

# Coaches and Scouts

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

*This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.*

## Summary

- The community college coaching program provides the knowledge, skills, and abilities that lead to the coaches and scouts occupation. This occupation typically requires a bachelor's degree to enter employment, although job ads reveal that most employers were seeking a candidate with a high school diploma or vocational training.
- The coaches and scouts occupation is projected to have 326 annual job openings, increasing employment by 4% through 2024.
- The 50<sup>th</sup> percentile hourly wage for this occupation is \$16.27 per hour, below the regional \$21.78 per hour self-sustainable wage standard for a single adult with one child.
- In the region, two community colleges conferred an annual average of 3 awards in programs related to coaching over the last three academic years.
- Centers of Excellence recommends caution expanding coaching programs because the median hourly earnings for coaches and scouts fall short of the self-sustainability standard.

## Introduction

California Community College coaching (TOP 0835.60) programs prepare students for occupational coaching in schools or clubs (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by coaching programs lead to the coaches and scouts occupation. Please note that this occupation typically requires a bachelor's degree to enter employment; however, 22% of incumbent workers nationally have some college coursework or obtained a community college award as their highest educational attainment level.

### **Coaches and Scouts (27-2022)**

Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes' strengths and weaknesses as possible recruits or to improve the athletes' technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category.

**Sample job titles:** Baseball Coach, Basketball Coach, Coach, Cross Country Coach, Football Coach, Gymnastics Coach, Soccer Coach, Softball Coach, Track and Field Coach, Volleyball Coach

*Entry-Level Educational Requirement: Bachelor's degree*

*Training Requirement: None*

*Work Experience Requirement: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 22%*

## Job Opportunities

In 2019, there were 2,197 coach and scout jobs in the Inland Empire/Desert Region. This occupation is projected to have 326 annual job openings to fill new or backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). This occupation is expected to increase employment by 4% through 2024. Exhibit 1 job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater working as coaches and scouts in the Inland Empire/Desert Region.

*Exhibit 1: Coaches and scouts five-year projections, 2019-2024*

2019 Jobs	2024 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
2,197	2,275	4%	1,957	326	15%

Source: Emsi 2021.1

## Job Postings

Exhibit 2 displays the number of online job ads posted over the last 12 months, along with the regional and statewide average time to fill for *coach and scout* positions.

On average, local employers fill online job postings for coach and scout positions within 39 days, 15 days shorter than the statewide average, indicating that local employers likely face significantly fewer challenges filling open positions than other employers in California as a whole.

*Exhibit 2: Job ads and time to fill*

Job Ads	Regional Average Time to Fill (Days)	California Average Time to Fill (Days)
599	39	54

Source: Burning Glass – Labor Insights

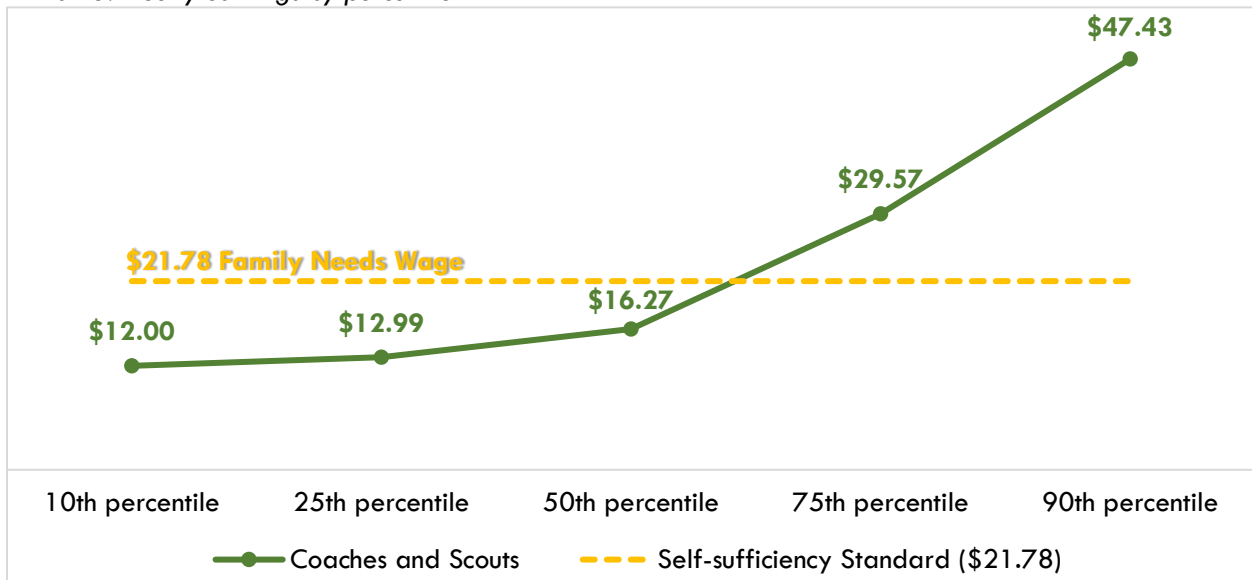
## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a self-sustainable income level. The Family Needs Calculator estimates that a self-sustainable wage for a

single adult with one school-age child is \$21.78 per hour or \$45,992 annually in Riverside County, \$21.24 per hour or \$44,867 annually in San Bernardino County (Pearce, 2020). For this study, the higher hourly wage requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Earnings for coaches and scouts exceed the self-sustainability rate until the 75<sup>th</sup> percentile, indicating that approximately the top 25% of workers in this occupation earn self-sufficient hourly wages in the region. Exhibit 3 displays the hourly earnings for the region.

Exhibit 3: Hourly earnings by percentile



Source: Emsi 2021.1

Benefits for coaches and scouts, typically provided in the California Labor Market Information Division's occupational guides, are not available (Detailed Occupational Guides, 2020).

### Advertised Salary

Exhibit 4 displays advertised salary data for coach and scout positions over the last 12 months. Advertised salary information reveals that employers are willing to pay coaches and scouts \$43,000 annually, below the \$45,992 (\$21.78 hourly) required annually for a family of one adult with a school-age child to be self-sufficient in Riverside County (\$44,867 annually in San Bernardino County). Consider the salary information with caution since only 65% (327 out of 599) online job postings for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

*Exhibit 4: Advertised salary information*

Number of job postings	Real-Time Salary Information				Average Annual Salary
	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
327	36%	43%	16%	5%	\$43,000

Source: Burning Glass – Labor Insights

## Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers posting the most online job advertisements for *coach and scout* positions during the last 12 months in the region. The majority of employers posting job advertisements were school districts.

*Exhibit 5: Employers posting the most online job ads*

Employers	Job Ads
Temecula Valley Unified School District	58
San Jacinto Valley Academy	51
Desert Sands Unified School District	38
Fontana Unified School District	35
Moreno Valley Unified School District	24
Colton Joint Unified School District	24
Upland Unified School District	23
San Bernardino Community College District	21
Murrieta Valley Unified School District	20
Riverside Unified School District	10
<i>All other employers</i>	295
<b>Total</b>	<b>599</b>

Source: Burning Glass – Labor Insights

Exhibit 6 displays a sample of specialized and employability skills employers seek when looking for workers to fill *coach and scout* positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized to guide curriculum development.

*Exhibit 6: Sample of in-demand skills from employer online job ads*

Specialized Skills	Employability Skills
<ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Teaching</li> <li>• Concussion Diagnosis/Treatment</li> <li>• Scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Organizational Skills</li> <li>• Building Effective Relationships</li> <li>• Leadership</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the entry-level education typically required to enter employment as a *coach or scout* according to the Bureau of Labor Statistics (BLS), educational attainment for incumbent workers with "some college, no degree" and an "associate degree" according to the U.S. Census (2016-17) and the real-time minimum advertised education requirement from employer job ads for *coach and scout* positions. Job ads reveal that most employers were seeking a candidate with a high school diploma or vocational training.

*Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements*

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Real-Time Minimum Advertised Education Requirement			
			Number of Job Ads	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Coaches and Scouts	Bachelor's degree	22%	384	88%	0%	12%

Source: Emsi 2021.1, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required for coaches and scouts and the real-time work experience requirements from employer job ads for *coach and scout* positions.

*Exhibit 8: Work experience required and real-time work experience requirements*

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of Job Ads	0 – 2 years	3 – 5 years	6+ years
Coaches and Scouts	None	169	47%	31%	22%

Source: Emsi 2021.1, Burning Glass – Labor Insights

## Student Completions and Program Outcomes

Exhibit 9 displays the annual average awards for coaching (TOP 0835.60) programs in the Inland Empire/Desert Region. These programs have collectively awarded an annual average of three associate degrees and certificates over the last three academic years.

*Exhibit 9: 2016-19, Annual average community college awards for the coaching programs*

0835.60 – Coaching	Associate degree	Certificate requiring 30 to <60 semester units	Certificate requiring 12 to <18 semester units	Total CC Annual Average Awards, Academic Years 2016-19
Chaffey	-	-	1	1
Riverside	1	1	-	2
<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>

Source: MIS Data Mart

Strong Workforce outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. The outcome methodology is available in the appendix section of this report. Dashes indicate there were too few students to obtain program outcome information.

*Exhibit 10: 0835.60 – Coaching strong workforce program outcomes*

Strong Workforce Program Metrics: 0835.60 – Coaching Academic Year 2017-18, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2018-19)	210	2,171
Completed 9+ career education units in one year (2018-19)	-	14%
Perkins Economically disadvantaged students (2018-19)	78%	72%
Students who earned a degree, certificate, or attained apprenticeship (2018-19)	-	22
Transferred to a four-year institution (transfers)	23	197

Strong Workforce Program Metrics: 0835.60 – Coaching Academic Year 2017-18, unless noted otherwise	Inland Empire/Desert Region	California
Job closely related to the field of study (2016-17)	-	83%
Median annual earnings (all exiters)	\$13,680	\$21,350
Median change in earnings (all exiters)	30%	45%
Attained a living wage (completers and skills-builders)	27%	34%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

## Recommendation

The community college coaching (TOP 0835.60) program provides the knowledge and skills that lead to the coaches and scouts occupation. This occupation is projected to have 326 annual job openings over the next five years, increasing employment by 4%. This occupation's median earnings are \$16.27 per hour, below the \$21.78 per hour self-sustainable earnings estimate for a single adult with one child. The 75th percentile rate is \$29.57 per hour, exceeding the self-sustainability standard. This occupation typically requires a bachelor's degree to enter employment, although job ads reveal that most employers were seeking a candidate with a high school diploma or vocational training.

Two (2) regional community colleges reported three annual average awards from coaching programs over the last three academic years. This program's median annual earnings (all exiters) was \$13,680, and 27% attained a living wage.

While the annual job openings for coaches and scouts exceed the supply from regional community college programs, the Centers of Excellence recommends caution expanding coaching programs because the median hourly earnings for coaches and scouts fall short of the self-sustainability standard. Colleges considering a coaching program should meet with relevant employers to document their need for more workers and the specific skills, licensing, and certifications that will lead to self-sustainable earnings shortly after entering employment.

### Contact

Michael Goss & Paul Vaccher  
Centers of Excellence, Inland Empire/Desert Region  
[michael.goss@chaffey.edu](mailto:michael.goss@chaffey.edu)  
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## Appendix: Program Completion and Outcome Methodology

Exhibit 9 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2016 and 2019, from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal employers' hiring goals or intentions; it is unknown if employers plan to hire one or multiple workers from a single online job posting or collect resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1: 2019 to 2024 job growth, wages, education, training, and work experience required

Occupation (SOC)	2019 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage Range (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Coaches and Scouts (29-1141)	2,197	78	4%	326	\$12.00 to \$47.43	\$16.27	\$52,400	Bachelor's degree & None	None

Source: Emsi 2021.1