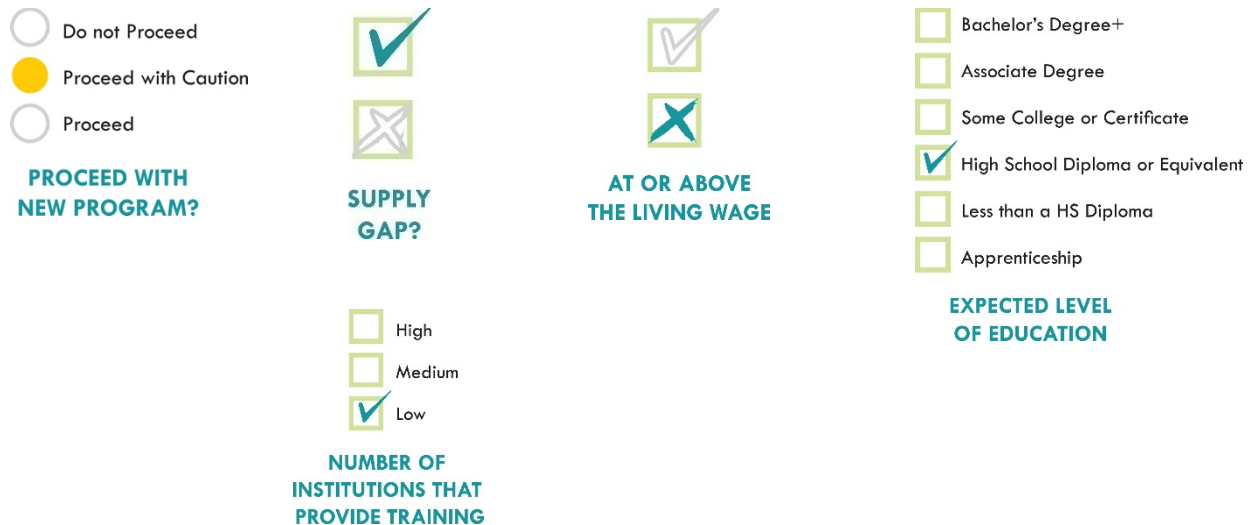


Home Health Aide

Labor Market Analysis for San Diego Continuing Education

September 2019

Summary



This report provides labor market information for occupation(s) selected by San Diego Continuing Education for its *Home Health Aide* program. The training provided by this program is likely to lead to employment as *Home Health Aides*. According to available labor market information, the occupation has a labor market demand of 613 annual job openings, while average demand for an occupation in San Diego County is 277 annual job openings. One community college, MiraCosta College, supplies the region with a for-credit certificate; however no awards have been reported in the past three years. In terms of noncredit awards, only San Diego Continuing Education supplies awards—29 noncredit awards—for this occupation. In short, the region supplies 29 for-credit and noncredit awards for 613 annual job openings, suggesting that there is a labor market gap. However, this brief recommends to proceed with caution because both of the occupation's entry-level and median wages are below the living wage. Additionally, the highest expected level of education for this occupation is a high school diploma or equivalent, so postsecondary education does not appear to be a requirement for the occupation. If the community colleges were to proceed with a program for this occupation, this brief suggests that the program leads to a career pathway after *Home Health Aides*.

Introduction

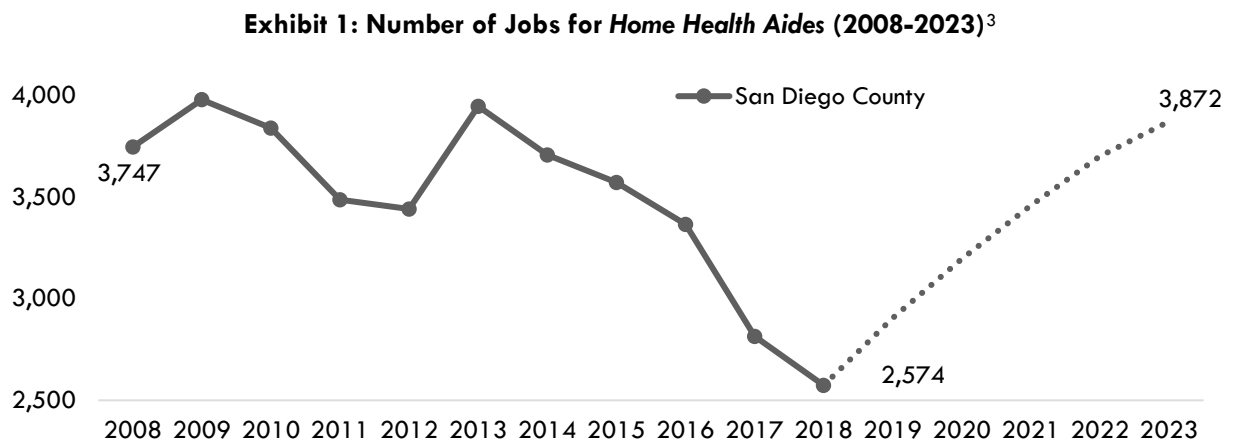
This report provides labor market information (LMI) in San Diego County for occupations related to the six-digit Taxonomy of Programs¹ (TOP) code, Home Health Aide (TOP 123080). The purpose of this brief is to assist noncredit program providers in the region, such as San Diego Continuing Education (SDCE), with program development and review. SDCE identified one occupation from the Standard Occupational Classification (SOC)² system for *Home Health Aide*, which will be the focus of this report:

Home Health Aides (SOC 31-1011): Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient’s home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient. Sample reported job titles include:

- Home Attendant
- Direct Support Professional (DSP)
- Home Care Aide
- Certified Nurse Assistant (CNA)
- Caregiver
- Home Health Aide (HHA)
- Licensed Nursing Assistant (LNA)
- Direct Care Professional
- Certified Home Health Aide (CHHA)
- Residential Counselor

Projected Occupational Demand

Between 2018 and 2023, *Home Health Aides* are projected to increase by **1,298** net jobs or **50** percent (Exhibit 1). Employers in San Diego County will need to hire **613** workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.



¹ Taxonomy of Programs (TOP) is a system of codes used by the California Community Colleges for the purpose of collecting, calculating, or disseminating data about similar training programs.

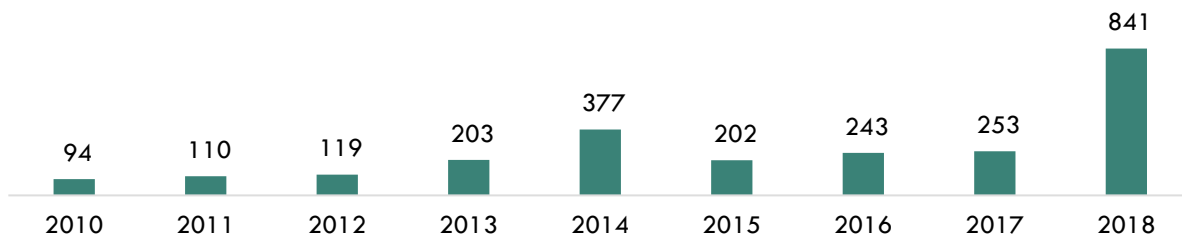
² The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

³ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market demand that are not captured by historical data. Between 2010 and 2018, there was an average of 271 online job postings per year for *Home Health Aides* in San Diego County (Exhibit 2).

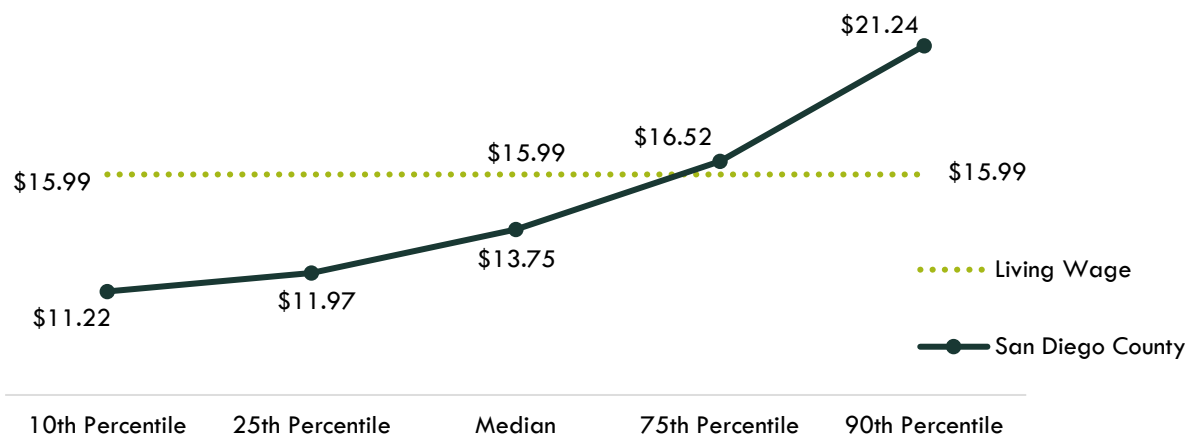
Exhibit 2: Number of Online Job Postings for Home Health Aides in San Diego County (2010-2018)⁴



Earnings

Home Health Aides receive median hourly earnings of \$13.75; this is less than the living wage for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3).⁵

Exhibit 3: Hourly Earnings⁶ for Home Health Aides in San Diego County⁷



⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2018.

⁵ "California Family Needs Calculator." Insight Center for Community Economic Development, last updated 2018. insightccd.org/2018-family-needs-calculator.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards conferred by a course or program in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁸ According to TOP and CIP⁹ data, **one** community college supplies the region with for-credit awards for Home Health Aide (TOP 123080): **MiraCosta College**. However, no awards have been reported in the past three years (Exhibit 4).

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Years 2015-16 through 2017-18)

College	Award Type	PY 15-16	PY 16-17	PY 17-18	3-Year Avg
MiraCosta	Certificate 6 to < 18 units	0	1	0	0
Total		0	1	0	0

In terms of noncredit awards, only San Diego Continuing Education provides noncredit awards for Home Health Aide (TOP 123080), with an average of **29** noncredit awards between program years 2015-16 and 2017-18 (Exhibit 5).

Exhibit 5: Number of Noncredit Awards (Certificates and Degrees) Conferred by SDCE (Program Years 2015-16 through 2017-18)

Program Title	Award Type	PY 15-16	PY 16-17	PY 17-18	3-Year Avg
Personal Care Assistant/Caregiver Program	Program Award	28	29	29	29

⁸ 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)

⁹ There are two CIP codes related to Home Health Aide (TOP 123080): Health Aide (CIP 512601) and Home Health Aide/Home Attendant (CIP 512602).

Demand vs. Supply

In short, the region supplies 29 for-credit and noncredit awards for 613 annual job openings, suggesting that there is a labor market supply gap (Exhibit 6).

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

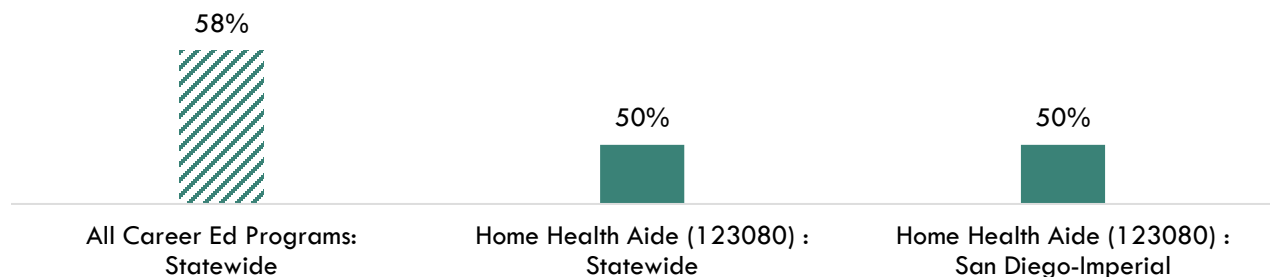
TOP6 Program	Demand (Annual Openings)	Supply (Total Annual Average Supply)		Supply Gap or Oversupply
		Noncredit	For-Credit	
Home Health Aide (TOP 123080)	613	29	0	584

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. 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.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 50 percent of students in the San Diego-Imperial region earned a living wage after completing an Home Health Aide (123080) program, compared to 50 percent statewide and 58 percent of students in Career Education programs in general across the state (Exhibit 7a).

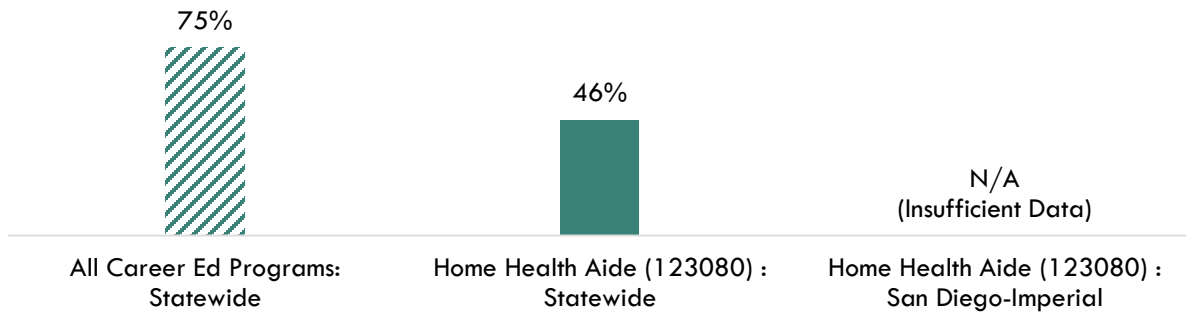
Exhibit 7a: Proportion of Students Who Earned a Living Wage, PY2015-16¹⁰



¹⁰ Among completers and skills builders who exited, the proportion of students who attained a living wage.

According to the California Community Colleges LaunchBoard, N/A percent of students (due to insufficient data) in the San Diego-Imperial region obtained a job closely related to their field of study after completing an Home Health Aide (123080) program, compared to 46 percent statewide and 75 percent of students in Career Education programs in general across the state (Exhibit 7b).

Exhibit 7b: Percentage of Students in a Job Closely Related to Field of Study, PY2014-15¹¹



Top Employers and Work Locations

Between January 1, 2016 and December 31, 2018, the top five employers in San Diego County for this occupation were [Kindly Care](#), [Brookdale Senior Living](#), [Interim Healthcare](#), [Sharp Healthcare](#), and [Elmcroft Senior Living](#) (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for Home Health Aides¹²

Top Employers	
<ul style="list-style-type: none"> • Kindly Care • Brookdale Senior Living • Interim Healthcare • Sharp Healthcare • Elmcroft Senior Living 	<ul style="list-style-type: none"> • Accredited Home Care incorporated • Accent Care • Scripps Health • Vitas Healthcare Corporation • Tri City Medical Center

¹¹ Most recent year with available data is Program Year 2014-15. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

¹² Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

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 *high school diploma or equivalent*.¹³ Similarly, between January 1, 2016 and December 31, 2018, *high school diploma or vocational training* was listed as the educational requirement for *Home Health Aides* for 100 percent of the online postings.¹⁴

Exhibit 9: National Educational Requirements for Home Health Aides¹⁵

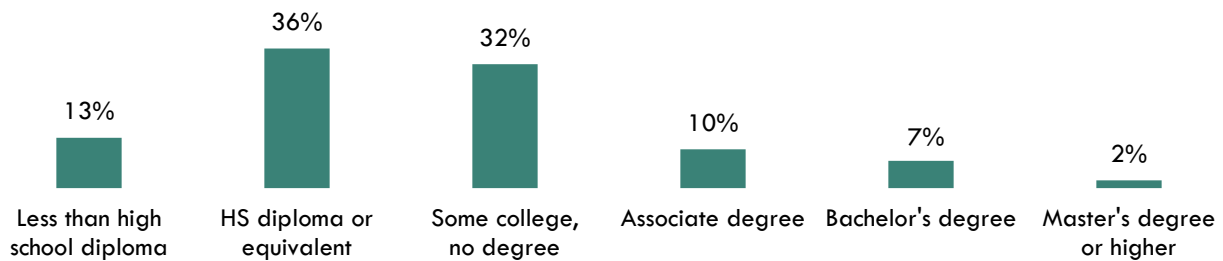


Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2016 and December 31, 2018.

Exhibit 10: Top Skills for Home Health Aides in San Diego County¹⁶

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Home Health • Caregiving • Home Care • Bathing • Toileting 	<ul style="list-style-type: none"> • Communication Skills • English • Companionship • Positive Disposition • Physical Abilities 	<ul style="list-style-type: none"> • Microsoft Excel • ICD-10 • ICD-9-CM Coding • Word Processing • Microsoft PowerPoint

¹³ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

¹⁵ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

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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.