

**Program Endorsement Brief: 1201.00/Health Occupations, General
Integrative Health and Wellness Studies (Associate of Science Degree)**
Orange County Center of Excellence, March 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 for four occupations related to integrative health and wellness. To illuminate which occupations are immediately accessible to community college graduates, these integrative health and wellness occupations have been divided into middle-skill and above middle-skill occupations. Middle-skill occupations typically accommodate community college graduates, while above middle-skill occupations typically require a four-year degree and/or prior work experience. The occupations included in the middle-skill human resources occupation group are: *social and human services assistants* (21-1093), and *community health workers* (21-1094). The occupations in the above middle-skill human resources group are: *mental health counselors* (21-1014) and *health education specialists* (21-1091). This report is intended to help determine whether there is **middle-skill occupational 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 these middle-skill occupations related to integrative health and wellness in the region. While the middle-skill occupation with the majority of regional annual job openings (*social and human services assistants*) counts nearly one-third of its current workforce as having completed some college or an associate degree, all of the annual openings for these middle-skill occupations have entry-level wages below the living wage in Orange County. **Therefore, due to 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 **3,595 middle-skill jobs related to integrative health and wellness available annually** in the region due to new job growth and replacements, **which is more than the 2,423 awards conferred annually** by educational institutions in the region.
 - Social and human service assistants (21-1093) and community health workers (21-1094) work in many different community and/or social service sub-industries, including the field of integrative health and wellness. Therefore,

demand is likely overstated for occupations solely related to integrative health and wellness.

- The highest number of job postings were for outreach specialists, care coordinators, contact tracers, social services assistants, and case management coordinators.
- ***Living Wage Criteria*** – Within Orange County, ***all of the annual job openings for these middle-skill occupations related to integrative health and wellness have entry-level wages below the county's living wage (\$17.36/hour).***¹
- ***Educational Criteria*** – Within the LA/OC region, ***all of the annual job openings for middle-skill occupations related to integrative health and wellness typically require a high school diploma.***
 - While the national-level educational attainment data indicates ***32.6% of social and human service assistants in the field have completed some college or an associate degree, only 24.1% of community health workers as well as 24.1% of health education specialists have completed the same level of education.***

Supply:

- There are **14 community colleges** in the LA/OC region that issue awards in programs related to integrative health and wellness, conferring an average of **569 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **1,854 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the middle-skill group of occupations related to integrative health and wellness. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 14% through 2024. There will be nearly 3,600 job openings per year through 2024 due to job growth and replacements. It is important to note that *social and human service assistants* (21-1093) and *community health workers* (21-1094) work in many different community and/or social service sub-industries, including the field of integrative health and wellness. Therefore, the data in Exhibit 1 is likely overstated for middle-skill occupations solely related to integrative health and wellness.

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

¹ Living wage data was pulled from California Family Needs Calculator on 3/8/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Middle-skill occupational demand in Los Angeles and Orange Counties²

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	21,817	24,776	2,959	14%	3,315
Orange	1,912	2,179	267	14%	280
Total	23,729	26,955	3,226	14%	3,595

Exhibit 2 shows the five-year occupational demand projections for the above middle-skill group of occupations related to integrative health and wellness. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 18% through 2024. There will be more than 2,300 job openings per year through 2024 due to job growth and replacements. However, Emsi uses a single aggregate code that combines *substance abuse, behavioral disorder, and mental health counselors* (21-1081). Since these counseling occupations are combined within the dataset and not solely representative of *mental health counselors*, the demand data in Exhibit 2 is likely overstated.

Exhibit 2: Above middle-skill occupational demand in Los Angeles and Orange Counties

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	13,512	16,136	2,625	19%	2,001
Orange	2,245	2,454	208	9%	304
Total	15,757	18,590	2,833	18%	2,305

Wages

The labor market endorsement in this report considers the entry-level hourly wages for all of the occupations related to integrative health and wellness in this report (middle-skill and above middle-skill) 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 majority (95%) of annual openings for all the occupations related to integrative health and wellness have typical entry-level wages below the California Family Needs Calculator hourly wage (living wage) for one adult (\$17.36 in Orange County). For the middle-skill occupation group, typical entry-level hourly wages are in a range between \$15.57 and \$16.48, which are both below the county’s living wage. For the above middle-skill occupations, typical entry-level hourly wages are in a range between \$16.79 and \$20.91. Experienced workers in all four occupations can expect to earn wages between \$18.62 and \$27.31, which are higher than the living wage estimate. Orange County’s average wages are below the average statewide wage of \$23.96 for these occupations.

² 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—All of the annual openings for all the occupations related to integrative health and wellness have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County). For the middle-skill occupation group, typical entry-level hourly wages are in a range between \$16.24 and \$17.24. For the above middle-skill occupations, typical entry-level hourly wages are in a range between \$17.50 and \$21.95. Experienced workers in all four occupations can expect to earn wages between \$23.80 and \$40.66, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$23.96 for these occupations.

Job Postings

There were 1,489 online job postings for middle-skill occupations related to integrative health and wellness students listed in the past 12 months. The highest number of job postings were for outreach specialists, care coordinators, contact tracers, social services assistants, and case management coordinators. The top skills were: case management, customer service, social services, mental health, and data entry. The top three employers, by number of job postings, in the region were: Volunteers of America, Anthem Blue Cross, and Mental Health America of Los Angeles.

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 the following typical entry-level education for these occupations related to integrative health and wellness:

- **Bachelor’s degree:** *substance abuse, behavior disorder, and mental health counselors (21-1018) and health education specialists (21-1091)*
- **High school diploma or equivalent:** *social and human service assistants (21-1093) and community health workers (21-1094)*

In the LA/OC region, all of the annual job openings for middle-skill occupations related to integrative health and wellness typically require a high school diploma or equivalent. While the national-level educational attainment data indicates 32.6% of *social and human service assistants* in the field have completed some college or an associate degree, only 24.1% of *community health workers* as well as 24.1% of *health education specialists* have completed the same level of education. Of the 74% of middle-skill integrative health and wellness job postings listing a minimum education requirement in Los Angeles/Orange County, 51% (563) requested a high school diploma, 41% (446) requested a bachelor’s degree, and 8% (89) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 3 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Health Education (0837.00), Health Occupations, General (1201.00), Community Health Care Worker (1261.00), Gerontology (1309.00), and Human Services (2104.00). The colleges with the most completions in the region

are: Saddleback, East LA, and LA Mission. Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

Exhibit 3: 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
0837.00	Health Education	Cerritos	-	-	1	0
		LA Subtotal	0	0	1	0
Supply Total/Average			468	249	327	348
1201.00	Health Occupations, General	East LA	188	9	10	69
		LA Mission	86	62	35	61
		LA Trade	9	7	3	6
		Long Beach	-	-	7	2
		Pasadena	24	17	11	17
		West LA	27	4	1	11
		LA Subtotal	334	99	67	167
		Cypress	-	-	2	1
		Orange Coast	8	7	4	6
		Saddleback	126	143	254	174
		OC Subtotal	134	150	260	181
Supply Total/Average			468	249	327	348
1261.00	Community Health Care Worker	East LA	2	-	-	1
		LA Subtotal	2	0	0	1
Supply Total/Average			2	0	0	1
1309.00	Gerontology	East LA	24	14	3	14
		LA Mission	-	-	1	0
		Pasadena	-	3	-	1
		LA Subtotal	24	17	4	15
		Coastline	13	20	5	13
		Cypress	7	5	7	6
		Saddleback	4	5	4	4
OC Subtotal	24	30	16	23		
Supply Total/Average			48	47	20	38

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
2104.00	Human Services	Cerritos	11	15	9	12
		East LA	1	-	-	0
		LA City	24	7	9	13
		Long Beach	26	29	34	30
		LA Subtotal	62	51	52	55
		Coastline	34	18	19	24
		Cypress	35	24	29	29
		Orange Coast	4	3	-	2
		Saddleback	16	15	24	18
		Santa Ana	52	55	53	53
		OC Subtotal	141	115	125	127
Supply Total/Average			203	166	177	182
Supply Total/Average			721	462	525	569

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 for occupations related to integrative health and wellness. Exhibit 4 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Gerontology (30.1101), Human Services, General (44.0000), and Health Services/Allied Health/Health Sciences, General (51.0000). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 1,854 awards annually in related training programs.

Exhibit 4: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
30.1101	Gerontology	CSU-Los Angeles	12	-	-	4
		Mount Saint Mary's Univ.	6	9	6	7
		Univ. of Southern California	19	25	7	17
44.0000	Human Services, General	CSU-Dominguez Hills	94	108	133	112
		CSU-Fullerton	258	249	281	263
		Mount Saint Mary's Univ.	10	6	2	6
		University of Phoenix-CA	484	426	324	411

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
51.0000	Health Services/Allied Health/Health Sciences, General	Azusa Pacific University	71	35	39	48
		CSU-Dominguez Hills	132	147	165	148
		CSU-Fullerton	392	405	443	413
		CSU-Long Beach	183	189	247	206
		CSU-Los Angeles	6	2	2	3
		Trident University Int'l	244	191	205	213
		Univ. of Southern California	-	2	4	2
Supply Total/Average			1,911	1,794	1,858	1,854

**Appendix A: Occupational demand and wage data by county
Exhibit 5. Orange County**

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Social and Human Service Assistants (21-1093)	3,947	4,504	557	14%	605	\$15.57	\$18.62	\$22.91
Community Health Workers (21-1094)	390	444	54	14%	57	\$16.48	\$20.09	\$25.49
Middle-Skill Subtotal	4,337	4,948	610	14%	663			
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	2,952	3,663	711	24%	470	\$16.79	\$22.36	\$29.76
Health Education Specialists (21-1091)	481	523	42	9%	64	\$20.91	\$27.31	\$38.81
Above Middle-Skill Subtotal	3,433	4,186	753	22%	534			
Total	7,770	9,133	1,363	18%	1,197			

Exhibit 6. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 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)
Social and Human Service Assistants (21-1093)	17,870	20,272	2,402	13%	2,709	\$16.24	\$19.39	\$23.80
Community Health Workers (21-1094)	1,522	1,735	213	14%	223	\$17.24	\$20.99	\$26.60
Middle-Skill Subtotal	19,392	22,008	2,615	13%	2,932			
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	10,560	12,474	1,914	18%	1,532	\$17.50	\$23.26	\$31.19
Health Education Specialists (21-1091)	1,765	1,931	166	9%	239	\$21.95	\$28.63	\$40.66
Above Middle-Skill Subtotal	12,324	14,404	2,080	17%	1,771			
Total	31,716	36,412	4,696	15%	4,703			

Exhibit 7. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Social and Human Service Assistants (21-1093)	21,817	24,776	2,959	14%	3,315
Community Health Workers (21-1094)	1,912	2,179	267	14%	280
Middle-Skill Subtotal	23,729	26,955	3,226	14%	3,595
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	13,512	16,136	2,625	19%	2,001
Health Education Specialists (21-1091)	2,245	2,454	208	9%	304
Above Middle-Skill Subtotal	15,757	18,590	2,833	18%	2,305
Total	39,486	45,545	6,059	15%	5,900

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)

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