs. On average, ten other postsecondary education institutions in the region have issued 62 awards annually over the last three academic years.

Exhibit 30: Other educational provider nail technician/specialist and manicurist training programs, three-year annual average credentials in the region

12.0410 – Nail Technician/Specialist and Manicurist	Award <1 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Advance Beauty Techs Academy	1	1
Champion Institute of Cosmetology	2	2
Coachella Valley Beauty College-Hemet	3	3
International School of Beauty Inc	5	5
Royale College of Beauty and Barbering	8	8
Salon Success Academy-Fontana	1	1
Salon Success Academy-Redlands	1	1
Salon Success Academy-Riverside	9	9
Salon Success Academy-Upland	10	10
San Bernardino Beauty College	21	21
Total	62	62

Source: IPEDS

Exhibit 31 displays awards reported by other postsecondary education providers in cosmetology and related personal grooming arts, other (CIP 12.0499) programs. On average, one other postsecondary education institution in the region has issued three awards annually over the last three academic years.

Exhibit 31: Other educational provider cosmetology/cosmetologist, general training programs, three-year annual average credentials in the region

12.0499 – Cosmetology and Related Personal Grooming Arts, Other	Award <1 Academic Years	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
Elite Cosmetology School	3	3
Total	3	3

Source: IPEDS

Recommendation

Overall, employment for the cosmetology occupational group is expected to increase by 4% through 2025, with 1,696 job openings expected annually. The 50th percentile hourly earnings for the cosmetology occupational group are between \$11.60 and \$16.25 per hour, below the regional self-sustainability rate, indicating that workers in this field may struggle to support themselves. Hourly earnings include reported tips.

Regional community colleges have issued 156 awards in cosmetology and barbering (TOP 3007.00) programs over the last three academic years. Other postsecondary educational institutions issued 1,053 awards annually over the previous three academic years. Combined, postsecondary educational institutions have issued 1,209 awards.

The Centers of Excellence cautiously recommends expanding cosmetology and barbering programs. While there is significant demand for these workers in the region, the wages associated with these occupations are below the self-sufficiently standard. Colleges considering this program should partner with applicable employers to document their demand for these workers and the skills needed for students to earn self-sustainable earnings after exiting the program.

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Appendix: Methodology

Exhibit 25 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job advertisement data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or if they are collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for cosmetology workers in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	9,404	107	1%	1,083	\$6.31 to \$34.02	\$14.58	\$40,000	Postsecondary nondegree award & None	None
Manicurists and Pedicurists (39-5092)	3,120	260	8%	381	\$7.82 to \$18.07	\$13.41	\$31,000	Postsecondary nondegree award & None	None
Barbers (39-5011)	1,002	99	10%	121	\$3.84 to \$25.88	\$11.60	\$29,100	Postsecondary nondegree award & None	None
Skincare Specialists (39-5094)	914	76	8%	111	\$9.09 to \$25.74	\$16.25	\$39,500	Postsecondary nondegree award & None	None
Total	14,440	542	4%	1,696	-	-	-	-	-

Source: Emsi 2021.3