

Community Health Worker

Inland Empire/Desert Region (Riverside and San Bernardino County)

Summary

- Employment for community health workers is expected to **increase by 23% between 2018 and 2023** in the Inland Empire/Desert Region. A total of **308 job openings, or 62 annual job openings** will be available over the five-year timeframe.
- The entry-level wage for community health workers is **above the MIT Living Wage estimate of \$12.39 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the lack of regional community college training program in this field and the annual job openings for community health workers across the region (**62 average annual openings**).

Introduction

The California Community College community health care worker program (TOP 1261.00) prepares students for employment as community health workers by providing preparation for facilitators, advocates, and referral workers linking health care and related social services with affected recipient communities (Taxonomy of Programs, 2012). The occupational description for community health workers appears below.

Community Health Workers (21-1094)

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve 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)

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Less than one-month on-the-job training

Work Experience Required: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 29%

Job Opportunities

In 2018, there were 348 jobs employing community health workers in the Inland Empire/Desert Region. This occupation is projecting to increase employment by 23% by 2023. Employers in the region will need to hire 308 workers over the next five years to fill new jobs and backfill jobs that workers are permanently vacating (includes retirements). Exhibit 1 displays five-year projections for community health workers in the Inland Empire/Desert Region.

Exhibit 1: Five-year projections for community health workers

2018 Jobs	2023 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
348	427	23%	308	62	23%

Source: EMSI 2018.4

Earnings

The entry-level wage for community health workers is above the MIT Living Wage estimate of \$12.39 per hour for a single adult living in the Inland Empire/Desert Region (Glasmeier, 2019). These wages are also sufficient for two adults and one child (\$14.75 per hour, per adult or \$30,680 annually for each adult). Exhibit 2 displays wage information for this occupation in the Inland Empire/Desert Region.

Exhibit 2: Earnings for community health workers

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
Community Health Workers	\$16.52 to \$30.46	\$22.89	\$49,700

Source: EMSI 2018.4

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

Job Postings, Employers, Skills, and Education

Exhibit 3 shows the number of job ads posted during the last 12 months along with the regional and national average time to fill. On average, local employers fill online job postings for community health workers within 44 days. This regional average is four days longer than the national average, indicating that it is slightly more challenging for local employers to find workers.

Exhibit 3: Job ads for community health workers and time to fill, Mar 2018 – Feb 2019

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Community Health Workers	20	44	40

Source: Burning Glass – Labor Insights

Exhibit 4 displays the employers posting the most job ads from job ads during the last 12 months in the Inland Empire/Desert Region.

Exhibit 4: Employers posting the most job ads, Mar 2018 – Feb 2019

Occupation	Employers
Community Health Workers (n=17)	<ul style="list-style-type: none"> • Inland Empire Health Plan • Universal Health Services, Inc. • Telecare Corporation

Source: Burning Glass – Labor Insights

Exhibit 5 lists a sample of in-demand specialized and employability skills that employers are seeking when looking for workers to fill positions for community health workers. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.” The skills reported in job postings may be utilized as a helpful guide for curriculum development.

Exhibit 5: Sample of in-demand skills from employer job ads, Mar 2018 – Feb 2019

Occupation	Specialized skills	Soft skills
Community Health Workers (n=20)	<ul style="list-style-type: none"> Behavioral Health Medicare/Medicaid Knowledge Social Services Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> Computer Literacy Communication Skills Organizational Skills Building Effective Relationships

Source: Burning Glass – Labor Insights

Exhibit 6 displays the work experience and entry-level education typically required to enter each occupation 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 minimum advertised education requirement requested by employers in online job ads.

Exhibit 6: Educational attainment and online job ads with minimum advertised education requirements, Mar 2018 – Feb 2019

Occupation	Work Experience Required	Typical Entry-Level Education Requirement	Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor’s degree or higher
Community Health Workers	None	High school diploma or equivalent	29%	13	54%	15%	29%

Source: EMSI 2018.4, Burning Glass – Labor Insights

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

Student Completions and Program Outcomes

The Inland Empire/Desert region does not have any reported programs or courses in TOP 1261.00 Community Health Worker. Exhibit 7 displays the annual average California Community College (CCC) credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017 from other colleges around the state. The credential variables are provided by the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, along with the headcount from the most recent year available on LaunchBoard.

Credentials are the combined total of degrees and certificates issued during the timeframe, divided by three in this case in order to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year. Headcount is the unduplicated number of students who enrolled in one or more courses. The relevant TOP code is from the Taxonomy of Programs manual. Please note, a credential is not always equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate.

Please note, exhibit 7 displays credentials and headcount for the entire state of California since there are no community health worker programs in the Inland Empire/Desert Region listed in COCI, nor is there any regional data in LaunchBoard for this program.

Exhibit 7: Annual average community college credentials and headcount for the community health worker program in California

1261.00 Community Health Worker	CCC Headcount, Academic Year 2016-17	CCC Annual Average Credentials, Academic Years 2014-17
Canada		12
East LA		1
Mission		3
San Francisco		60
Santa Rosa		12
Total CCC Headcount, Academic Year 2016-17	328	
Total Annual Average CCC Credentials, Academic Years 2014-17		87

Source: LaunchBoard, MIS Data Mart, COCI



References

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