

**Labor Market Analysis: 0501.00/Business and Commerce, General
Business (Associate of Arts (A.A.) degree; Certificate req. 30 to <60 semester units)
Los Angeles Center of Excellence, February 2023**

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"/> (See comments below)		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 five business-related occupations:

- **General and Operations Managers (11-1021)** Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors.¹
- **Sales Managers (11-2022)** Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.²
- **Administrative Services Managers (11-3012)** Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services.³
- **Facilities Managers (11-3013)** Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization's campus.⁴
- **Human Resources Managers (11-3121)** Plan, direct, or coordinate human resources activities and staff of an organization.⁵

¹ [General and Operations Managers \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/11-1021)

² [Sales Managers : Occupational Outlook Handbook: U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/11-2022)

³ [Administrative Services and Facilities Managers: Occupational Outlook Handbook \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/11-3012)

⁴ [Administrative Services and Facilities Managers: Occupational Outlook Handbook \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/11-3013)

⁵ [Human Resources Managers: Occupational Outlook Handbook \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/11-3121)

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁶ The occupations in this report typically require a bachelor's degree; however, more than one-third of current workers in the field in each of these occupations have completed less than a bachelor's degree as their highest level of education. 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 the occupations of interest. However, the oversupply is within the COE's acceptable margin (25% over or under the number of annual openings) and is therefore considered "supply met" rather than a "supply gap." While this program does not meet the traditional supply/demand endorsement criteria, there may be demand for these workers from local employers that is not reflected in traditional labor market data. For this reason, real-time labor market data is included in this report as well – to provide a more nuanced view of the regional job market for these five occupations related to business. Furthermore, the skills learned from these general business programs can be applied to a variety of occupations beyond the scope of this report, thus overestimating the supply for this specific set of five business occupations. Finally, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and more than one-third of current workers in the field have completed an associate degree/some college or less education.

Therefore, due to all the criteria being met, the LA COE endorses this proposed program.

Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **18,032 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is less than the three-year average of 22,165 awards conferred** by educational institutions in the region.
 - Although there are more awards conferred than job openings, the data suggests that the **demand has been met for these occupations within the LA/OC region** since the three-year average number of awards (supply) is within the COE's 25% margin of annual job openings (demand).
 - Over the past 12 months, there were **55,822 online job postings related to these business occupations**. The highest number of job postings were for human resources managers, operations manager, business development managers, sales managers, and general managers.

⁶ 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** – Within Los Angeles County, **all five business occupations** in this report have **entry-level wages above the self-sufficiency standard hourly wage** (\$18.10/hour).⁷
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor’s degree as the typical entry-level education** for all five occupations in this report.
 - However, the national-level educational attainment data indicates **between 36% and 56% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **29 community colleges** in the greater LA/OC region that issue awards related to business, conferring an average of **10,412 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **11,753 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these business occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 9% through 2026. There will be more than 18,000 job openings per year through 2026 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁸

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	122,371	133,101	10,730	9%	13,102
Orange	47,141	50,841	3,700	8%	4,930
Total	169,512	183,943	14,430	9%	18,032

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these business occupations 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.

⁷ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

⁸ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Los Angeles County—All five business occupations in this report have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$36.43 and \$46.52, while experienced workers can expect to earn wages between \$61.48 and \$85.49.

Exhibit 2: Hourly Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
General and Operations Managers (11-1021)	\$36.56	\$51.26	\$79.57
Sales Managers (11-2022)	\$36.43	\$58.46	\$79.48
Administrative Services Managers (11-3012)	\$38.56	\$48.57	\$63.34
Facilities Managers (11-3013)	\$36.92	\$47.83	\$61.48
Human Resources Managers (11-3121)	\$46.52	\$62.62	\$85.49

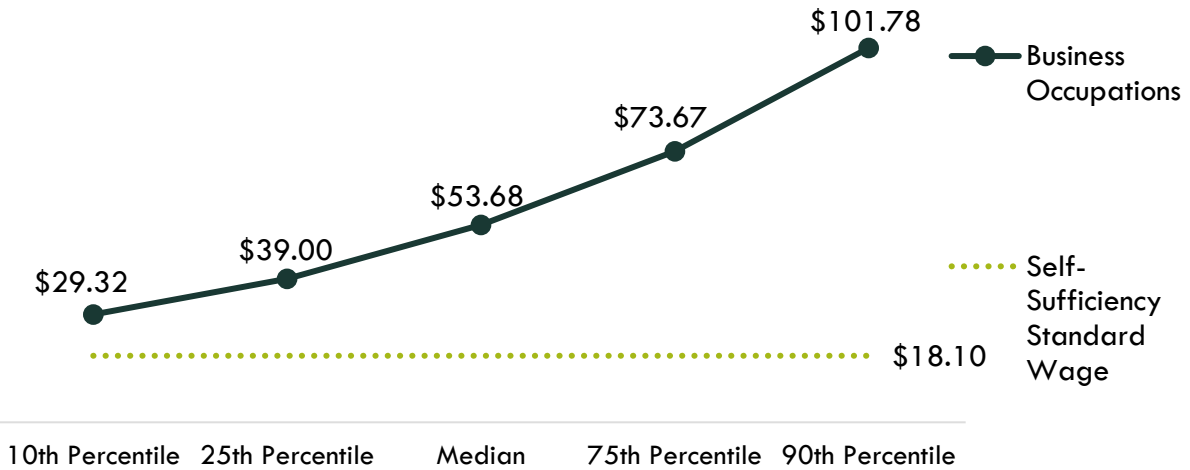
Orange County—All five business occupations in this report have entry-level wages above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$36.51 and \$46.38, while experienced workers can expect to earn wages between \$60.65 and \$83.14.

Exhibit 3: Hourly Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
General and Operations Managers (11-1021)	\$36.77	\$51.09	\$79.05
Sales Managers (11-2022)	\$37.67	\$60.21	\$81.09
Administrative Services Managers (11-3012)	\$37.62	\$47.33	\$61.70
Facilities Managers (11-3013)	\$36.51	\$47.18	\$60.65
Human Resources Managers (11-3121)	\$46.38	\$61.47	\$83.14

On average, the entry-level earnings for the occupations in this report are \$39.00; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

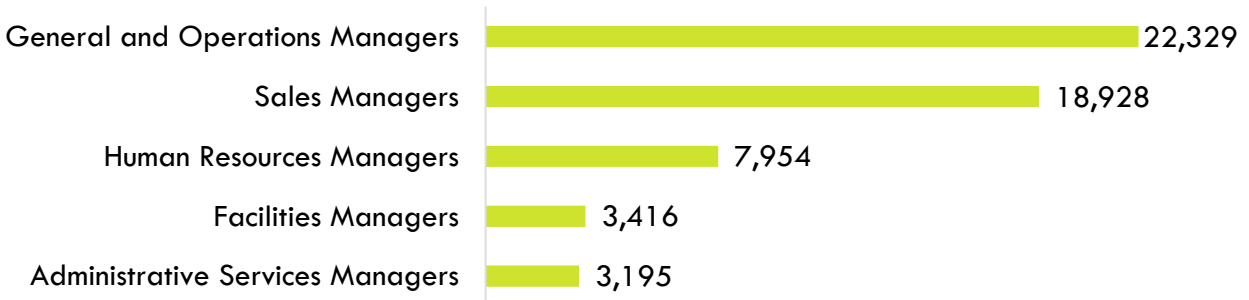
Exhibit 4: Average Hourly Earnings for Business Occupations in LA/OC



Job Postings

Over the last 12 months, there were 55,822 online job postings related to the business occupations in this report. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (40%) were for *general and operations managers*, followed by *sales managers* (34%) and *human resources managers* (14%). The highest number of job postings were for human resources managers, operations managers, business development managers, sales managers, and general managers. The top skills were marketing, business development, operations management, finance, and selling techniques. The top three employers, by number of job postings, in the region were: Elevance Health, Deloitte, and Disney.

Exhibit 5: Job postings by occupation (last 12 months)



Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor’s degree as the typical entry-level education for all five business occupations in this report. However, the national-level educational attainment data indicates between 36% and 56% of workers in the field have completed some college/associate degree or less education. Of the 67% of business-related job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 20% (7,684) requested high school or vocational training, 5% (1,847) requested an associate degree, and 75% (28,075) requested a bachelor’s degree.

Educational Supply

Community College Supply—Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are Pasadena, Cerritos, and Coastline.

Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0501.00	Business and Commerce, General	Cerritos	41	5	4	17
		Glendale	40	46	61	49
		LA City	157	116	50	108
		LA Harbor	13	10	12	12
		LA Mission	9	-	-	3
		LA Pierce	5	17	13	12
		LA Southwest	30	29	29	29
		Long Beach	130	237	189	185
		Mt San Antonio	209	117	117	148
		Santa Monica	1	5	12	6
		West LA	5	44	67	39
		LA Subtotal	640	626	554	607
		Coastline	5	6	5	5
		Saddleback	14	19	39	24
OC Subtotal	19	25	44	29		
Supply Subtotal/Average			659	651	598	636
0505.00	Business Administration	Cerritos	206	250	222	226
		Citrus	349	399	416	388
		Compton	49	28	31	36
		East LA	227	247	391	288
		El Camino	295	306	342	314
		Glendale	216	241	217	225
		LA City	84	91	151	109
		LA Harbor	83	83	87	84
		LA Mission	51	88	89	76
		LA Pierce	211	208	255	225
		LA Southwest	35	56	45	45
		LA Trade-Tech	-	7	28	12
		LA Valley	131	147	172	150

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Long Beach	375	293	319	329
		Mt San Antonio	248	269	337	285
		Pasadena	909	1,191	1,240	1,113
		Rio Hondo	241	276	246	254
		Santa Monica	297	334	337	323
		West LA	120	156	134	137
		LA Subtotal	4,127	4,670	5,059	4,619
		Coastline	763	592	432	596
		Cypress	228	244	232	235
		Fullerton	374	373	319	355
		Golden West	187	166	194	182
		Irvine	306	349	299	318
		Orange Coast	381	443	368	397
		Saddleback	297	382	315	331
		Santa Ana	217	220	198	212
		Santiago Canyon	159	157	153	156
		OC Subtotal	2,912	2,926	2,510	2,783
		Supply Subtotal/Average	7,039	7,596	7,569	7,401
0506.00	Business Management	Cerritos	456	516	387	453
		Citrus	2	-	-	1
		Compton	3	-	-	1
		East LA	29	18	17	21
		El Camino	23	33	49	35
		Glendale	9	13	15	12
		LA City	18	39	18	25
		LA Mission	3	1	4	3
		LA Pierce	3	2	7	4
		LA Valley	33	36	30	33
		Long Beach	21	29	44	31
		Mt San Antonio	202	145	150	166
		Santa Monica	23	-	-	8
		LA Subtotal	825	832	721	793
		Coastline	84	72	307	154
		Cypress	6	3	7	5
		Fullerton	11	12	11	11

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Golden West	20	8	11	13
		Irvine	3	14	5	7
		N. Orange Adult	27	36	19	27
		Orange Coast	40	16	19	25
		Santa Ana	64	71	40	58
		Santiago Canyon	17	24	55	32
		OC Subtotal	272	256	474	334
Supply Subtotal/Average			1,097	1,088	1,195	1,127
0506.30	Management Development and Supervision	Cerritos	14	32	50	32
		LA Pierce	4	4	5	4
		LA Southwest	12	9	15	12
		LA Trade-Tech	5	4	8	6
		LA Valley	23	20	18	20
		Pasadena	3	3	10	5
		Rio Hondo	20	25	18	21
		Santa Monica	6	19	19	15
		LA Subtotal	87	116	143	115
		Coastline	355	247	7	203
		Cypress	-	-	1	0
		Irvine	-	-	3	1
		Saddleback	34	27	53	38
		Santa Ana	4	11	9	8
		Santiago Canyon	-	2	1	1
		OC Subtotal	393	287	74	251
Supply Subtotal/Average			480	403	217	367
0506.40	Small Business and Entrepreneurship	Cerritos	34	38	18	30
		Citrus	2	-	-	1
		East LA	-	4	1	2
		Glendale	-	1	1	1
		LA City	7	5	4	5
		LA Pierce	4	4	6	5
		LA Trade-Tech	6	6	9	7
		Long Beach	-	-	2	1
		Mt San Antonio	32	26	19	26
		Pasadena	3	9	22	11

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Rio Hondo	7	6	4	6
		Santa Monica	9	19	22	17
		West LA	5	4	1	3
		LA Subtotal	109	122	109	113
		Coastline	5	4	16	8
		Cypress	4	7	4	5
		Fullerton	4	3	6	4
		Golden West	2	13	2	6
		Irvine	48	56	11	38
		Saddleback	8	14	8	10
		Santa Ana	7	5	6	6
		OC Subtotal	78	102	53	78
		Supply Subtotal/Average	187	224	162	191
0506.50	Retail Store Operations and Management	Cerritos	218	206	198	207
		Compton	1	-	-	0
		El Camino	3	2	2	2
		LA City	-	2	-	1
		LA Pierce	1	-	-	0
		LA Trade	4	1	2	2
		LA Valley	4	3	2	3
		Mt San Antonio	2	1	2	2
		Pasadena	-	1	2	1
		Rio Hondo	2	1	3	2
		LA Subtotal	235	217	211	221
		Coastline	2	1	-	1
		Golden West	2	-	-	1
		Orange Coast	2	-	-	1
		Saddleback	-	-	2	1
		Santa Ana	2	-	-	1
		OC Subtotal	8	1	2	4
		Supply Subtotal/Average	243	218	213	225
0508.00	International Business and Trade	Cerritos	26	15	9	17
		East LA	3	8	6	6
		Glendale	-	5	6	4
		LA Harbor	-	-	3	1

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		LA Pierce	2	1	1	1
		Long Beach	4	7	15	9
		Mt San Antonio	28	29	17	25
		Pasadena	4	4	7	5
		Rio Hondo	1	2	3	2
		Santa Monica	-	4	4	3
		LA Subtotal	68	75	71	71
		Fullerton	1	3	2	2
		Saddleback	5	8	5	6
		Santa Ana	89	112	31	77
		OC Subtotal	95	123	38	85
		Supply Subtotal/Average	163	198	109	157
		Cerritos	25	18	14	19
		Compton	1	-	-	0
		East LA	9	5	8	7
		El Camino	14	6	9	10
		Glendale	1	1	3	2
		LA City	12	15	15	14
		LA Pierce	4	8	8	7
		LA Trade	3	3	7	4
		LA Valley	28	19	24	24
		Long Beach	6	5	15	9
		Mt San Antonio	5	5	12	7
		Pasadena	3	6	3	4
		Rio Hondo	2	9	11	7
		Santa Monica	20	28	54	34
		West LA	1	1	1	1
		LA Subtotal	134	129	184	149
		Cypress	4	5	4	4
		Fullerton	2	4	8	5
		Golden West	2	6	4	4
		Orange Coast	83	69	48	67
		Saddleback	16	27	15	19
		Santa Ana	3	-	2	2
		Santiago Canyon	17	18	57	31
0509.00	Marketing and Distribution					

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		OC Subtotal	127	129	138	131
Supply Subtotal/Average			261	258	322	280
0509.40	Sales and Salesmanship	Glendale	-	-	9	3
		Santa Monica	13	19	25	19
		LA Subtotal	13	19	34	22
		Orange Coast	3	5	6	5
		OC Subtotal	3	5	6	5
Supply Subtotal/Average			16	24	40	27
0514.40	Office Management	El Camino	-	1	1	1
		Santa Monica	-	-	1	0
		LA Subtotal	-	1	2	1
		Cypress	1	1	-	1
		OC Subtotal	1	1	-	1
Supply Subtotal/Average			1	2	2	2
Supply Total/Average			10,146	10,662	10,427	10,412

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 the business occupations in this report. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 11,753 awards.

Exhibit 7: Regional non-community college awards, 2017-2020

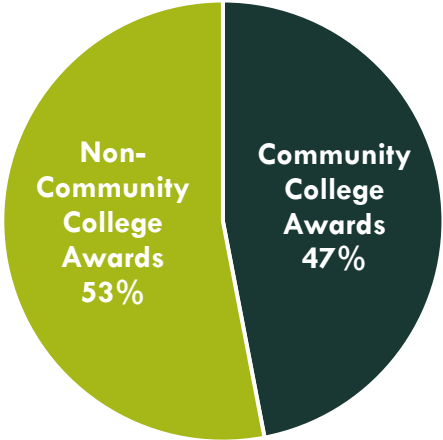
CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
52.0101	Business/Commerce, General	Azusa Pacific University	9	13	16	13
		Loyola Marymount University	-	3	2	2
52.0201	Business Administration and Management, General	Abraham Lincoln University	1	4	-	2
		American Jewish University	-	-	3	1
		Angeles College	-	-	6	2
		Azusa Pacific University	111	122	106	113
		Bethesda University	22	24	26	24
		Biola University	87	113	137	112
		Brandman University	146	115	155	139

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		CA Intercontinental University	5	3	4	4
		Cal. St. Poly. Univ.-Pomona	1,465	1,191	1,401	1,352
		CSU-Dominguez Hills	569	559	575	568
		CSU-Fullerton	2,174	2,366	2,374	2,305
		CSU-Long Beach	1,326	1,325	1,443	1,365
		CSU-Los Angeles	1,028	1,072	1,131	1,077
		CSU-Northridge	609	637	740	662
		Chapman University	331	331	474	379
		Concordia University-Irvine	95	98	87	93
		Fremont College	-	-	1	0
		Hope International University	31	52	57	47
		InterCoast Colleges-Santa Ana	-	-	18	6
		Learnet Academy	-	17	3	7
		Life Pacific University	15	11	15	14
		Los Angeles Pacific College	-	3	7	3
		Los Angeles Pacific University	-	1	-	0
		Loyola Marymount University	-	32	29	20
		Marymount California University	67	65	59	64
		Mount Saint Mary's University	41	39	51	44
		Pacific Oaks College	-	-	7	2
		Pacific States University	2	2	1	2
		Pepperdine University	191	255	185	210
		Platt College-Anaheim	2	8	14	8
		Platt College-Los Angeles	8	6	11	8
		The Master's Univ. and Seminary	71	64	64	66
		Trident University International	326	277	-	201
		University of California-Irvine	205	260	306	257
		University of La Verne	349	314	294	319
		University of Southern California	993	1,022	1,020	1,012
		University of the People	67	75	205	116
		University of the West	15	6	7	9
		Vanguard University of Southern California	78	71	51	67
		Westcliff University	83	97	71	84
		Whittier College	57	73	64	65
		Woodbury University	38	23	21	27

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
52.0701	Entrepreneurship/ Entrepreneurial Studies	Azusa Pacific University	1	-	4	2
		CA Intercontinental University	-	-	1	0
		Hussian College-Los Angeles	-	-	1	0
		Loyola Marymount University	74	66	70	70
		Mount Saint Mary's University	-	1	-	0
		Pitzer College	-	1	-	0
52.1001	Human Resources Management/ Personnel Administration, General	Trident University International	30	23	-	18
52.1101	International Business/Trade/ Commerce	Azusa Pacific University	12	8	8	9
		CSU-Fullerton	60	75	77	71
		Mount Saint Mary's University	6	2	4	4
		Pepperdine University	31	23	28	27
		University of La Verne	4	6	2	4
		University of Southern California	39	32	46	39
52.1401	Marketing/ Marketing Management, General	CSU-Northridge	377	395	384	385
		Fashion Institute of Design & Merchandising-LA	70	68	27	55
		Fremont College	3	4	4	4
		Loyola Marymount University	184	132	154	157
		Mount Saint Mary's University	22	10	9	14
		Vanguard Univ. of Southern CA	7	9	8	8
		Woodbury University	14	17	19	17
Supply Total/Average			11,551	11,621	12,087	11,753

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Approximately half of the awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 9. 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)
General and Operations Managers (11-1021)	78,008	86,621	8,613	11%	8,924	\$36.56	\$51.26	\$79.57
Sales Managers (11-2022)	23,860	24,526	666	3%	2,129	\$36.43	\$58.46	\$79.48
Administrative Services Managers (11-3012)	9,817	10,456	639	7%	969	\$38.56	\$48.57	\$63.34
Facilities Managers (11-3013)	3,610	3,942	332	9%	373	\$36.92	\$47.83	\$61.48
Human Resources Managers (11-3121)	7,077	7,556	479	7%	707	\$46.52	\$62.62	\$85.49
Total	122,371	133,101	10,730	9%	13,102	-	-	-

Exhibit 10. 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)
General and Operations Managers (11-1021)	30,169	33,176	3,007	10%	3,362	\$36.77	\$51.09	\$79.05
Sales Managers (11-2022)	9,511	9,714	203	2%	832	\$37.67	\$60.21	\$81.09
Administrative Services Managers (11-3012)	3,560	3,765	205	6%	344	\$37.62	\$47.33	\$61.70
Facilities Managers (11-3013)	1,294	1,425	131	10%	136	\$36.51	\$47.18	\$60.65
Human Resources Managers (11-3121)	2,607	2,762	155	6%	255	\$46.38	\$61.47	\$83.14
Total	47,141	50,841	3,700	8%	4,930	-	-	-

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
General and Operations Managers (11-1021)	108,177	119,798	11,621	11%	12,286	Bachelor's degree
Sales Managers (11-2022)	33,370	34,239	869	3%	2,961	Bachelor's degree
Administrative Services Managers (11-3012)	13,377	14,221	844	6%	1,313	Bachelor's degree
Facilities Managers (11-3013)	4,904	5,367	463	9%	509	Bachelor's degree
Human Resources Managers (11-3121)	9,684	10,318	634	7%	962	Bachelor's degree
Total	169,512	183,943	14,430	9%	18,032	-

Appendix B: Sources

- O*NET Online
- Lightcast (formerly 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)

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