

# LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

## INTERIOR DESIGNERS IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)  
Center of Excellence

DECEMBER 2022

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## SUMMARY

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The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- The North (Greater Sacramento) subregion held 453 interior design jobs in 2021. These jobs are projected to increase by 2% over the next five years, adding eight new jobs to the subregion by 2026.
- Over the next five years, interior design jobs are projected to have 43 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows interior designers earn hourly wages above the single adult living wage of \$14.53 per hour.
- Awards data analysis shows that North (Greater Sacramento) community colleges conferred an average of 13 awards in interior design programs over the last three academic years. CSU Sacramento also offers a bachelor's degree in interior design.

Recommendations include:

- The North (Greater Sacramento) Center of Excellence does not recommend developing new interior design programs in the Greater Sacramento area due to the small gap between the supply and demand of interior designers in the subregion.

# INTRODUCTION

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The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- Interior Designers (27-1025)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Interior Design and Merchandising (1302.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Interior Design (50.0408)

# OCCUPATIONAL DEMAND

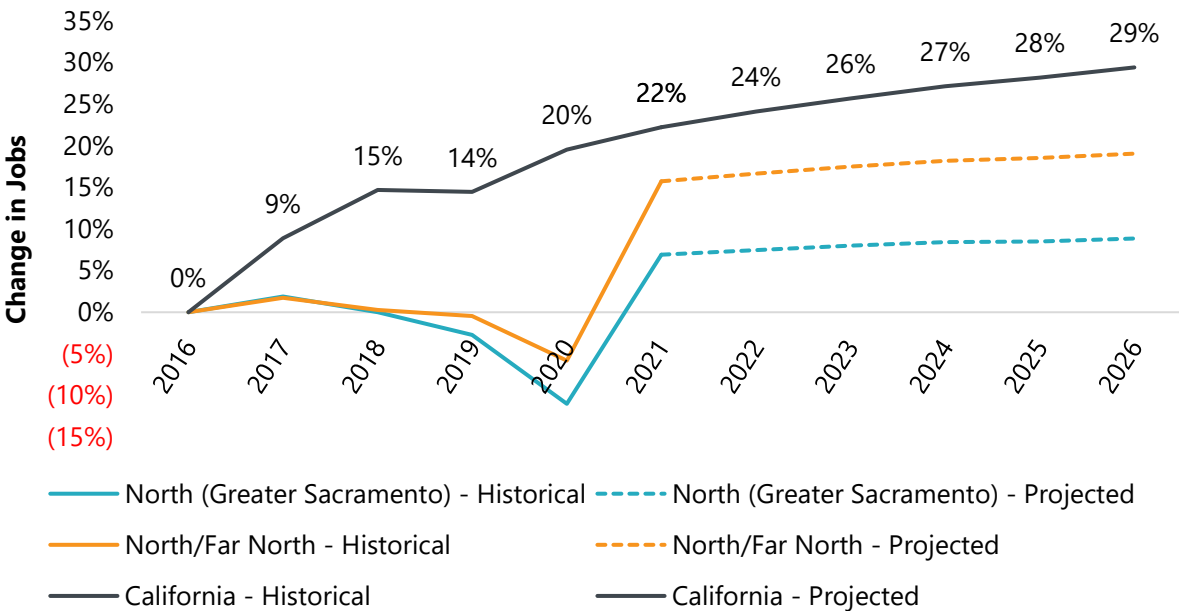
Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the North, North/Far North, and California.

**Exhibit 1. Employment and projected demand, 2021-2026**

Occupation	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	2021-2026 Annual Openings
Interior Designers	453	461	8	2%	43
<b>North (Greater Sacramento)</b>	<b>453</b>	<b>461</b>	<b>8</b>	<b>2%</b>	<b>43</b>
Interior Designers	521	536	15	3%	51
<b>North/Far North</b>	<b>521</b>	<b>536</b>	<b>15</b>	<b>3%</b>	<b>51</b>
Interior Designers	14,648	15,509	861	6%	1,544
<b>California</b>	<b>14,648</b>	<b>15,509</b>	<b>861</b>	<b>6%</b>	<b>1,544</b>

Exhibit 2 compares the percent change in jobs between 2016 through 2021 and the projected changes through 2026. The rate of change is indexed to the total number of jobs in 2016.

**Exhibit 2. Changes in employment, 2016-2026**



## Self-Employment

Exhibit 3 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the North, North/Far North, and California.

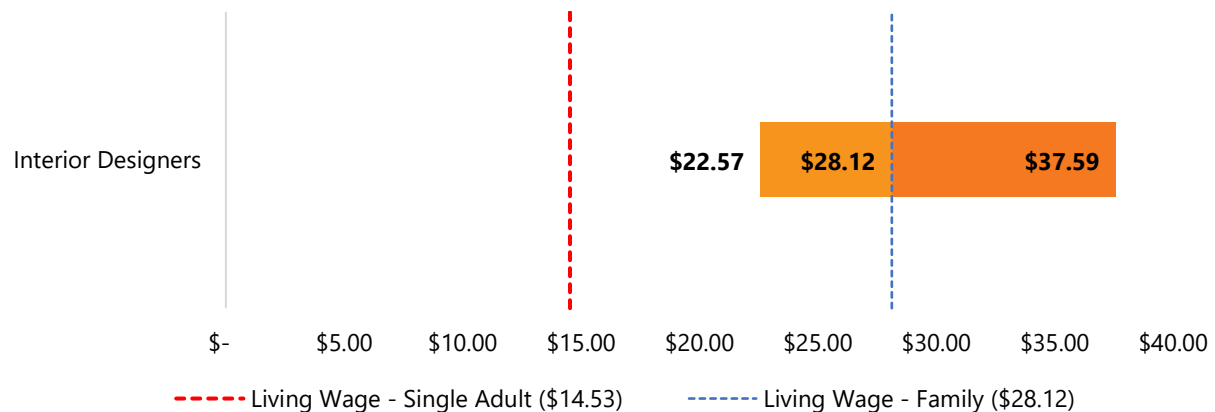
**Exhibit 3. Employment and projected demand, 2021-2026**

Type of Interior Designer Worker	2021 Jobs	Share of 2021 Jobs	2026 Jobs	Share of 2026 Jobs	2021-2026 Annual Openings
Employed	442	98%	448	97%	42
Self-Employed	11	2%	13	3%	1
<b>North (Greater Sacramento)</b>	<b>453</b>	<b>100%</b>	<b>461</b>	<b>100%</b>	<b>43</b>

## WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the North (Greater Sacramento) living wage<sup>1</sup> for a single adult (\$14.53 per hour) and a small family<sup>2</sup> (\$28.12 per hour).

**Exhibit 3. Comparison of wages by occupation, 2021**



<sup>1</sup> Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

<sup>2</sup> A small family is defined as a single adult and one school aged child (between the ages of 5 and 12 years).

# JOB POSTINGS

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This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The North COE identified 209 online job postings for the selected occupations in the Greater Sacramento subregion. Job posting data comes from Lightcast (formerly Emsi Burning Glass Labor) and represents new listings posted online within the last year, from December 1, 2021, to November 30, 2021.

## Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

### Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Interior Designers	209	100%
<b>Total Job Postings</b>	<b>209</b>	<b>100%</b>

Exhibit 5 shows the top 10 job titles with the most job postings and the share. All job postings included a job title.

### Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Kitchen and Bath Designers	78	37%
Interior Designers	69	33%
Design Consultants	18	9%
Designers	11	5%
Project Interior Designers	9	4%
Kitchen Designers	3	1%
Presidents/Interior Designers	3	1%
Interior Architectural Designers	3	1%

Job Title	Job Postings	Share of Job Postings
Interior Design Project Managers	2	1%
Interior Design Coordinators	2	1%

## Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations.

### Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
The Home Depot	60	29%
Floor & Decor	11	5%
Lionakis	8	4%
SmithGroup	7	3%
Design Remodel	7	3%
Mak Design+Build	6	3%
Living Spaces	5	2%
La-Z-Boy	5	2%
West Elm	4	2%
Hsh Interiors	4	2%

## Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations.

### Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Certified Interior Designer	2	1%



Certification	Job Postings	Share of Job Postings
LEED Accredited Professional (AP)	1	0%
LEED Green Associate	1	0%
National Council For Interior Design Qualification (NCIDQ)	1	0%

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills.

**Exhibit 8. Most in-demand specialized skills**

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
SketchUp (3D Modeling Software)	Sales	SketchUp (3D Modeling Software)
Showrooms	Microsoft Office	Microsoft Office
Purchasing	Detail Oriented	Autodesk Revit
Autodesk Revit	Communications	AutoCAD
AutoCAD	Presentations	Adobe Photoshop
Construction	Organizational Skills	Adobe Illustrator
Adobe Photoshop	Customer Service	Adobe InDesign
Construction Management	Research	Microsoft Excel
Adobe Illustrator	Management	Microsoft PowerPoint
Adobe InDesign	Self-Motivation	Adobe Creative Suite

Exhibit 9 shows employers' minimum level of education for job postings for the selected occupations.

**Exhibit 9. Employer-preferred minimum education levels**

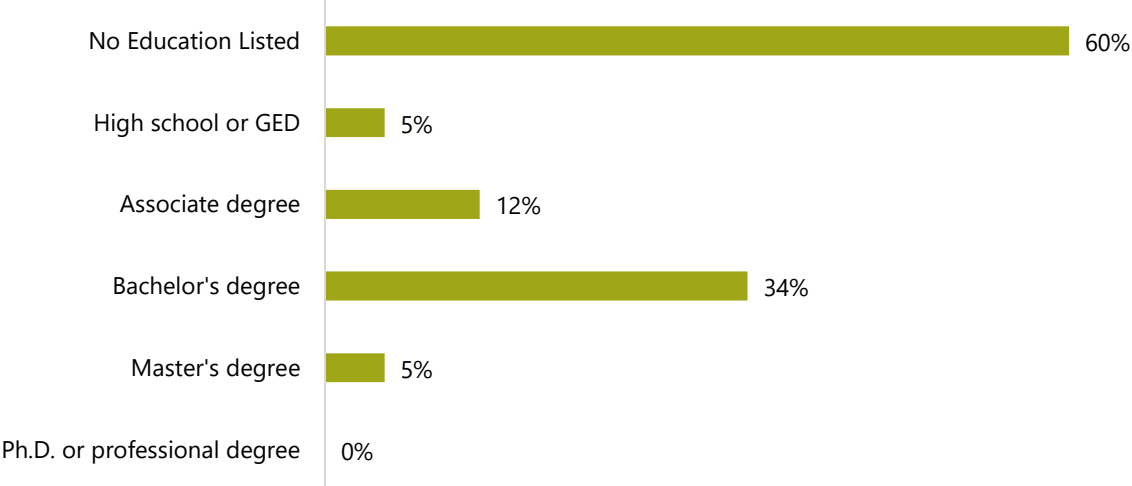
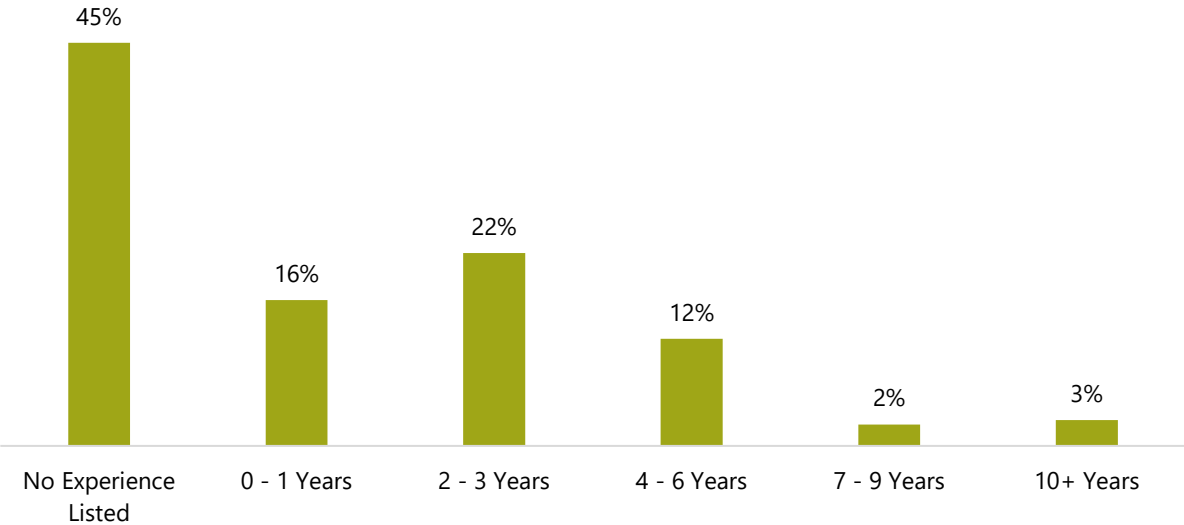


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations.

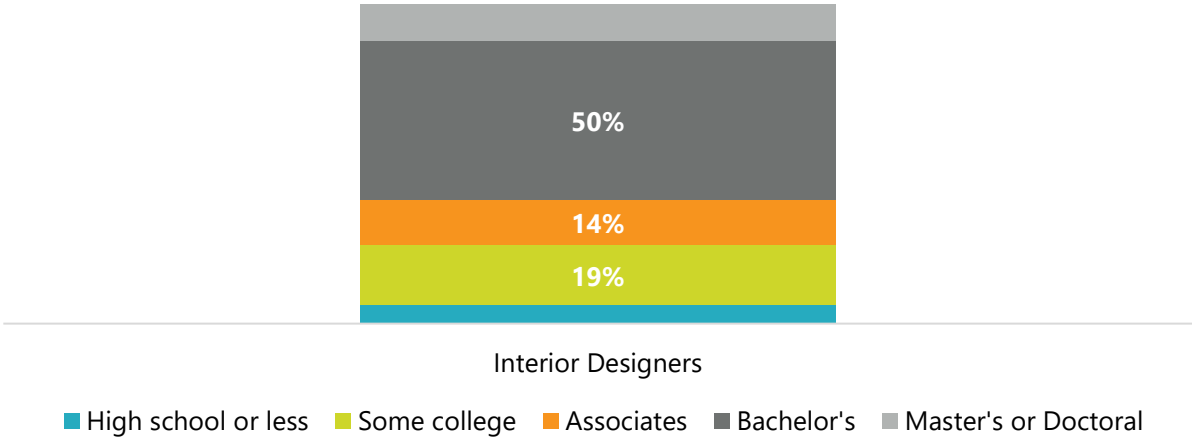
**Exhibit 10. Employer-preferred experience levels**



# EDUCATION AND TRAINING

The U.S. Census Bureau collects education data from workers employed in occupations. Exhibit 11 shows the state-level educational attainment of the current workforce in the selected occupations.

**Exhibit 11. California worker educational attainment for selected occupations, 2019**



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the selected occupations' entry-level job requirements.

**Exhibit 12. Typical education, work experience, and on-the-job training requirements**

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Interior Designers	Bachelor's degree	None	None

## EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 13. TOP and CIP codes for training programs related to the selected occupations**

TOP Programs and Codes	Aligned CIP Programs and Codes
Interior Design and Merchandising (1302.00)	Interior Design (50.0408)

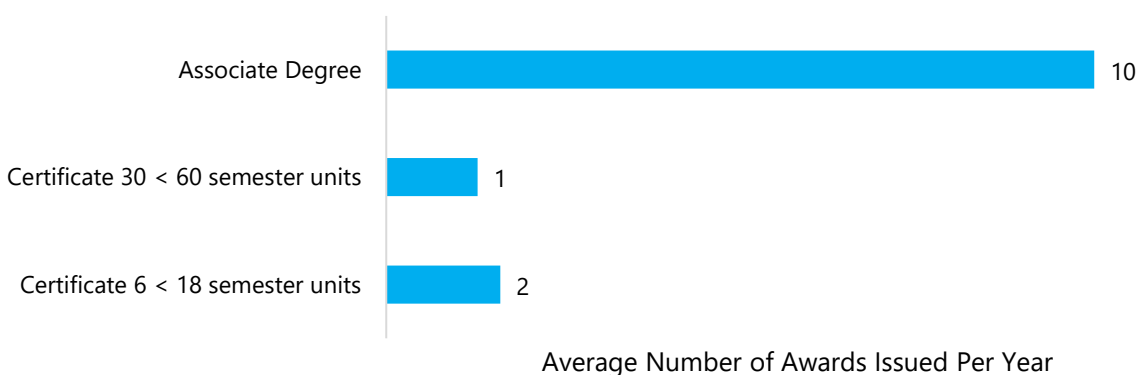
### Community College Supply

Exhibits 14 and 15 compare the average number of certificates and degrees from selected community college programs over the last three academic years.

**Exhibit 14. Annual average community college awards by program**

Program - TOP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Interior Design and Merchandising (1302.00)	American River	19	11	10	13
	<b>Grand Total</b>	<b>19</b>	<b>11</b>	<b>10</b>	<b>13</b>

**Exhibit 15. Annual average community college awards by type, 2019-20 through 2021-22**



## Other Postsecondary Supply

Exhibit 16 compares the average number of degrees that non-community college training providers conferred in the North (Greater Sacramento) subregion over the last three academic years. Please note that non-community college data lags by one year.

**Exhibit 16. Other postsecondary awards by program**

Program - CIP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Interior Design (50.0408)	CSU Sacramento (Bachelor's degree)	35	26	7	23
	<b>Grand Total</b>	<b>35</b>	<b>26</b>	<b>7</b>	<b>23</b>

# FINDINGS

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- This report focuses on one occupation in the interior design career pathway: interior designers.
- The North (Greater Sacramento) subregion held 453 interior design jobs in 2021. These jobs are projected to increase by 2% over the next five years, adding eight new jobs to the subregion by 2026.
  - Further analysis into the class or type of worker revealed that most of Greater Sacramento's jobs for interior designers are held by employees of a business. In 2021, an estimated 98% of interior design jobs were held by employees, while self-employed workers had the remaining 2% of jobs. The shares of employed and self-employed jobs for interior designers are expected to remain stable through 2026.
- Interior design jobs are projected to grow slower in the North (Greater Sacramento) subregion than in California.
- Over the next five years, interior design jobs are projected to have 43 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that interior designers earn \$8 more than the single adult living wage of \$14.53 per hour. Median hourly wages for interior designers meet the living wage threshold for a small family.
- According to real-time labor market information, there were about 209 online job postings for interior designers between December 1, 2021, and November 30, 2022. The job title "Kitchen and Bath Designers" had the largest share of postings at 37% of all interior designer online job postings
- Thirty-three percent of workers employed as interior designers in California have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 50% of these workers hold a bachelor's degree.
- One North (Greater Sacramento) community college offer degrees and certificates in programs related to interior design. American River conferred an average of 13 awards per year in interior design programs over the last three academic years (2019-20 through 2021-22).
- CSU Sacramento also offers a bachelor's degree in interior design. Between 2018-19 and 2020-21, Sacramento State conferred an average of 23 awards in its interior design program over the last three years. Please note that non-community college awards data often lags by one year.

# RECOMMENDATIONS

- Based on a comparison of annual average awards and projected yearly openings in the North (Greater Sacramento) subregion, the subregion seems to be nearing a balance between the supply and demand of interior designers.
  - Community colleges and other postsecondary training providers issued an average of 36 awards over the last three years.
  - There are 43 projected annual openings for interior design jobs.
- The North (Greater Sacramento) Center of Excellence does not recommend developing new interior design programs in the Greater Sacramento area due to the small gap between the supply and demand of interior designers in the subregion. A new interior design program could oversupply the region with interior design workers, leading to increased competition for a small pool of jobs.
- The North (Greater Sacramento) Center of Excellence also recommends exercising caution in modifying existing interior design programs due to the small gap between the supply and demand of interior designers in the subregion.

New Program Recommendation		
<b>Move forward with the new program</b>	<b>Proceed with caution</b>	<b>A new program is not recommended</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Existing Program Modifications		
<b>Move forward with the new program</b>	<b>Proceed with caution</b>	<b>A new program is not recommended</b>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## APPENDIX A. METHODOLOGY AND SOURCES

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This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O\*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Lightcast (Formerly EMSI/Burning Glass) 2022.3; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. *Note: EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).*

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

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

O\*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Public Use Microdata Sample (PUMS). U.S. Census Bureau American Community Survey (ACS). <https://www.census.gov/programs-surveys/acs/microdata.html>

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6<sup>th</sup> Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>



**COVID-19 Statement:** This report includes employment projection data by EMSI. EMSI's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

**Important Disclaimer:** All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and  
Workforce Development Program



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