

Labor Market Analysis: 1303.00 - Fashion Fashion

Los Angeles Center of Excellence, October 2024

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" 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, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings, while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the three identified middle-skill occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed an associate degree or less educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 1,165 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 962 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. 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

- 63% of annual job openings for these fashion occupations have entry-level wages **below** Los Angeles County’s self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 64% of the annual job openings typically require a high school diploma or equivalent for middle-skill occupations related to fashion in the LA/OC region.
- 33%-83% of workers in the field have completed an associate degree or less education, according to national educational attainment data.

Community college supply

- 10 community colleges issued awards related to fashion in the greater LA/OC region.
- 312 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- 6 educational institutions in the LA/OC region have conferred awards in programs related to fashion over the past three years.
- 650 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to three middle-skill occupations. Although the occupation, *fashion designers*, typically requires a bachelor’s degree, it is considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree or less educational attainment. [For full occupation descriptions, please see Appendix.](#)

- ***Fashion Designers (27-1022)***³
- ***Merchandise Displayers and Window Trimmers (27-1026)***⁴
- ***Fabric and Apparel Patternmakers (51-6092)***⁵

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these fashion occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to decrease by 1% through 2028. However, there will be nearly 1,200 job openings per year through 2028 due to retirements and workers leaving the field. The majority of jobs in 2023 for these middle-skill fashion occupations (77%) were located in Los Angeles County.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

³ [Fashion Designers \(bls.gov\)](#)

⁴ [Merchandise Displayers and Window Trimmers \(bls.gov\)](#)

⁵ [Fabric and Apparel Patternmakers \(bls.gov\)](#)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁶

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	8,460	8,261	(199)	(2%)	877
Orange	2,459	2,553	94	4%	288
Total	10,919	10,815	(104)	(1%)	1,165

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. Positive scores for automation resilience⁷ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁸

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Auto-mation Resilience	% Aged 55 and older	% Full Time Workers
Fashion Designers	3,688	3,604	(2%)	324	17.4	19%	100%
Merchandise Displayers and Window Trimmers	4,190	4,231	1%	497	5.9	26%	Data unavail.
Fabric and Apparel Patternmakers	582	426	(27%)	56	(13.3)	38%	Data unavail.
Total	8,460	8,261	(2%)	877	-	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these fashion 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 Los Angeles/Orange County region.

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁷ Automation resilience is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

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

The majority, 63%, of annual openings for fashion occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$18.05 and \$28.02. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Fashion designers*, \$28.02

Experienced *merchandise displayers and window trimmers* can expect to earn \$21.78, which is lower than the self-sufficiency standard wage. However, experienced *fashion designers* and *fabric and apparel patternmakers* can expect to earn wages between \$40.61 and \$48.03, which are higher than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Fashion Designers	\$28.02	\$35.59	\$48.03	\$74,000
Merchandise Displayers and Window Trimmers	\$18.05	\$19.75	\$21.78	\$41,100
Fabric and Apparel Patternmakers	\$20.86	\$35.10	\$40.61	\$73,000

*Rounded to the nearest \$100

Orange County

The majority, 67%, of annual openings for fashion occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$17.71 and \$27.76 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Fashion designers*, \$27.76

Experienced *merchandise displayers and window trimmers* can expect to earn \$21.38, which is lower than the self-sufficiency standard wage. However, experienced *fashion designers* and *fabric and apparel patternmakers* can expect to earn wages between \$42.05 and \$47.62, which are higher than the self-sufficiency standard.

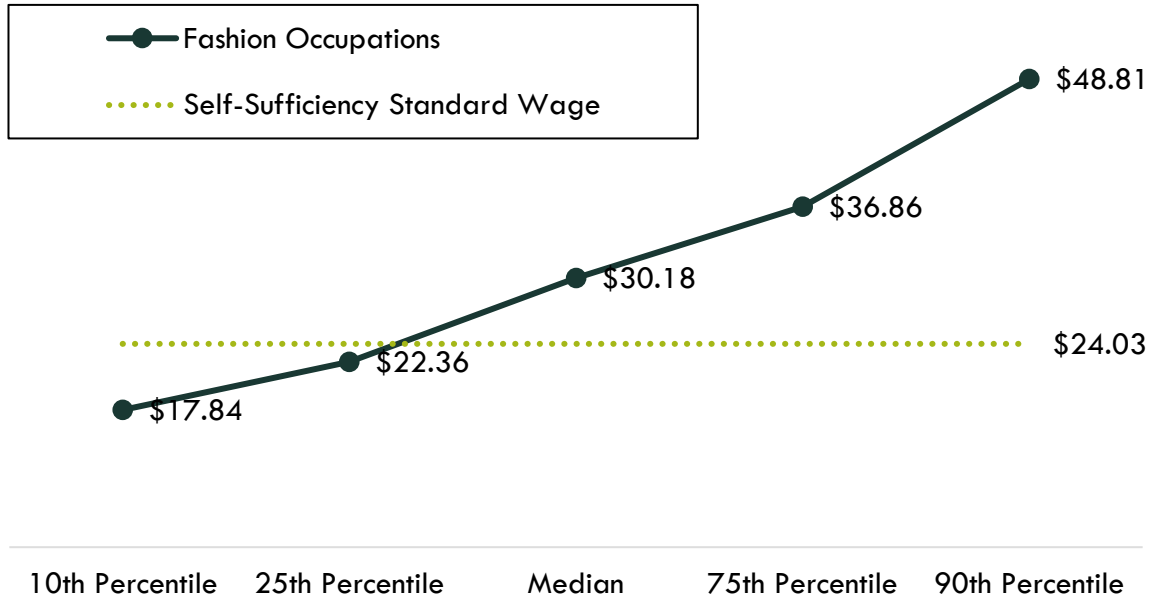
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Fashion Designers	\$27.76	\$35.33	\$47.62	\$73,500
Merchandise Displayers and Window Trimmers	\$17.71	\$19.39	\$21.38	\$40,300
Fabric and Apparel Patternmakers	\$21.61	\$36.35	\$42.05	\$75,600

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$22.36; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

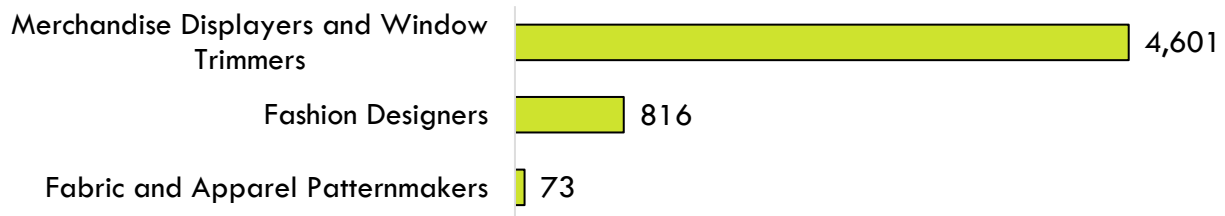
Exhibit 5: Average hourly earnings for target fashion occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 5,490 online job postings related to fashion occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (84%) were for *merchandise displayers and window trimmers*, followed by *fashion designers* (15%) and *fabric and apparel patternmakers* (1%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Retail merchandisers • Traveling retail merchandisers • Merchandising service associates • Visual merchandisers • Fashion designers • Merchandiser specialists • Technical designers 	<ul style="list-style-type: none"> • Merchandising • New product development • Marketing • Adobe Illustrator • Planogram • Inventory management • Selling techniques • Adobe Photoshop • Textiles 	<ul style="list-style-type: none"> • SAS Retail Services • Crossmark • Walmart • Retail Odyssey • Lowe's • BDS Marketing • Jacent Strategic Merchandising • Acosta Group

In the greater Los Angeles/Orange County region, 35% of the fashion job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for fashion occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	834	44%
Associate degree	233	12%
High school diploma or vocational training	828	44%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (64%) typically require a high school diploma or equivalent (Exhibit 9). The national-level data indicates between 33% and 83% of workers in the field have completed an associate degree or less educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Fashion Designers	Bachelor's degree
Merchandise Displayers and Window Trimmers	High school diploma or equivalent
Fabric and Apparel Patternmakers	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 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 LA Trade-Tech, Santa Monica, Mt. San Antonio, and Orange Coast.

Exhibit 10: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1303.00	Fashion	El Camino	6	6	7	6
		Pasadena	18	27	11	19
		LA Subtotal	24	33	18	25
		Fullerton	5	-	6	4
		Orange Coast	13	3	-	5
		Saddleback	-	-	1	0
		Santa Ana	6	13	6	8
		OC Subtotal	24	16	13	18
Supply Subtotal/Average			48	49	31	43
1303.10	Fashion Design	El Camino	1	1	-	1
		LA Trade-Tech	63	53	32	49
		Long Beach	4	8	1	4
		Mt San Antonio	8	8	53	23
		Santa Monica	26	33	13	24
		LA Subtotal	102	103	99	101
		Fullerton	5	5	5	5
		Orange Coast	8	15	15	13
		Saddleback	7	10	9	9
		Santa Ana	2	6	12	7
		OC Subtotal	22	36	41	33
Supply Subtotal/Average			124	139	140	134
1303.20	Fashion Merchandising	El Camino	5	-	6	4
		LA Trade-Tech	21	11	15	16
		Long Beach	15	4	8	9
		Mt San Antonio	19	26	17	21
		Santa Monica	27	24	26	26
		LA Subtotal	87	65	72	75
		Fullerton	12	7	6	8

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
		Orange Coast	13	16	13	14
		Saddleback	17	19	9	15
		Santa Ana	4	7	3	5
		OC Subtotal	46	49	31	42
Supply Subtotal/Average			133	114	103	117
1303.30	Fashion Production	LA Trade-Tech	1	4	5	3
		Long Beach	-	-	1	0
		LA Subtotal	1	4	6	4
		Fullerton	1	1	-	1
		Orange Coast	4	17	13	11
		Santa Ana	3	4	1	3
		OC Subtotal	8	22	14	15
Supply Subtotal/Average			9	26	20	18
Supply Total/Average			314	328	294	312

Other Postsecondary 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 fashion occupations. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 650 bachelor's and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete. The majority of awards in Exhibit 11 are associate degrees (72%), followed by bachelor's degrees (28%).

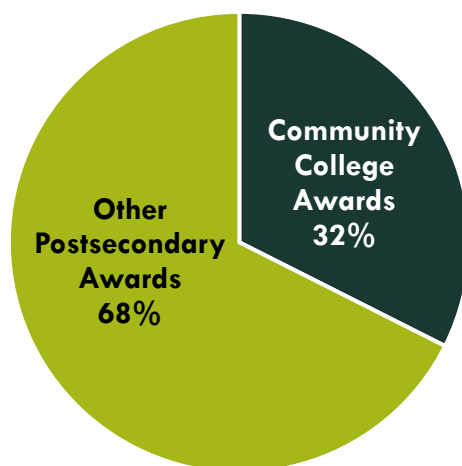
Exhibit 11: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
19.0901	Apparel and Textiles, General	CA State Poly. Univ.-Pomona	93	73	85	84
		CSU-Long Beach	-	-	95	32
19.0902	Apparel and Textile Manufacture	Beverly Hills Design Institute	2	1	2	2
		Fashion Institute of Design & Merch.	19	11	13	14
19.0905	Apparel and Textile	Fashion Institute of Design & Merch.	66	43	29	46

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
	Marketing Management					
50.0407	Fashion/Apparel Design	Beverly Hills Design Institute	1	-	1	1
		Fashion Institute of Design & Merch.	164	143	166	158
		Otis College of Art and Design	21	25	33	26
		Woodbury Univ.	10	10	13	11
50.0510	Costume Design	Fashion Institute of Design & Merch.	19	21	11	17
52.1902	Fashion Merchandising	Fashion Institute of Design & Merch.	314	262	180	252
52.1904	Apparel and Accessories Marketing Operations	Woodbury University	10	10	4	8
Supply Total/Average			719	599	632	650

Exhibit 12 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other postsecondary institutions in the greater Los Angeles/Orange County region.

Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Fashion Designers (27-1022)** Design clothing and accessories. Create original designs or adapt fashion trends.⁹
- **Merchandise Displayers and Window Trimmers (27-1026)** Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.¹⁰
- **Fabric and Apparel Patternmakers (51-6092)** Draw and construct sets of precision master fabric patterns or layouts. May also mark and cut fabrics and apparel.¹¹

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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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⁹ [Fashion Designers \(bls.gov\)](#)

¹⁰ [Merchandise Displayers and Window Trimmers \(bls.gov\)](#)

¹¹ [Fabric and Apparel Patternmakers \(bls.gov\)](#)