

**Program Endorsement Brief: 3007.00/Cosmetology and Barbering
Manicure Certificate (Noncredit)**
Orange County Center of Excellence, August 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 type="checkbox"/>	No <input checked="" type="checkbox"/> (supply met; see comments below)	
Living Wage: (Entry-Level, 25 th)	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 one middle-skill occupation: *manicurists and pedicurists* (39-5092). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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 does not appear to be a supply gap for *manicurists and pedicurists* in the region. However, it is important to note that general cosmetology programs train for five other occupations that are not included in this report and the COE is unable to quantify the supply from general cosmetology programs for *manicurists and pedicurists*. Additionally, there were 1,582 awards conferred specifically for nail technicians and manicurists/pedicurists, suggesting that – at minimum – supply has been met for *manicurists and pedicurists*. While this occupation typically requires a postsecondary nondegree award, entry-level hourly earnings are significantly below the living wage in both Los Angeles and Orange counties. Experienced wages are also significantly below the living wage. **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 **1,759 jobs available annually** in the region due to new job growth and replacements, **which is less than the 3,869 awards conferred annually** by educational institutions in the region.
 - However, **41% (1,582) of awards were conferred in programs specifically related to nail technicians and manicurists**, suggesting that – at minimum –

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.

supply has been met for this occupation because the average number of annual awards (supply) is within the COE's 25% margin of annual job openings (demand).

- Furthermore, the TOP Code Cosmetology and Barbering (3007.00) and CIP code Cosmetology/Cosmetologist, General (12.0401) train for five additional personal care occupations, including barbers (39-5011); hairdressers, hairstylists, and cosmetologists (39-5012); and skincare specialists (39-5094). Over the next five years, there are projected to be over 2,200 jobs related to these occupations available annually. Therefore, **the supply for manicurists and pedicurists is overstated and the COE is unable to quantify the supply from general cosmetology programs that is solely for manicurists and pedicurists.**
- **Living Wage Criteria** –Within Orange County, *typical entry-level hourly wages* for manicurists and pedicurists are **\$10.37, which is significantly lower than the living wage** for one adult in the region (\$20.63 in Orange County).²
 - Furthermore, *experienced hourly earnings* are **\$14.74, which is also significantly lower than the living wage.**
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **postsecondary nondegree award** as the typical entry-level education for manicurists and pedicurists.
 - The national-level educational attainment data indicates **25% of workers in the field have completed some college or an associate degree** as their highest level of education.
 - Additionally, manicurists and pedicurists must complete a course in nail care from a school approved by the Board of Barbering and Cosmetology in order to be eligible for the licensing examination.

Supply:

- Though general cosmetology programs prepare students for employment as *manicurists and pedicurists*, they also train for five other occupations that are not included in this report. Therefore, the **COE is able to quantify supply for programs specifically related to manicurists and pedicurists, but is unable to quantify supply solely for manicurists and pedicurists from general cosmetology programs.**
 - There are **11 community colleges** in Los Angeles and Orange counties that issue awards related to cosmetology, conferring an average of **967 awards annually** between 2017 and 2020.
 - Between 2016 and 2019, there was an average of **2,902 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **38 individual four-year colleges throughout** the region. Of those, **55% (1,582) were specifically related to manicurists and pedicurist.**

² Living wage data was pulled from California Family Needs Calculator on 8/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *manicurists and pedicurists*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 18% through 2025. There will be nearly 1,760 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	7,418	8,380	962	13%	1,068
Orange	4,066	5,128	1,062	26%	691
Total	11,485	13,508	2,024	18%	1,759

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *manicurists and pedicurists* 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.

It is important to note that over 50% of *manicurists and pedicurists* are considered self-employed. Self-employed workers have different earnings dynamics than wage and salaried workers, making direct comparisons difficult. Examples include deciphering what is a return to labor versus a return to capital, as well as showing possible negative earnings if expenses or investments exceed gross receipts.⁴ For these reasons, self-employed wage data appears to be significantly lower than both the living wage and minimum wage.

However, entry-level and median wages for both self-employed and traditional wage and salary *manicurists and pedicurists* are significantly below the living wage for both Los Angeles and Orange counties, as well as the statewide minimum wage (\$14 per hour for employers with 25 employees or less; \$15 per hour for employers with 26 employees or more).⁵

Orange County—The typical entry-level hourly wages for *manicurists and pedicurists* are \$10.37, which is significantly below the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$14.74, which is also significantly lower than the living wage estimate. Orange County's average wages are nearly equivalent to the average statewide wage of \$15.65 for this occupation.

Los Angeles County—The typical entry-level hourly wages for *manicurists and pedicurists* are \$11.50, which is significantly below the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$15.69, which is also significantly lower than

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.

⁴ https://www.brookings.edu/wp-content/uploads/2019/11/201911_Brookings-Metro_low-wage-workforce_Ross-Bateman.pdf

⁵ https://www.dir.ca.gov/dlse/faq_minimumwage.htm

the living wage estimate. Los Angeles County's average wages are nearly equivalent to the average statewide wage of \$15.65 for this occupation.

Job Postings

There were 877 online job postings related to *manicurists and pedicurists* listed in the past 12 months. The highest number of job postings were for nail technicians, manicurists, and pedicurists. The top skills were manicure, pedicure, and cosmetology. The top three employers, by number of job postings, in the region were Soothe, Disneyland Resort, Life Time, and Burke Williams Spa.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists postsecondary nondegree award as the typical entry-level education for *manicurists and pedicurists*. Furthermore, the national-level educational attainment data indicates 24% of workers in the field have completed some college or an associate degree as their highest level of education. Only 6% of job postings listed a minimum education requirement. Of those, 81% (50) requested a high school diploma.

Additionally, *manicurists and pedicurists* must complete a course in nail care from a school approved by the Board of Barbering and Cosmetology in order to be eligible for the licensing examination.⁶

Educational Supply

Community College Supply—Exhibit 2 shows the 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: Saddleback, Citrus, and Golden West. Over the past 12 months, there were five other cosmetology-related program recommendation requests from regional community colleges.

It is important to note that the general cosmetology programs listed in Exhibit 2 train for five other occupations not included in this report. There is projected to be over 2,200 annual job openings for these occupations over the next five years. Therefore, supply from general cosmetology programs is overstated and the COE is unable to quantify the supply from these programs that is solely for *manicurists and pedicurists*.

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
3007.00	Cosmetology and Barbering	Cerritos	67	122	86	92
		Citrus	177	177	143	166
		Compton	13	31	3	16
		El Camino	49	52	31	44
		LA Trade	83	98	62	81
		Pasadena	3	39	31	24
		Santa Monica	26	17	54	32
		LA Subtotal	418	536	410	455

⁶ https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=BPC§ionNum=7326.

TOP Code	Program	College	2017- 2018 Awards	2018- 2019 Awards	2019- 2020 Awards	3-Year Award Average
		Fullerton	60	121	104	95
		Golden West	106	112	137	118
		Saddleback	158	251	354	254
		Santiago Canyon	30	26	79	45
		OC Subtotal	354	510	674	513
	Supply Subtotal/Average		772	1,046	1,084	967
	Supply Total/Average		772	1,046	1,084	967

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 *manicurists and pedicurists*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Cosmetology/Cosmetologist, General (12.0401) and Nail Technician/Specialist and Manicurist (12.0410). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 2,902 awards annually in related training programs.

Of the 2,902 awards conferred by non-community college institutions, 1,582 (55%) were specifically related to nail technicians and manicurists. It is important to note that the general cosmetology programs listed in Exhibit 3 train for five other occupations not included in this report. There is projected to be over 2,200 annual job openings for these occupations over the next five years. Therefore, supply from general cosmetology programs is overstated and the COE is unable to quantify the supply from these programs that is solely for *manicurists and pedicurists*.

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
12.0401	Cosmetology/ Cosmetologist, General	ABC Adult School	-	9	12	7
		Academy for Salon Professionals	15	22	13	17
		Academy of Esthetics and Cosmetology	12	8	14	11
		Advance Beauty College	38	33	39	37
		Alhambra Beauty College	26	24	14	21
		American Beauty College	23	18	21	21

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Asian-American International Beauty College	55	87	25	56
		Aveda Institute-Los Angeles	85	49	36	57
		Baldwin Park Adult & Community Education	32	21	16	23
		Beyond 21st Century Beauty Academy	22	11	16	16
		Career Academy of Beauty	47	38	49	45
		Coastline Beauty College	24	40	17	27
		Coba Academy	22	24	10	19
		Colleen O'Haras Beauty Academy	41	18	16	25
		CRU Institute of Cosmetology and Barbering	8	1	-	3
		Diamond Beauty College	20	12	12	15
		Flair Beauty College	29	27	24	27
		International College of Beauty Arts & Sciences	33	46	27	35
		John Wesley International Barber and Beauty College	53	3	5	20
		KC Beauty Academy	-	-	19	6
		Lancaster Beauty School	62	41	35	46
		Newberry School of Beauty	58	26	25	36
		Palace Beauty College	31	19	18	23
		Paul Mitchell the School-Costa Mesa	105	81	89	92
		Paul Mitchell the School-Pasadena	91	84	83	86
		Paul Mitchell the School-Sherman Oaks	149	138	139	142

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Pomona Unified School District Adult and Career Education	27	24	25	25
		Professional Institute of Beauty	42	52	40	45
		Redondo Beach Beauty College	10	4	5	6
		Rosemead Beauty School	50	85	26	54
		Salon Success Academy-West Covina	-	1	6	2
		Santa Ana Beauty Academy	14	8	8	10
		Santa Ana Beauty College	93	126	29	83
		Thanh Le College School of Cosmetology	16	9	20	15
		Toni & Guy Hairdressing Academy-Santa Monica	181	142	128	150
		Universal College of Beauty Inc-Los Angeles 2	16	4	10	10
		Victory Career College	-	3	7	3
		ZMS	8	4	2	5
		Supply Subtotal/Average	1,538	1,342	1,080	1,320
12.0410	Nail Technician/ Specialist and Manicurist	Academy of Esthetics and Cosmetology	2	3	3	3
		Advance Beauty College	351	358	427	379
		Alhambra Beauty College	23	41	21	28
		American Beauty College	3	3	3	3
		Asian-American International Beauty College	610	390	565	522

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Beyond 21st Century Beauty Academy	0	4	3	2
		Career Academy of Beauty	3	0	0	1
		Coastline Beauty College	84	93	149	109
		Diamond Beauty College	243	185	192	207
		Flair Beauty College	0	0	0	0
		International College of Beauty Arts & Sciences	16	28	8	17
		KC Beauty Academy	0	0	0	0
		Lancaster Beauty School	19	18	16	18
		Palace Beauty College	33	36	61	43
		Professional Institute of Beauty	0	0	0	0
		Redondo Beach Beauty College	30	44	93	56
		Rosemead Beauty School	92	108	123	108
		Salon Success Academy-West Covina	0	0	7	2
		Santa Ana Beauty Academy	0	0	0	0
		Santa Ana Beauty College	176	29	22	76
		Thanh Le College School of Cosmetology	0	0	0	0
		Universal College of Beauty Inc-Los Angeles 2	0	0	0	0
		Victory Career College	0	2	12	5
		ZMS	0	0	10	3
Supply Subtotal/Average			1,685	1,342	1,715	1,582
Supply Total/Average			3,223	2,684	2,795	2,902

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 (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Manicurists and Pedicurists (39-5092)	4,066	5,128	1,062	26%	691	\$10.37	\$12.82	\$14.74

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Manicurists and Pedicurists (39-5092)	7,418	8,380	962	13%	1,068	\$11.50	\$13.86	\$15.69

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Manicurists and Pedicurists (39-5092)	11,485	13,508	2,024	18%	1,759

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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