

**Program Endorsement Brief: 0835.20/Fitness Trainer  
Personal Trainer**

Los Angeles/Orange County Center of Excellence, January 2021

**Summary Analysis**

<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/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.<sup>1</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 *exercise trainers and group fitness instructors* in the region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

**Demand:**

- **Supply Gap Criteria** – Over the next five years, there is projected to be **3,554 jobs available annually** in the region due to new job growth and replacements, **which is more than the 29 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, *exercise trainers and group fitness instructors* have an **entry-level wage below the county’s living wage** (\$15.04/hour).<sup>2</sup>

<sup>1</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.

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 1/7/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a *high school diploma as the typical entry-level education for exercise trainers and group fitness instructors*.
  - However, the national-level educational attainment data indicates **that 34.1% of workers in the field have completed some college or an associate degree**.

**Supply:**

- There are **8 community colleges** in the LA/OC region that issue awards related to fitness training, conferring an average of **29 awards annually** between 2016 and 2019.

**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 for *exercise trainers and group fitness instructors* is projected to increase by 16% through 2024. There will be nearly 3,600 job openings per year through 2024 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 Counties<sup>3</sup>**

<b>Geography</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>2019-2024 Change</b>	<b>2019-2024 % Change</b>	<b>Annual Openings</b>
Los Angeles	12,182	13,848	1,666	14%	2,469
Orange	4,930	5,933	1,003	20%	1,085
<b>Total</b>	<b>17,112</b>	<b>19,781</b>	<b>2,668</b>	<b>16%</b>	<b>3,554</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wage for *exercise trainers and group fitness instructors* in Los Angeles County, as they relate to the county’s living wage. Orange 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.

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<sup>3</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.

**Los Angeles County**—*Exercise trainers and group fitness instructors* have an entry-level wage below the living wage for one adult (\$15.04 in Los Angeles County).<sup>4</sup> The typical entry-level hourly wage is \$14.68 per hour. Experienced workers can expect to earn \$30.45 per hour, which is higher than the living wage estimate.

**Orange County**—*Exercise trainers and group fitness instructors* have an entry-level wage below the living wage for one adult (\$17.36 in Orange County).<sup>5</sup> The typical entry-level hourly wage is \$14.26 per hour. Experienced workers can expect to earn \$29.53 per hour, which is higher than the living wage estimate.

### **Job Postings**

There were 2,155 online job postings related to *exercise trainers and group fitness instructors* listed in the past 12 months. The top job titles included in advertisements were swim instructor, group fitness instructor, personal trainer, Pilates instructor, and fitness trainer. The top skills were: cardiopulmonary resuscitation (CPR), teaching, group fitness, fitness, and customer service. The top employers, by number of job postings, in the region were: 24 Hour Fitness, YMCA, Planet Fitness, Club Pilates, and Gold's Gym.

*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 as the typical entry-level education for *exercise trainers and group fitness instructors*. However, the national-level educational attainment data indicates that 34.1% of workers in the field have completed some college or an associate degree. Of the 34% of *exercise trainer and group fitness instructor* job postings listing a minimum education requirement in Los Angeles/Orange County, 72% (527) requested a high school diploma, 3% (20) requested an associate degree, and 25% (187) requested a bachelor's degree.

### **Educational Supply**

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

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<sup>4</sup> Living wage data was pulled from California Family Needs Calculator on 1/7/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

<sup>5</sup> Ibid.

**Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019**

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
0835.20	Fitness Trainer	Cerritos	1	-	-	0
		Glendale	-	5	3	3
		Pasadena	-	-	2	1
		Rio Hondo	9	4	6	6
		<b>LA Subtotal</b>	<b>10</b>	<b>9</b>	<b>11</b>	<b>10</b>
		Fullerton	2	5	3	3
		Irvine Valley	3	13	4	7
		Orange Coast	8	9	5	7
		Santa Ana	4	-	2	2
		<b>OC Subtotal</b>	<b>17</b>	<b>27</b>	<b>14</b>	<b>19</b>
<b>Supply Total/Average</b>			<b>27</b>	<b>36</b>	<b>25</b>	<b>29</b>

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

**Exhibit 3. Los Angeles County**

Occupation (SOC)	2019 Jobs	2024 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)
Exercise Trainers and Group Fitness Instructors (39-9031)	12,182	13,848	1,666	14%	2,469	\$14.68	\$23.63	\$30.45

**Exhibit 4. Orange County**

Occupation (SOC)	2019 Jobs	2024 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)
Exercise Trainers and Group Fitness Instructors (39-9031)	4,930	5,933	1,003	20%	1,085	\$14.26	\$22.98	\$29.53

### Exhibit 5. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Exercise Trainers and Group Fitness Instructors (39-9031)	17,112	19,781	2,668	16%	3,554	HS diploma or equivalent

#### 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:

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