

Community Health Workers and Home Health Aides Labor Market Analysis: Imperial County

October 2017

Summary

The following summarizes findings from the labor market analysis below for *Community Health Workers* and *Home Health Aides*:

- Between 2006 and 2016, Community Health Workers increased from 9 to 20 jobs in Imperial County, and Home Health Aides increased from 123 to 187 jobs
- Both occupations are projected to increase in Imperial County and in California from 2016 to 2021
- Employers in Imperial County will need to hire 80 workers annually for these occupations to fill new jobs and to backfill jobs due to attrition such as retirement or turnover
- Between 2016 and 2021, Home Health Aides and Community Health Workers are projected to grow 112 percent and 30 percent, respectively, in Imperial County
- When compared to San Diego County, Imperial County median wages for these occupations are higher
- Five Taxonomy of Programs (TOP) codes are associated with Community Health Workers: 126100 (Community Health Care Worker); 130900 (Gerontology); 210400 (Human Services); 210440 (Alcohol and Controlled Substances); and 210450 (Disability Services)
- Three TOP codes are associated with Home Health Aides: 123000 (Nursing); 123090 (Home Health Aide); and 130900 (Gerontology)
- The data suggests that there is a supply gap for these occupations in Imperial County.

Introduction

This report provides labor information for selected occupations in Imperial County, and analyzes the following occupational codes in the Standard Occupational Classification (SOC)¹ system:

Community Health Workers (SOC 21-1094): Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Sample reported job titles include:

- Community Health Worker (CHW)
- Community Health Promoter

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. bls.gov/soc.

- Community Health Outreach Worker
- Community Nutrition Educator
- Community Health Program Coordinator
- Community Health Program Representative
- Apprise Counselor

Home Health Aides (SOC 31-1011): Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient’s home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing and grooming of patients. Sample reported job titles include:

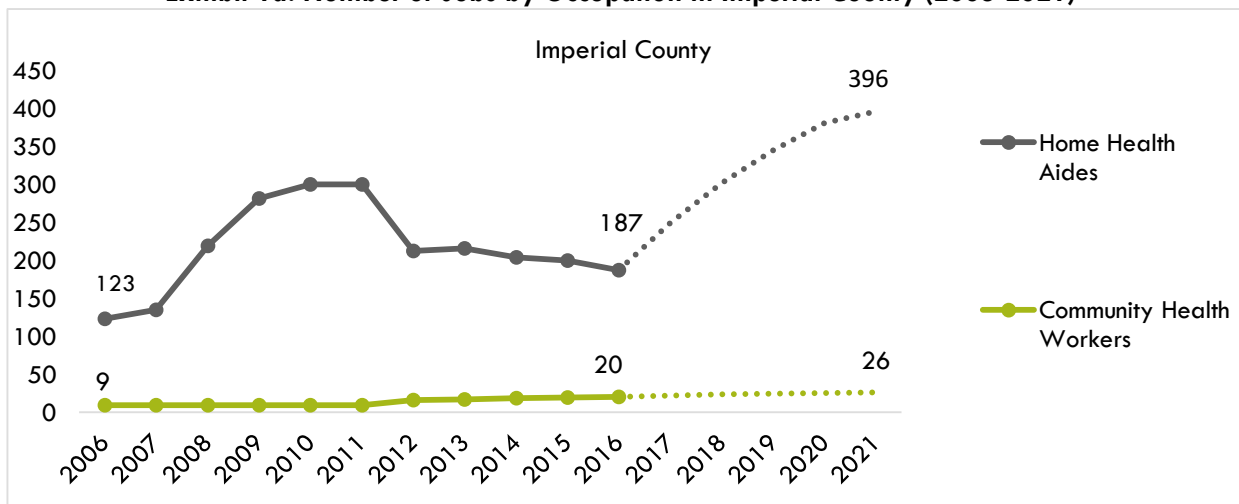
- Home Attendant
- Certified Home Health Aide (CHHA)
- Nursing Assistant
- Hospice/Home Health Aide
- Licensed Nursing Assistant (LNA)
- Direct Care Professional
- Residential Counselor
- In Home Caregiver

Occupational Demand

Projected Occupational Demand

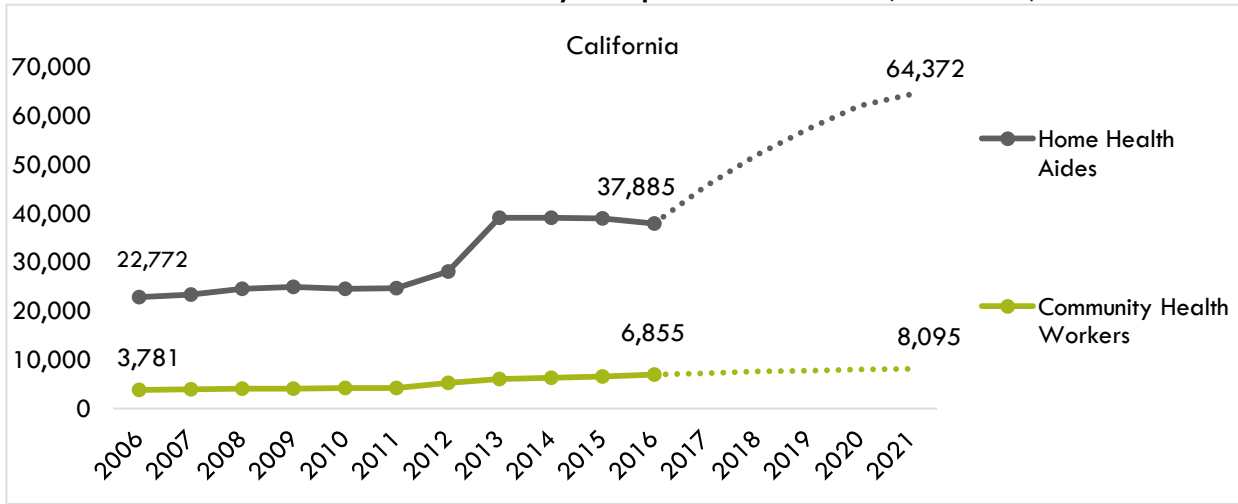
Between 2006 and 2016, Community Health Workers increased from 9 to 20 jobs in Imperial County, and Home Health Aides increased from 123 to 187 jobs. Both occupations are projected to increase in Imperial County and in California from 2016 to 2021 (Exhibits 1a & 1b).

Exhibit 1a: Number of Jobs by Occupation in Imperial County (2006-2021)²



² Economic Modeling Specialists, Int'l. (EMS). Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2006-2021.

Exhibit 1b: Number of Jobs by Occupation in California (2006-2021)³



Employers in Imperial County will need to hire 80 workers annually for these occupations to fill new jobs and to backfill jobs due to attrition such as retirement or turnover (Exhibit 2). Home Health Aides and Community Health Workers are projected to grow 112 percent and 30 percent, respectively, in Imperial County.

Exhibit 2: Annual Openings and Five-Year Projections in Imperial County⁴

Occupation	2016-2021 Change	2016-2021 % Change	Annual Openings
Community Health Workers	6	30%	4
Home Health Aides	209	112%	76
Total*	215	104%	80

*Totals may not add up exactly due to rounding

Earnings

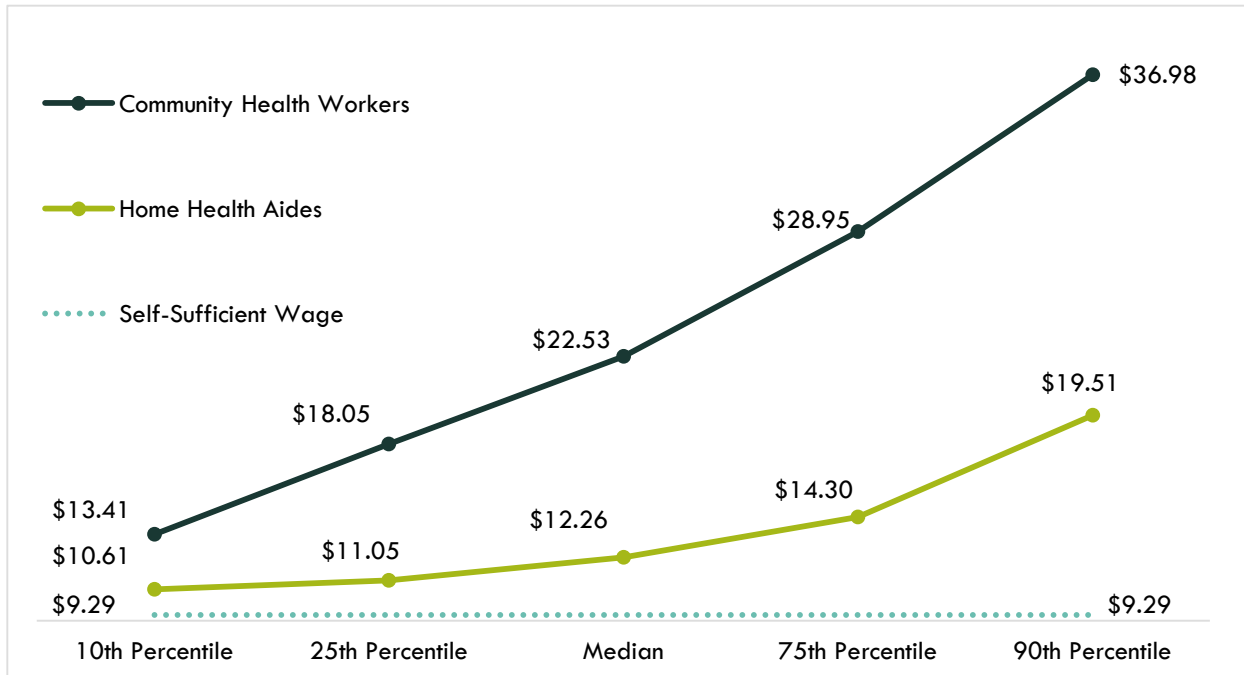
These occupations make more than the self-sufficient wage (\$9.29 per hour)⁵ for a single adult in Imperial County (Exhibit 3a).

³ EMSI. Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2006-2021.

⁴ EMSI. Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2016-2021.

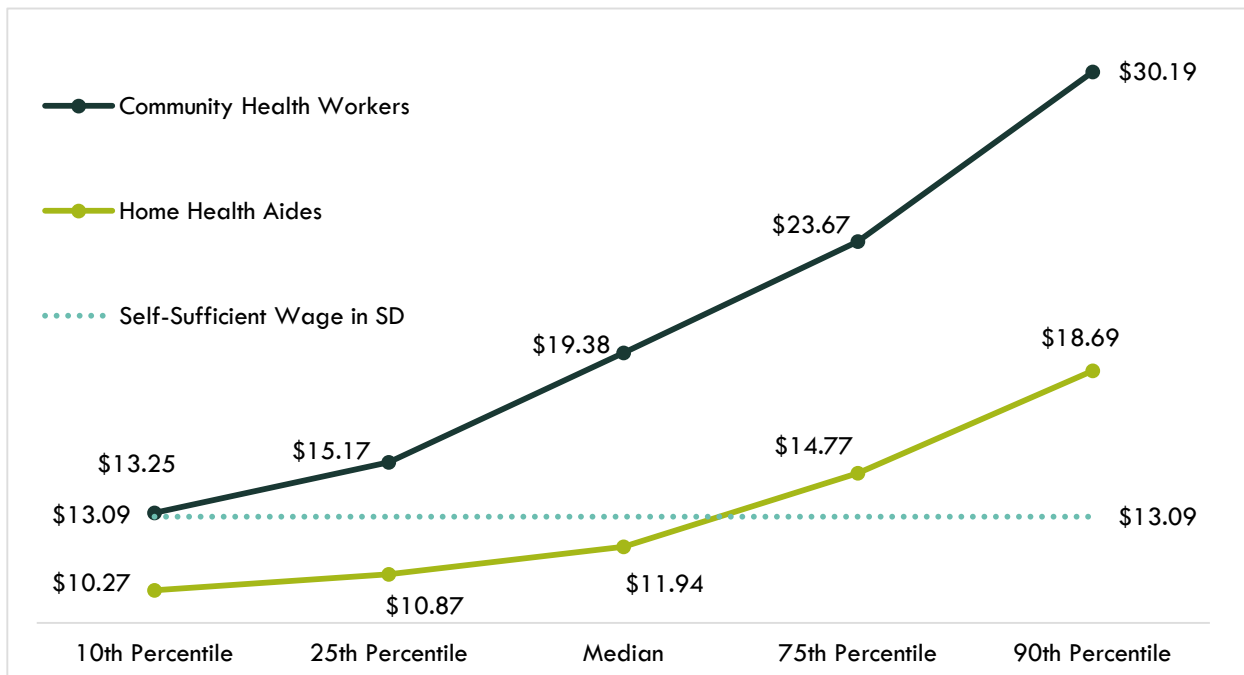
⁵ The self-sufficient wage in Imperial County for one adult is \$9.29 per hour (insightcced.org/tools-metrics/self-sufficiency-standard-tool-for-california)

Exhibit 3a: Earnings by Occupation in Imperial County⁶



When compared to San Diego County, Imperial County median wages for these occupations are higher (Exhibit 3b).

Exhibit 3b: Earnings by Occupation in San Diego County⁷



⁶ EMSI. Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2016-2021.

⁷ EMSI. Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2016-2021.

Educational Supply

Both community colleges and other educational institutions provide training for these occupations in the San Diego-Imperial region. Exhibit 4 lists the TOP codes associated with each occupation.

Exhibit 4: TOP Codes by Occupation in San Diego-Imperial Region

Community Health Workers	Home Health Aides
126100: Community Health Care Worker	123000: Nursing
130900: Gerontology	123080: Home Health Aide
210400: Human Services	130900: Gerontology
210440: Alcohol and Controlled Substances	
210450: Disability Services	

Exhibit 5 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016, as well as other awards granted outside the California Community Colleges from 2012 to 2015, with the relevant TOP codes. Please note an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions by Occupation (Program Years 2012-13 through 2015-16 Average)

TOP06	TOP06 Title	3-Yr Annual Average Supply (PY13-14 to PY15-16)	3-Yr Annual Average CC Awards (PY13-14 to PY15-16)	Other Educational Institutions 3-Yr Annual Average Awards (PY12-13 to PY14-15)
126100	Community Health Care Workers	1	1	0
	San Diego City		1	
130900	Gerontology	7	7	0
	MiraCosta		7	
210400	Human Services	84	84	0
	Cuyamaca		36	
	Imperial		7	
	MiraCosta		0	
	San Diego City		25	
	Southwestern		17	

210440	Alcohol and Controlled Substances	130	107	23
	National University			2
	Mueller College			21
	Imperial		8	
	Palomar		32	
	San Diego City		67	
210450	Disability Services	2	2	0
	Grossmont		2	
123000	Nursing*	1,625	917	708
	Grossmont		84	
	Imperial		55	
	MiraCosta		144	
	Palomar		46	
	United States University			23
	National University			10
	San Diego City		63	
	Southwestern		82	
	Brightwood College – San Diego			526
	Concorde Career College – San Diego			51
	Untied Career Institute – Chula Vista			6
	Brightwood College – Vista			92
	San Diego Adult		443	

*includes TOP codes 123010, 123020, 123030, 123080

Demand vs. Supply

Exhibit 6 compares the demand of labor or annual openings (Exhibit 2) with the supply of labor from both the region's community colleges and other postsecondary institutions (Exhibit 5). In Imperial County, specifically, there is a supply gap for these occupations.

Exhibit 6: Demand based on Annual Openings Compared to Supply based on Average Annual Awards in Imperial County

Imperial County Institutions	Demand	Supply	Supply Gap or Oversupply
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	(Annual Openings)	(Total Annual Average Supply)	
Community Colleges and Other Postsecondary Educational Institutions	80	70	(-10)

Please note that this is a basic analysis of supply and demand of labor for these occupations. This data should be used to discuss the potential gaps or oversupply of workers for these occupations; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force that could fill these positions or workers that are not captured by publicly available data.

Student Outcomes

Based on the information available in the CTE LaunchBoard,⁸ students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 7):

Exhibit 7: Strong Workforce Program Metrics by TOP Code in Imperial County (2014-2015)

Metric	210400: Human Services	210440: Alcohol and Controlled Substances	210450: Nursing
Number of course enrollments ⁹	239	271	102
Number of students who got a degree or certificate ¹⁰	8	9	N/A
Number of students who transferred ¹¹	5	0	0
Employed in the second fiscal quarter after exit ¹²	N/A	N/A	N/A
Employed in the fourth fiscal quarter after exit ¹³	N/A	N/A	N/A
Job closely related to field of study ¹⁴	N/A	N/A	N/A
Median earnings in the second fiscal quarter after exit ¹⁵	N/A	N/A	N/A
Median change in earnings ¹⁶	N/A	N/A	N/A
Attained a living wage ¹⁷	N/A	35%	N/A

⁸ Strong Workforce Program data available for 2014-15

⁹ The number of enrollments in courses assigned to the TOP code in the selected year

¹⁰ The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree, and/or CCC bachelor's degree in the selected TOP code

¹¹ Students who took non-introductory courses or completed a CCCCO award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year

¹² Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting the Community college system

¹³ Among Exiting students with a valid SSN, the percentage who were employed four quarters after exiting the California community college system

¹⁴ Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study

¹⁵ Among exiting students, the median second quarter earnings one year after the year in which they exited the California community college system

¹⁶ Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting the California community college system

¹⁷ Among completers and skills-builders who exited, the proportion of students who attained a living wage

Top Employers and Work Locations

Exhibit 8 lists the top employers by occupation in Imperial County between January 1, 2014 and September 30, 2017.

Exhibit 8: Top Employers and Skills by Occupation in Imperial County

Home Health Aides	Community Health Workers
<ul style="list-style-type: none"> • Gentiva Health • Accentcare • Therapists Unlimited • Odyssey HealthCare, Inc. • Texas Home Health 	<ul style="list-style-type: none"> • El Centro Regional Medical Center, Inc.

Skills, Education and Certifications

Exhibit 9 indicates the educational attainment by occupation found nationally in the current labor force.¹⁸

Exhibit 9: National Educational Attainment by Occupation

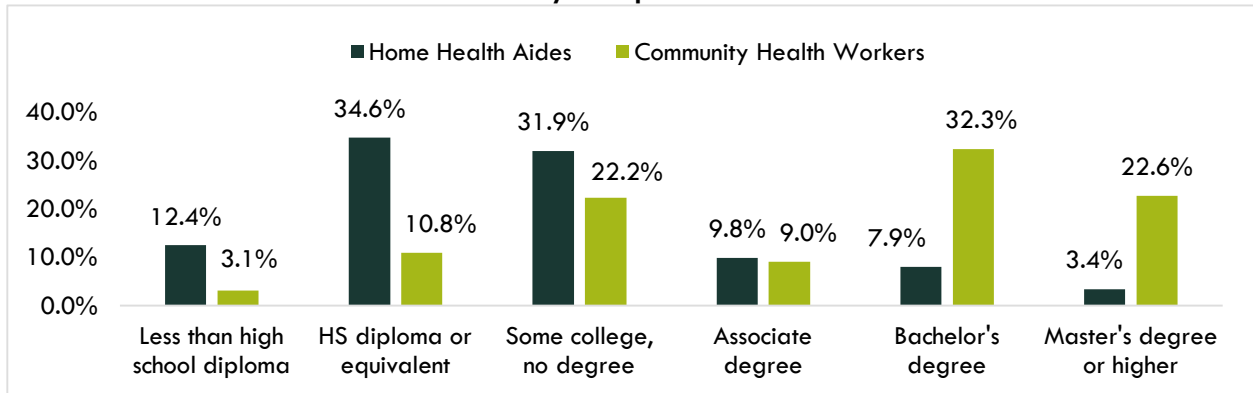


Exhibit 10 lists the top specialized, soft and software skills that appeared in online job postings by occupation in Imperial County between January 1, 2014 and September 30, 2017.

Exhibit 10: Top Skills by Occupation in Imperial County¹⁹

Occupation	Specialized Skills	Soft Skills	Software Skills
Home Health Aides	<ul style="list-style-type: none"> • Cardio Pulmonary Resuscitation (CPR) • Treatment planning • Therapy • Occupational therapy • Discharge Planning 	<ul style="list-style-type: none"> • Communication skills • Physical Demand • Writing • Organizational skills 	<ul style="list-style-type: none"> • Microsoft Office

¹⁸ EMSI. Job Postings Analytics. Imperial County (6025). 2017.03 Class of Worker. QCEW + Non-QCEW + Self-employed. 2016-2021.

¹⁹ Labor Insight Jobs. Burning Glass Technologies. Imperial County, CA.

		• Multi-tasking	
Community Health Workers	Insufficient Data	Insufficient Data	Insufficient Data

Exhibit 11 displays the top certifications requested by employers in online job postings between January 1, 2014 and September 30, 2017.

Exhibit 11: Top Certifications in Job Postings by Occupation in Imperial County²⁰

Occupation	Top Certifications
Community Health Workers	Insufficient Data
Home Health Aides	<ul style="list-style-type: none"> • First Aid CPR AED • Home Health Aide • Certified Occupational Therapy Assistant (COTA) • Certified Nursing Assistant • Home Care Certificate

Sources

- O*Net Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (EMSI)
- Employment Development Department, Labor Market Information Division, OES
- Employment Development Department, Unemployment Insurance Dataset
- Career Technical Education (CTE) LaunchBoard
- Statewide CTE Outcomes Survey
- Living Insight Center for Community Economic Development
- California Community Colleges Chancellor’s Office Management Information Systems (MIS)

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²⁰ Labor Insight Jobs. Burning Glass Technologies. Imperial County, CA.