

Recreation Workers

Labor Market Analysis: San Diego County

November 2018

Summary

According to available labor market information, there is a large demand for *Recreation Workers*. *Recreation Workers* has a labor market demand of 831 annual job openings. (For comparison, the average regional demand for an occupation is 275 job openings.) The data suggests that there is a supply gap for this occupation. However, this occupation's entry-level and median earnings are lower than the Self-Sufficiency Standard, suggesting that students who successfully complete a program and obtain employment may not earn a living wage. Community college programs exist in the region for this occupation, but no awards (e.g., certificates, degrees) have been reported.

The following list summarizes findings from the labor market analysis for *Recreation Workers*:

- Between 2017 and 2022, *Recreation Workers* are projected to increase by 421 jobs or 10 percent.
- Employers in San Diego County will need to hire 831 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.
- Between 2010 and 2017, there was an average of 184 online job postings per year for *Recreation Workers* in San Diego County.
- *Recreation Workers* earn median hourly earnings of \$12.67; this is less than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour.
- There are three Taxonomy of Programs (TOP) codes associated with this occupation: Parks and Outdoor Recreation (011510), Aquatics and Lifesaving (083570) and Recreation Assistant (083610). There are three Classification of Instructional Programs (CIP) codes related to the SOC code analyzed: CIP 31.0504: Sport and Fitness Administration/Management, 31.0101: Parks, Recreation and Leisure Studies and 31.0599: Health and Physical Education/Fitness, Other.
- According to TOP data, Palomar College and Southwestern College have programs for this occupation, but no awards have been reported. According to CIP data, two non-community college providers supply the region with awards for this occupation: San Diego State University and Point Loma Nazarene University.

- Comparing labor demand (annual openings) with labor supply suggests that there is a supply gap for this occupation in San Diego County, with 831 annual openings and 57 awards. Comparatively, there are 10,473 annual openings in California and 764 completions.
- Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation were Santee School District, Sunrise Senior Living, Inc., Lemon Grove School District, YMCA and City Poway.
- The typical on-the-job training for this profession is short-term on-the-job training. The typical entry-level education is a high school diploma or equivalent.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

Recreation Workers (SOC 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. Sample reported job titles include:

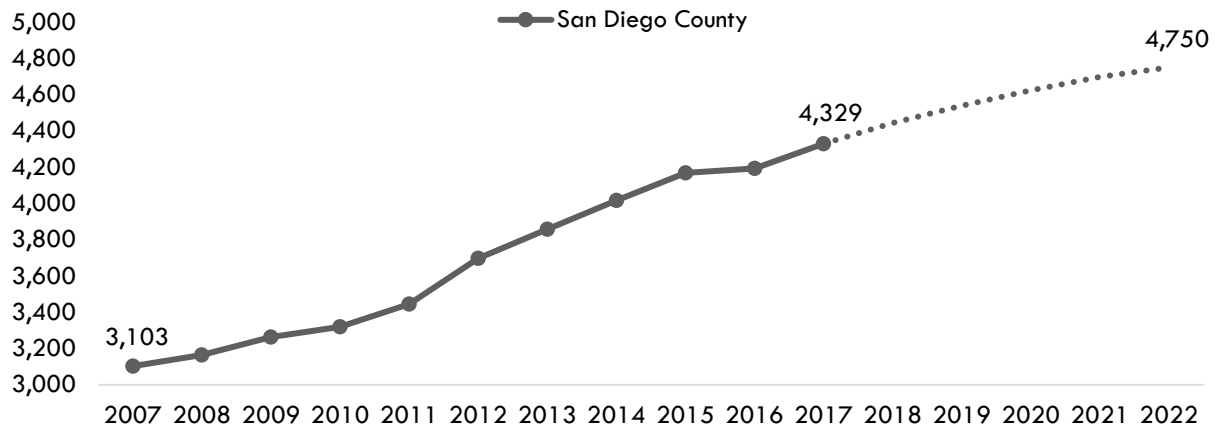
- | | |
|--------------------------|--------------------------|
| • Recreation Leader | • Recreation Coordinator |
| • Activities Director | • Recreation Assistant |
| • Activities Coordinator | • Activity Director |
| • Recreational Leader | • Activity Coordinator |
| • Recreation Supervisor | • Activity Assistant |

Projected Occupational Demand

Between 2017 and 2022, *Recreation Workers* are projected to increase by 421 jobs or 10 percent (Exhibit 1). Employers in San Diego County will need to hire 831 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. bls.gov/soc.

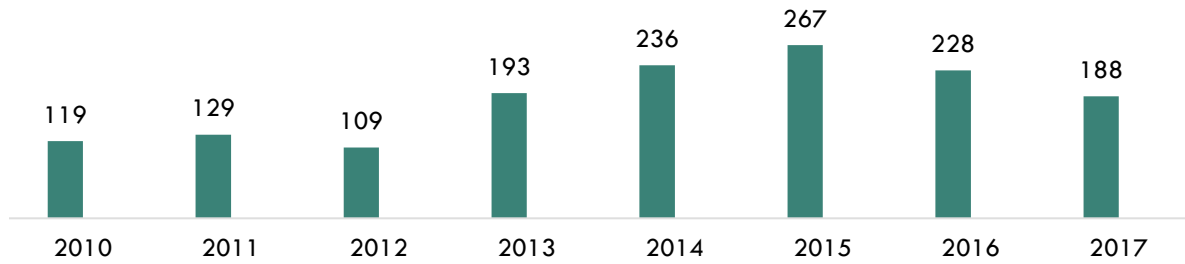
Exhibit 1: Number of Jobs for Recreation Workers (2007-2022)²



Online Job Postings

Between 2010 and 2017, there was an average of 184 online job postings per year for *Recreation Workers* in San Diego County (Exhibit 2).

Exhibit 2: Number of Online Job Postings for Recreation Workers in San Diego County (2010-2017)³



Earnings

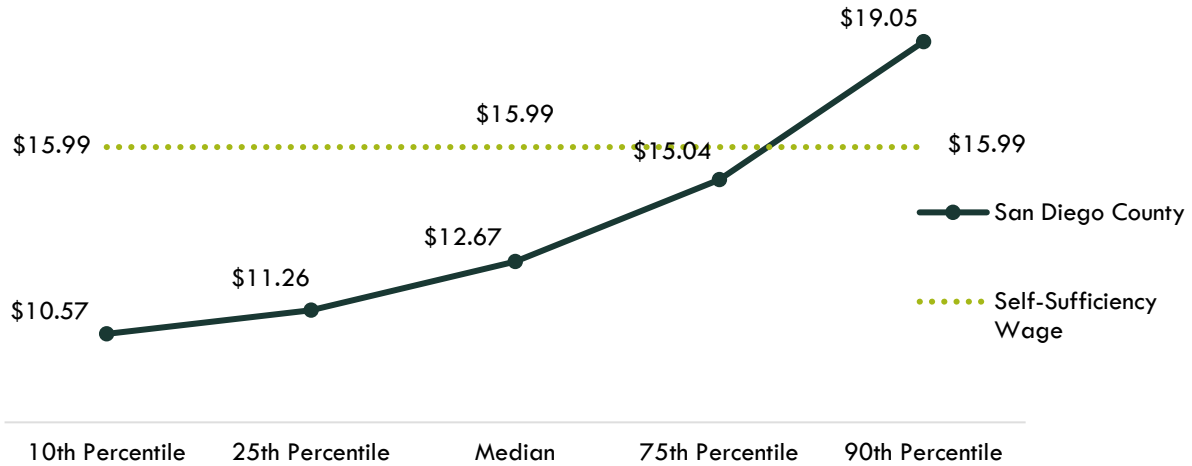
Recreation Workers earn median hourly earnings of \$12.67; this is less than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3).⁴

² Economic Modeling Specialists, Int'l. (EMSI). San Diego (6073). 2018.03 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2007-2022.

³ Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2010-2017.

⁴ The self-sufficiency wage in San Diego for one adult is \$15.99 (<https://insightcced.org/2018-self-sufficiency-standard>).

Exhibit 3: Hourly Earnings for Recreation Workers in San Diego County⁵



Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁶ There are **four** TOP codes associated with this occupation: Parks and Outdoor Recreation (011510), Aquatics and Lifesaving (083570), Recreation (083600) and Recreation Assistant (083610). There are **three related** CIP codes: CIP 31.0504: Sport and Fitness Administration/Management, 31.0101: Parks, Recreation and Leisure Studies and 31.0599: Health and Physical Education/Fitness, Other (Exhibit 4).

Exhibit 4: Related TOP and CIP Codes in San Diego County

SOC 39-9032: Recreation Workers

TOP 011510: Parks and Outdoor Recreation

TOP 083570: Aquatics and Lifesaving

TOP 083600: Recreation

TOP 083610: Recreation Assistant

CIP 31.0504: Sport and Fitness Administration/Management

CIP 31.0101: Parks, Recreation and Leisure Studies

CIP 31.0599: Health and Physical Education/Fitness, Other

⁵ EMSI. San Diego (6073). 2018.03 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

⁶ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

According to TOP data, Palomar College and Southwestern College have programs for this occupation, but no awards have been reported. According to CIP data, two non-community college providers supply the region with awards for this occupation: San Diego State University and Point Loma Nazarene University (Exhibit 5). CIP 31.0504: Sport and Fitness Administration/Management awards for multiple occupations, so these awards will not be counted for the occupation analyzed in this brief.

Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2013-14 through PY2016-17 Average)

TOP6	TOP6 Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
083570	Aquatics and Lifesaving	0	0	0
	• Southwestern	0	0	0
083600	Recreation	0	0	0
	• Palomar	0	0	0
083610	Recreation Assistant	0	0	0
	• Southwestern	0	0	0
31.0101	Parks, Recreation and Leisure Studies	0	50	50
	• San Diego State University	0	50	
31.0599	Health and Physical Education/Fitness, Other	0	7	7
	• San Diego State University	0	7	
	• Point Loma Nazarene University	0	0	
			Total	57

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a **supply gap** for this occupation in San Diego County, with **831** annual openings and **57** awards. Comparatively, there are **10,473** annual openings in California and **764** completions⁸ (Exhibit 6).

Exhibit 6: Labor Demand (Annual Openings) Compared to Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or OverSupply
San Diego	831	57	774
California	10,473	764	9,709

Please note: This is a basic analysis of supply and demand of labor. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force who could fill these positions or workers who are not captured by publicly available data.

Student Outcomes

Based on the information available in the CTE LaunchBoard, students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 7).

Exhibit 7: Strong Workforce Program Metrics for TOP 083600: Recreation San Diego-Imperial Region vs. California (PY2015-16)

Metric	San Diego-Imperial	California
Number of course enrollments ⁹	N/A	1,437
Completed 12+ CTE Units in One Year ¹⁰	N/A	84
Completed 48+ CTE Contact Hours in One Year ¹¹	N/A	12
Number of students who got a degree or certificate ¹²	N/A	N/A

⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁸ EMSI. San Diego (6073). 2018.03 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

⁹ The number of enrollments in courses assigned to the TOP code in the selected year.

¹⁰ The number of students who completed 12 or more credit CTE units.

¹¹ The number of students who completed 48 or more noncredit CTE instructional contact hours.

¹² The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree, and/or California Community Colleges bachelor's degree in the selected TOP code.

Metric	San Diego-Imperial	California
Number of students who transferred ¹³	N/A	138
Employed in the second fiscal quarter after exit ¹⁴	N/A	56%
Employed in the fourth fiscal quarter after exit ¹⁵	N/A	76%
Job closely related to field of study ¹⁶	N/A	N/A
Median earnings in the second fiscal quarter after exit ¹⁷	N/A	\$4,366
Median change in earnings ¹⁸	N/A	22%
Attained a living wage ¹⁹	N/A	22%

Top Employers and Work Locations

Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation were [Santee School District](#), [Sunrise Senior Living, Inc.](#), [Lemon Grove School District](#), [YMCA](#) and [City Poway](#) (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for Recreation Workers

Top Employers	
<ul style="list-style-type: none"> • Santee School District • Sunrise Senior Living, Inc. • Lemon Grove School District • YMCA • City Poway 	<ul style="list-style-type: none"> • Elmcroft Senior Living • Padre Dam Municipal Water District • Belmont Village • Salvation Army • Omni La Costa Resort & Spa

¹³ Students who took non-introductory courses or completed a California Community Colleges Chancellor's Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

¹⁴ Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

¹⁵ Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

¹⁶ Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

¹⁷ Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

¹⁸ Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

¹⁹ Among completers and skills builders who exited, the proportion of students who attained a living wage.

Skills, Education and Certifications

Exhibit 9 indicates the educational attainment for the occupation found currently in the national labor force. The typical on-the-job training for this profession is *short-term on-the-job training*. The typical entry-level education is a *high school diploma or equivalent*.²⁰

Exhibit 9: National Educational Attainment of Recreation Workers²¹

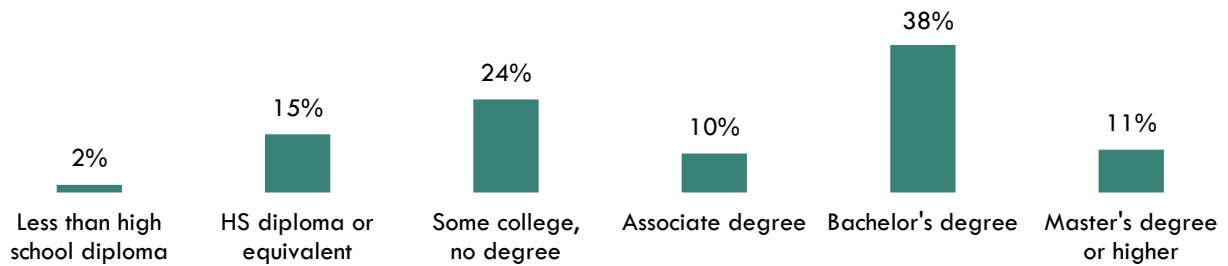


Exhibit 10 lists the top specialized, soft and software skills that appeared in online job postings between January 1, 2015 and December 31, 2017.

Exhibit 10: Top Skills for Recreation Workers in San Diego County²²

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Cardiopulmonary Resuscitation (CPR) • Scheduling • Budgeting • Teaching • Customer Service 	<ul style="list-style-type: none"> • Planning • Communication Skills • Organizational Skills • Creativity • Building Effective Relationships 	<ul style="list-style-type: none"> • Microsoft Office • Microsoft Excel • Microsoft Word • Microsoft Outlook • Microsoft PowerPoint

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²⁰ EMSI. San Diego (6073). 2018.03 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

²¹ Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation. bls.gov/emp/ep_table_111.htm.

²² Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.