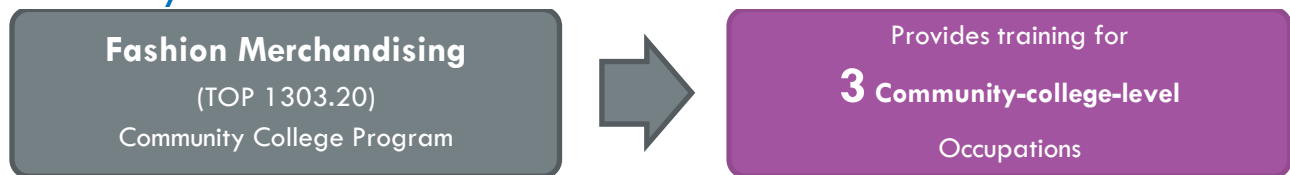


# Fashion Merchandising

*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 merchandising employment in the Inland Empire/Desert Region is projected to



## Introduction

This report provides labor market occupational demand and wage research and postsecondary program outcomes related to fashion merchandising. California Community College fashion merchandising programs (TOP 1303.20) prepare students for employment through the instruction of merchandising of fashion and related articles in retail and wholesale establishments (Taxonomy of Programs, 2012). The knowledge, skills,

and abilities trained by fashion merchandising programs lead to the following occupations, further referred to as the fashion merchandising occupational group.

- Buyers and Purchasing Agents (13-1028)\*
- Merchandise Displayers and Window Trimmers (27-1026)
- Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)

\*While buyers and purchasing agents typically require a bachelor's degree prior to employment, this occupation is considered community-college-level because approximately 34% of workers in the field possess a community college education (associate degree, postsecondary nondegree award, or some college, but no degree) as their highest level of educational attainment.

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 20,248 jobs in the fashion merchandising occupational group in the Inland Empire/Desert Region. There are 2,203 job openings expected annually for the fashion merchandising occupational group, increasing employment by 5% through 2026 in the region. In 2021, there were 90,659 fashion merchandising jobs in the Los Angeles/Orange County Region, more than four times more than in the Inland Empire/Desert Region. Despite a projected 7% decrease in employment through 2026 in the Los Angeles/Orange County Region, there are projected to be 8,450 job openings available annually for the fashion merchandising occupational group.

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 regions. Please note that the information displayed in Exhibit 1 likely overstates demand for fashion merchandising jobs since workers in these occupations may find employment in other industries. An inverse staffing pattern reveals that, in 2021, 138 jobs, or 0.7% of regional jobs in the fashion merchandising occupational group, work in industries related to fashion, such as clothing, shoe, jewelry, luggage, and leather goods stores.

Exhibit 1: Five-year projections for the fashion merchandising occupational group, Inland Empire/Desert Region and Los Angeles/Orange County, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
<b>Inland Empire/Desert Region</b>						
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	13,954	14,728	6%	7,774	1,555	31%
Buyers and Purchasing Agents	3,558	3,593	1%	1,806	361	32%
Merchandise Displayers and Window Trimmers	2,737	2,901	6%	1,433	287	20%
<b>Inland Empire/Desert Region Total</b>	<b>20,248</b>	<b>21,222</b>	<b>5%</b>	<b>11,013</b>	<b>2,203</b>	<b>31%</b>
<b>Los Angeles/Orange County Region</b>						
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	62,152	56,992	(8%)	28,941	5,788	33%
Buyers and Purchasing Agents	20,195	18,792	(7%)	9,582	1,916	32%
Merchandise Displayers and Window Trimmers	8,312	8,174	(2%)	3,724	745	22%
<b>Los Angeles/Orange County Region Total</b>	<b>90,659</b>	<b>83,958</b>	<b>(7%)</b>	<b>42,248</b>	<b>8,450</b>	<b>32%</b>
<b>Los Angeles, Orange, Riverside, and San Bernardino Counties Combined</b>						
<b>4-County Total</b>	<b>110,907</b>	<b>105,180</b>	<b>(5%)</b>	<b>53,261</b>	<b>10,652</b>	<b>31%</b>

Source: Lightcast 2022.3

An online job advertisement (ad) search for fashion merchandising 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. The job ad search was limited by keyword and industry filters to ensure job ad information in this report is specific to fashion merchandising positions.

Over the last 12 months, there were nearly nine times as many jobs posted in the Los Angeles/Orange County Region (1,140 ads) than in the Inland Empire/Desert Region (129 ads). Job ads reveal that the majority of fashion merchandising jobs in the Inland Empire/Desert Region (91%) are classified as merchandise displayers and window trimmers. Employers in the Inland Empire/Desert Region fill online job ads for fashion

merchandising positions in 30 days, three days shorter than the Los Angeles/Orange County Region and four days short than the state overall. Time to fill information indicates that workers in the Inland Empire/Desert Region may experience fewer challenges filling open positions than other employers throughout the state.

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

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
<b>Inland Empire/Desert Region</b>			
Merchandise Displayers and Window Trimmers	118	30	32
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	11	32	36
Buyers and Purchasing Agents	0	-	35
<b>Inland Empire/Desert Region Total</b>	<b>129</b>	<b>30</b>	<b>34</b>
<b>Los Angeles/Orange County Region</b>			
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	615	35	32
Merchandise Displayers and Window Trimmers	490	30	36
Buyers and Purchasing Agents	35	35	35
<b>Los Angeles/Orange County Region Total</b>	<b>1,140</b>	<b>33</b>	<b>34</b>
<b>Los Angeles, Orange, Riverside, and San Bernardino Counties Combined</b>			
<b>4-County Total</b>	<b>1,269</b>	<b>34</b>	<b>34</b>

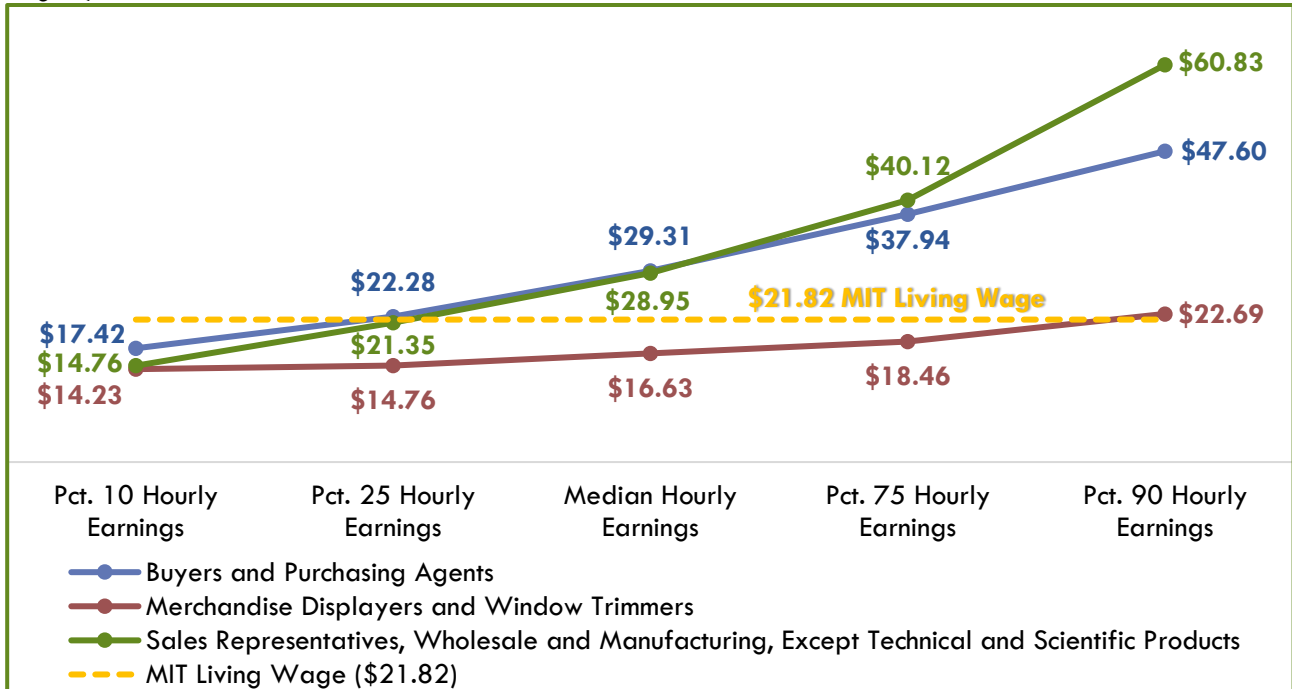
Source: Burning Glass – Labor Insights

### 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 the fashion merchandising occupational group in the Inland Empire/Desert Region. The 25<sup>th</sup> percentile hourly earnings for buyers and purchasing agents are above the MIT living wage standard. The median hourly earnings for sales representatives, wholesale and manufacturing, except technical and scientific products are above the living wage standard, indicating that at least the top 50% of workers earn a living wage. The hourly earnings for merchandise displayers and window trimmers do not surpass the living wage standard until the 90<sup>th</sup> percentile.

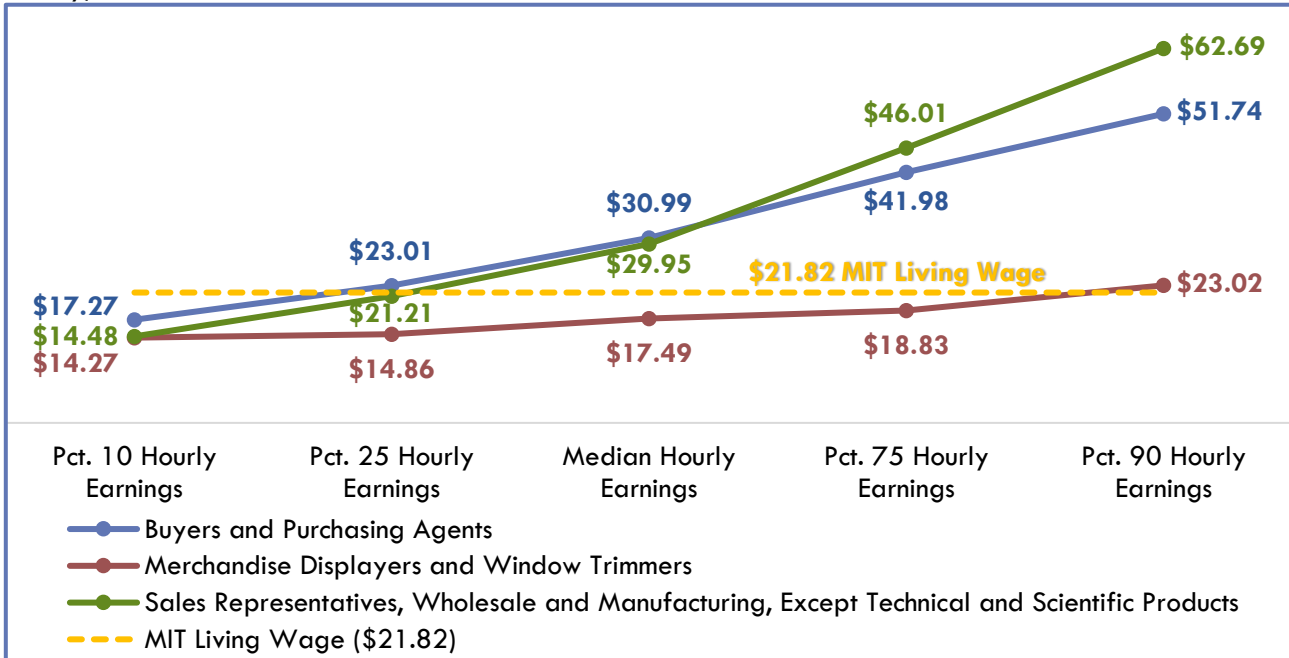
Exhibit 3: Hourly earnings by percentile for the fashion merchandising occupational group, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.3

Exhibit 4 displays the hourly earnings for the fashion merchandising occupational group in the Los Angeles/Orange County Region. The hourly earnings for the fashion merchandising occupational group in the Los Angeles/Orange County Region are slightly higher than in the Inland Empire/Desert Region. The 25<sup>th</sup> percentile hourly earnings for buyers and purchasing agents are above the MIT living wage standard. The median hourly earnings for sales representatives, wholesale and manufacturing, except technical and scientific products are above the living wage standard, indicating that at least the top 50% of workers earn a living wage. The hourly earnings for merchandise displayers and window trimmers do not surpass the living wage standard until the 90<sup>th</sup> percentile.

Exhibit 4: Hourly earnings by percentile for the fashion merchandising occupational group, Los Angeles/Orange County, 2021



Source: Lightcast 2022.3

Benefits information, typically provided in the occupational guides developed by the California Labor Market Information Division, is not available for the fashion merchandising occupational group (Detailed Occupational Guides, 2022).

### Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for the fashion merchandising occupational group over the last 12 months. There were insufficient ads with salary information in the Inland Empire/Desert Region to provide reliable salary information. Online job ad salary information reveals that employers are willing to pay the fashion merchandising occupational group in the Los Angeles/Orange County Region \$40,000 annually, below the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 10% (132 out of 1,269) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 5: 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	4	-	-	-	-	-

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	
Los Angeles/Orange County	128	53%	40%	3%	4%	\$40,000

Source: Burning Glass – Labor Insights

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

Exhibit 6 displays the job titles most frequently included in ads for the fashion merchandising occupational group 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 over the last 12 months for the fashion merchandising occupational group was visual merchandiser.

*Exhibit 6: Job titles most frequently included in job ads for the fashion merchandising occupational group, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022*

Region	Top Job Titles	
Inland Empire/Desert Region (n=129)	<ul style="list-style-type: none"> <li>Retail Merchandising Support Associate</li> <li>Visual Merchandiser</li> </ul>	<ul style="list-style-type: none"> <li>Retail Visual Merchandiser</li> <li>Lead Selling Associate</li> </ul>
Los Angeles/Orange County (n=1,140)	<ul style="list-style-type: none"> <li>Visual Merchandiser</li> <li>Retail Merchandising Support Associate</li> </ul>	<ul style="list-style-type: none"> <li>Lead Selling Associate</li> <li>Salesperson</li> <li>Buyer</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 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. Macy’s posted the most job advertisements for the fashion merchandising occupational group in the Inland Empire/Desert Region, while Nordstrom posted the most job ads for the fashion merchandising occupational group in the Los Angeles/Orange County Region.

*Exhibit 7: Employers posting the most job ads for the fashion merchandising occupational group, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022*

Region	Top Employers	
Inland Empire/Desert Region (n=129)	<ul style="list-style-type: none"> <li>Macy’s</li> <li>Target</li> </ul>	<ul style="list-style-type: none"> <li>H&amp;M</li> <li>Neiman Marcus</li> </ul>
Los Angeles/Orange County (n=1,140)	<ul style="list-style-type: none"> <li>Nordstrom</li> <li>Macy’s</li> <li>Bloomingdale’s</li> </ul>	<ul style="list-style-type: none"> <li>Target</li> <li>H&amp;M</li> <li>Forever 21</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 8 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the fashion merchandising occupational group. 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.

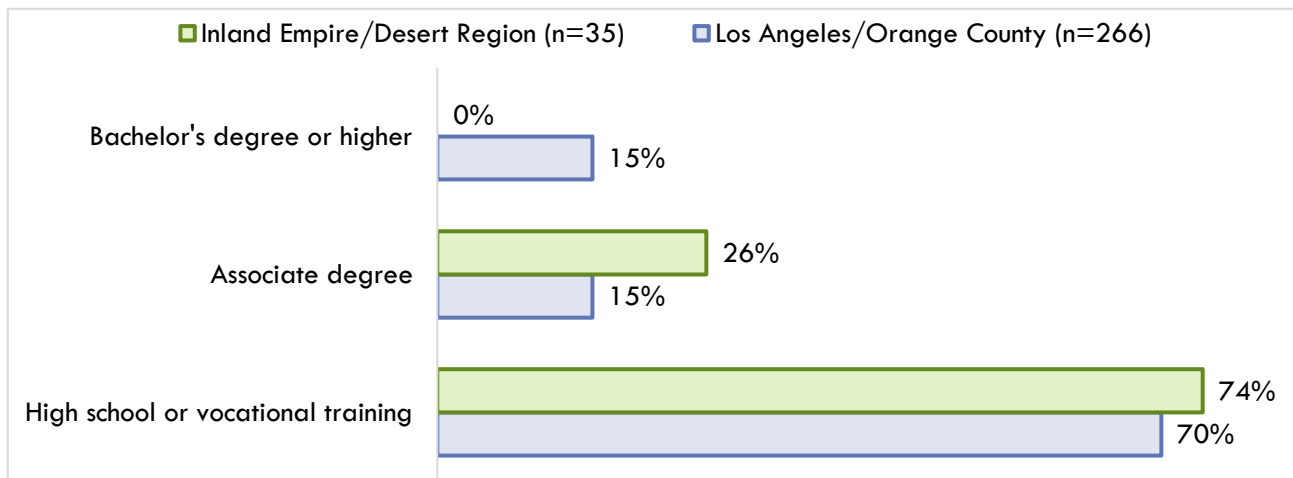
Exhibit 8: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022

Region	Specialized skills	Employability skills
Inland Empire/Desert Region (n=129)	<ul style="list-style-type: none"> <li>• Merchandising</li> <li>• Sales</li> <li>• Customer Service</li> <li>• Description and Demonstration of Products</li> <li>• Inventory Management</li> <li>• Visual Displays</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Teamwork/Collaboration</li> <li>• Self-Starter</li> <li>• Leadership</li> <li>• Organizational Skills</li> <li>• Creativity</li> </ul>
Los Angeles/Orange County (n=1,138)	<ul style="list-style-type: none"> <li>• Merchandising</li> <li>• Sales</li> <li>• Product Knowledge</li> <li>• Social Media</li> <li>• Cleaning</li> <li>• Customer Service</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Prioritizing Tasks</li> <li>• Teamwork/Collaboration</li> <li>• Self-Starter</li> <li>• Creativity</li> <li>• Planning</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 9 displays the minimum advertised education requirements for the fashion merchandising occupational group. Between 70% and 74% of job ads for the fashion merchandising occupational group sought candidates with a high school diploma or vocational training.

Exhibit 9: Minimum advertised education requirements for the fashion merchandising occupational group, Inland Empire/Desert Region and Los Angeles/Orange County Region, August 2021 through July 2022

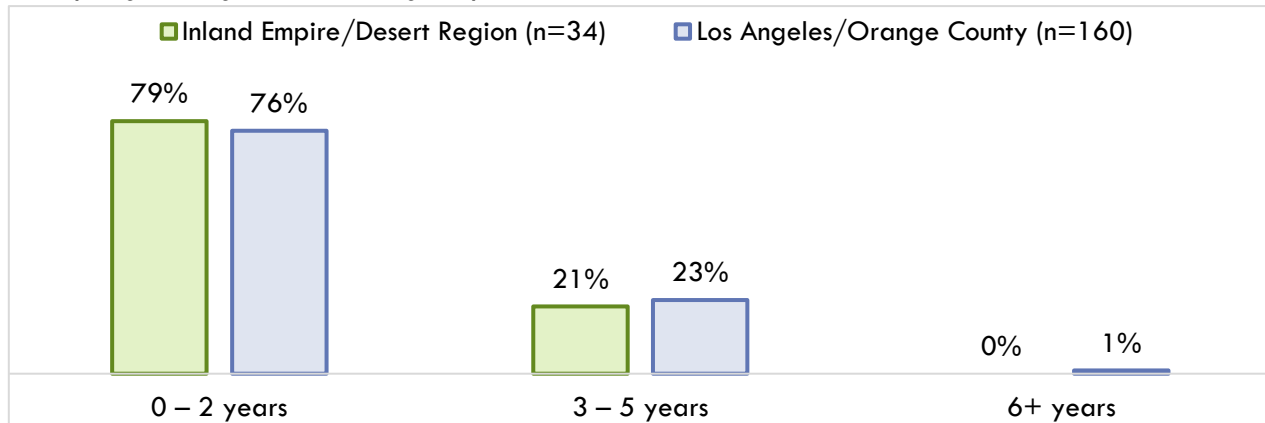


Source: Burning Glass – Labor Insights



Exhibit 10 displays the real-time work experience requirements from employer job ads. Between 76% and 79% of employers sought fashion merchandising workers with zero and two years of previous work experience.

Exhibit 10: 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 11 displays student completions for fashion merchandising programs (TOP 1303.20) over the last three academic years (2018-21). In the previous three academic years, Chaffey College issued eight awards annually in fashion merchandising programs. Program completion and student outcome methodologies are found in the appendix.

Exhibit 11. Annual average community college awards for fashion merchandising programs, Inland Empire/Desert Region, Academic Years 2018-2021

TOP 1303.20 – Fashion Merchandising (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 Merchandising)				<b>8</b>
Associate Degree	5	3	7	5
Certificate 30 <60 semester units	4	2	2	3
<b>Total</b>	<b>9</b>	<b>5</b>	<b>9</b>	<b>8</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 12. In the 2018-19 academic year, the median annual earnings for fashion merchandising program exiters was \$21,752, below the regional living wage standard.

*Exhibit 12. 1303.20 – Fashion merchandising strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2018-2019 (Unless Noted)*

<b>Strong Workforce Program Metrics: 1303.20 – Fashion Merchandising Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	71	1,339
Completed 9+ career education units in one year (2019-20)	51%	42%
Perkins Economically disadvantaged students (2019-20)	93%	76%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	54%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	-	137
Transferred to a four-year institution (transfers)	-	48
Job closely related to the field of study (2017-18)	-	67%
Median annual earnings (all exiters)	\$21,752	\$25,040
Median change in earnings (all exiters)	14%	34%
Attained a living wage (completers and skills-builders)	-	26%

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 merchandising.

## Summary of Findings

The knowledge, skills, and abilities trained by fashion merchandising programs (TOP 1303.20) lead to three occupations, collectively referred to as the fashion merchandising occupational group. Over the next five years (2021-2026), the fashion merchandising occupational group is projected to increase employment by 5%, with 2,203 annual job openings in the Inland Empire/Desert Region. An inverse staffing pattern reveals that, in 2021, 138 jobs, or 0.7% of regional jobs in the fashion merchandising occupational group, work in industries related to fashion, such as clothing, shoe, jewelry, luggage, and leather goods stores. In 2021, there were 90,659 fashion merchandising jobs in the Los Angeles/Orange County Region, more than four times more than in the Inland Empire/Desert Region.

Over the last 12 months, there were nearly nine times as many job ads posted in the Los Angeles/Orange County Region (1,140 ads) than in the Inland Empire/Desert Region (129 ads). Job ads reveal that the majority of fashion merchandising jobs in the Inland Empire/Desert Region (91%) are classified as merchandise displayers and window trimmers. Online job ad salary information reveals that employers are willing to pay the fashion merchandising occupational group in the Los Angeles/Orange County Region \$40,000 annually, below the region's \$45,386 annual (\$21.82 hourly) living wage standard.



The 25<sup>th</sup> percentile hourly earnings for buyers and purchasing agents are above the MIT living wage standard. The median hourly earnings for sales representatives, wholesale and manufacturing, except technical and scientific products are above the living wage standard, indicating that at least the top 50% of workers earn a living wage. The hourly earnings for merchandise displayers and window trimmers do not surpass the living wage standard until the 90<sup>th</sup> percentile. The hourly earnings for the fashion merchandising occupational group in the Los Angeles/Orange County Region are slightly higher than in the Inland Empire/Desert Region.

Over the last three academic years, Chaffey College issued eight awards annually in fashion merchandising programs (1303.20). In the 2018-19 academic year, the median annual earnings for fashion merchandising program exiters was \$21,752, below the regional living wage standard. Other postsecondary educational institutions in the region do not currently offer programs related to fashion merchandising.

The Centers of Excellence recommends expanding fashion merchandising programs focused on training buyer and purchasing agents and sales representatives, wholesale and manufacturing, except technical and scientific products. These occupations have significant annual job openings in the region and median hourly earnings above the living wage standard. Additionally, students exiting fashion merchandising 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 have a strong partnership with employers and ensure that students can obtain a living wage shortly after exiting the program.

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September 2022

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## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for fashion merchandising occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **Buyers and Purchasing Agents (13-1028)**

May negotiate contracts. Buy merchandise or commodities for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products. Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment.

**Sample job titles:** Buyer, Grocery Buyer, Procurement Specialist, Purchaser, Purchasing Coordinator, Retail Buyer, Trader, Procurement Official, Procurement Specialist, Purchasing Administrator, Purchasing Agent

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

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 34%*

#### **Merchandise Displayers and Window Trimmers (27-1026)**

Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.

**Sample job titles:** Decorator, Display Associate, Display Decorator, Display Specialist, In-Store Marketing Associate, Merchandiser, Visual Merchandiser (VM), Visual Merchandising Specialist

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Less than one month on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 34%*

#### **Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)**

Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

**Sample job titles:** Account Representative, Customer Account Technician, Inside Salesperson, Outside Sales Representative, Route Sales Representative, Sales Consultant, Sales Professional, Sales Representative (Sales Rep), Salesman, Salesperson

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 31%*

## Appendix: Methodology

Exhibit 11 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 the fashion merchandising occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	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
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	13,954	774	6%	1,555	\$14.76 to \$60.83	\$28.95	\$72,700	High school diploma or equivalent & 1-12 months	None
Buyers and Purchasing Agents (13-1028)	3,558	35	1%	361	\$17.42 to \$47.60	\$29.31	\$67,100	Bachelor's degree & 1-12 months	None
Merchandise Displayers and Window Trimmers (27-1026)	2,737	164	6%	287	\$14.23 to \$22.69	\$16.63	\$37,100	High school diploma or equivalent & Less than one month	None
<b>Total</b>	<b>20,248</b>	<b>974</b>	<b>5%</b>	<b>2,203</b>	-	-	-	-	-

Source: Lightcast 2022.3

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

Occupation (SOC)	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
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	62,152	(5,160)	(8%)	5,788	\$14.48 to \$62.69	\$29.95	\$75,700	High school diploma or equivalent & 1-12 months	None
Buyers and Purchasing Agents (13-1028)	20,195	(1,403)	(7%)	1,916	\$17.27 to \$51.74	\$30.99	\$72,800	Bachelor's degree & 1-12 months	None
Merchandise Displayers and Window Trimmers (27-1026)	8,312	(139)	(2%)	745	\$14.27 to \$23.02	\$17.49	\$38,800	High school diploma or equivalent & Less than one month	None

Occupation (SOC)	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
<b>Total</b>	<b>90,659</b>	<b>(6,701)</b>	<b>(7%)</b>	<b>8,450</b>	-	-	-	-	-

Source: Lightcast 2022.3

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

Occupation (SOC)	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
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	76,106	(4,386)	(6%)	7,343	\$14.58 to \$62.41	\$29.75	\$75,100	High school diploma or equivalent & 1-12 months	None
Buyers and Purchasing Agents (13-1028)	23,753	(1,367)	(6%)	2,278	\$17.30 to \$51.20	\$30.71	\$71,100	Bachelor's degree & 1-12 months	None
Merchandise Displayers and Window Trimmers (27-1026)	11,049	26	0%	1,031	\$14.26 to \$22.95	\$17.29	\$38,400	High school diploma or equivalent & Less than one month	None
<b>Total</b>	<b>110,907</b>	<b>(5,727)</b>	<b>(5%)</b>	<b>10,652</b>	-	-	-	-	-

Source: Lightcast 2022.3