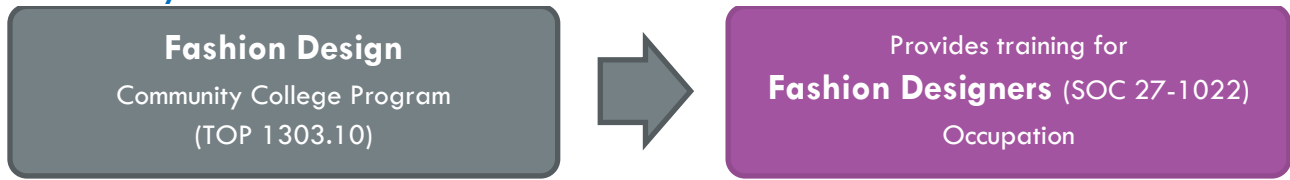


# Fashion Design

*Inland Empire/Desert Region (Riverside and San Bernardino counties) & Los Angeles/Orange County Region (Los Angeles and Orange 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 verify their current employment needs.*

## Summary



Over the next five years (2021-2026), fashion designer employment in the Inland Empire/Desert Region is projected to



A yellow rounded rectangular box contains a caution icon (a triangle with a diagonal line) and the text: **The Inland Empire/Desert Centers of Excellence** **Cautiously Recommends** Fashion Design Program Expansion due to the limited demand for this classification of workers.

## Introduction

This report provides labor market occupational demand and wage research and postsecondary program outcomes related to fashion design. California Community College fashion design programs (TOP 1303.10) prepare students for employment through instruction related to the design and construction of garments (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by fashion design programs prepare students for employment in the bachelor's degree-level occupation fashion designers.

## Fashion Designers (27-1022)

Design clothing and accessories. Create original designs or adapt fashion trends.

**Sample job titles:** Apparel Fashion Designer, Clothing Designer, Costume Designer, Dance Costume Designer, Designer, Fashion Designer, Historic Clothing and Costume Maker, Latex Fashions Designer, Product Developer

*Entry-Level Educational Requirement: Bachelor's Degree*

*Training Requirement: None*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 26%*

Labor market information for the Los Angeles/Orange County Region (Los Angeles–Long Beach–Anaheim Metropolitan Statistical Area) is included in this report. However, the recommendation focuses on the employment demand for community college-level occupations and the educational supply in the Inland Empire/Desert Region.

In 2021, there were 275 fashion designer jobs in the Inland Empire/Desert Region. There are 30 job openings expected annually for fashion designers, increasing employment by 6% through 2026 in the region. There were 4,650 fashion designer jobs in the Los Angeles/Orange County Region in 2021, nearly 17 times the number in the Inland Empire/Desert Region. Despite the projected 7% decline in fashion designer jobs in the Los Angeles/Orange County Region, there are 422 fashion designer job openings projected annually through 2026. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and greater in the region.

*Exhibit 1. Five-year projections for fashion designers, Inland Empire/Desert Region, 2021-2026*

Region	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	275	291	6%	148	30	18%
Los Angeles/Orange County Region	4,650	4,311	(7%)	2,112	422	18%
<b>Combined Total</b>	<b>4,925</b>	<b>4,603</b>	<b>(7%)</b>	<b>2,260</b>	<b>452</b>	<b>18%</b>

Source: Lightcast 2022.3

An online job ad search for fashion designer jobs was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time to fill this job.

Over the last 12 months, there were zero job ads posted for fashion designers in the Inland Empire/Desert Region and 664 job ads posted in the Los Angeles/Orange County Region. Job ad information for fashion designers in the Inland Empire/Desert Region is not displayed in this report due to the lack of employer job ads. Approximately 58% of statewide job ads (1,140 ads) were posted in the Los Angeles/Orange County Region.

Employers in the Los Angeles/Orange County Region fill online job ads for fashion designer positions in 49 days, one day longer than the statewide average time to fill. Time to fill information indicates that employers in the Los Angeles/Orange County Region likely face similar challenges filling open positions as other employers in California.

*Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022*

Region	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Inland Empire/Desert Region	0	-	48
Los Angeles/Orange County Region	664	49	48
<b>Combined Total</b>	<b>664</b>	<b>49</b>	<b>48</b>

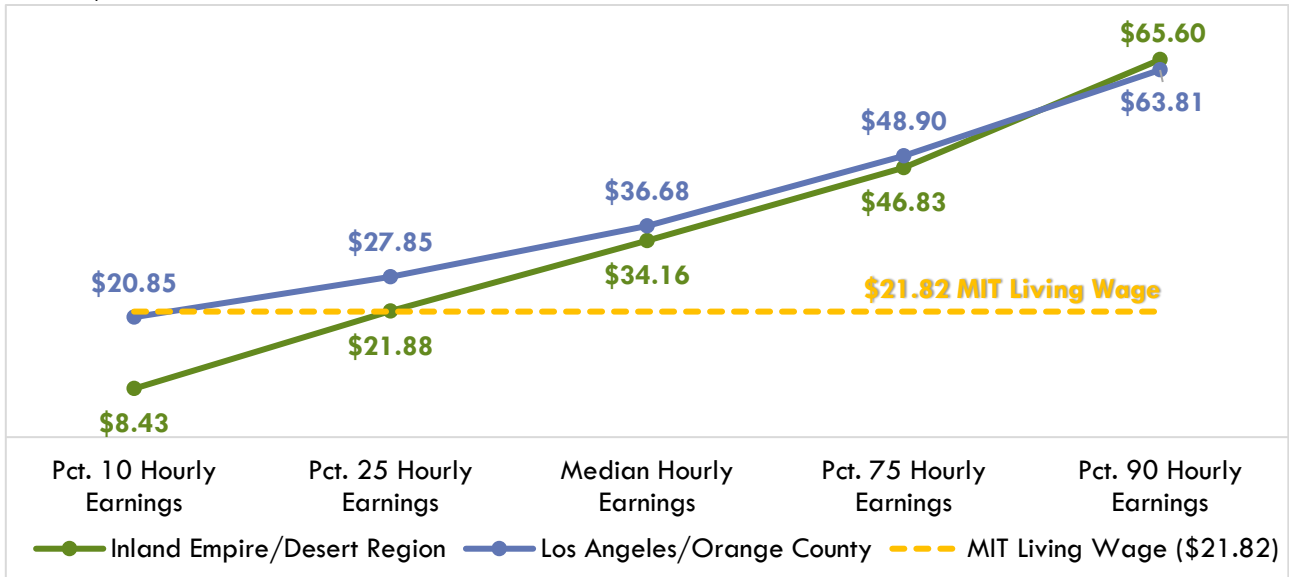
Source: Burning Glass – Labor Insights

### Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for fashion designers in the Inland Empire/Desert Region and Los Angeles/Orange County. The 25<sup>th</sup> percentile hourly earnings for fashion designers in both regions are above the living wage standard, indicating that at least 75% of workers earn a living wage. Except for the 90<sup>th</sup> percentile hourly earnings, the hourly earnings for fashion designers are higher in the Los Angeles/Orange County Region than in the Inland Empire/Desert Region.

Exhibit 3. Hourly earnings by percentile for fashion designers, Inland Empire/Desert Region and Los Angeles/Orange County Region, 2021



Source: Lightcast 2022.3

Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that benefits vary by employer. Designers often negotiate their salaries and benefits individually with employers. Some firms provide vacation and group health insurance plans. Self-employed fashion designers must provide their own benefits and retirement (Detailed Occupational Guides, 2022).

### Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for fashion designers over the last 12 months. Online job ad salary information reveals that employers are willing to pay fashion designers in the Los Angeles/Orange County Region \$58,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 48% (317 out of 664) of online job ads for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022

Region	Number of job ads	Real-Time Salary Information				Average Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Inland Empire/Desert Region	0	-	-	-	-	-
Los Angeles/Orange County Region	317	11%	32%	36%	21%	\$58,000

Source: Burning Glass – Labor Insights

## Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently included in ads for fashion designers over the last 12 months. Displaying job titles may provide insight into the types of positions available to students after completing a program. The most frequently requested job title for fashion designers over the last 12 months in the Los Angeles/Orange County Region was design director.

*Exhibit 5: Job titles most frequently included in job ads for fashion designers, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022*

Region	Top Job Titles	
Inland Empire/Desert Region (n=0)	• -	• -
Los Angeles/Orange County Region (n=664)	<ul style="list-style-type: none"> <li>• Design Director</li> <li>• Fashion Designer</li> <li>• Assistant Fashion Designer</li> </ul>	<ul style="list-style-type: none"> <li>• Fashion Design Assistant</li> <li>• Fashion Advisor</li> <li>• Apparel Designer</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 displays the employers that posted the most job ads during the last 12 months. Displaying employer names provides insight into where students may find employment after completing a program. Nordstrom posted the most job ads for fashion designers in the Los Angeles/Orange County Region.

*Exhibit 6: Employers posting the most job ads for fashion designers, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022*

Region	Top Employers	
Inland Empire/Desert Region (n=0)	• -	• -
Los Angeles/Orange County Region (n=664)	<ul style="list-style-type: none"> <li>• Nordstrom</li> <li>• Lucy in the Sky</li> <li>• Chanel</li> <li>• Boot Barn Incorporated</li> <li>• Boardriders</li> <li>• True Religion Apparel</li> </ul>	<ul style="list-style-type: none"> <li>• Adidas</li> <li>• Torrid</li> <li>• Neiman Marcus</li> <li>• FAM Brands</li> <li>• Vince Holding Corporation</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 lists a sample of specialized, employability, and software and programming skills employers seek when looking for workers to fill fashion designer 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. Employers in the Los Angeles/Orange County Region appear to value candidates with Adobe Creative Suite skills.

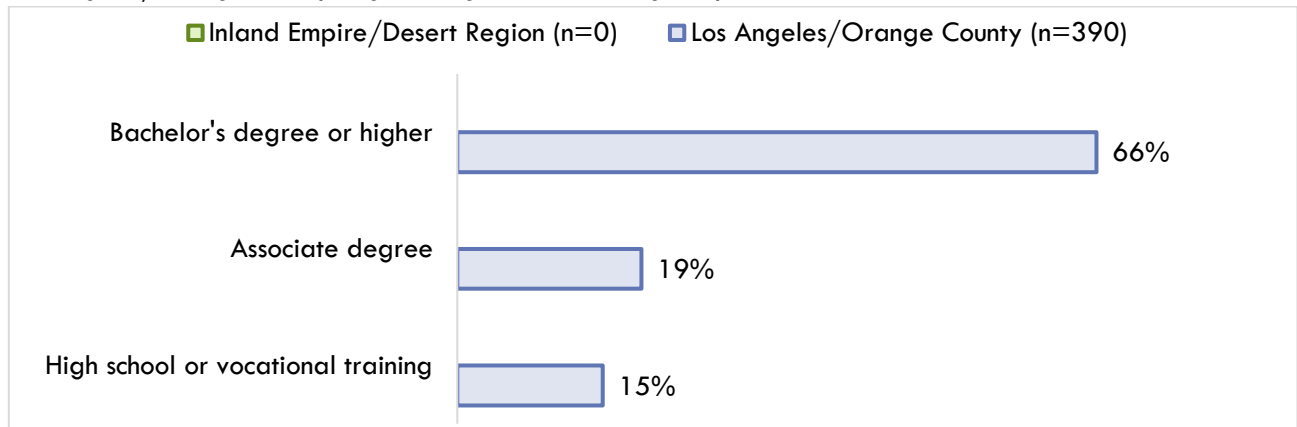
Exhibit 7: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022

Region	Specialized skills	Employability skills	Software and Programming skills
Inland Empire/Desert Region (n=0)	• -	• -	• -
Los Angeles/Orange County (n=607)	<ul style="list-style-type: none"> <li>• Product Development</li> <li>• Merchandising</li> <li>• Sketching</li> <li>• Process Design</li> <li>• Graphic Design</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity</li> <li>• Communication Skills</li> <li>• Teamwork/Collaboration</li> <li>• Research</li> <li>• Organizational Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Adobe Photoshop</li> <li>• Adobe Illustrator</li> <li>• Adobe InDesign</li> <li>• Adobe Acrobat</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 8 displays the minimum advertised education requirements for fashion designers. Approximately 66% of employers posting job ads sought candidates with a bachelor’s degree or higher.

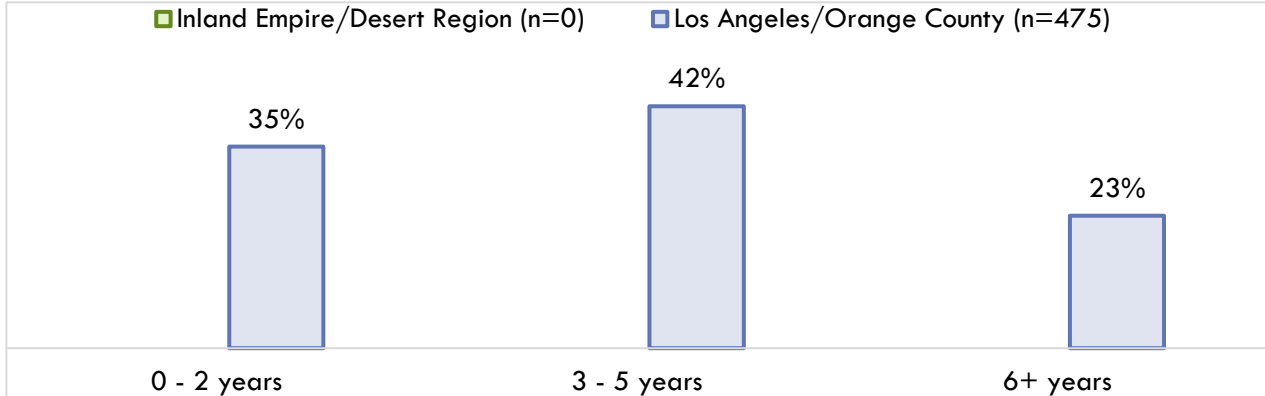
Exhibit 8: Minimum advertised education requirements for fashion designers, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022



Source: Burning Glass – Labor Insights

Exhibit 9 displays the real-time work experience requirements from employer job ads. Approximately 42% of employers posting job ads for fashion designers sought candidates with three to five years of previous work experience.

Exhibit 9: Real-time work experience requirements, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022



Source: Burning Glass – Labor Insights

## Student Completions and Programs Outcomes

Exhibit 10 displays student completions for fashion design programs (TOP 1303.10) over the last three academic years (2018-21). Two regional community colleges currently offer fashion design programs, conferring seven awards annually over the last three academic years. Program completion and student outcome methodologies are found in the appendix.

Exhibit 10. Annual average community college awards for fashion design programs, Inland Empire/Desert Region, Academic Years 2018-2021

TOP 1303.10 – Fashion Design (Local Program Title)	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2021-21	Total CC Annual Average Awards, Academic Years 2018-21
<b>Chaffey</b> (Fashion Design, Patternmaking for Apparel)				<b>7</b>
Associate Degree	3	4	2	3
Certificate 30 < 60 semester units	-	3	-	1
Certificate 18 < 30 semester units	7	-	-	2
Certificate 16 < 30 semester units	-	2	-	1
<b>Victor Valley</b> (Apparel Construction)	-	-	-	<b>0</b>
<b>Total</b>	<b>10</b>	<b>9</b>	<b>2</b>	<b>7</b>

Source: MIS Data Mart, COCI

California program outcome data may provide 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 11. In the 2018-19 academic year, the median annual earnings for fashion design program exiters was \$27,428, below the regional living wage standard.

Exhibit 11. 1303.10 – Fashion design strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2018-2019 (Unless Noted)

<b>Strong Workforce Program Metrics: 1303.10 – Fashion Design Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	247	4,089
Completed 9+ career education units in one year (2019-20)	19%	26%
Perkins Economically disadvantaged students (2019-20)	72%	63%
Students who attained a noncredit workforce milestone in a year (2019-20)	51%	75%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	-	206
Transferred to a four-year institution (transfers)	-	120
Job closely related to the field of study (2017-18)	80%	73%
Median annual earnings (all exiters)	\$27,428	\$32,256
Median change in earnings (all exiters)	43%	15%
Attained a living wage (completers and skills-builders)	50%	39%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Other postsecondary educational institutions in the region do not currently offer programs related to fashion design.

## Summary of Findings

The knowledge, skills, and abilities trained by fashion design programs (TOP 1303.10) prepare students for employment in the fashion designer occupation. Fashion designers are projected to have 30 annual job openings and increase employment by 6% over the next five years (2021-2026) in the Inland Empire/Desert Region. The 25<sup>th</sup> percentile hourly earnings for fashion designers are above the living wage standard, indicating that at least 75% of workers earn a living wage.

There were 4,650 fashion designer jobs in the Los Angeles/Orange County Region in 2021, nearly 17 times the number in the Inland Empire/Desert Region. Despite a projected 7% decrease in employment for fashion designers in the Los Angeles/Orange County Region, this region is projected to have 422 fashion designer job openings available annually. Over the last 12 months, there were zero job ads posted for fashion designers in the Inland Empire/Desert Region and 664 job ads posted in the Los Angeles/Orange County Region. Approximately 66% of job ads for fashion designers sought a candidate with a bachelor’s degree or higher.

Over the last three academic years, Chaffey College issued seven awards annually in fashion design programs (1303.10). In the 2018-19 academic year, the median annual earnings for fashion design program



exiters was \$27,428, below the regional living wage standard. Other postsecondary educational institutions in the region do not currently offer programs related to fashion design.

The Centers of Excellence cautiously recommends expanding fashion design programs due to the limited employment opportunities for these workers in the Inland Empire/Desert Region. According to federal typical entry-level education data and online employer job ad results, community college program completers will likely need to transfer to a four-year educational institution to obtain a bachelor's degree before entering employment. Students exiting fashion design programs that are willing to travel outside of the region for employment may have access to significantly more employment opportunities. Colleges considering this program should partner with four-year educational institutions and local employers to ensure their training provides the skills needed to transfer to a four-year educational institution and obtain a job in this field.

**Contact**

Michael Goss

Paul Vaccher

Centers of Excellence, Inland Empire/Desert Region

[michael.goss@chaffey.edu](mailto:michael.goss@chaffey.edu)

September 2022

## References

Burning Glass Technologies. (2022). *Labor Insights/Jobs*. Retrieved from <https://www.burning-glass.com/>

California Community Colleges Chancellor's Office. LaunchBoard. (2022). *California Community Colleges LaunchBoard*. Retrieved from <https://www.calpassplus.org/Launchboard/Home.aspx>

California Community Colleges Chancellor's Office. LaunchBoard. (2022a). *Strong Workforce Program Metrics Data Element Dictionary*. Pg. 3. Retrieved from <https://www.calpassplus.org/MediaLibrary/calpassplus/launchboard/Documents/SWP-DED.PDF>

California Community Colleges Chancellor's Office. (2022). *Chancellor's Office Curriculum Inventory (COCI)*, version 3.0. Retrieved from <https://coci2.ccctechcenter.org/programs>

California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. (2022). *Data Mart*. Retrieved from <https://datamart.cccco.edu/datamart.aspx>

California Community Colleges Chancellor's Office, Curriculum and Instructional Unit, Academic Affairs Division. (2012). *Taxonomy of Programs, 6<sup>th</sup> Edition, Corrected Version*. Retrieved from <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Digital-Innovation-and-Infrastructure/Research/Files/TOPmanual6200909corrected12513.ashx?la=en&hash=94C709CA83C0380828415579395A5F536736C7C1>

Carnevale, A. P., Jayasundera, T., & Repnikov, D. (n.d.). *Understanding Online Job Ads Data*. Retrieved from [https://cew.georgetown.edu/wp-content/uploads/2014/11/OCLM.Tech\\_Web.pdf](https://cew.georgetown.edu/wp-content/uploads/2014/11/OCLM.Tech_Web.pdf)

Glasmeier, A. K. (2022). Massachusetts Institute of Technology. *Living Wage Calculator. Living Wage Calculation for California*. Retrieved from <https://livingwage.mit.edu/states/06>

Labor Market Information Division. Employment Development Department of California. (2022). *Detailed Occupational Guides*. Retrieved from <https://www.labormarketinfo.edd.ca.gov/OccGuides/Search.aspx>

Lightcast. (2022). *Datarun 2022.3*. Retrieved from <https://www.economicmodeling.com/>

National Center for O\*NET Development. (2022). *O\*NET OnLine*. Retrieved from <https://www.onetonline.org/>

## Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 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, 2022a). 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, 2022a).

Job ad 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 ads 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 collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for fashion designers in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Fashion Designers (27-1022)	275	17	6%	30	\$8.43 to \$65.60	\$34.16	\$81,700	Bachelor's Degree & None	None

Source: Lightcast 2022.3

Table 2. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for fashion designers in the Los Angeles/Orange County Region (Los Angeles and Orange Counties combined)

Occupation	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Fashion Designers (27-1022)	4,650	(338)	(7%)	422	\$20.85 to \$63.81	\$36.68	\$87,700	Bachelor's Degree & None	None

Source: Lightcast 2022.3

Table 3. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for fashion designers in the combined Inland Empire/Desert and Los Angeles/Orange County Region (Los Angeles, Orange, Riverside, and San Bernardino Counties combined)

Occupation	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Fashion Designers (27-1022)	4,925	(322)	(7%)	452	\$20.46 to \$63.89	\$36.56	\$87,300	Bachelor's Degree & None	None

Source: Lightcast 2022.3