

**Labor Market Analysis: 0109.10 - Landscape Design and Maintenance**  
**Landscape Design and Management** – Associate of Science (A.S.) degree  
 Los Angeles Center of Excellence, February 2024

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**Summary**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
<b>Education:</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Emerging Occupation(s)</b>			
	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 middle-skill occupation:

- **First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)**  
 Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.<sup>1</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>2</sup> 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 for *first-line supervisors of landscaping, lawn service and groundskeeping workers* in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, approximately one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

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<sup>1</sup> [First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers \(bls.gov\)](https://www.bls.gov/occupations/37-1012)

<sup>2</sup> 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, **726 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 171 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages** for *first-line supervisors of landscaping, lawn service and groundskeeping workers* are **\$17.61, which is lower than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).<sup>3</sup>
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** or equivalent as the typical entry-level education for *first-line supervisors of landscaping, lawn service and groundskeeping workers*.
  - However, the national-level educational attainment data indicates **30% of workers in the field have completed some college or an associate degree.**

## Supply:

- There are **8 community colleges** in the greater LA/OC region that issue awards related to landscape design and management, conferring an average of **171 awards annually** between 2019 and 2022.
- Currently, there are **no non-community college** institutions in the greater LA/OC region that have conferred sub-baccalaureate awards for middle-skill landscaping occupations in the past three years.

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *first-line supervisors of landscaping, lawn service, and groundskeeping workers*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 1% through 2027. There will be more than 700 job openings per year through 2027 due to job growth and replacements. The majority of jobs in 2022 for *first-line supervisors of landscaping, lawn service, and groundskeeping workers* (67%) were located in Los Angeles County.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>4</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	4,523	4,576	52	1%	491
Orange	2,247	2,260	13	1%	235
<b>Total</b>	<b>6,770</b>	<b>6,835</b>	<b>65</b>	<b>1%</b>	<b>726</b>

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

<sup>4</sup> 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 entry-level hourly wages for *first-line supervisors of landscaping, lawn service, and groundskeeping workers* 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 wages for *first-line supervisors of landscaping, lawn service, and groundskeeping workers* are \$17.61, which is below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$34.90, which is higher than the self-sufficiency standard.

**Exhibit 2: Earnings for Occupations in LA County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$17.61	\$23.06	\$34.90	\$48,000

\*Rounded to the nearest \$100

### Orange County

The typical entry-level hourly wages for *first-line supervisors of landscaping, lawn service, and groundskeeping workers* are \$18.27, which is below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$35.18, which is higher than the self-sufficiency standard.

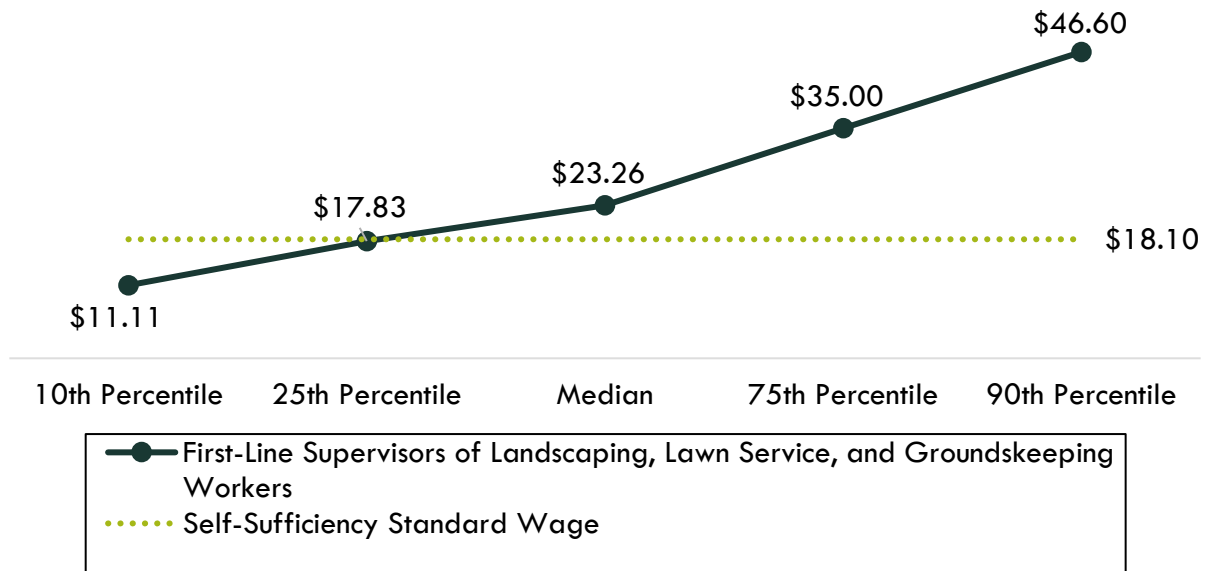
**Exhibit 3: Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$18.27	\$23.77	\$35.18	\$49,400

\*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$17.83; this is below the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupation in this report, from entry-level to experienced workers.

**Exhibit 4: Average Hourly Earnings for First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers in LA/OC**



### Job Postings

There were 185 online job postings related to *first-line supervisors of landscaping, lawn service, and groundskeeping workers* listed in the past 12 months. The highest number of job postings were for landscape foremen, landscape crew leaders, landscape managers, landscape supervisors, and enhancement crew leaders. The top skills were landscaping, irrigation (landscaping and agriculture), construction, landscape maintenance, color management, and horticulture. The top three employers, by number of job postings, in the region were Brightview, Moon Valley Nurseries, and Knott's Berry Farm.

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *first-line supervisors of landscaping, lawn service, and groundskeeping workers*. However, the national-level educational attainment data indicates 30% of workers in the field have completed some college or an associate degree. Of the 33% of *first-line supervisors of landscaping, lawn service, and groundskeeping worker* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 62% (38) requested high school or vocational training, 20% (12) requested an associate degree, and 18% (11) requested a bachelor's degree.

### Educational Supply

#### Community College Supply

Exhibit 5 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 Saddleback, Mt. San Antonio, and Orange Coast.

Currently, there are no non-community college institutions in the greater LA/OC region that have conferred sub-baccalaureate awards for this middle-skill landscaping occupation in the past three

years. There have been no sub-baccalaureate awards conferred under the closest matching CIP Codes (Landscaping and Groundskeeping – 01.0605 & Irrigation Management Technology/ Technician – 1.0207). Sub-baccalaureate awards include associate degrees, certificates, and other awards that generally take fewer than four years to complete.

**Exhibit 5: Regional community college awards (certificates and degrees), 2019-2022**

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
0103.00	Plant Science	LA Pierce	-	-	2	1
		Mt San Antonio	3	5	9	6
		Pasadena	-	1	1	1
		<b>LA Subtotal</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>7</b>
<b>Supply Subtotal/Average</b>			<b>3</b>	<b>6</b>	<b>12</b>	<b>7</b>
0103.10	Agricultural Pest Control Adviser and Operator (Licensed)	Mt San Antonio	-	2	1	1
		<b>LA Subtotal</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>Supply Subtotal/Average</b>			<b>-</b>	<b>2</b>	<b>1</b>	<b>1</b>
0109.00	Horticulture	El Camino	10	6	8	8
		LA Pierce	6	3	1	3
		Long Beach	8	7	20	12
		Mt San Antonio	3	5	19	9
		<b>LA Subtotal</b>	<b>27</b>	<b>21</b>	<b>48</b>	<b>32</b>
		Fullerton	2	1	1	1
		Orange Coast	23	10	15	16
		Saddleback	17	47	40	35
		<b>OC Subtotal</b>	<b>42</b>	<b>58</b>	<b>56</b>	<b>52</b>
<b>Supply Subtotal/Average</b>			<b>69</b>	<b>79</b>	<b>104</b>	<b>84</b>
0109.10	Landscape Design and Maintenance	LA Pierce	-	1	-	0
		Mt San Antonio	11	26	41	26
		<b>LA Subtotal</b>	<b>11</b>	<b>27</b>	<b>41</b>	<b>26</b>
		Fullerton	5	2	4	4
		Orange Coast	3	1	6	3
		Saddleback	37	23	35	32
<b>OC Subtotal</b>	<b>45</b>	<b>26</b>	<b>45</b>	<b>39</b>		
<b>Supply Subtotal/Average</b>			<b>56</b>	<b>53</b>	<b>86</b>	<b>65</b>
0109.30	Nursery Technology	Mt San Antonio	1	5	4	3
		<b>LA Subtotal</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>3</b>
		Fullerton	4	1	2	2

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		<b>OC Subtotal</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>2</b>
<b>Supply Subtotal/Average</b>			<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>
0109.40	Turfgrass Technology	Mt San Antonio	3	3	5	4
		<b>LA Subtotal</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>4</b>
<b>Supply Subtotal/Average</b>			<b>3</b>	<b>3</b>	<b>5</b>	<b>4</b>
0115.10	Parks and Outdoor Recreation	Mt San Antonio	3	5	6	5
		<b>LA Subtotal</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>5</b>
<b>Supply Subtotal/Average</b>			<b>3</b>	<b>5</b>	<b>6</b>	<b>5</b>
<b>Supply Total/Average</b>			<b>139</b>	<b>154</b>	<b>220</b>	<b>171</b>

### Appendix A: Occupational demand and wage data by county

#### Exhibit 6. Los Angeles County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	4,523	4,576	52	1%	491	\$17.61	\$23.06	\$34.90

#### Exhibit 7. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	2,247	2,260	13	1%	235	\$18.27	\$23.77	\$35.18

**Exhibit 8. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2022 Jobs</b>	<b>2027 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>% Age 55 and older*</b>	<b>Typical Entry-Level Education</b>
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	6,770	6,835	65	1%	726	30%	HS diploma or equivalent

\*The average percentage of workers aged 55 and older across all occupations in the greater LA/OC region is 27%. This occupation has a larger share of older workers, which typically indicates greater replacements needs to offset the amount of impending retirements.

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**DATA 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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