

Program Endorsement Brief: 0835.20/Fitness Trainer

Yoga Instructor

Orange County Center of Excellence, December 2021

Summary Analysis

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, 25th)	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"/>	

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *exercise trainers and group fitness instructors* (39-9031). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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 *exercise trainers and group fitness instructors* (30-9031) in the region. Furthermore, while this occupation typically requires a high school diploma or equivalent, nearly one-third of incumbent workers have completed some college or an associate degree as their highest level of education. However, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **2,483 jobs available annually** in the region due to new job growth and replacements, **which is less than the 111 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **typical entry-level hourly wages** for *exercise trainers and group fitness instructors* are **\$14.70, which is lower than the** living wage for one adult in the region (20.63 in Orange County).²

¹ 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.

² Living wage data was pulled from California Family Needs Calculator on 11/20/21. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- However, **median wages** for this occupation **are higher than the living wage**, suggesting that workers in this occupation can attain the living wage with additional work experience.
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists **a high school diploma or equivalent** as the typical entry-level education for *exercise trainers and group fitness instructors*.
 - However, the national-level educational attainment data indicates **29% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **11 community colleges** in the LA/OC region that issue awards related to exercise trainers and group fitness instructors, conferring an average of **38 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **73 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **4 individual non-community college institutions throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *exercise trainers and group fitness instructors*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 6% through 2025. There will be nearly 2,500 job openings per year through 2025 due to job growth and replacements.

This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Orange	4,218	5,379	1,161	28%	947
Los Angeles	9,839	9,572	(267)	(3%)	1,536
Total	14,057	14,952	894	6%	2,483

³ 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 *exercise trainers and group fitness instructors* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County: The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$14.70, which is below the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$30.63, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$26.94 for this occupation.

Los Angeles County: The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$15.49, which is below the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$32.35, which is higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$26.94 for this occupation.

Job Postings

There were 3,276 online job postings related to *exercise trainers and group fitness instructors* listed in the past 12 months. The highest number of job postings were for swim instructors, personal trainers, and group fitness instructors. The top skills were: teaching, cardiopulmonary resuscitation (CPR), fitness, group fitness, and cleaning. The top three employers, by number of job postings, in the region were: YMCA, LA Fitness, and 24 Hour Fitness.

There were 222 online job postings related specifically to the job title *yoga instructor* listed in the past 12 months. The highest number of job postings were for yoga instructors, certified yoga instructors, and yoga and meditation instructors. The top skills were: yoga, teaching, cardiopulmonary resuscitation (CPR), group fitness, and Pilates. The top three employers, by number of job postings, in the region were: Hot Yoga, Fitness 19, and Cooper Life.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *exercise trainers and group fitness instructors*. However, the national-level educational attainment data indicates 29% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 45% of *exercise trainer and group fitness instructor* job postings listing a minimum education requirement in Los Angeles/Orange County, 77.3% (1,131) requested high school or vocational training and 3.7% (54) requested an associate degree. Of the 45% of *yoga instructor* job postings listing a minimum education requirement in Los Angeles/Orange County, 79.6% (43) requested high school or vocational training and 5.6% (3) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Fitness Trainer (0835.20). The college with the most completions in the region is Orange Coast. Over the past 12 months, there was one other related program recommendation request from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0835.20	Fitness Trainer	Cypress	-	-	1	0
		Fullerton	5	3	4	4
		Irvine	13	4	4	7
		Orange Coast	9	5	32	15
		Santa Ana	-	2	2	1
		OC Subtotal	27	14	43	28
		Cerritos	-	-	3	1
		East LA	-	-	1	0
		Glendale	5	3	2	3
		LA Harbor	-	-	1	0
		Pasadena	-	2	3	2
		Rio Hondo	4	6	1	4
		LA Subtotal	9	11	11	10
		Supply Total/Average			36	25

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *exercise trainers and group fitness instructors*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Physical Fitness Technician (31.0507). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 73 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
31.0507	Physical Fitness Technician	American Fitness and Nutrition Academy	-	-	23	8
		California Healing Arts College	16	11	6	11

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Pepperdine University	1	-	-	0
		Southern California Health Institute	46	66	49	54
Supply Total/Average			63	77	78	73

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 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)
Exercise Trainers and Group Fitness Instructors (39-9031)	4,218	5,379	1,161	28%	947	\$14.70	\$23.35	\$30.60

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 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)
Exercise Trainers and Group Fitness Instructors (39-9031)	9,839	9,572	(267)	(3%)	1,536	\$15.49	\$24.59	\$32.35

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Exercise Trainers and Group Fitness Instructors (39-9031)	14,057	14,952	894	6%	2,483

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

Jacob Poore, Interim Director
Center of Excellence, Orange County
poore.jacob@rscdd.edu

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