

**Program Endorsement Brief: 0511.00/Real Estate
Real Estate Broker's Certificate**
Orange County Center of Excellence, May 2022

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The 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 three middle-skill occupations: *property appraisers and assessors* (13-2020), *real estate brokers* (41-9021), and *real estate sales agents* (41-9022). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although the occupation *property appraisers and assessors* typically requires a bachelor's degree, it is considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree. 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 occupations.

Based on the available data there appears to be a supply gap for these real estate occupations in the region. Furthermore, while the majority (93%) of annual openings for the occupations in this report typically require a high school diploma or equivalent, over one-third of workers in the field have completed some college or an associate as their highest level of education. However, the majority of annual openings for these real estate occupations have entry-level wages that are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some 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 **3,690 jobs available annually** in the region due to new job growth and replacements, **which is more than the 537 awards conferred annually** by educational institutions in the region.

¹ 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.

- **Living Wage Criteria** –Within Orange County, *the majority (93%) of annual job openings* for these real estate occupations *have entry-level wages below the county’s living wage (\$20.63/hour).*²
 - However, **median wages for all three real estate occupations exceed the living wage in Los Angeles and Orange counties**, suggesting that workers can attain the living wage with some work experience.
- **Educational Criteria** – Within the LA/OC region, **93% of the annual job openings** for occupations related to program **typically require a high school diploma or equivalent.**
 - However, the national-level educational attainment data indicates **between 33.4% and 35.8% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **21 community colleges** in the LA/OC region that issue awards related to real estate, conferring an average of **489 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **48 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **four individual non-community college institutions throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these real estate occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 6% through 2025. There will be nearly 3,700 job openings per year through 2025 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	26,328	28,014	1,686	6%	2,654
Orange	10,637	11,151	514	5%	1,036
Total	36,965	39,165	2,200	6%	3,690

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these real estate occupations in Orange County as they relate to the county’s living wage. Los Angeles 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.

² Living wage data was pulled from California Family Needs Calculator on 5/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Orange County: The majority (93%) of annual openings for these real estate occupations have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$16.79 and \$24.81. Experienced workers can expect to earn wages between \$50.47 and \$67.58, which are higher than the living wage estimate. Orange County’s average wages are above/below the average statewide wage of \$48.54 for these occupations.

Los Angeles County: The majority (65%) of annual openings for these real estate occupations have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.85 and \$24.42. Experienced workers can expect to earn wages between \$50.24 and \$63.23, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$47.21 for these occupations.

Job Postings

There were 9,638 online job postings related to these real estate occupations listed in the past 12 months. The highest number of job postings were for leasing consultants, real estate agents, leasing professionals, apartment leasing consultants, and Zillow flex real estate agents. The top skills were sales, leasing, real estate experience, customer service, and property management. The top three employers, by number of job postings, in the region were Berkshire Hathaway Home Services – California Properties, Keller Williams Realty Inc., and e-Homes Realty.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *real estate brokers and real estate sales agents* and a bachelor’s degree as the typical entry-level education for *property appraisers and assessors*. In the LA/OC region, the majority of annual job openings (93%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 33.4% and 35.8% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 39% of real estate job postings listing a minimum education requirement in Los Angeles/Orange County, 55.9% (2,091) requested high school or vocational training, 2.6% (98) requested an associate degree, and 41.5% (1,549) requested a bachelor’s degree or higher.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Real Estate (0511.00) and Escrow (0511.10). The colleges with the most completions in the region are: Mt. San Antonio and Saddleback. Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

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

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0511.00	Real Estate	Cerritos	14	17	12	14
		Citrus	13	17	4	11

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Compton	1	-	-	0
		East LA	56	65	27	49
		El Camino	7	21	22	17
		Glendale	42	63	39	48
		LA City	16	26	39	27
		LA Harbor	3	4	4	4
		LA Southwest	4	-	3	2
		LA Trade	4	5	1	3
		LA Valley	14	14	23	17
		Long Beach	1	4	28	11
		Mt San Antonio	61	107	87	85
		Rio Hondo	-	5	-	2
		West LA	16	19	14	16
		LA Subtotal	252	367	303	307
		Coastline	7	5	5	6
		Fullerton	2	5	3	3
		Irvine	9	48	85	47
		Orange Coast	26	26	21	24
		Saddleback	17	108	114	80
		Santiago Canyon	23	10	18	17
		OC Subtotal	84	202	246	177
		Supply Subtotal/Average	336	569	549	485
0511.10	Escrow	Saddleback	5	4	3	4
		OC Subtotal	5	4	3	4
		Supply Subtotal/Average	5	4	3	4
		Supply Total/Average	341	573	552	489

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 real estate. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Real Estate (52.1501). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 48 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
52.1501	Real Estate	California State University-Los Angeles	-	2	-	1
		Learnet Academy Inc	7	13	-	7
		Pepperdine University	-	-	21	7
		University of Southern California	17	37	46	33
Supply Total/Average			24	52	67	48

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Property Appraisers and Assessors (13-2021)	911	908	(4)	(0.4%)	74	\$24.81	\$38.23	\$53.80
Real Estate Brokers (41-2021)	3,040	3,202	162	5%	301	\$19.94	\$34.16	\$67.58
Real Estate Sales Agents (41-2022)	6,686	7,041	356	5%	661	\$16.79	\$29.38	\$50.47
Total	10,637	11,151	514	5%	1,036			

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Property Appraisers and Assessors (13-2021)	2,324	2,346	22	1%	187	\$24.42	\$37.46	\$52.22
Real Estate Brokers (41-2021)	7,074	7,572	497	7%	728	\$18.34	\$32.62	\$63.23
Real Estate Sales Agents (41-2022)	16,929	18,097	1,167	7%	1,738	\$15.85	\$28.33	\$50.24

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Total	26,328	28,014	1,686	6%	2,654			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Property Appraisers and Assessors (13-2021)	3,235	3,253	18	1%	262
Real Estate Brokers (41-2021)	10,114	10,774	659	7%	1,029
Real Estate Sales Agents (41-2022)	23,615	25,138	1,523	6%	2,400
Total	36,965	39,165	2,200	6%	3,690

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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