

**Labor Market Analysis: 0836.10 – Recreation Assistant
 Recreation Specialist – Certificate requiring 16 to fewer than 30 semester units;
 Certificate requiring 8 to fewer than 16 semester units
 Los Angeles Center of Excellence, September 2024**

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"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the three identified recreation occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, one-third of current workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 14,316 annual job openings are projected in the region through 2028. This number is more than the three-year average of 88 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. 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

- All three target occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 72% of the annual job openings typically require no formal educational credential for these target occupations related to recreation in the LA/OC region.
- 34%-37% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 2 community colleges issued awards related to recreation in the greater LA/OC region.
- 5 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- 2 educational institutions in the LA/OC region have conferred awards in programs related to recreation over the past three years.
- 83 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to three related occupations. [For full occupation descriptions, please see Appendix.](#)

- **Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)**³
- **Amusement and Recreation Attendants (39-3091)**⁴
- **Recreation Workers (39-9032)**⁵

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these target recreation occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 12% through 2028. There will be more than 14,300 job openings per year through 2028 due to job growth and replacements. The majority of jobs in 2023 for these middle-skill recreation occupations (57%) were located in Los Angeles County.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

³ [Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers \(bls.gov\)](#)

⁴ [Amusement and Recreation Attendants \(bls.gov\)](#)

⁵ [Recreation Workers \(bls.gov\)](#)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁶

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	27,792	30,247	2,455	9%	7,622
Orange	21,061	24,410	3,349	16%	6,693
Total	48,853	54,657	5,804	12%	14,316

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. Positive scores for automation resilience⁷ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁸

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Auto-mation Resilience	% Aged 55 and older
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	5,661	6,465	14%	1,932	6.7	10%
Amusement and Recreation Attendants	25,759	29,069	13%	8,320	(8.1)	25%
Recreation Workers	17,432	19,123	10%	4,064	12.0	21%
Total	48,853	54,657	12%	14,316	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these target recreation occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁷ Automation resilience is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

⁸ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Los Angeles County

All three recreation occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.11 and \$18.26. (Exhibit 3). Experienced workers can expect to earn wages between \$19.83 and \$20.00, which are also below the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$17.22	\$18.36	\$19.83	\$38,200
Amusement and Recreation Attendants	\$18.26	\$19.10	\$19.76	\$39,700
Recreation Workers	\$17.11	\$17.79	\$20.00	\$37,000

*Rounded to the nearest \$100

Orange County

All three recreation occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$15.51 and \$16.20 (Exhibit 4). Experienced workers can expect to earn wages between \$16.16 and \$18.95, which are also lower than the self-sufficiency standard.

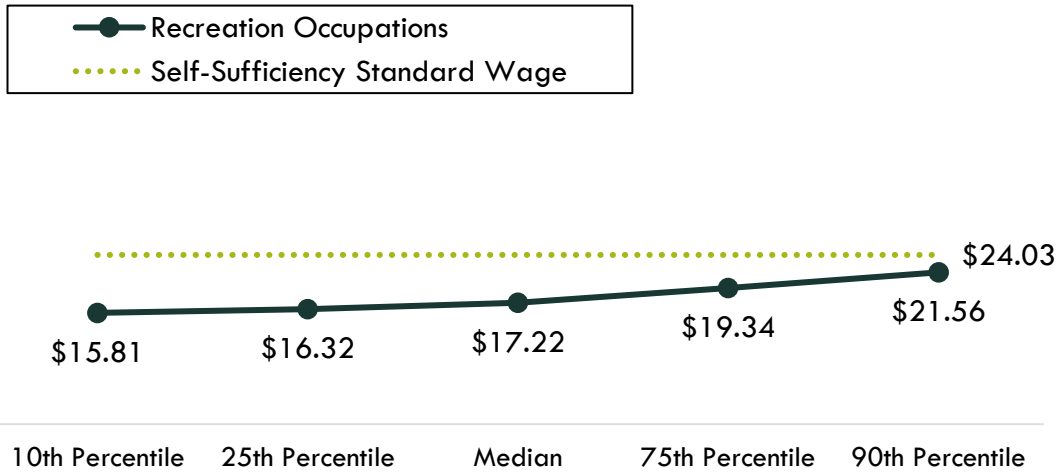
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$15.80	\$16.85	\$18.20	\$35,000
Amusement and Recreation Attendants	\$15.51	\$15.63	\$16.16	\$32,500
Recreation Workers	\$16.20	\$16.86	\$18.95	\$35,100

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$16.32; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

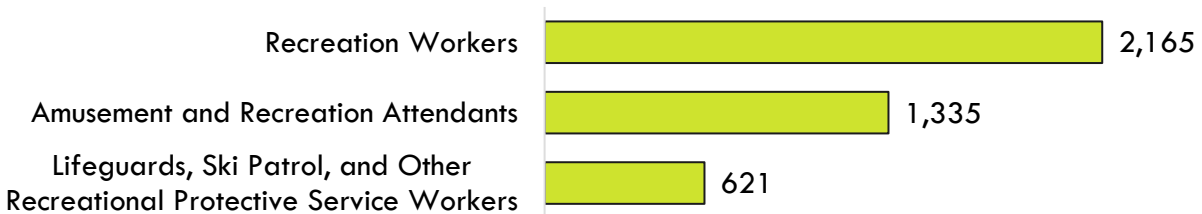
Exhibit 5: Average hourly earnings for recreation occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 4,121 online job postings related to the target recreation occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (53%) were for *recreation workers*, followed by *amusement and recreation attendants* (32%) and *lifeguards, ski patrol, and other recreational protective service workers* (15%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> Activities assistants Lifeguards Summer camp counselors Activities coordinators 	<ul style="list-style-type: none"> Lifeguarding Working with children Swimming pool maintenance 	<ul style="list-style-type: none"> City of Los Angeles Department of Recreation & Parks YMCA

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Lifeguards/swim instructors • Pool attendants • Spa attendants 	<ul style="list-style-type: none"> • Safety standards • Cardiopulmonary resuscitation (CPR) 	<ul style="list-style-type: none"> • Shakey's Pizza • Disability Solutions • Marriott International

In the greater Los Angeles/Orange County region, 44% of the recreation job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for recreation occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	286	16%
Associate degree	113	6%
High school diploma or vocational training	1,404	78%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (72%) typically requires no formal education credential (Exhibit 9). However, the national-level data indicates between 34% and 37% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	No formal educational credential
Amusement and Recreation Attendants	No formal educational credential
Recreation Workers	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The two colleges with completions in the region are Mt. San Antonio and Cypress. Over the past three years, there have been no awards conferred in the related TOP Code: Aquatics and Life Saving (0835.70).

Exhibit 10: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
0115.10	Parks and Outdoor Recreation	Mt San Antonio	5	6	3	5
		LA Subtotal	5	6	3	5
0836.10	Recreation Assistant	Cypress	1	-	-	0
		OC Subtotal	1	-	-	0
Supply Total/Average			6	6	3	5

Other Postsecondary Supply

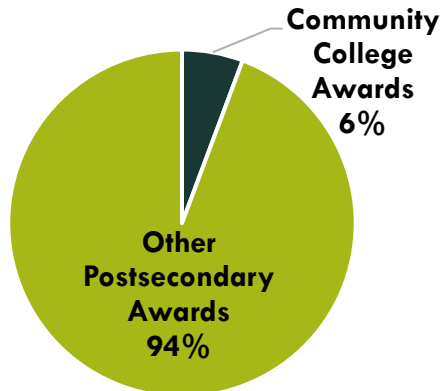
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for recreation occupations. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 83 bachelor's awards. Bachelor's awards are included since these programs train for the recreation occupations in this report, and there have been no other recreation-related sub-baccalaureate awards conferred in the past three years.

Exhibit 11: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
31.0101	Parks, Recreation, and Leisure Studies	CSU-Long Beach	87	81	79	82
		CSU-Northridge	-	1	-	0
Supply Total/Average			87	82	79	83

Exhibit 12 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other institutions in the greater Los Angeles/Orange County region.

Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)** Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.⁹
- **Amusement and Recreation Attendants (39-3091)** Perform a variety of attending duties at amusement or recreation facility. May schedule use of recreation facilities, maintain and provide equipment to participants of sporting events or recreational pursuits, or operate amusement concessions and rides.¹⁰
- **Recreation Workers (39-9032)** Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.¹¹

⁹ [Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers \(bls.gov\)](#)

¹⁰ [Amusement and Recreation Attendants \(bls.gov\)](#)

¹¹ [Recreation Workers \(bls.gov\)](#)

Contact information:

Luke Meyer, Director

Los Angeles Center of Excellence

Lmeyer7@mtsac.edu

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DATA SOURCES

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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