

Program Endorsement Brief:

Pre-Health and Pre-Allied Health Occupations in the Greater Sacramento region

North Far North Center of Excellence, June 2019

INTRODUCTION

This report provides an overview of the labor market demand and educational program supply for Pre-Health and Pre-Allied Health-related occupations in the Greater Sacramento region and the larger 22-county North Far North region.

SUMMARY OF KEY FINDINGS

- Pre-Health and Pre-Allied Health-related occupations are expected to grow at a fast rate over the next five years.
- The Greater Sacramento region is projected to grow at a faster rate than the North Far North region and the state.
- Median hourly wages for Pre-Health and Pre-Allied Health-related occupations tend to fall between the Sacramento living wage thresholds of one-adult and a one-adult, one-child household.
- While the typical education attainment level for most of the occupations is a high school diploma, all occupations require either on-the-job training or a postsecondary non-degree award.
- There are few regional training providers in Pre-Health and Pre-Allied Health, despite large regional demand for related occupations.

The report contains the following sections:

- Occupational demand,
- Wages and job postings,
- Education and training,
- Regional program supply, and
- Findings and recommendations.

OCCUPATIONAL DEMAND

The following Standard Occupational Classification (SOC) codes related to the proposed program were included in the analysis:

21-1094.00 - Community Health Workers	
Description:	Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promotes, maintain, and improves 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 job titles:	Apprise Counselor, Assistant Director of Nutrition and Wellness Programs, Chief Program Officer, Community Health Outreach Worker, Community Health Program Coordinator, Community Health Program Representative (Community Health Program Rep), Community Health Promoter, Community Health Worker (CHW), Community Nutrition Educator, HIV CTS Specialist (Human Immunodeficiency Virus Counseling and Testing Services Specialist)
31-1011.00 - Home Health Aides	
Description:	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 patient.
Sample job titles:	Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurses Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice/Home Health Aide, In-Home Caregiver
31-1014.00 - Nursing Assistants	
Description:	Provide basic patient care under the direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.
Sample job titles:	Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Geriatric Nursing Assistant (GNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, State Tested Nursing Assistant (STNA)
31-9092.00 - Medical Assistants	
Description:	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by a physician.
Sample job titles:	Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Assistant, Doctor's Assistant, Medical Assistant (MA), Medical Office Assistant, Ophthalmic Technician, Optometric Assistant, Optometric Technician, Registered Medical Assistant (RMA)
39-9021.00 - Personal Care Aides	
Description:	Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping the house (making beds, doing laundry, washing dishes) and preparing meals. May assist in non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.
Sample job titles:	Caregiver, Certified Nursing Assistant (CNA), Home Care Aide, Home Health Care Provider, Medication Aide, Patient Care Assistant (PCA), Personal Care Aide, Personal Care Assistant (PCA), Personal Care Attendant (PCA), Resident Care Assistant (RCA)

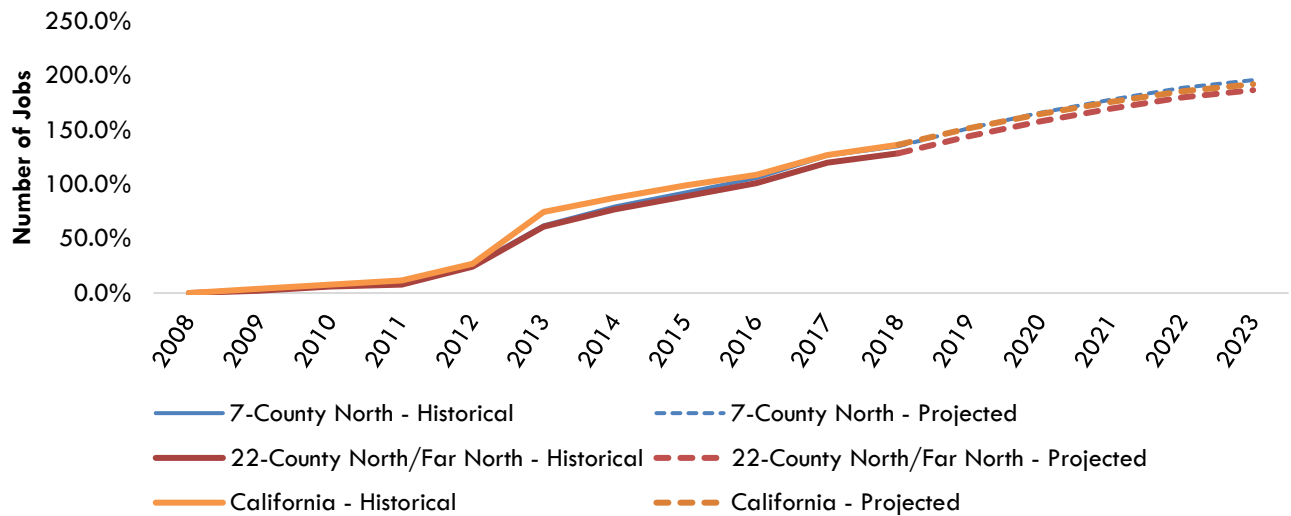
Exhibit 1 summarizes the job trends by SOC codes in the 7-county Greater Sacramento region, the 22-county North Far North region, and California.

Exhibit 1. Employment and projected occupational demand¹

Occupation	SOC	2008 Jobs	2018 Jobs	2023 Jobs	2018-23 % Change	Annual Openings	Annual Replacements
Community Health Workers	21-1094	334	700	781	11.6%	107	69
Home Health Aides	31-1011	2,640	2,035	3,364	65.3%	464	285
Nursing Assistants	31-1014	6,688	6,554	7,344	12.1%	851	736
Medical Assistants	31-9092	3,920	6,690	7,741	15.7%	894	622
Personal Care Aides	39-9021	8,225	35,305	45,336	28.4%	6,132	3,561
GREATER SACRAMENTO	TOTALS	21,807	51,283	64,566	25.9%	8,447	5,273
Community Health Workers	21-1094	415	847	951	12.3%	131	85
Home Health Aides	31-1011	3,977	3,063	4,863	58.8%	693	424
Nursing Assistants	31-1014	9,075	9,092	10,210	12.3%	1,208	1,021
Medical Assistants	31-9092	5,495	8,571	9,797	14.3%	1,125	807
Personal Care Aides	39-9021	12,133	49,543	63,371	27.9%	8,618	5,039
NORTH FAR NORTH	TOTALS	31,094	71,115	89,192	25.4%	11,777	7,376
Community Health Workers	21-1094	3,102	6,399	7,372	15.2%	1,027	651
Home Health Aides	31-1011	42,086	34,768	54,561	56.9%	7,539	4,666
Nursing Assistants	31-1014	98,135	105,183	118,816	13.0%	13,612	11,623
Medical Assistants	31-9092	62,791	93,666	106,030	13.2%	11,976	8,937
Personal Care Aides	39-9021	139,031	576,594	722,268	25.3%	99,058	58,989
CALIFORNIA	TOTALS	345,144	816,611	1,009,048	23.6%	133,213	84,866

Exhibit 2 compares the rates of change of the total number of jobs between 2008 and 2018 in the Greater Sacramento region, the North Far North region, and California. It also compares occupational demand projections from 2018 through 2023 across the same areas. The rate of change is indexed to the base year 2008 total number of jobs.

Exhibit 2. Rate of Change for Selected Occupations²



¹ Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed. The 7-county Greater Sacramento region includes El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba. The 22-county North Far North region includes the aforementioned counties as well as Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity.

² Ibid.

WAGES AND JOB POSTINGS

Exhibit 3 compares the median hourly wages of the selected occupations in the study regions to the Sacramento Metropolitan Statistical Area (MSA) living wage for a one-adult household and a one-adult, one-child household.³

Exhibit 3. Wages for selected occupations⁴

Burning Glass identified a pool of 4,938 job postings in the Greater Sacramento region for the selected occupations. This data represents job listings posted online within the last year, from June 1, 2018, through May 31, 2019.

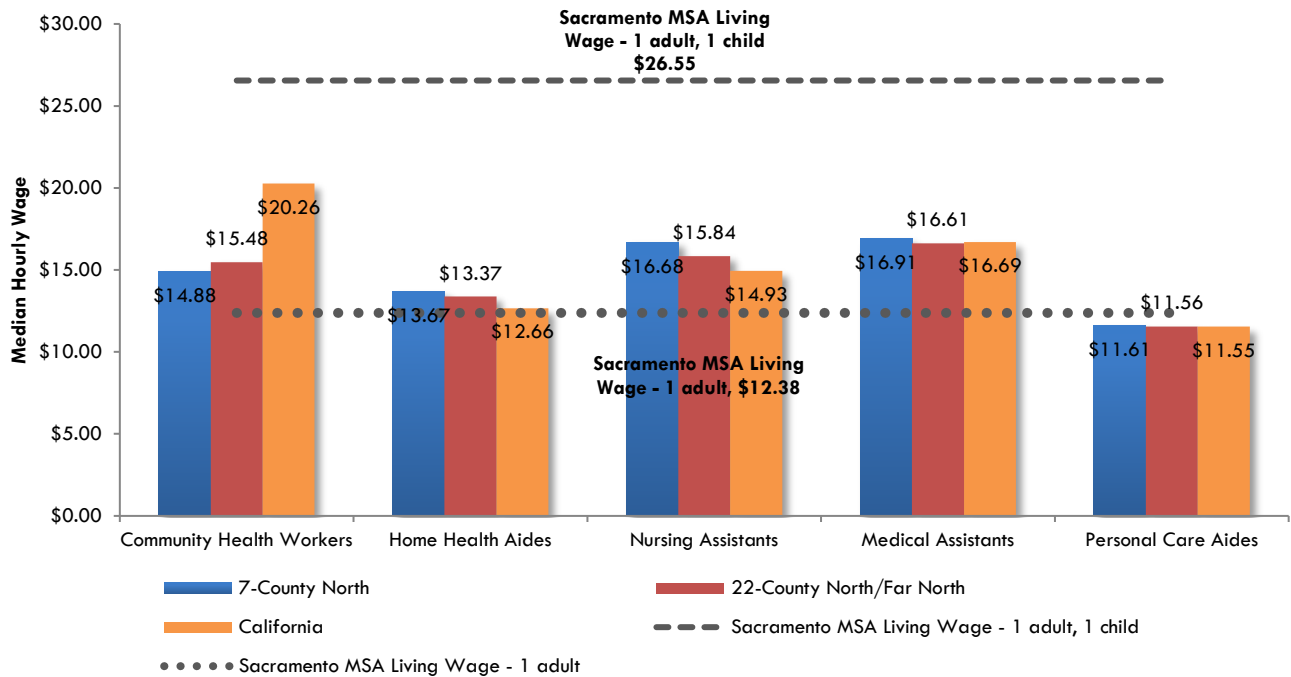
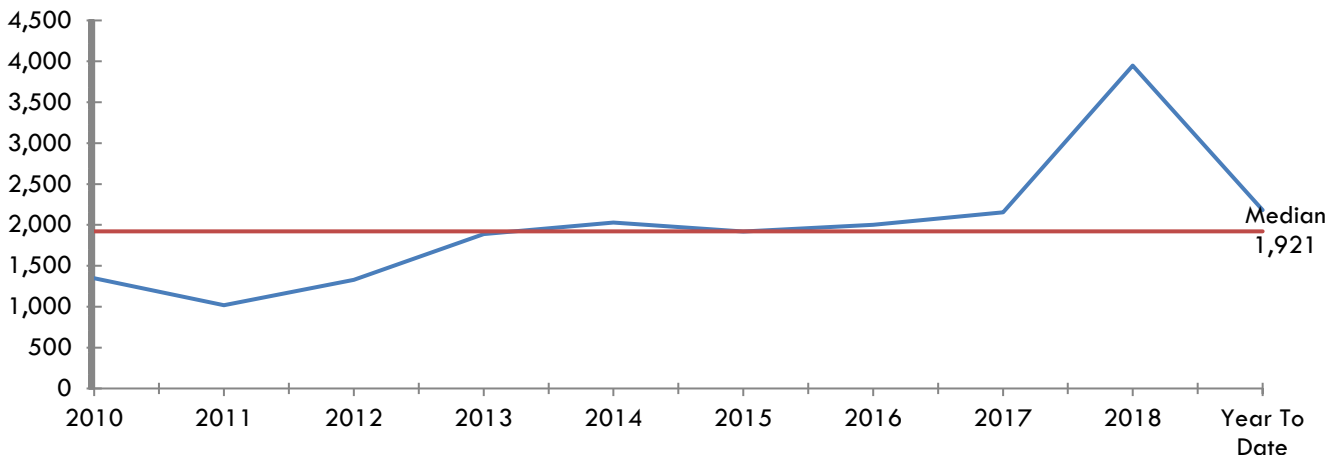


Exhibit 4 compares the 10-year job posting trends of the selected occupations to the median number of job postings in the Greater Sacramento region.

Exhibit 4: Job postings trend for selected occupations⁵



³ Living Wage Calculator: Counties and Metropolitan Statistical Areas in California, <http://livingwage.mit.edu/>

⁴ Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

⁵ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," <http://www.burning-glass.com>, 2019.

Exhibit 5 shows the number of job postings by county for the selected occupations.

Exhibit 5. Top job postings locations for selected occupations⁶

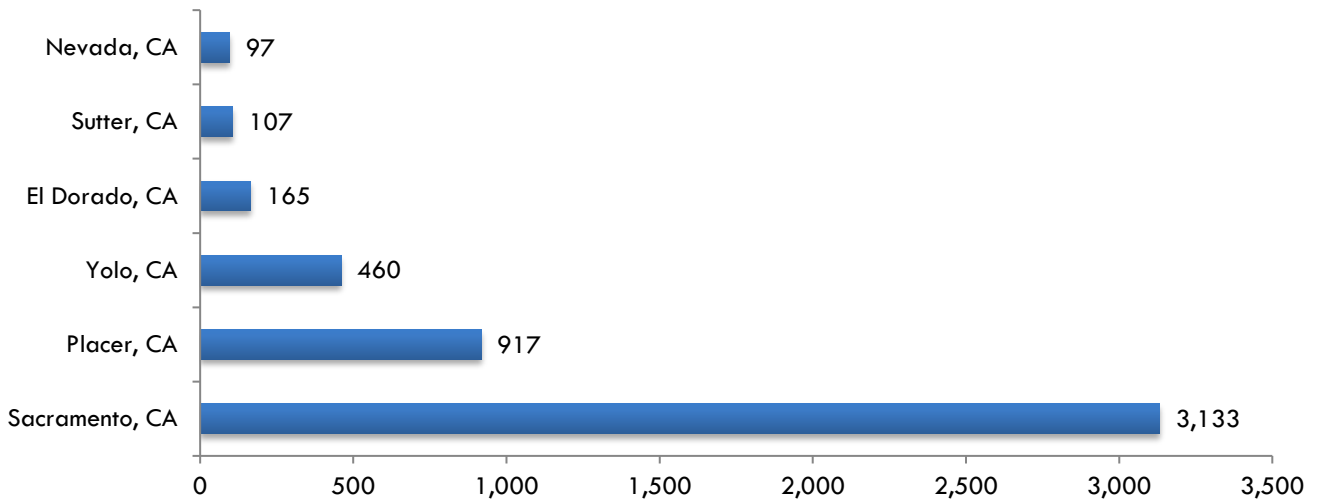


Exhibit 6 lists the employers with the most job openings for the selected occupations within the study region. Of the 4,938 job postings, 3,399 included the employer’s name.

Exhibit 6: Top employers by number of job postings⁷

Employer	Greater Sacramento (n = 3,399)	
	Number of Postings	Percent of Postings
Sutter Health	289	7.3%
Kindly Care	142	3.6%
Dignity Health	135	3.4%
Careinhomes	129	3.3%
Sutter Health Sacramento Sierra Region	111	2.8%
Sutter Medical Center	101	2.6%
Sunrise Senior Living, Inc.	95	2.4%
Dignity Health Medical Foundation	75	1.9%
Atria Senior Living	71	1.8%
Home Instead Senior Care	59	1.5%

Exhibit 7 shows the top job titles for the selected occupations in the Greater Sacramento region. All 4,938 job postings included job titles.

⁶ Ibid.

⁷ Ibid.

Exhibit 7. Top job titles by number of job postings⁸

Job title	Greater Sacramento (n = 4,938)	
	Number of Postings	Percent of Postings
Caregiver	1,649	33.4%
Medical Assistant	494	10.0%
Certified Nursing Assistant	416	8.4%
Home Health Aide	140	2.8%
Companion Care	112	2.3%
Care Provider	85	1.7%
Nurse Assistant	78	1.6%
Patient Care Technician	64	1.3%
Direct Support Professional	62	1.3%
Personal Care Aide	53	1.1%
Personal Assistant	49	1.0%

Exhibit 8 shows the skills most in-demand for the selected occupations in the Greater Sacramento region. 3,958 of the 4,938 job postings included required skills information.

Exhibit 8. Top skills by number of job postings⁹

Job skills	Greater Sacramento (n = 3,958)	
	Number of Postings	Percent of Postings
Caregiving	1,873	47.3%
Patient Care	1,012	25.6%
Scheduling	973	24.6%
Cardiopulmonary Resuscitation (CPR)	871	22.0%
Bathing	834	21.1%
Meal Preparation	749	18.9%
Home Health	632	16.0%
Home Care	601	15.2%
Customer Service	591	14.9%
Toileting	513	13.0%
Medical Assistance	504	12.7%
Activities of Daily Living (ADLs)	470	11.9%
ADLs Assistance	470	11.9%
Injections	439	11.1%

⁸ Ibid.

⁹ Ibid.

EDUCATION AND TRAINING

Exhibit 9 shows the typical educational attainment for workers 25 years and old by occupation across the U.S. At the national level, the typical education for the existing workforce based on survey data from 2016-2017 for the selected occupations is split between a high diploma or less and some college.

Exhibit 9. Typical educational attainment for selected occupations, nationally¹⁰

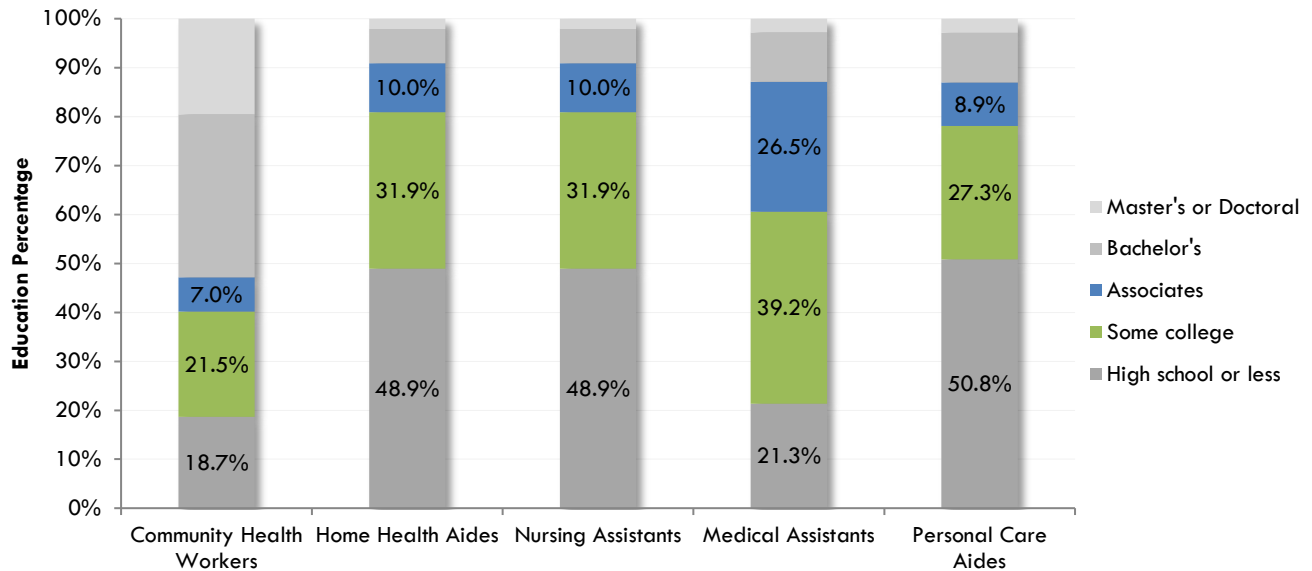


Exhibit 10 shows the typical entry-level education requirements, on-the-job training, and work experience requirements for the selected occupations in the Greater Sacramento region.

Exhibit 10. Typical education, training, and work experience for selected occupations¹¹

Occupations	SOC	Typical Entry-Level Education	Typical On-The-Job Training	Work Experience Required
Community Health Workers	21-1094	High school diploma or equivalent	Short-term on-the-job training	None
Home Health Aides	31-1011	High school diploma or equivalent	Short-term on-the-job training	None
Nursing Assistants	31-1014	Postsecondary nondegree award	None	None
Medical Assistants	31-9092	Postsecondary nondegree award	None	None
Personal Care Aides	39-9021	High school diploma or equivalent	Short-term on-the-job training	None

PROGRAM SUPPLY

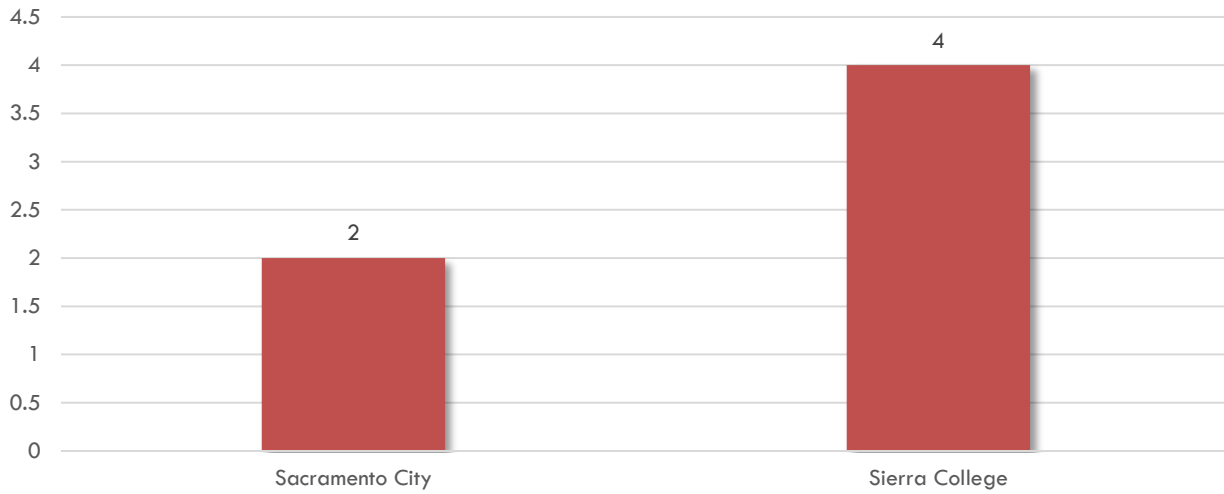
Analysis of existing educational programs shows that there are two Taxonomy of Program (TOP) codes related to training for Pre-Health and Pre-Allied Health-related occupations: 1201.00 – Health Occupations, General, and 1260.00 – Health Professions, Transfer. The corresponding Classification of Instructional Programs (CIP) codes for these programs are 51.0000 – Health Services/Allied Health/Health Sciences, General and 51.1199 – Health/Medical Preparatory Programs, Other, respectively.

¹⁰ Bureau of Labor Statistics. Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017, <https://www.bls.gov/emp/tables/educational-attainment.htm>.

¹¹ Emisi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

Exhibit 11 compares the total average number of awards (certificates and degrees) conferred by post-secondary institutions in the Greater Sacramento region over the last three academic years. Sacramento City and Sierra are the only regional trainers for Pre-Health and Pre-Allied Health-related occupations.

Exhibit 11. Average annual awards conferred by Greater Sacramento post-secondary institutions, 2015-2018¹²



Exhibits 12 and 13 display program awards by level and year for the selected education programs over the last three academic years. Neither Sacramento City nor Sierra offers certificate awards in training for Pre-Health and Pre-Allied Health-related occupations.

Exhibit 12. Program awards conferred by Greater Sacramento community colleges, 2015-2018¹³

	Certificates				Associate			
	2015-16	2016-17	2017-18	3-Year Avg	2015-16	2016-17	2017-18	3-Year Avg
Sacramento City	-	-	-	-	-	1	3	2
Sierra	-	-	-	-	-	-	4	4
Totals	-	-	-	-	-	1	7	6

¹² COE Supply Tables, California Community Colleges Chancellor's Office DataMart, and Integrated Postsecondary Education Data System (IPEDS).

¹³ Ibid.

FINDINGS

- Between 2008 and 2018, Pre-Health and Pre-Allied Health-related occupations more than doubled the number of jobs in the Greater Sacramento region. Pre-Health and Pre-Allied Health-related occupations are expected to grow at a fast rate of 26% over the next five years, adding over 8,400 jobs per year.
- The Greater Sacramento region is projected to grow at a faster rate than the North Far North region and the state.
- Median hourly wages for Pre-Health and Pre-Allied Health-related occupations tend to fall between the Sacramento living wage thresholds of one-adult and a one-adult, one-child household. Hourly wages are highest for the Medical Assistants at \$17 per hour, and the lowest for Personal Care Aides at almost \$12 per hour.
- While the typical education attainment level for most of the occupations (except Community Healthcare Workers and Medical Assistants) is a high school diploma, all occupations require either on-the-job training or a postsecondary non-degree award.
- There are few regional training providers for Pre-Health and Pre-Allied Health-related occupations. Sacramento City College and Sierra College have recently begun to offer training (within the last three years), and tend to award six associate degrees per year.

RECOMMENDATIONS

- Pre-Health and Pre-Allied Health-related programs can train students to work in a variety of occupations beyond those included in this report. Other possible occupations include Psychiatric Aides and Pharmacy Aides.
- Pre-Health and Pre-Allied Health-related programs are intended for students planning to transfer into other health programs, including Allied Health, Nursing, Dental, and Physical Therapy training programs. Pre-Health and Pre-Allied Health-related programs have the potential to create open spots for a student interesting in pursuing a healthcare career, as well as prepare them to compete for spaces in more often than not, impacted programs such as Nursing.
- Based on a three-year average of annual awards in Pre-Health and Pre-Allied Health-related programs in the Greater Sacramento region (6 degrees), and projected annual openings for Pre-Health and Pre-Allied Health-related occupations (8,447 openings), the region appears to have a large demand for program development.

COE Recommendation		
Move forward with program	Program is not recommended	Additional information needed
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

METHODOLOGY

Occupations in this report were identified using O*Net. Findings in this report were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

APPENDIX A: DATA SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O*NET Online
- Burning Glass, Labor Insight/Jobs
- Economic Modeling Specialists, International (EMSI)
- California Employment Development Department, Labor Market Information Division (EDD, LMID)
- Bureau of Labor Statistics, Occupational Employment Statistics (OES)
- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard
- Living Insight Center for Community Economic Development, Self-Sufficiency Standard Tool for California
- California Community Colleges Chancellor's Office Management Information Systems (MIS Data Mart)
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

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