

Program Endorsement Brief: 0835.20/Fitness Trainers and Aerobics Instructors Complementary and Alternative Health for Fitness and Wellness Instructors; Holistic Health

Orange County Center of Excellence, January 2020

Summary Analysis

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 one middle-skill occupation: fitness trainers and aerobics instructors (39-9031). 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 fitness trainers and aerobics instructors in the region however the entry-level wages for this occupation are below the California Family Needs Calculator hourly wage (Living wage) for one adult in Orange County.

Therefore, the COE cautiously endorses this proposed program. Reasons include:

Demand:

- Over the next five years, there is projected to be **3,131 jobs available annually** in the region due to new job growth and replacements, **which is more than the 157 awards conferred annually** by educational institutions in the region.
- **Entry-level hourly wages** for Fitness Trainers and Aerobics Instructors are **\$16.80 in Los Angeles County**, which is above that county's living wage, and **\$15.82 in Orange County, which is below that county's living wage.**
 - However, **median hourly wages** are **\$24.75 in Los Angeles County** and **\$23.38 in Orange County**, both of which are **above each county's living wage.**
- The national-level educational attainment data indicates **34.1% of workers in the field have completed some college or an associate degree as their highest level of education.**
 - However, the Bureau of Labor Statistics (BLS) lists a **high school diploma or equivalent as the typical-entry level education** for this occupation.
 - There were 3,564 online job postings related to fitness trainers and aerobics instructors listed in the past 12 months. Of the 37% (1,319) of job postings listing a minimum education requirement in Los Angeles/Orange County, **74%**

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.

(976) requested a high school diploma or equivalent, 22% (290) requested a bachelor's degree, and 4% (53) requested an associate degree.

Supply:

- There are **7 community colleges** in the region that have fitness trainer programs, conferring an average of **32 awards annually** between 2015 and 2018.
- Between 2013 and 2016, there were an average of **125 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **4 colleges throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for fitness trainers and aerobics instructors. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 15% through 2023. There will be more than 3,100 job openings per year through 2023 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties²

Geography	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Annual Openings
Los Angeles	11,090	12,554	1,464	13%	2,222
Orange	4,227	5,004	777	18%	909
Total	15,317	17,557	2,240	15%	3,131

Wages— Typical entry-level and median hourly wages for fitness trainers and aerobics instructors throughout the region are \$16.53.³ Entry-level wages for this occupation are higher than the California Family Needs Calculator hourly wage for one adult in Los Angeles County (\$15.04), but lower than the hourly wage for one adult in Orange County \$17.36⁴. Median hourly earnings for this occupation are \$24.32, which is higher than that of the living wage in both Los Angeles and Orange Counties. Experienced workers can expect to earn \$30.55. Regional average wages are above the average statewide wage of \$26.46 for this occupation. Wage information, by county, is included in Appendix A.

Job Postings— There were 3,564 online job postings related to fitness trainers and aerobics instructors listed in the past 12 months. The highest number of job postings were for personal trainer, group fitness instructor, swim instructor, Pilates instructor, and yoga instructor. The top skills were: cardiopulmonary resuscitation (CPR), teaching and group fitness. The top three employers, by number of job postings, in the region were: 24 Hour Fitness, YMCA, and Equinox. Of the 3,356 online job postings, 37% list a minimum education requirement.

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.

³ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

⁴ Living wage data was pulled from California Family Needs Calculator on 1/13/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for fitness trainers and aerobics instructors. The national-level educational attainment data indicates 34.1% of workers in the field have completed some college or an associate degree. Of the 37% of fitness trainers and aerobics instructor job postings listing a minimum education requirement in Los Angeles/Orange County, 74% (976) requested a high school diploma or equivalent, 22% (290) requested a bachelor’s degree, and 4% (53) requested an associate degree.

Supply

Community College Supply—Exhibit 2 shows the 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 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
0835.20	Fitness Trainer	Cerritos	3	1	0	1
		Glendale	0	0	5	2
		Rio Hondo	5	9	4	6
		LA Subtotal	8	10	9	9
		Fullerton	8	2	5	5
		Irvine	7	3	13	8
		Orange Coast	7	8	9	8
		Santa Ana	2	4	0	2
		OC Subtotal	24	17	27	23
Supply Total/Average			32	27	36	32

Non-Community College Supply—It is important to consider the supply from four-year institutions in the region that provide training programs for fitness trainers and aerobics instructors. Exhibit 3 shows the annual and three-year average number of awards conferred by four institutions in the related Classification of Instructional Programs (CIP) Code: Physical Fitness Technician (31.0507). Due to different data collection periods, the most recent three-year period of available data is from 2013 to 2016. Between 2013 and 2016, four-year colleges in the region conferred an average of 125 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2013-2016

CIP Code	Program	College	2013-2014 Awards	2014-2015 Awards	2015-2016 Awards	3-Year Award Average
31.0507	Physical Fitness Technician	Bryan University	104	19	1	41
		California Healing Arts College	14	32	23	23

CIP Code	Program	College	2013-2014 Awards	2014-2015 Awards	2015-2016 Awards	3-Year Award Average
		InterCoast Colleges-Carson	-	4	2	2
		Southern California Health Institute	8	83	86	59
Supply Total/Average			126	138	112	125

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2018 Jobs	2023 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)
Fitness Trainers and Aerobics Instructors (39-9031)	11,090	12,554	1,464	13%	2,222	\$16.80	\$24.75	\$31.17

Exhibit 5. Orange County

Occupation (SOC)	2018 Jobs	2023 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)
Fitness Trainers and Aerobics Instructors (39-9031)	4,227	5,004	777	18%	909	\$15.82	\$23.38	\$29.58

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 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)
Fitness Trainers and Aerobics Instructors (39-9031)	15,317	17,557	2,240	15%	3,131	\$16.53	\$24.32	\$30.55

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
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- 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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