

**Program Endorsement Brief: 1309.00/Gerontology
Aging Studies**

Orange County Center of Excellence, November 2020

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 related to four middle-skill occupations: *social and human service assistants* (21-1093), *community health workers* (21-1094), *home health aides* (31-1011), and *personal care aides* (39-9021). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ 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 occupations.

Based on the available data, there appears to be a supply gap for these middle-skill gerontology occupations in the region and many of the workers in the field have completed some college or an associate degree. However, the majority of annual openings for the occupations in this report have entry-level wages that are lower than 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 **61,237 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,178 awards conferred annually** by educational institutions in the region.

¹ 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.

- **Living Wage Criteria** –Within Orange County, all of the annual job openings for these middle-skill gerontology occupations have entry-level wages below the county’s living wage (\$17.36/hour).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **high school diploma as the typical entry-level education** for these gerontology occupations.
 - While the national-level educational attainment data indicates **between 28.5% and 41.9% of workers in the field have completed some college or an associate degree**, the two occupations with the majority of the annual openings for these middle-skill gerontology occupations have at least 35.8% of workers in in the field who have completed some college or an associate degree.

Supply:

- There are **8 community colleges** in the LA/OC region that issue awards related to gerontology, conferring an average of **49 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **1,129 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 these middle-skill gerontology occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 21% through 2024. There will be more than 61,200 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 Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	251,324	303,663	52,339	21%	51,970
Orange	44,367	54,047	9,680	22%	9,268
Total	295,691	357,710	62,019	21%	61,237

² Living wage data was pulled from California Family Needs Calculator on 11/2/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill gerontology occupations 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— All of the annual openings for these middle-skill gerontology occupations have entry-level wages below the living wage for one adult (\$17.36 in Los Angeles County).⁴ Typical entry-level hourly wages are in a range between \$12.42 and \$16.48. Entry-level wages for *home health and personal care aides* are \$12.42, which is lower than the living wage as well as lower than California's current minimum wage (\$12.00/hour for employers with 25 employees or less; \$13.00/hour for employers with 26 or more employees).⁵ Wage data is based on data collected over the previous three years. This historical data is a "point-in-time" estimate and does not reflect recent changes in minimum wage laws.⁶ Experienced *social and human service assistants* and *community health workers* can expect to earn wages between \$22.91 and \$25.49, which are higher than the living wage estimate. Experienced *home health and personal care aides* can expect to earn \$15.10, which is lower than the living wage estimate. Orange County's average wages are above the average statewide wage of \$15.21 for these occupations.

Los Angeles County— The majority (94%) of annual openings for middle-skill gerontology occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County).⁷ Typical entry-level hourly wages are in a range between \$12.42 and \$17.24. Entry-level wages for *home health and personal care aides* are \$12.42, which is lower than the living wage as well as lower than California's current minimum wage (\$12.00/hour for employers with 25 employees or less; \$13.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages between \$15.05 and \$26.60, which are higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$15.21 for these occupations.

Job Postings

There were 16,203 online job postings related to middle-skill gerontology occupations listed in the past 12 months. The highest number of job postings were for caregivers, direct support professionals, in-home caregivers, certified home health aides, and home care aides. The top skills were: caregiving, meal preparation, home care, bathing, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: Home Instead Senior Care, CareInHomes, and MDH Network.

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

⁴ Living wage data was pulled from California Family Needs Calculator on 11/2/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁶ https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

⁷ Living wage data was pulled from California Family Needs Calculator on 11/2/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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 these middle-skill gerontology occupations. While the national-level educational attainment data indicates between 28.5% and 41.9% of workers in the field have completed some college or an associate degree, the two occupations with the majority of the annual openings for these middle-skill gerontology occupations have at least 35.8% of workers in the field who have completed some college or an associate degree. Of the 31% of middle-skill gerontology job postings listing a minimum education requirement in Los Angeles/Orange County, 98% (4,906) requested a high school diploma and 2% (115) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Home Health Aide (1230.80), Family Studies (1308.00), and Gerontology (1309.00). The colleges with the most completions in the region are: East LA, Coastline, and LA Pierce. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

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
1230.80	Home Health Aide	LA Pierce	-	-	28	9
		Long Beach	-	-	2	1
		LA Subtotal	0	0	30	10
Supply Subtotal/Average			0	0	30	10
1308.00	Family Studies	LA Mission	-	-	2	1
		LA Subtotal	0	0	2	1
		Saddleback	1	-	-	0
		OC Subtotal	1	0	0	0
Supply Subtotal/Average			1	0	2	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 Subtotal/Average			48	47	20	38

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
Supply Total/Average			49	47	52	49

Non-Community College Supply—It is important to consider the supply from four-year institutions in the region that provide training programs for gerontology occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Family and Consumer Sciences/Human Sciences, General (19.0101), Human Development and Family Studies, General (19.0701), Gerontology (30.1101), and Home Health Aide/Home Attendant (51.2602). 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 1,129 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
19.0101	Family and Consumer Sciences/ Human Sciences, General	California State University-Long Beach	409	399	505	438
		California State University-Los Angeles	1	-	-	0
		California State University-Northridge	190	208	183	194
19.0701	Human Development and Family Studies, General	California State University-Long Beach	266	235	282	261
		Hope International University	20	28	28	25
		Pacific Oaks College	164	193	188	182
30.1101	Gerontology	California State University-Los Angeles	12	-	-	4
		Mount Saint Mary's University	6	9	6	7
		University of Southern California	19	25	7	17
51.2602	Home Health Aide/Home Attendant	Angeles College	-	-	1	0
		Medical Allied Career Center	1	3	-	1
Supply Total/Average			1,088	1,100	1,200	1,129

Appendix A: Occupational demand and wage data by county

Exhibit 4. 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%	607	\$15.57	\$18.62	\$22.91
Community Health Workers (21-1094)	390	444	54	14%	57	\$16.48	\$20.09	\$25.49
Home Health and Personal Care Aides (31-1128)	40,030	49,100	9,070	23%	8,603	\$12.42	\$13.17	\$15.10
Total	44,367	54,047	9,680	22%	9,268			

Exhibit 5. Los Angeles 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)	17,870	20,272	2,402	13%	2,715	\$16.24	\$19.39	\$23.80
Community Health Workers (21-1094)	1,522	1,735	213	14%	224	\$17.24	\$20.99	\$26.60
Home Health and Personal Care Aides (31-1128)	231,932	281,655	49,723	21%	49,031	\$12.42	\$13.16	\$15.05
Total	251,324	303,663	52,339	21%	51,970			

Exhibit 6. 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%	3,322
Community Health Workers (21-1094)	1,912	2,179	267	14%	281
Home Health and Personal Care Aides (31-1128)	271,962	330,755	58,793	22%	57,634
Total	295,691	357,710	62,019	21%	61,237

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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