

Program Endorsement Brief: 1201.00 /Health Occupations, General
Health Occupations Foundations Certificate
Los Angeles/Orange County Center of Excellence, December 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, 25 th)	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 Los Angeles/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 two middle-skill occupations: *home health and personal care aides* (31-1128) and *nursing assistants* (31-1131). 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 two health occupations in the region. While the majority of annual openings for the occupations in this report typically require a high school diploma, more than one-third of workers in the field have completed some college or an associate degree. However, entry-level wages are below the living wage in both Los Angeles and Orange counties. **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 are projected to be **63,968 jobs available annually** in the region due to job growth and replacements, **which is more than the 1,873 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** –Within Los Angeles County, **all of the annual job openings for these health occupations have entry-level wages below the county’s living wage** (\$15.04/hour).²

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.

² Living wage data was pulled from California Family Needs Calculator on 12/14/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- **Educational Criteria** –Within the LA/OC region, **91% of the annual job openings** for these health occupations **typically require a high school diploma**.
 - However, the national-level educational attainment data indicates **between 34.5% and 43.9% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **12 community colleges** in the LA/OC region that issue awards related to health occupations, certified nursing assistants, and/or home health aides, conferring an average of **399 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **1,474 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 two health occupations in this report. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 20% through 2024. There will be nearly 64,000 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	266,630	320,061	53,431	20%	54,045
Orange	49,378	59,413	10,035	20%	9,923
Total	316,008	379,474	63,466	20%	63,968

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 health occupations in Los Angeles County as they relate to the county's living wage. Orange 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.

Los Angeles County— All of the annual openings for these health occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$12.42 and \$13.93. Experienced workers can expect to earn wages between \$15.05 and \$18.49, which are higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$15.01 for these occupations.

Orange County— All of the annual openings for these health occupations have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$12.42 and \$14.73. Experienced *home health and personal care aides* can expect to earn \$15.10, which is lower than the living wage estimate. However, experienced *nursing assistants* can expect to earn \$19.52, which is higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$15.43 for these occupations.

Job Postings

There were 22,534 online job postings related to the health occupations in this report listed in the past 12 months. The highest number of job postings were for caregivers, certified nursing assistants, direct support professionals, in-home caregivers, and certified home health aides. The top skills were: caregiving, bathing, meal preparation, home care, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: CareInHomes, Home Instead Senior Care, and Sunrise Senior Living, Inc.

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 a high school diploma as the typical entry-level education for *home health and personal care aides*, and a postsecondary non-degree award for *nursing assistants*. In the LA/OC region, the majority of annual job openings (91%) typically require a high school diploma. However, the national-level educational attainment data indicates between 34.5% and 43.9% of workers in the field have completed some college or an associate degree. Of the 33% of these health job postings listing a minimum education requirement in Los Angeles/Orange County, 99.7% (7,451) requested a high school diploma and 0.03% (25) 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: Health Occupations, General

(1201.00), Certified Nursing Assistant (1230.30), and Home Health Aide (1230.80). The colleges with the most completions in the region are: Saddleback, LA Mission, and East LA. Over the past 12 months, there was one other related program recommendation request from a regional community college.

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
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 Subtotal/Average			468	249	327	348
1230.30	Certified Nurse Assistant	LA Mission	16	5	5	9
		Mt San Antonio	-	9	-	3
		LA Subtotal	16	14	5	12
		Santiago Canyon	-	14	74	29
		OC Subtotal	-	14	74	29
Supply Subtotal/Average			16	28	79	41
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
Supply Total/Average			484	277	436	399

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 programs for these health 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: Health Services/Allied Health/Health Sciences, General (51.000), Home Health Aide/Home Attendant (51.2602), and Nursing Assistant/Aide and Patient Care Assistant/Aide (51.3902). 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 1,474 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
51.0000	Health Services/ Allied Health/ Health Sciences, General	Azusa Pacific University College	71	35	39	48
		California State University-Dominguez Hills	132	147	165	148
		California State University-Fullerton	392	405	443	413
		California State University-Long Beach	183	189	247	206
		California State University-Los Angeles	6	2	2	3
		Trident University International	244	191	205	213
		University of Southern California	-	2	4	2
51.2602	Home Health Aide/Home Attendant	Angeles College	-	-	1	0
		Medical Allied Career Center	1	3	-	1
51.3902	Nursing Assistant/ Aide and Patient Care Assistant/ Aide	Angeles College	3	11	26	13
		California Career Institute	-	29	36	22
		East San Gabriel Valley Regional Occupational Program	67	35	25	42
		Hacienda La Puente Adult Education	71	77	84	77
		Healthcare Career College	41	43	24	36
		Medical Allied Career Center	36	29	33	33
		Platt College-Los Angeles	63	47	73	61
		Trinity School of Health and Allied Sciences	126	59	137	107
		Universal Healthcare Careers College	8	-	-	3

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		West Coast Ultrasound Institute	45	46	39	43
Supply Total/Average			1,489	1,350	1,583	1,474

Appendix A: Occupational demand and wage data by county

Exhibit 4. 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)
Home Health and Personal Care Aides (31-1128)	231,932	281,655	49,723	21%	49,268	\$12.42	\$13.16	\$15.05
Nursing Assistants (31-1131)	34,698	38,406	3,708	11%	4,778	\$13.93	\$15.91	\$18.49
Total	266,630	320,061	53,431	20%	54,045			

Exhibit 5. Orange 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)
Home Health and Personal Care Aides (31-1128)	40,030	49,100	9,070	23%	8,644	\$12.42	\$13.17	\$15.10
Nursing Assistants (31-1131)	9,349	10,314	965	10%	1,279	\$14.73	\$16.82	\$19.52
Total	49,378	59,413	10,035	20%	9,923			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education	On-The-Job Training & Work Experience
Home Health and Personal Care Aides (31-1128)	271,962	330,755	58,794	22%	57,912	High school diploma or equivalent	Short-term & None
Nursing Assistants (31-1131)	44,047	48,719	4,673	11%	6,057	Postsecondary non-degree award	None & None
Total	316,008	379,474	63,466	20%	63,968		

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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