










Home Health Aide

Labor Market Analysis for San Diego College of Continuing Education

September 2021

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 <p>Proceed with Caution</p>	 	 	<input type="checkbox"/> Bachelor's Degree+ <input type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input checked="" type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<p>LOW</p> 	<p>HIGH</p> 	

This report provides labor market information for an occupation selected by San Diego College of 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, *Home Health Aides* in San Diego County have a labor market demand of 8,437 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings). On average, one institution supplies zero for-credit awards and one institution supplies 65 noncredit awards in San Diego County for this occupation. In short, the region supplies 65 for-credit and noncredit awards for 8,437 annual job openings, suggesting that there is a supply gap in the labor market. This brief recommends proceeding with caution when developing a new program and supports a program modification because 1) there is a supply gap; 2) there is a high number of annual job openings; but 3) entry-level and median wages are below the living wage.

Introduction

This report provides labor market information in San Diego County for an occupation related to the six-digit Taxonomy of Programs (TOP)¹ code, Home Health Aide (TOP 1230.80). The purpose of this brief is to assist noncredit program providers in the region, such as San Diego College of Continuing Education (SDCCE), with program development and review. SDCCE 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 and Personal Care Aides (SOC 31-1120): Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities. Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility. Sample reported job titles include:

- Home Attendant
- Direct Support Professional
- Home Care Aide
- Homemaker
- Caregiver
- Home Health Aide
- Licensed Nursing Assistant
- Personal Attendant
- Companion
- Personal Care Attendant

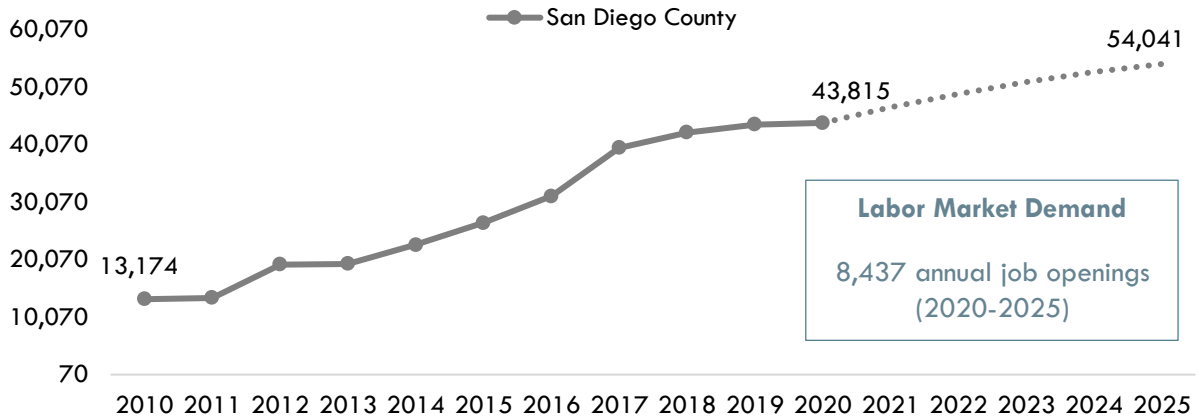
¹ Taxonomy of Programs (TOP) is a system of codes used by the California Community Colleges for the purpose of collecting, calculating, or disseminating data about similar training programs.

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).

Projected Occupational Demand

Between 2020 and 2025, *Home Health Aides* are projected to increase by 10,226 net jobs or 23 percent (Exhibit 1). Employers in San Diego County will need to hire 8,437 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for Home Health Aides (2010-2025)³

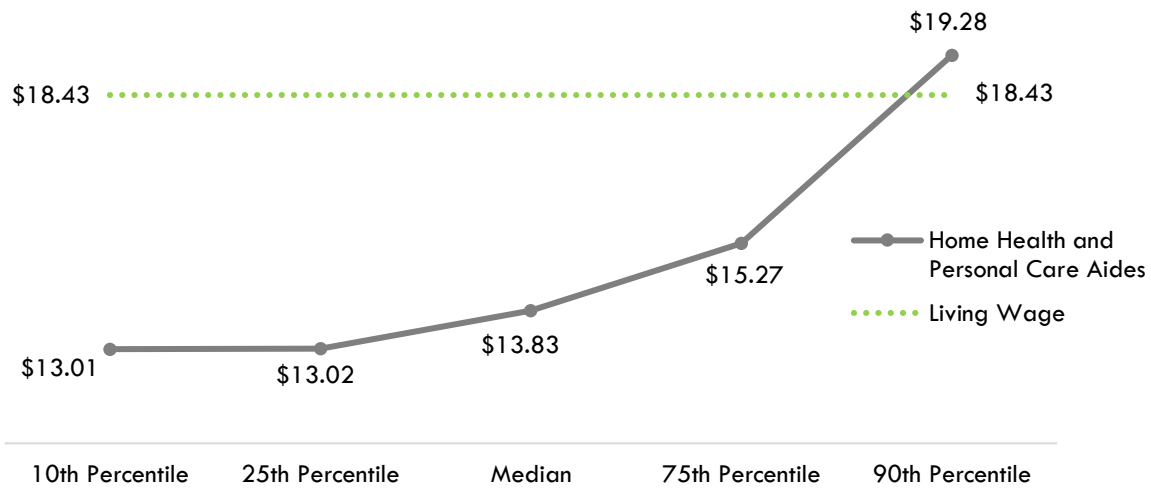


³ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

Earnings

Home Health Aides receive entry-level hourly earnings of \$13.02; this is less than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2).⁴

Exhibit 2: Hourly Earnings⁵ for Home Health Aides in San Diego County⁶



⁴ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightccd.org/family-needs-calculator/.

⁵ 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.

⁶ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

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.⁷ According to TOP and CIP⁸ data, one community college supplies the region with for-credit awards for Home Health Aide (TOP 1230.80): [MiraCosta College](#) (Exhibit 3a).

Exhibit 3a: Number of For-Credit Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Years 2017-18 through 2019-20)

College	Award Type	PY 17-18	PY 18-19	PY 19-20	3-Yr Total Average
MiraCosta	Certificate 6 to < 18 units	0	1	0	0
Total		0	1	0	0

Note: The numbers may not add up exactly due to rounding.

In terms of noncredit awards, only San Diego College of Continuing Education provides noncredit awards for Home Health Aide (TOP 1230.80), with a three-year average of 65 noncredit awards (program years 2017-18 through 2019-20) (Exhibit 4).

Exhibit 4: Number of Noncredit Awards Conferred by SDCCE (Program Years 2017-18 through 2019-20)

Program Title	Award Type	PY 17-18	PY 18-19	PY 19-20	3-Yr Total Average
Personal Care Assistant/Caregiver	Noncredit	35	89	70	65

⁷ 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).

⁸ There are two CIP codes related to Home Health Aide (TOP 1230.80): Health Aide (CIP 51.2601) and Home Health Aide/Home Attendant (CIP 51.2602).

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁹ suggests that there is a **supply gap** in San Diego County, with **8,437** annual openings and **65** for-credit and noncredit awards supplied by the region (Exhibit 5).

Exhibit 5: 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 1230.80)	8,437	65	0	8,372

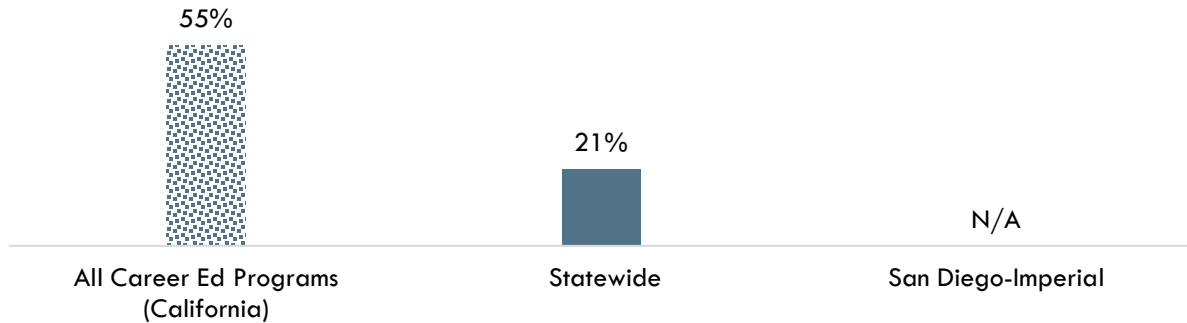
Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers;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

⁹ 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.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 21 percent of students statewide earned a living wage after completing a Home Health Aide (TOP 1230.80) program, compared to 55 percent of students in Career Education programs in general across the state (Exhibit 6a).¹⁰

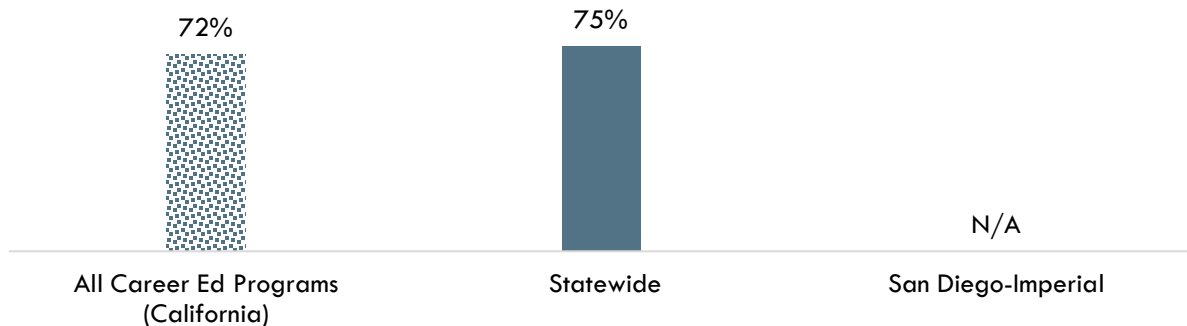
**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program
(Home Health Aide, PY 2017-18)¹¹**



"N/A" indicates insufficient data

According to the California Community Colleges LaunchBoard, 75 percent of students statewide obtained a job closely related to their field of study after completing a Home Health Aide (TOP 1230.80) program, compared to 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹²

**Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program
(Home Health Aide, PY 2016-17)¹³**



"N/A" indicates insufficient data

¹⁰ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹¹ Among completers and skills builders who exited, the proportion of students who attained a living wage.

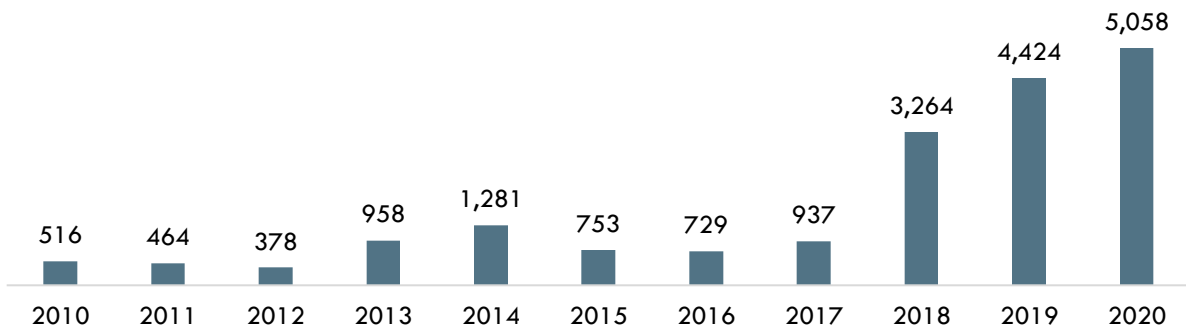
¹² "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹³ Most recent year with available data is Program Year 2016-17. 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.

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 that are not captured by historical data. Between 2010 and 2020, there was an average of 1,706 online job postings per year for *Home Health Aides* in San Diego County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for *Home Health Aides* in San Diego County (2010-2020)¹⁴



¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2020.

Top Employers

Between January 1, 2018 and December 31, 2020, the top five employers in San Diego County for this occupation were CareInHomes, Kindly Care, Home Instead Senior Care, Green Tree Home Care, and Sunrise Senior Living based on online job postings (Exhibit 8).

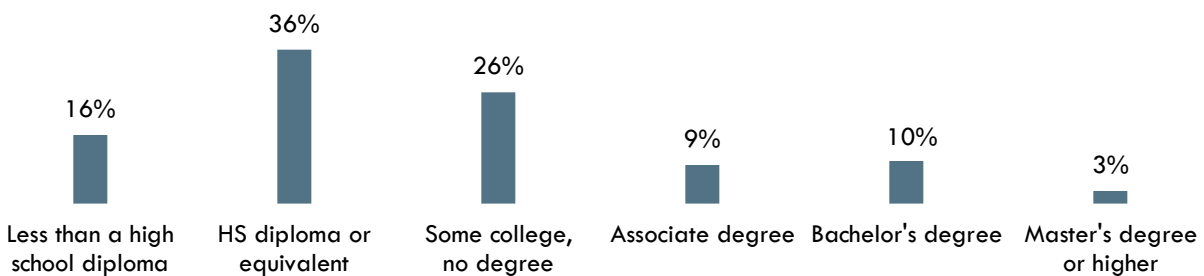
Exhibit 8: Top Employers for Home Health Aides in San Diego County¹⁵

Top Employers	
• CareInHomes	• Honor
• Kindly Care	• Atria Senior Living
• Home Instead Senior Care	• Windward Life Care
• Green Tree Home Care	• AccentCare
• Sunrise Senior Living, Inc.	• Care Choice Home Care

Education, Skills, and Certifications

Exhibit 9 indicates the educational attainment for this occupation found currently in the national labor force. The typical entry-level education is a [high school diploma or equivalent](#).¹⁶

Exhibit 9: National Educational Attainment of Home Health Aides¹⁷



*may not total 100 percent due to rounding

¹⁵ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

¹⁶ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

¹⁷ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified April 4, 2021. bls.gov/emp/tables/educational-attainment.htm.

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 10: Top Skills for Home Health Aides in San Diego County¹⁸

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Caregiving • Home Care • Meal Preparation • Bathing • Toileting • Cardiopulmonary Resuscitation • Home Health • Activities of Daily Living • ADLs Assistance • Laundry • Medical Reminders • Scheduling • Cleaning • Senior Care • Dementia Knowledge 	<ul style="list-style-type: none"> • Companionship • Communication Skills • English • Physical Abilities • Writing • Range of Motion • Teamwork / Collaboration • Problem Solving • Positive Disposition • Running Errands • Listening • Organizational Skills • Planning • Time Management • Detail-Oriented 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft Word • Facebook • Microsoft PowerPoint • Database Software • Microsoft Access • Eclipse • Microsoft Outlook • Cloverleaf • HCPCS Coding • ICD-10 • ICD-9-CM Coding • Microsoft SharePoint • Tetanus • Great Plains Accounting Software

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 11: Top Certifications for *Home Health Aides* in San Diego County¹⁹

Top Certifications in Online Job Postings

1. Home Health Aide
 2. First Aid CPR AED
 3. Home Care Certificate
 4. Certified Nursing Assistant
 5. Basic Life Saving (BLS)
 6. Personal Care Assistant (PCA)
 7. Registered Behavior Technician
 8. Basic Cardiac Life Support Certification
 9. Licensed Vocational Nurse (LVN)
 10. Caregiver
 11. Certified Medication Technician
 12. Social Work License
 13. ACT
 14. Certified TB
 15. Board Certified Behavior Analyst (BCBA)
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¹⁹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

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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.

This workforce demand report uses state and federal job projection data that was 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.