

Labor Market Analysis: 0516.00 – Labor and Industrial Relations
Labor and Industrial Relations (Associate of Science & Certificate)
 Los Angeles Center of Excellence, August 2022

Summary

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input 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 checked="" type="checkbox"/>	No <input 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 Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one occupation:

- **Labor Relations Specialists (13-1075):** Resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints.¹

Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.² 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 in the region for *labor relations specialists*. In addition to *labor relations specialists* having an entry-level hourly wage that exceeds the self-sufficiency standard wage in both Los Angeles and Orange counties, over one-third (35%) of current workers in the field have completed some college/associate degree or less as their highest level of education. **Due to all of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **253 jobs are projected to be available annually** in the region due to retirements and workers leaving the field, **which is more than the three-year average of 23 awards conferred** by educational institutions in the region.

¹ [Labor Relations Specialists \(bls.gov\)](https://www.bls.gov)

² 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** – In Los Angeles County, the **typical entry-level hourly wage** for *labor relations specialists* is **\$25.46, which is above the self-sufficiency standard wage** for one adult in the region (\$18.10 in Los Angeles County).³
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor’s degree** as the **typical entry-level education** for *labor relations specialists*.
 - National-level educational attainment data indicates that 35% of workers in the field have completed some college/associate degree or less.

Supply:

- Between 2018 and 2021, **one community college** in the LA/OC region issued awards in labor and industrial relations programs, conferring an average of **12 awards**.
- Between 2017 and 2020, two non-community college institutions in the region conferred an average of **11 awards** from related programs.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *labor relations specialists*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to decrease by 7% through 2026. However, there will be more than 250 job openings per year through 2026 due to retirements and workers leaving the field.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	2,406	2,221	(185)	(8%)	217
Orange	389	376	(13)	(3%)	36
Total	2,796	2,597	(199)	(7%)	253

³ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

⁴ 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 *labor relations specialists* 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 greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County – The typical entry-level hourly wage for *labor relations specialists* is \$25.46, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$49.36/hour.

Exhibit 2: Hourly Earnings for Occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Labor Relations Specialists (13-1075)	\$25.46	\$39.18	\$49.36

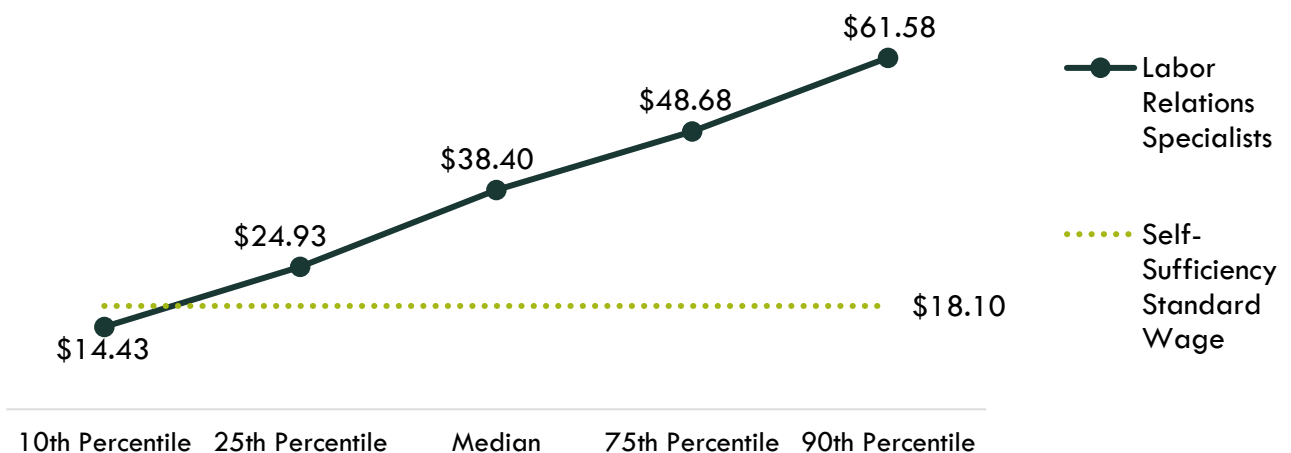
Orange County – The typical entry-level hourly wage for *labor relations specialist* is \$22.52, which is **above** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$43.43/hour.

Exhibit 3: Hourly Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Labor Relations Specialists (13-1075)	\$22.52	\$34.67	\$43.73

On average, the entry-level hourly wage for *labor relations specialists* is \$24.93 in the greater LA/OC region. This is above the self-sufficiency standard wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average hourly wages for the occupation of interest, from entry-level to experienced workers.

Exhibit 4: Average Hourly Earnings for Labor Relations Specialists in LA/OC



Job Postings

Over the past 12 months, there have been 128 online job postings for *labor relations specialists* in the region. The highest number of job postings were for labor relations specialists, union organizers, external union organizers, appeal and grievance specialists, and arbitration specialists. The top skills were labor relations, employee relations, collective bargaining, and union organizing. The top employers, by number of job postings, in the region were SEIU United Service Workers West, Cast and Crew Entertainment Services, and ZIM Integrated Shipping Services.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor’s degree as the typical entry-level education for *labor relations specialists*. National-level educational attainment data indicates that 35% of workers in the field have completed some college/associate degree or less.

Educational Supply

Community College Supply – Exhibit 5 shows the annual and three-year average number of awards conferred by community colleges in Labor and Industrial Relations (TOP 0516.00). Between 2018 and 2021, the only community college in the LA/OC region with completions was LA Trade-Tech.

Exhibit 5: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0516.00	Labor and Industrial Relations	LA Trade-Tech	15	9	12	12
Supply Total/Average			15	9	12	12

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *labor relations specialists*. Exhibit 6 shows the annual and three-year average number of awards conferred in relevant program(s). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, two non-community college institutions in the region conferred an average of 11 awards.

Exhibit 6: Regional non-community college awards, 2017-2020

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
52.1004	Labor Studies	CSU – Dominguez Hills	10	6	5	7
		UCLA	-	-	11	4
Supply Total/Average			10	6	16	11

Appendix A: Occupational demand and wage data by county

Exhibit 7. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Labor Relations Specialists (13-1075)	2,406	2,221	(185)	(8%)	217	\$25.46	\$39.18	\$49.36

Exhibit 8. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Labor Relations Specialists (13-1075)	389	376	(13)	(3%)	36	\$22.52	\$34.67	\$43.73

Exhibit 9. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Labor Relations Specialists (13-1075)	2,796	2,597	(199)	(7%)	253	Bachelor's degree

Appendix B: Sources

- O*NET Online
- Labor Insight (Burning Glass Technologies)
- Lightcast (formerly Emsi)
- 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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