

Home Health Aides

Inland Empire/Desert Region (IEDR, Riverside and San Bernardino counties combined)

This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

Summary

- The community college home health aide programs provided the knowledge, skills, and abilities that lead to the *home health and personal care aides* occupation. *Home health and personal care aides* is an **essential critical infrastructure occupation**.
- In the IEDR, this occupation is projected to have 13,570 annual job openings, increasing employment by 28% through 2024.
- The **median-level, 50th percentile, hourly wages** for this occupation is **\$12.85 per hour, well below the regional \$19.94 per hour self-sustainable standard** for a single adult with one child.
- Three IEDR colleges offer home health aide programs. No awards were issued over the last three academic years available.
- The COE **recommends caution in** creating new or expanding home health aide programs. See the [recommendation](#) section for further detail.

Introduction

This report provides data on programs and occupations related to home health aides; the related California Community College programs are:

- Home Health Aide (TOP 1230.80)

The **home health aide** program prepares students for employment through the principles and techniques used to assist elderly, convalescent, or disabled patients in their homes by providing for their health care needs (Taxonomy of Programs, 2012).

The knowledge, skills, and abilities trained by **home health aide** programs lead to the *home health and personal care aides* occupation. *Home health and personal care aides* are an essential critical infrastructure occupation as identified by the Public Policy Institute of California. This classification of occupations is vital in supporting California's basic health, safety, and economic needs or may have the ability to social distance (Bohn et al.).

Home Health and Personal Care Aides (31-1128)

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 patients.

Sample job titles: Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurses Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice/Home Health Aide, In Home Caregiver

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Between one and twelve months on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 42%

Job Opportunities

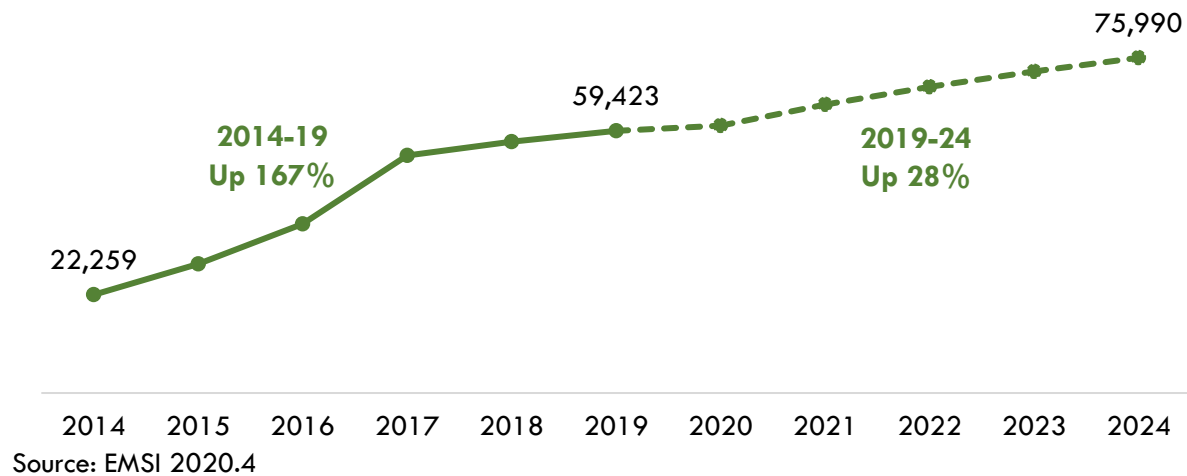
In 2019, there were 59,423 home health and personal care aides jobs in the Inland Empire/Desert region (IEDR). The home health and personal care aides occupation is projected to have 13,570 annual job openings to fill new or backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). This occupation is expected to increase employment by 28% through 2024. Exhibit 1 displays five-year projected job growth, and Exhibit 2 displays historical (2014 to 2019) and projected (2019-2024) jobs for this occupation.

Exhibit 1: Five-year projections, 2019-2024

Inland Empire/Desert Region	2019 Jobs	2024 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Home Health and Personal Care Aides	59,423	75,990	28%	67,852	13,570	32%

Source: EMSI 2020.4

Exhibit 2: Historical and projected jobs for home health and personal care aides, 2014 – 2024



Job Postings

Exhibit 3 displays the number of online job ads posted during the last 12 months, along with the regional and statewide average time to fill for *home health aides*. Job posting data enables the separation of the combined occupation, *home health and personal care aides*, into the home health aides occupation and the personal care aide occupation. This job posting search details employer demand for home health aides in the IEDR. On average, local employers fill online job postings for home health aides within 38 days, four days shorter than the statewide average of 42 days, indicating that it may be easier for local employers to fill open positions than other employers in California as a whole.

Exhibit 3: Job ads and time to fill, Oct 2019 – Sep 2020

Occupation	Job Ads	Regional Average Time to Fill (Days)	California Average Time to Fill (Days)
Home Health Aides	955	38	42

Source: Burning Glass – Labor Insights

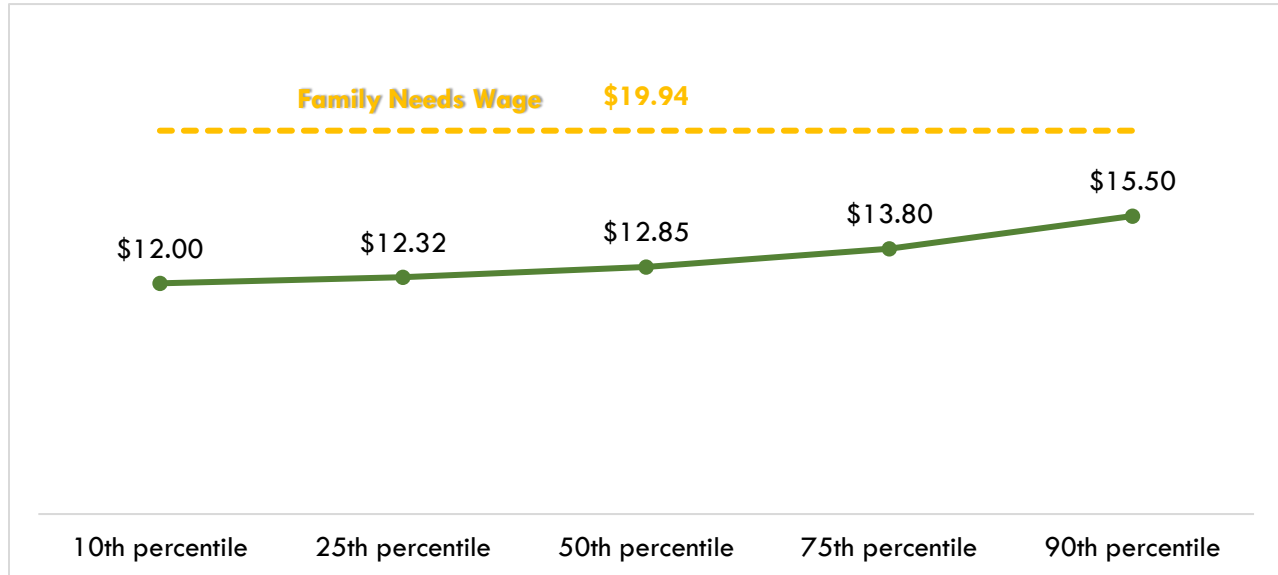
Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a self-sustainable level of income. The Family Needs Calculator estimates that a self-sustainable wage for a single adult with one school-age child is \$19.94 per hour or \$41,475 annually in Riverside County, \$19.49 per hour or \$40,539 annually in San Bernardino County (Pearce & Manzer, 2018). For this study, the higher hourly wage requirement in Riverside County is adopted as the self-sufficiently standard for the two-county region.

The median wages for *home health and personal care aides* are well below the Family Needs Calculator self-sustainability rate, \$12.85 per hour. Reported wages also do not exceed the self-sustainability rate at

the 90th percentile (\$15.50 per hour) level, the highest 10% of wage earners in this occupation. Exhibit 4 displays the hourly earnings for the IEDR.

Exhibit 4: Hourly earnings by percentile



Source: EMSI 2020.4

According to occupational guides developed by the California Labor Market Information Division, benefits for *home health and personal care aides*, working full-time, usually include vacation, sick leave, and medical and dental insurance (Detailed Occupational Guides, 2020).

Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers posting 20 or more online job advertisements for home health aides during the last 12 months.

Exhibit 5: Employers posting the most online job ads, Oct 2019 – Sep 2020

Occupation	Employers	
Home Health Aides (n=955)	<ul style="list-style-type: none"> Bridge Home Health Hospice High Desert People's Care Incorporated 	<ul style="list-style-type: none"> Brookdale Senior Living Ecumen Childhelp Inc.

Source: Burning Glass – Labor Insights

Exhibit 6 displays a sample of specialized and employability skills that employers are seeking when looking for workers to fill *home health aides* positions. Specialized skills are occupation-specific skills that employers are requesting for industry or job competency. Employability skills are foundational skills that

transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized as a helpful guide for curriculum development.

Exhibit 6: Sample of in-demand skills from employer online job ads, Oct 2019 – Sep 2020

Occupation	Specialized Skills	Employability Skills
Home Health Aides (n=840)	<ul style="list-style-type: none"> • Cardiopulmonary Resuscitation (CPR) • Caregiving • Home Care • Hospice • Bathing 	<ul style="list-style-type: none"> • Communication Skills • English • Companionship • Writing • Physical Abilities

Source: Burning Glass – Labor Insights

Exhibit 7 displays the entry-level education typically required to enter employment as a *home health and personal care aide* according to the Bureau of Labor Statistics (BLS), educational attainment for incumbent workers with "some college, no degree" and an "associate degree" according to the U.S. Census (2016-17) and the real-time minimum advertised education requirement from employer job ads for home health aides. This occupation typically requires a high school diploma and all employer online job ads sought candidates with a high school diploma or vocational training as a minimum educational requirement.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements, Oct 2019 – Sep 2020

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Real-Time Minimum Advertised Education Requirement			
			Number of Job Ads	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Home Health Aides	High school diploma or equivalent	42%	417	100%	-	-

Source: EMSI 2020.4, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required for *home health and personal care aides* and the real-time work experience requirements from employer job ads for home health aides. The majority of employers sought candidates with zero to two years of previous work experience.

Exhibit 8: Work experience required and real-time work experience requirements, Oct 2019 – Sep 2020

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of Job Ads	0 – 2 years	3 – 5 years	6+ years
Home Health Aides	None	408	91%	8%	1%

Source: EMSI 2020.4, Burning Glass – Labor Insights

Certifications

Exhibit 9 displays the certifications most frequently required by employers seeking *home health and personal care aides*. Approximately 38% of job advertisements for *home health aides* sought certified home health aides. According to the CDPH, HHAs must complete 24 hours of in-service training or 24 career-education units from a CDPH-approved training program and obtain a criminal record clearance before certification. For more information regarding HHA certification, please visit the CDPH website and review the home health aide forms (CDPHa, 2020).

Exhibit 9: Certifications required by employer job ads, Oct 2019 – Sep 2020

Occupation	Certifications
Home Health Aides (n=769)	<ul style="list-style-type: none"> • Certified Home Health Aide • First Aid CPR AED

Source: Burning Glass – Labor Insights

Advertised Salary

Exhibit 10 displays advertised salary data from *home health and personal care aides* online job ads over the last 12 months. Advertised salary information reveals that employers are willing to pay *home health and personal care aides* \$34,000 annually, below the \$42,475 (\$19.94 hourly) required annually for a family of one adult, with a school-age child, to be self-sufficient in Riverside County (\$40,539 annually in San Bernardino County). Consider the salary information with caution since only 48% (456 out of 955) online job postings for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 10: Advertised salary information, Oct 2019 – Sep 2020

Job Title	Number of job postings	Real-Time Salary Information				Average Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Home Health Aides	456	79%	9%	10%	2%	\$34,000

Source: Burning Glass – Labor Insights

Student Completions and Program Outcomes

Chaffey, Copper Mountain, and College of the Desert appear to offer home health aide certificate programs (TOP 1230.80), but no awards were issued from these programs over the most recent three academic years. Private educational institution awards data is not available.

Recommendation

Community college home health aide programs (TOP 1230.80) provided the knowledge, skills, and abilities that lead to the *home health and personal care aides* occupation. This occupation is considered an essential critical infrastructure occupation. Despite the ongoing pandemic, employment demand for this occupation should continue due to the critical health and safety services provided by this classification of workers. *Home health and personal care aides* are projected to have 13,570 annual job openings, increasing employment by 28% through 2024. This occupation offers a median hourly wage of \$12.85 per hour, well below the \$19.94 per hour self-sustainability standard for a single adult with one child in the region. This occupation typically requires a high school diploma; all employer online job ads were seeking a candidate with a high school diploma or vocational training as a minimum educational requirement.

Three IEDR colleges offer home health aide programs, but no awards were issued over the most recent three academic years.

The COE recommends caution in creating new or expanding home health aide programs based on the relevant occupation's low hourly wages. It should be noted that this occupation is expected to have a high number of annual job openings and is expected to remain in demand due to the critical services it provides the region. Colleges considering this program should partner with relevant employers to document the required knowledge, skills, abilities, and certifications needed to achieve a minimum hourly wage that meets the \$19.94 per hour self-sustainability standard in the region.

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Appendix: Program Completion and Outcome Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2016 and 2019, from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2020a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2020a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal the hiring intentions of employers; it is unknown if employers plan to hire one or multiple workers from a single online job posting, or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1: 2019 to 2024 job growth, wages, education, training, and work experience required, IEDR

Occupation (SOC)	2019 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage Range (25 th to 75 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Home Health and Personal Care Aides (31-1128)	59,423	16,567	28%	13,570	\$12.32 to \$13.80	\$12.85	\$28,600	High school diploma or equivalent & 1 month	None

Source: EMSI 2020.4