

Labor Market Analysis: 0506.40/Small Business Management and Entrepreneurship
Small Business Management and Entrepreneurship - Certificate requiring 16 to fewer than 30 semester units; Certificate requiring 8 to fewer than 16 semester units
 Los Angeles Center of Excellence, December 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 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 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
- **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.²
- **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.³
- **First-Line Supervisors of Retail Sales Workers (41-1011)** Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.⁴
- **First-Line Supervisors of Non-Retail Sales Workers (41-1012)** Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.⁵

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

² [Administrative Services Managers \(bls.gov\)](https://www.bls.gov/occupations/11-3012)

³ [Facilities Managers \(bls.gov\)](https://www.bls.gov/occupations/11-3013)

⁴ [First-Line Supervisors of Retail Sales Workers \(bls.gov\)](https://www.bls.gov/occupations/41-1011)

⁵ [First-Line Supervisors of Non-Retail Sales Workers \(bls.gov\)](https://www.bls.gov/occupations/41-1012)

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁶ Although some of the occupations in this report typically require a bachelor's degree, they are considered middle-skill 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 small business management occupations 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:

Demand:

- **Supply Gap Criteria** – Over the next five years, **17,772 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 12,899 awards conferred** by educational institutions in the region.
 - However, **only 2,071 of these job openings represent self-employed workers**, which is **13% of the annual job openings for these occupations in LA/OC.**
- **Living Wage Criteria** – Within Los Angeles County, the **majority (70%) of annual job openings** for these small business management occupations have **entry-level wages above the self-sufficiency standard hourly wage** (\$18.10/hour).⁷
- **Educational Criteria** – Within the greater LA/OC region, **64% of the annual job openings** for occupations related to small business management and entrepreneurship **typically require a bachelor's degree.**
 - However, the national-level educational attainment data indicates **between 32% and 39% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **26 community colleges** in the greater LA/OC region that issue awards related to small business management and entrepreneurship, conferring an average of **1,399 awards annually** between 2019 and 2022.

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.

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

- Between 2019 and 2021, there was an average of **11,500 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 occupations related to small business management. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2027. There will be more than 17,700 job openings per year through 2027 due to job growth and replacements. While the small business management occupations in total are projected to increase, the number of self-employed small business management and entrepreneurship workers in these occupations is projected to decrease by 5% through 2027. However, there will be more than 2,000 self-employed small business management job openings per year through 2027 due to replacements and workers leaving the field. Approximately 12% of the 17,772 total job openings for this occupational group are for self-employed individuals.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁸

Employment Type	Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Self-Employed	Los Angeles	17,174	16,244	(929)	(5%)	1,559
All Workers	Los Angeles	134,427	140,545	6,118	5%	12,982
Self-Employed	Orange	5,619	5,334	(284)	(5%)	512
All Workers	Orange	50,220	52,409	2,189	4%	4,790
Self-Employed	LA/OC Region	22,792	21,579	(1,214)	(5%)	2,071
All Workers	LA/OC Region	184,647	192,954	8,308	4%	17,772

Exhibit 2 displays the 2022 job counts for self-employed and all workers in these small business management occupations as well as the percentage of self-employed workers. The rate of self-employment for *first-line supervisors of non-retail sales workers* (31%) and *first-line supervisors of retail sales workers* (23%) is higher than the middle-skill average self-employment rate of 9% in Los Angeles/Orange County across these five occupations.

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.

Exhibit 2: Entrepreneurship Self-Employment Rates in Los Angeles/Orange County

Occupation	Self-Employed 2022 Jobs	Employed and Self-Employed 2022 Jobs	% Self-Employed 2022
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	5,707	13,802	31%
First-Line Supervisors of Retail Sales Workers (41-1011)	15,590	49,891	23%
General and Operations Managers (11-1021)	1,410	100,856	1%
Facilities Manager (11-3013)	34	6,040	0.4%
Administrative Services Managers (11-3012)	51	14,058	0.3%
Total	22,792	184,647	9%

Exhibit 3 displays middle-skill occupations with the highest self-employment rates in Los Angeles/Orange County. Community college programs that train for these occupations have not historically trained for entrepreneurship-based training; however, including inclusion of these classes may be beneficial.

Exhibit 3: Entrepreneurship Self-Employment Rates in Los Angeles/Orange County

Occupation	Self-Employed 2022 Jobs	Employed and Self-Employed 2022 Jobs	% Self-Employed 2022
Barbers (39-5011)	2,097	2,516	83%
Photographers (27-4021)	8,554	10,653	80%
Real Estate Sales Agents (41-9022)	18,932	25,322	75%
Hairdressers, Hairstylists, and Cosmetologists (39-5012)	17,798	26,628	67%
Desktop Publishers (43-9031)	214	352	61%

Wages

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

All Employees: The majority (70%) of annual openings for the occupations in this report have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County).⁹ Typical entry-level hourly wages are in a range between \$17.71 and \$41.11. Three occupations in this report have entry-level wages above the self-sufficiency standard wage: *administrative services managers* (\$41.11), *general and operations managers* (\$37.24), and

⁹ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 10/26/22. For more information, visit: <http://selfsufficiencystandard.org/california>.

facilities managers (\$36.97). Experienced workers can expect to earn wages between \$30.11 and \$81.67, which are higher than the self-sufficiency standard.

Self-Employed: All of the annual openings for workers who are self-employed in these small business management occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County).¹⁰ Typical entry-level hourly wages are in a range between \$7.37 and \$14.32. Experienced self-employed workers can expect to earn wages between \$31.90 and \$52.08, which are higher than the living wage estimate.

Exhibit 4: Earnings for Occupations in LA County

Occupation	All Employees			Self-Employed		
	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
General and Operations Managers (11-1021)	\$37.24	\$54.48	\$81.67	\$13.96	\$24.80	\$45.13
Administrative Services Managers (11-3012)	\$41.11	\$51.82	\$64.77	\$14.15	\$27.99	\$47.89
Facilities Manager (11-3013)	\$36.97	\$49.23	\$65.03	\$14.32	\$26.15	\$52.08
First-Line Supervisors of Retail Sales Workers (41-1011)	\$17.71	\$21.75	\$30.11	\$7.37	\$16.26	\$31.90
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	\$22.53	\$34.76	\$47.72	\$10.25	\$20.47	\$39.95

Orange County

All Employees: The majority (72%) of annual openings for the occupations in this report have entry-level wages above the self-sufficiency standard wage for one adult (\$20.63 in Orange County).¹¹ Typical entry-level hourly wages are in a range between \$17.00 and \$37.00. Three occupations in this report have entry-level wages above the self-sufficiency standard wage: *administrative service managers* (\$40.22), *general and operations managers* (\$37.00), and *facilities managers* (\$36.07). Experienced workers can expect to earn wages between \$28.94 and \$80.99, which are higher than the self-sufficiency standard.

Self-Employed: All of the annual openings for workers who are self-employed in these small business management occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County).¹² Typical entry-level hourly wages are in a

¹⁰ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 10/26/22. For more information, visit: <http://selfsufficiencystandard.org/california>.

¹¹ Ibid.

¹² Ibid.

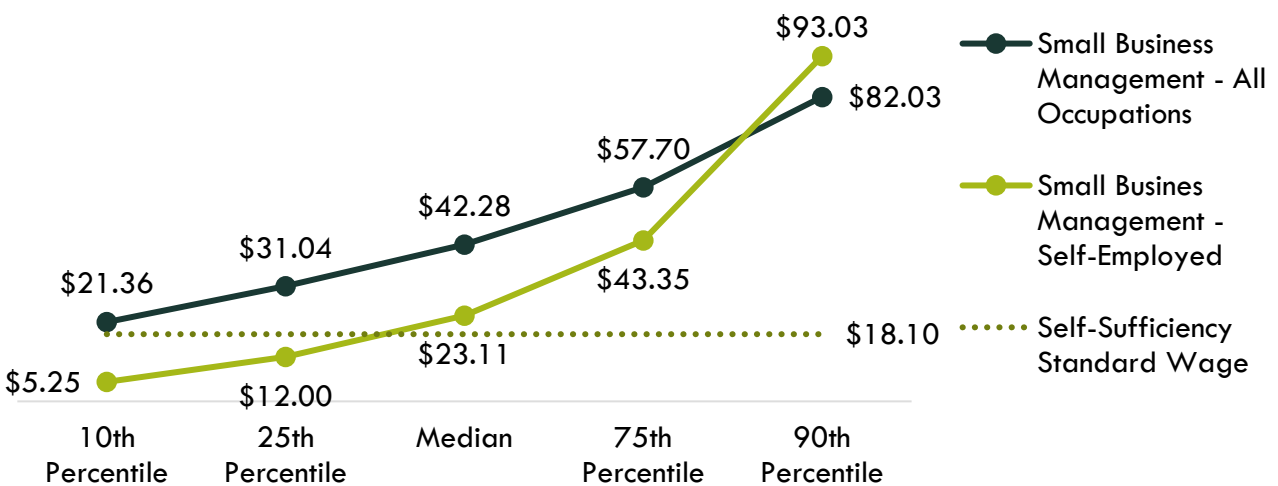
range between \$7.34 and \$14.19. Experienced self-employed workers can expect to earn wages between \$31.77 and \$48.04, which are higher than the living wage estimate.

Exhibit 5: Earnings for Occupations in Orange County

Occupation	All Employees			Self-Employed		
	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
General and Operations Managers (11-1021)	\$37.00	\$54.07	\$80.99	\$13.83	\$24.56	\$44.70
Administrative Services Managers (11-3012)	\$40.22	\$50.69	\$63.38	\$14.19	\$28.08	\$48.04
Facilities Manager (11-3013)	\$36.07	\$48.02	\$63.45	Insf. Data	Insf. Data	Insf. Data
First-Line Supervisors of Retail Sales Workers (41-1011)	\$17.00	\$20.85	\$28.94	\$7.34	\$16.20	\$31.77
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	\$24.40	\$36.52	\$49.29	\$10.20	\$20.37	\$39.75

On average, the entry-level hourly earnings for the occupations in this report are \$31.04 for all employees and \$12.00 for those who are self-employed. While the average entry-level wages for all employees are higher than self-sufficiency standard wage for one single adult in Los Angeles County (\$18.10), the typical entry-level wage for self-employed workers in these occupations is lower than the self-sufficiency standard wage. However, very experienced self-employed workers (90th percentile) in these occupations out-earn the average very experienced worker in these occupations. Exhibit 6 shows the average wage for the occupations in this report, from entry-level to experienced workers.

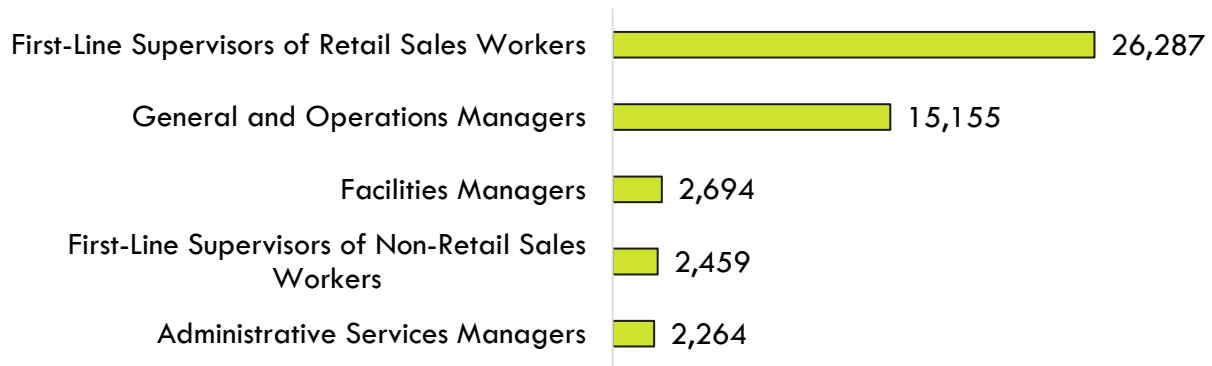
Exhibit 6: Average Hourly Earnings for Small Business Management Occupations in LA/OC



Job Postings

There were 48,859 online job postings related to small business management occupations listed in the past 12 months. Exhibit 7 displays the number of job postings by occupation. The majority of job postings (54%) were for *first-line supervisors of retail sales workers*, followed by *general and operations managers* (31%) and *facilities managers* (6%). The highest number of job postings were for assistant store managers, operations managers, store managers, key holders, and general managers. The top skills were merchandising, retail operations, selling techniques, marketing, and operations management. The top three employers, by number of job postings, in the region were CVS, AutoZone, and Goodwill.

Exhibit 7: 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:** *General and operations managers; administrative services managers; facilities managers*
- **High school diploma or equivalent:** *First-line supervisors of retail sales workers; first-line supervisors of non-retail sales workers*

In the greater LA/OC region, the majority of annual job openings (64%) typically require a bachelor's degree. However, the national-level educational attainment data indicates between 32% and 39% of workers in the field have completed some college or an associate degree. Of the 55% of small business management job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 50% (13,495) requested high school or vocational training, 5% (1,412) requested an associate degree, and 45% (12,158) requested a bachelor's degree.

Educational Supply

Community College Supply

Exhibit 8 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Business Management (0506.00), and Small Business and Entrepreneurship (0506.40). The colleges with the most completions in the region are Cerritos, Mt. San Antonio, and Coastline.

Exhibit 8: Regional community college awards (certificates and degrees), 2019-2022

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0506.00	Business Management	Cerritos	516	387	276	393
		East LA	18	17	18	18
		El Camino	33	49	22	35
		Glendale	13	15	28	19
		LA City	39	18	16	24
		LA Mission	1	4	6	4
		LA Pierce	2	7	14	8
		LA Valley	36	30	39	35
		Long Beach	29	44	28	34
		Mt San Antonio	145	150	188	161
		LA Subtotal	832	721	635	729
		Coastline	72	307	33	137
		Cypress	3	7	1	4
		Fullerton	12	11	19	14
		Golden West	8	11	13	11
		Irvine	14	5	23	14
		N. Orange Adult	36	19	32	29
		Orange Coast	16	19	16	17
		Santa Ana	71	40	39	50
		Santiago Canyon	24	55	25	35
OC Subtotal	256	474	201	310		
Supply Subtotal/Average			1,088	1,195	836	1,040
0506.40	Small Business and Entrepreneurship	Cerritos	38	18	15	24
		Citrus	-	-	1	0
		East LA	4	1	36	14
		Glendale	1	1	-	1
		LA City	5	4	7	5
		LA Pierce	4	6	5	5
		LA Trade-Tech	6	9	3	6
		LA Valley	-	-	99	33
		Long Beach	-	2	-	1
		Mt San Antonio	26	19	36	27
		Pasadena	9	22	186	72
		Rio Hondo	6	4	6	5

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Santa Monica	19	22	28	23
		West LA	4	1	5	3
		LA Subtotal	122	109	427	219
		Coastline	4	16	4	8
		Cypress	7	4	-	4
		Fullerton	3	6	5	5
		Golden West	13	2	3	6
		Irvine	56	11	233	100
		Orange Coast	-	-	8	3
		Saddleback	14	8	10	11
		Santa Ana	5	6	1	4
		Santiago Canyon	-	-	1	0
		OC Subtotal	102	53	265	140
		Supply Subtotal/Average	224	162	692	359
		Supply Total/Average	1,312	1,357	1,528	1,399

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 small business management. Exhibit 9 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 11,500 bachelor's and sub-baccalaureate awards. Bachelor's awards are included since some of the occupations in this report typically require a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

Exhibit 9: Regional non-community college awards, 2019-2021

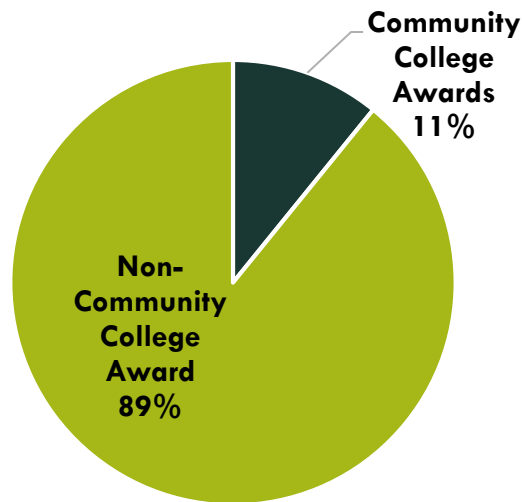
CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
52.0201	Business Administration and Management, General	Abraham Lincoln Univ.	-	1	1
		American Jewish Univ.	3	5	4
		Angeles College	6	10	8
		Azusa Pacific Univ.	106	100	103
		Bethesda University	26	28	27
		Biola University	137	122	130

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
		CA Intercontinental University	4	5	5
		CA St. Polytechnic Univ.-Pomona	1,401	1,644	1,523
		CSU-Dominguez Hills	575	624	600
		CSU-Fullerton	2,374	2,451	2,413
		CSU-Long Beach	1,443	1,557	1,500
		CSU-Los Angeles	1,131	865	998
		CSU-Northridge	740	806	773
		Chapman University	474	471	473
		Concordia Univ.-Irvine	87	76	82
		Fremont College	1	6	4
		Hope International University	57	35	46
		InterCoast Colleges-Santa Ana	18	-	9
		InterCoast Colleges-West Covina	-	1	1
		Learnet Academy	3	10	7
		Life Pacific University	15	17	16
		LA Pacific College	7	3	5
		Los Angeles Pacific University	-	4	2
		Loyola Marymount University	29	52	41
		Marymount California University	59	42	51
		Mount Saint Mary's University	51	33	42
		Pacific College	-	-	-
		Pacific Oaks College	7	1	4
		Pacific States University	1	1	1
		Pathways College	-	2	1
		Pepperdine University	185	174	180
		Platt College-Anaheim	14	9	12
		Platt College-LA	11	4	8
		Presbyterian Theological Seminary in America	-	-	-
		UC-Irvine	306	379	343
		University of La Verne	294	296	295
		University of Massachusetts Global	155	268	212
		USC	1,020	1,035	1,028
		University of the People	205	283	244
		University of the West	7	11	9

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
		Vanguard University of Southern California	51	66	59
		Westcliff University	71	107	89
		Whittier College	64	64	64
		Woodbury University	21	29	25
52.0701	Entrepreneurship/ Entrepreneurial Studies	Azusa Pacific Univ.	4	3	4
		CA Intercontinental Univ.	1	2	2
		Hussian College-LA	1	-	1
		Loyola Marymount University	70	62	66
		Mount Saint Mary's University	-	1	1
Supply Total/Average			11,235	11,765	11,500

Exhibit 10 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. Nearly nine of ten awards conferred in these programs are awarded by non-community colleges in the LA/OC region.

Exhibit 10: 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 11a. Los Angeles County – All Employed

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)
General and Operations Managers (11-1021)	72,594	77,861	5,266	7%	7,001	\$37.24	\$54.48	\$81.67
Administrative Services Managers (11-3012)	10,274	10,763	489	5%	896	\$41.11	\$51.82	\$64.77
Facilities Managers (11-3013)	4,405	4,639	234	5%	386	\$36.97	\$49.23	\$65.03
First-Line Supervisors of Retail Sales Workers (41-1011)	37,082	37,732	650	2%	3,902	\$17.71	\$21.75	\$30.11
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	10,072	9,550	(522)	(5%)	797	\$22.53	\$34.76	\$47.72
Total	134,427	140,545	6,118	5%	12,982	-	-	-

Exhibit 11b. Los Angeles County – Self-Employed

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)
General and Operations Managers (11-1021)	1,072	1,116	44	4%	95	\$13.96	\$24.80	\$45.13
Administrative Services Managers (11-3012)	39	44	5	14%	4	\$14.15	\$27.99	\$47.89
Facilities Managers (11-3013)	25	25	0	1%	2	\$14.32	\$26.15	\$52.08
First-Line Supervisors of Retail Sales Workers (41-1011)	11,705	11,172	(533)	(5%)	1,123	\$7.37	\$16.26	\$31.90
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	4,333	3,887	(446)	(10%)	334	\$10.25	\$20.47	\$39.95
Total	17,174	16,244	(929)	(5%)	1,559	-	-	-

Exhibit 12a. Orange County – All Employed

Occupation (SOC)	2022 Jobs	2027 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)	28,262	30,221	1,959	7%	2,701	\$37.00	\$54.07	\$80.99
Administrative Services Managers (11-3012)	3,784	3,959	175	5%	329	\$40.22	\$50.69	\$63.38
Facilities Managers (11-3013)	1,635	1,728	93	6%	145	\$36.07	\$48.02	\$63.45
First-Line Supervisors of Retail Sales Workers (41-1011)	12,809	12,951	142	1%	1,320	\$17.00	\$20.85	\$28.94
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	3,730	3,550	(180)	(5%)	296	\$24.40	\$36.52	\$49.29
Total	50,220	52,409	2,189	4%	4,790	-	-	-

Exhibit 12b. Orange County – Self-Employed

Occupation (SOC)	2022 Jobs	2027 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)	339	352	14	4%	30	\$13.83	\$24.56	\$44.70
Administrative Services Managers (11-3012)	12	14	2	13%	1	\$14.19	\$28.08	\$48.04
Facilities Managers (11-3013)	<10	<10	Insf. Data	Insf. Data	1	Insf. Data	Insf. Data	Insf. Data
First-Line Supervisors of Retail Sales Workers (41-1011)	3,885	3,741	(144)	(4%)	374	\$7.34	\$16.20	\$31.77
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	1,374	1,219	(155)	(11%)	106	\$10.20	\$20.37	\$39.75
Total	5,619	5,334	(284)	(5%)	512	-	-	-

Exhibit 13a. Los Angeles and Orange Counties – All Employed

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
General and Operations Managers (11-1021)	100,856	108,082	7,225	7%	9,702	25%	Bachelor's degree
Administrative Services Managers (11-3012)	14,058	14,723	665	5%	1,225	34%	Bachelor's degree
Facilities Managers (11-3013)	6,040	6,367	327	5%	530	38%	Bachelor's degree
First-Line Supervisors of Retail Sales Workers (41-1011)	49,891	50,683	792	2%	5,222	25%	HS diploma or equivalent
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	13,802	13,100	(702)	(5%)	1,093	32%	HS diploma or equivalent
Total	184,647	192,954	8,308	4%	17,772		-

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *General and operations managers and first-line supervisors of retail sales workers* have a smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

Exhibit 13b. Los Angeles and Orange Counties – Self-Employed

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
General and Operations Managers (11-1021)	1,410	1,468	58	4%	125	35%	Bachelor's degree
Administrative Services Managers (11-3012)	51	58	7	14%	6	26%	Bachelor's degree
Facilities Managers (11-3013)	34	34	0	1%	3	Insf. Data	Bachelor's degree
First-Line Supervisors of Retail Sales Workers (41-1011)	15,590	14,913	(677)	(4%)	1,498	37%	HS diploma or equivalent
First-Line Supervisors of Non-Retail Sales Workers (41-1012)	5,707	5,105	(602)	(11%)	440	41%	HS diploma or equivalent
Total	22,792	21,579	(1,214)	(5%)	2,071		-

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *Administrative services managers* have a slightly smaller share of older workers, which typically indicates fewer replacements 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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