

Labor Market Analysis: 0508.00 - International Business and Trade

International Business - Associate of Arts (A.A.) degree; Certificate requiring 30 to < 60 units
Los Angeles Center of Excellence, September 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"/>	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 checked="" type="checkbox"/>		No <input 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 four middle-skill occupations:

- **Transportation, Storage, and Distribution Managers (11-3071)** Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.¹
- **Buyers and Purchasing Agents (13-1028)** This occupation includes the 2018 SOC occupations: Buyers and Purchasing Agents, Farm Products (13-1021); Wholesale and Retail Buyers, Except Farm Products (13-1022); and Purchasing Agents, Except Wholesale, Retail, and Farm Products (13-1023).²
 - **Buyers and Purchasing Agents, Farm Products (13-1021)** Purchase farm products either for further processing or resale. Includes tree farm contractors, grain brokers and market operators, grain buyers, and tobacco buyers. May negotiate contracts.
 - **Wholesale and Retail Buyers Except Farm Products (13-1022)** Buy merchandise or commodities, other than farm products, 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. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products.
 - **Purchasing Agents, Except Wholesale, Retail, and Farm Products (13-1023)** Buy merchandise or commodities, other than farm products, 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

¹ [Transportation, Storage, and Distribution Managers \(bls.gov\)](https://www.bls.gov/occupations/11-3071)

² [Purchasing Managers, Buyers, and Purchasing Agents \(bls.gov\)](https://www.bls.gov/occupations/13-1028)

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. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products.

- **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.³
- **Cargo and Freight Agents (43-5011)** Expedite and route movement of incoming and outgoing cargo and freight shipments in airline, train, and trucking terminals and shipping docks. Take orders from customers and arrange pickup of freight and cargo for delivery to loading platform. Prepare and examine bills of lading to determine shipping charges and tariffs.⁴

and one emerging occupation:

- **Customs Brokers (13-1041.08)** Prepare customs documentation and ensure that shipments meet all applicable laws to facilitate the import and export of goods. Determine and track duties and taxes payable and process payments on behalf of client. Sign documents under a power of attorney. Represent clients in meetings with customs officials and apply for duty refunds and tariff reclassifications. Coordinate transportation and storage of imported goods.⁵

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁶ Although *buyers and purchasing agents* typically requires a bachelor's degree, it is considered a middle-skill occupation because approximately one-third of workers in the field have completed some college or an associate degree. 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 appears to be a supply gap for these middle-skill occupations related to international business in the region. Furthermore, the majority of annual openings have entry-level wages that exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and approximately one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to all the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

³ [Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products \(bls.gov\)](#)

⁴ [Cargo and Freight Agents \(bls.gov\)](#)

⁵ [13-1041.08 - Customs Brokers \(onetonline.org\)](#)

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.

Demand:

- **Supply Gap Criteria** – Over the next five years, **10,527 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 488 awards conferred** by educational institutions in the region.
 - However, occupations in this report are employed in various business operations, and not solely international business. Therefore, **the number of annual job openings is likely overstated for middle-skill occupations related to international business.**
 - Over the past 12 months, there were **42,989 online job postings** related to the occupations in this report. The highest number of job postings were for sales representatives, account managers, account executives, outside sales representatives and inside sales representatives.
- **Living Wage Criteria** – Within Los Angeles County, the **majority (88%) of annual job openings** for these middle-skill business occupations have entry-level wages **above** the self-sufficiency standard hourly wage (\$18.10/hour).⁷
- **Educational Criteria** – Within the greater LA/OC region, **81% of the annual job openings** for occupations related to international business **typically require a high school diploma or equivalent.**
 - However, the national-level educational attainment data indicates **between 31% and 43% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **14 community colleges** in the greater LA/OC region that issue awards related to international business, conferring an average of **337 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **151 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 middle-skill occupations related to international business. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to decrease by 3% through 2026. However, there will be more than 10,500 job openings per year through 2027 due to retirements and workers leaving the field. It is important to note that these occupations are employed in all types of business operations, and not solely international business. Therefore, the data in Exhibit 1 is likely overstated for middle-skill occupations related to international business.

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

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁸

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	77,688	75,794	(1,895)	(2%)	7,797
Orange	27,726	26,957	(769)	(3%)	2,730
Total	105,414	102,751	(2,663)	(3%)	10,527

Wages

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

Los Angeles County

The majority (88%) of annual openings for these middle-skill business occupations 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 \$17.90 and \$34.74. One occupation has entry-level wages below the county’s self-sufficiency standard: *cargo and freight agents* (\$17.90). Experienced workers can expect to earn wages between \$29.78 and \$64.86, which are higher than the self-sufficiency standard.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Transportation, Storage, and Distribution Managers (11-3071)	\$34.74	\$48.08	\$64.86	\$100,000
Buyers and Purchasing Agents (13-1028)	\$26.89	\$35.43	\$46.51	\$73,700
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	\$22.03	\$29.47	\$44.72	\$61,300
Cargo and Freight Agents (43-5011)	\$17.90	\$23.62	\$29.78	\$49,100

*Rounded to the nearest \$100

Orange County

The majority (96%) of annual openings for these middle-skill business occupations 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 \$16.97 and \$35.45. One occupation has entry-level wages below the county’s self-sufficiency standard: *cargo and freight agents*

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.

(\$16.97). Experienced workers can expect to earn wages between \$28.23 and \$66.14, which are higher than the self-sufficiency standard.

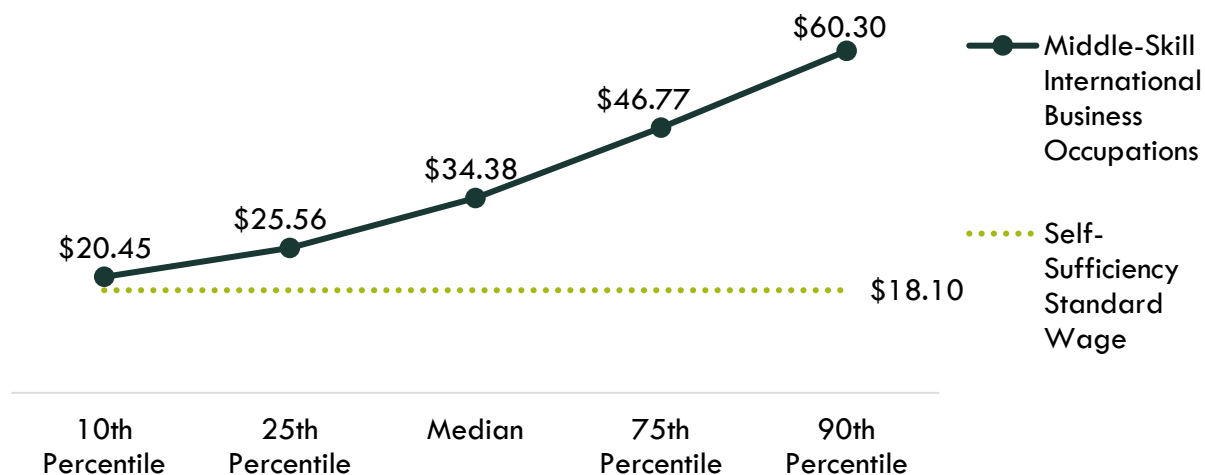
Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Transportation, Storage, and Distribution Managers (11-3071)	\$35.45	\$49.03	\$66.14	\$102,000
Buyers and Purchasing Agents (13-1028)	\$27.46	\$36.03	\$47.21	\$74,900
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	\$23.72	\$31.68	\$48.00	\$65,900
Cargo and Freight Agents (43-5011)	\$16.97	\$22.39	\$28.23	\$46,600

*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$25.56; 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 Middle-Skill International Business Occupations in LA/OC

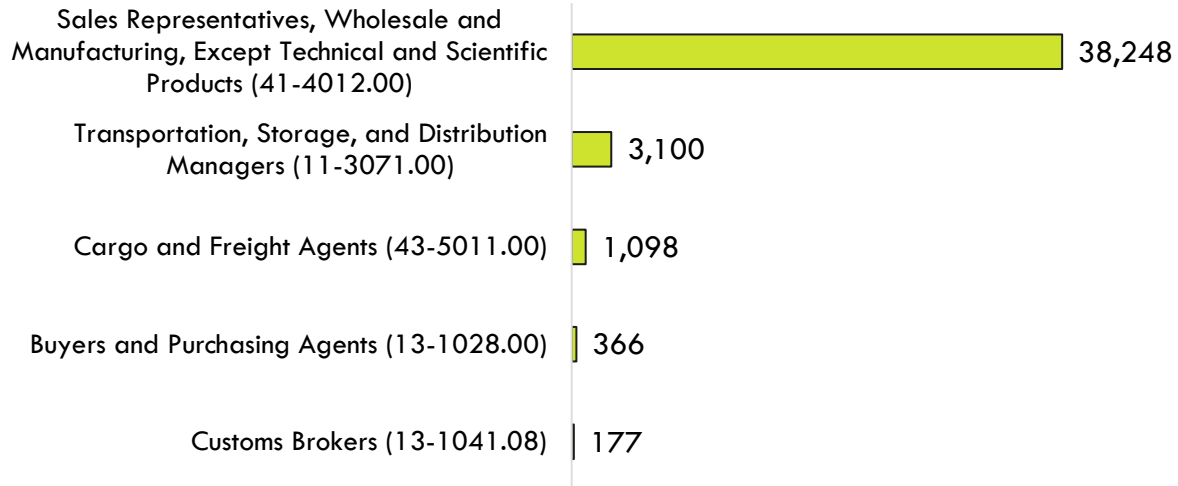


Job Postings

There were 42,989 online job postings for the occupations of interest listed in the past 12 months. The majority of job postings (89%) were for sales representatives, wholesale and manufacturing, except technical and scientific products, followed by transportation, storage, and distribution managers (7%) and cargo and freight agents (3%). The highest number of job postings were for sales representatives, account managers, account executives, outside sales representatives and inside sales representatives. The top skills were selling techniques, marketing, sales prospecting,

customer relationship management, and outside sales. The top three employers, by number of job postings, in the region were Spectrum, Nordstrom, and Mutual of Omaha.

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



Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor’s degree:** *Buyers and purchasing agents*
- **High school diploma or equivalent:** *Transportation, storage, and distribution managers; Sales representatives, wholesale and manufacturing, except technical and scientific products; Cargo and freight agents*

In the greater LA/OC region, the majority of annual job openings (81%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 31% and 43% of workers in the field have completed some college or an associate degree. Of the 53% of middle-skill business job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 36% (8,336) requested high school or vocational training, 5% (1,248) requested an associate degree, and 58% (13,385) 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 the related TOP code: International Business and Trade (0508.00), and Logistics and Material Transportation (0510.00). The colleges with the most completions in the region are Coastline, East LA, and Santa Ana.

Exhibit 6: Regional community college awards (certificates and degrees), 2019-2022

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
0508.00	International Business and Trade	Cerritos	15	9	8	11
		East LA	8	6	1	5
		Glendale	5	6	6	6
		LA Harbor	-	3	-	1
		LA Pierce	1	1	-	1
		Long Beach	7	15	15	12
		Mt San Antonio	29	17	32	26
		Pasadena	4	7	23	11
		Rio Hondo	2	3	2	2
		Santa Monica	4	4	3	4
		LA Subtotal	75	71	90	79
		Fullerton	3	2	2	2
		Saddleback	8	5	11	8
		Santa Ana	112	31	30	58
		OC Subtotal	123	38	43	68
Supply Subtotal/Average			198	109	133	147
0510.00	Logistics and Materials Transportation	East LA	46	60	57	54
		LA Harbor	3	-	-	1
		Mt San Antonio	-	12	16	9
		Rio Hondo	1	5	7	4
		Santa Monica	6	6	11	8
		LA Subtotal	56	83	91	77
		Coastline	116	150	75	114
		OC Subtotal	116	150	75	114
Supply Subtotal/Average			172	233	166	190
Supply Total/Average			370	342	299	337

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 international business. 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 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 151 bachelor’s degrees. Bachelor’s degrees are

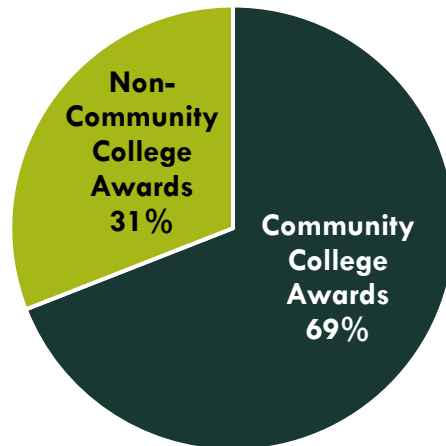
included in this report, since *buyers and purchasing agents* typically require a bachelor’s degree as the entry-level education.

Exhibit 7: Regional non-community college awards, 2019-2021

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
52.0203	Logistics, Materials, and Supply Chain Management	CSU-Dominguez Hills	3	1	2
		LA Pacific University	-	2	1
52.1101	International Business/Trade/Commerce	Azusa Pacific Univ.	8	8	8
		CSU-Fullerton	77	72	75
		Mount Saint Mary's University	4	3	4
		Pepperdine University	28	31	30
		University of La Verne	2	3	3
		USC	46	14	30
Supply Total/Average			168	134	151

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. Just over two-thirds of 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)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Transportation, Storage, and Distribution Managers (11-3071)	8,851	9,080	229	3%	782	\$34.74	\$48.08	\$64.86
Buyers and Purchasing Agents (13-1028)	14,313	13,622	(691)	(5%)	1,403	\$26.89	\$35.43	\$46.51
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	47,659	45,553	(2,106)	(4%)	4,671	\$22.03	\$29.47	\$44.72
Cargo and Freight Agents (43-5011)	6,865	7,539	673	10%	942	\$17.90	\$23.62	\$29.78
Total	77,688	75,794	(1,895)	(2%)	7,797	-	-	-

Exhibit 10. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Transportation, Storage, and Distribution Managers (11-3071)	2,697	2,769	72	3%	239	\$35.45	\$49.03	\$66.14
Buyers and Purchasing Agents (13-1028)	5,762	5,556	(206)	(4%)	569	\$27.46	\$36.03	\$47.21
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	18,535	17,829	(706)	(4%)	1,822	\$23.72	\$31.68	\$48.00
Cargo and Freight Agents (43-5011)	731	803	72	10%	101	\$16.97	\$22.39	\$28.23
Total	27,726	26,957	(769)	(3%)	2,730	-	-	-

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Transportation, Storage, and Distribution Managers (11-3071)	11,549	11,849	301	3%	1,020	27%	HS diploma or equivalent
Buyers and Purchasing Agents (13-1028)	20,076	19,178	(898)	(4%)	1,971	33%	Bachelor's degree
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	66,194	63,382	(2,812)	(4%)	6,493	33%	HS diploma or equivalent
Cargo and Freight Agents (43-5011)	7,596	8,341	746	10%	1,043	23%	HS diploma or equivalent
Total	105,414	102,751	(2,663)	(3%)	10,527	-	-

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *Buyers and purchasing agents* and *sales representatives, wholesale and manufacturing, except technical and scientific products* have a larger share of older workers, which typically indicates greater replacement needs to offset the amount of impending retirements.

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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