

Program Endorsement Brief: 1309.00/Gerontology

Gerontology

Los Angeles/Orange County Center of Excellence, April 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 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: *community health workers* (21-1094) and *home health and personal care aides* (31-1128). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although the occupations in this report typically require a high school diploma, they are considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree. 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 gerontology-related occupations in the region. While these occupations typically require a high school diploma or equivalent, between 27% and 35% of incumbent workers have completed an associate degree or less. However, entry-level wages are lower than the living wage for one adult in Los Angeles 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 **56,914 jobs available annually** in the region due to new job growth and replacements, **which is**

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.

more than the **1,131 awards conferred annually** by educational institutions in the region.

- **Living Wage Criteria** – In Los Angeles County, 4% of annual job openings for these two occupations have entry-level wages above the county’s living wage (\$15.04/hour).²
- **Educational Criteria** – Both occupations studied in this report typically require a high school diploma.
 - National-level educational attainment data indicates between 27% and 35% of workers in the field have completed some college or an associate degree.

Supply:

- There are **13 community colleges** in the LA/OC region that issue awards related to the occupations of interest, conferring an average of **338 awards annually** between 2017 and 2020.
- Between 2014 and 2017, there was an average of **793 awards conferred annually** in related training programs by non-community college institutions.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the two occupations of interest. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 22% through 2024. There will be nearly 57,000 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	259,666	316,555	56,889	22%	48,499
Orange	44,162	54,532	10,370	23%	8,415
Total	303,828	371,087	67,259	22%	56,914

² Living wage data was pulled from California Family Needs Calculator on 4/1/2021. 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 payroll 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: The majority (96%) of annual openings for these 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 \$12.43 and \$17.25. *Community health care workers* tend to earn higher wages relative to *home health and personal care aides*. Experienced workers can expect to earn wages between \$15.05 and \$26.59, which are higher than the living wage estimate.

Orange County: Both 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 \$16.47. Experienced workers can expect to earn wages between \$15.08 and \$25.43 – in which *home health and personal care aides* still earn lower than the living wage estimate.

Job Postings

There were 3,370 online job postings related to the two occupations of interest listed in the past 12 months. The highest number of job postings were for direct support professional, direct support professional DSP, and home health aide. The top skills were home health, home care, caregiving. The top employers, by number of job postings, in the region were Peoples Care Incorporated, Interim Healthcare, and All Care Extended Care.

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

Both occupations of interest typically require a high school diploma or equivalent as the entry-level education. However, national-level educational attainment data indicates between 27% and 35% of workers in the field have completed some college or an associate degree; and between 38% and 87% of workers in the field have completed an associate degree or less. Of the 45% of job postings listing a minimum education requirement in Los Angeles/Orange County, 92% (1,390) requested a high school diploma, 2% (30) requested an associate degree, and 6% (92) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Home Health Aide (1230.80); Community Health Care Worker (12.6100); Gerontology (1309.00); and Human Services (2104.00). The colleges with the most completions in the region are LA City, Long Beach, and Santa Ana. Over the past 12 months, there were seven other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1230.80	Home Health Aide	LA City	-	-	314	105
		LA Pierce	-	28	11	13
		Long Beach	-	2	1	1
		Santa Monica	-	-	6	2
		LA Subtotal	-	30	332	121
Supply Subtotal/Average			-	30	332	121
1261.00	Community Health Care Worker	LA Pierce	-	-	20	7
		LA Subtotal	-	-	20	7
Supply Subtotal/Average			-	-	20	7
1309.00	Gerontology	East LA	14	3	9	9
		LA Mission	-	1	2	1
		Pasadena	3	-	1	1
		LA Subtotal	17	4	12	11
		Coastline	20	5	7	11
		Cypress	5	7	5	6
		Saddleback	5	4	5	5
		OC Subtotal	30	16	17	21
Supply Subtotal/Average			47	20	29	32
2104.00	Human Services	Cerritos	15	9	9	11
		LA City	7	9	17	11
		Long Beach	29	34	24	29
		LA Subtotal	51	52	50	51
		Coastline	18	19	22	20
		Cypress	24	29	26	26
		Orange Coast	3	-	-	1
		Saddleback	15	24	28	22
		Santa Ana	55	53	67	58
		OC Subtotal	115	125	143	128
Supply Subtotal/Average			166	177	193	179
Supply Total/Average			213	227	574	338

Non-Community College Supply— It is important to consider the supply from non-community college institutions in the region that provide training programs for these 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: 44.0000/Human Services, General, and 51.2602/ Home Health Aide/Home Attendant. Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, non-community college institutions in the region conferred an average of 793 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
44.0000	Human Services, General	California State University-Dominguez Hills	94	108	133	112
		California State University-Fullerton	258	249	281	263
		Mount Saint Mary's University	10	6	2	6
		University of Phoenix-California	484	426	324	411
Supply Subtotal/ Average			846	789	740	792
51.2602	Home Health Aide/Home Attendant	Angeles College	-	-	1	-
		Medical Allied Career Center	1	3	-	1
	Supply Subtotal/Average			1	3	1
Supply Total/Average			847	792	741	793

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)
Community Health Workers (21-1094)	1,547	1,781	234	15%	202	\$17.25	\$20.99	\$26.59
Home Health and Personal Care Aides (31-1128)	258,119	314,774	56,655	22%	48,297	\$12.43	\$13.16	\$15.05
Total	259,666	316,555	56,889	22%	48,499			

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)
Community Health Workers (21-1094)	396	451	55	14%	51	\$16.47	\$20.06	\$25.43
Home Health and Personal Care Aides (31-1128)	43,766	54,081	10,315	24%	8,364	\$12.42	\$13.17	\$15.08
Total	44,162	54,532	10,370	23%	8,415			

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
Community Health Workers (21-1094)	1,943	2,232	289	15%	253	High school diploma
Home Health and Personal Care Aides (31-1128)	301,885	368,854	66,969	22%	56,661	High school diploma
Total	303,828	371,087	67,259	22%	56,914	

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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