

**Program Endorsement Brief: 3020.40 – Flight Attendant**  
**Flight Attendant**

Los Angeles/Orange County Center of Excellence, February 2022

**Summary**

<b>Program Endorsement:</b>	<b>Endorsed:</b> All Criteria Met <input checked="" type="checkbox"/>	<b>Endorsed:</b> Some Criteria Met <input type="checkbox"/>	<b>Not</b> Endorsed <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage:</b> (Entry-Level, 25 <sup>th</sup> )	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 related to one middle-skill occupation: *flight attendants* (53-2031). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, there appears to be a supply gap for *flight attendants* in the region. In addition to the entry-level wage for flight attendants exceeding the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of incumbent workers have completed some college or an associate degree. **Due to all of 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 **1,350 jobs available annually** in the region due to new job growth and replacements, **which is more than the 60 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for *flight attendants* is **\$25.26, which is above the self-sufficiency standard wage** (living wage) for one adult in the region (\$18.10 in Los Angeles County).<sup>2</sup>

<sup>1</sup> 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> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists **high school diploma or equivalent** as the **typical entry-level education** for *flight attendants*.
  - National-level educational attainment data indicates that **43% of workers in the field have completed some college or an associate degree.**

**Supply:**

- Between 2017 and 2020, **three community colleges** in the LA/OC region issued awards in flight attendant programs, conferring an average of **60 awards**.
- Currently, there are no non-community college institutions in the LA/OC region that have conferred awards in relevant programs.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for *flight attendants*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 24% through 2025. There will be 1,350 job openings per year through 2025 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 full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

<b>Geography</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>2020-2025 Change</b>	<b>2020-2025 % Change</b>	<b>Annual Openings</b>
Los Angeles	7,847	9,750	1,903	24%	1,328
Orange	189	198	9	5%	23
<b>Total</b>	<b>8,036</b>	<b>9,948</b>	<b>1,912</b>	<b>24%</b>	<b>1,350</b>

<sup>3</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.

## **Wages**

The labor market endorsement in this report considers the hourly wages for *flight 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 LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County** – The typical entry-level hourly wage for *flight attendants* is \$25.26, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn \$35.03/hour.

**Orange County** – The typical entry-level hourly wage for *flight attendants* is \$22.59, which is **above** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn \$31.33/hour.

## **Job Postings**

Over the past 12 months, there have been 86 online job postings related to *flight attendants*. The top skills were customer service, safety training, cleaning, aerospace industry knowledge, and aviation safety. The top employers, by number of job postings, in the region were American Airlines and Allegiant Airlines.

*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 full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

## **Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *flight attendants*. National-level educational attainment data indicates that 43% of workers in the field have completed some college or an associate degree.

## Educational Supply

**Community College Supply** – Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Flight Attendant programs (TOP 3020.40). The college with the most completions in the region is Cypress College.

**Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020**

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
3020.40	Flight Attendant	Glendale	7	7	8	7
		<b>LA Subtotal</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>7</b>
		Cypress	41	47	46	45
		Orange Coast	6	9	9	8
		<b>OC Subtotal</b>	<b>47</b>	<b>56</b>	<b>55</b>	<b>53</b>
<b>Supply Total/Average</b>			<b>54</b>	<b>63</b>	<b>63</b>	<b>60</b>

**Non-Community College Supply** – Currently, there are no non-community college institutions in the LA/OC region that have conferred awards in relevant programs.

**Appendix A: Occupational demand and wage data by county**

**Exhibit 3. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 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>
Flight Attendants (53-2031)	7,847	9,750	1,903	24%	1,328	\$25.26	\$29.44	\$35.03

**Exhibit 4. Orange County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 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>
Flight Attendants (53-2031)	189	198	9	5%	23	\$22.59	\$26.33	\$31.33

**Exhibit 5. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
Flight Attendants (53-2031)	8,036	9,948	1,912	24%	1,350	High school diploma or equivalent

## Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (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)

For more information, please contact:

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