

Home Health Aide

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

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

- Community college home health aide programs provide the knowledge, skills, and abilities that lead to the home health and personal care aide occupation.
- Employment is expected to increase by 33% through 2025, with 13,308 job openings available annually over this period.
- This occupation's 50th percentile hourly earnings are \$13.52 per hour, well below the regional \$24.36 per hour self-sustainable earnings standard for a single adult with one child.
- Regional community colleges have not issued any awards annually in home health aide programs over the last three academic years. Other postsecondary educational institutions in the region have issued 22 awards annually over the previous three academic years in programs related to home health and personal care aides.
- The Centers of Excellence cautiously recommends expanding home health aide programs to meet the regional demand for home health and personal care aides. For more information, see the [recommendation section](#).

Introduction

This report aims to quantify regional supply and demand related to home health aides in the Inland Empire/Desert Region. California Community College home health aide (TOP 1230.80) programs prepare students for employment as home health and personal care aides through instruction related to 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 aide occupation.

Home Health and Personal Care Aides (31-1128)

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.

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 Aide, In-Home Caregiver

Entry-Level Educational Requirement: High school diploma or equivalent

Work Experience Required: None

Training Requirement: Less than one month on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 35%

Job Counts and Projections

In 2020, there were 60,938 home health and personal care aide jobs in the region. Employment for this occupation is expected to grow by 33% through 2025. Over this period, there are 13,308 annual job openings projected for home health and personal care aides. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 1: Five-year projections, 2020-2025

2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
60,938	81,191	33%	66,541	13,308	33%

Source: Emsi 2021.3

A search of online job advertisements over the last 12 months for home health and personal care aide jobs was conducted to reveal the details about the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the previous 12 months, 540 job advertisements for home health and personal care aides were posted in the region. Please note that job advertisements were limited to positions that required a home health aide certification.

Exhibit 2 shows the number of job ads posted during the last 12 months in the region and the regional and statewide average time to fill this job. On average, regional employers fill online job advertisements for home health and personal care aides within 36 days. The regional average time to fill is the same as the statewide average time to fill, indicating that regional employers face similar challenges filling open positions as other employers in California.

Exhibit 2: Job ads and time to fill

Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
540	36	36

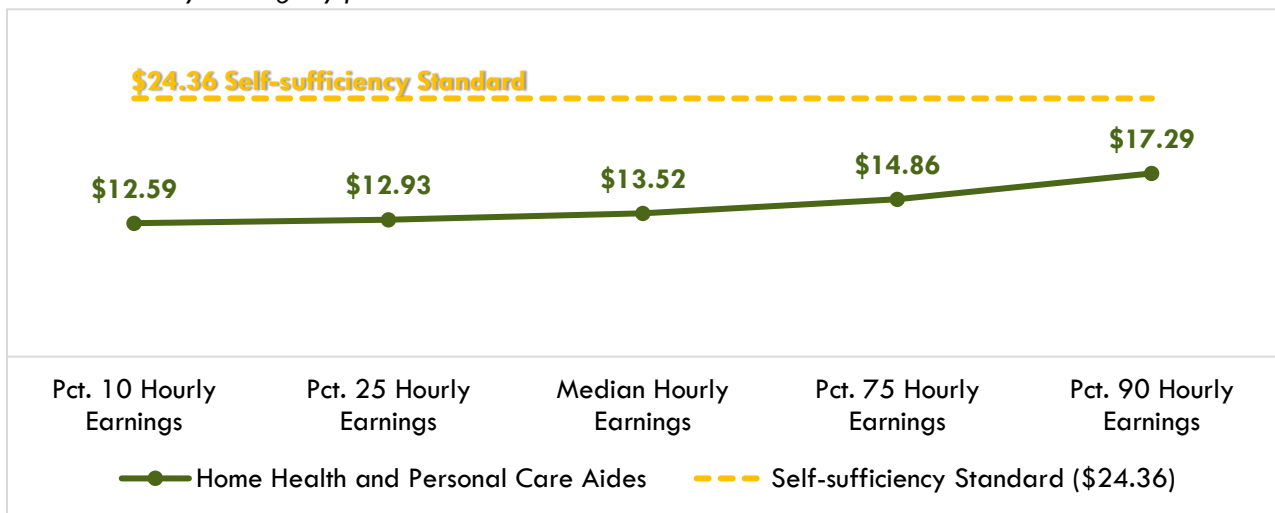
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

The earnings for home health and personal care aides do not surpass the regional self-sustainability rate. Exhibit 3 displays the hourly earnings for home health and personal care aides.

Exhibit 3: Hourly earnings by percentile



Source: Emsi 2021.3

According to the occupational guides developed by the California Labor Market Information Division, benefits for home health and personal care aides typically include vacation, sick leave, and medical and dental insurance. Some employers also pay for vision and life insurance and retirement plans (Detailed Occupational Guides, 2021).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for home health and personal care aides over the last 12 months. Online job ad salary information reveals that employers are willing to pay home health and personal care aides a median annual salary of \$45,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 55% (297 out of 540) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 4: Advertised salary information

Number of job ads	Real-Time Salary Information				Median Annual Salary
	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
297	28%	29%	33%	10%	\$45,000

Source: Burning Glass – Labor Insights

Employers, Skills, Education, Work Experience, and Certifications

Exhibit 5 displays the employers that posted ten or more job ads for home health and personal care aides in the region over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. Bristol Hospice, with locations in Rancho Cucamonga, Riverside, Rancho Mirage, Victorville, Ontario, and Idyllwild, posted the most job advertisements for home health and personal care aides over the last 12 months.

Exhibit 5: Employers posting the most job ads for home health and personal care aides

Top Employers	Job Ads
Bristol Hospice	27
Hospice Alliance Network	23
Bridge Home Health and Hospice	23
CareInHomes	16
Great Life Senior Care LLC	13
Calvary Senior Care	11
Salus Homecare	10
Covenant Care	10
BrightStar Care	10
All other employers	397
Total	540

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers' seek when looking for workers to fill home health and personal care aide positions. Specialized skills are occupation-specific skills that employers request 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 ads may be utilized to guide curriculum development.

Exhibit 6: Sample of in-demand skills from employer job ads

Specialized skills (n=492)	Employability skills
<ul style="list-style-type: none"> Hospice Cardiopulmonary Resuscitation (CPR) Home Care Treatment Planning Caregiving Bathing 	<ul style="list-style-type: none"> Communication Skills Range of Motion Organizational Skills Planning Bilingual (Spanish/English) Detail-Oriented

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, approximately 35% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." All of the job advertisements for home health and personal care aides sought candidates with a high school diploma or vocational training. Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for home health and personal care aides.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements

Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
			High school or vocational training	Associate degree	Bachelor's degree or higher
High school diploma or equivalent	35%	233	100%	-	-

Source: Emsi 2021.3, 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 and the real-time work experience requirements from employer job ads for home health and personal care aides. Most employers sought candidates with zero to two years of work experience.

Exhibit 8: Work experience required and real-time work experience requirements

Work Experience Typically Required	Number of job ads	Real-Time Work Experience		
		0 – 2 years	3 – 5 years	6+ years
None	225	92%	8%	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

Exhibit 9 displays the certifications most frequently requested or required by employers in job postings for home health and personal care aides in the region over the last 12 months. To become a licensed home health aide, individuals must complete a California Department of Public Health (CDPH) approved home health aide training program, consisting of a minimum of 75 hours, and obtain a criminal record clearance. For more information regarding licensure, please visit the California Employment Development Department Labor

Market Information Division's (LMID) website (LMID, 2021). For general information regarding home health aides, visit the CDPH website (CDPH, 2021).

Exhibit 9: Certifications most frequently required by employers

Certification (n=540)	Job Ads
Home Health Aide	540
Driver's License	213
First Aid CPR AED	191
Certified Nursing Assistant	141

Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

According to the Chancellor's Office Curriculum Inventory (COCI), Chaffey College is the only regional community college that offers a home health aide program (TOP 1230.80). Chaffey College offers a state-approved home health aide program locally referred to as Nursing Assistant/Home Health Aide. Over the last three academic years, 2017 to 2020, Chaffey College's program has not issued any home health aide program awards.

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11. Among the students exiting home health aide programs in the state, 72% of students reported working in a job closely related to their field of study, the median annual earnings were \$25,668, and 25% attained a living wage. The outcome methodology is available in the appendix section of this report.

Exhibit 11: 1230.80 – Home health aide strong workforce program outcomes

Strong Workforce Program Metrics: 1230.80 – Home Health Aide Academic Year 2018-19, unless noted otherwise	California
Unduplicated count of enrolled students (2019-20)	729
Completed 9+ career education units in one year (2019-20)	12%
Perkins Economically disadvantaged students	79%
Students who attained a noncredit workforce milestone in a year (2019-20)	81%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	554
Transferred to a four-year institution (transfers)	22
Job closely related to the field of study (2017-18)	72%
Median annual earnings (all exiters)	\$25,668

Strong Workforce Program Metrics: 1230.80 – Home Health Aide Academic Year 2018-19, unless noted otherwise		California
Median change in earnings (all exiters)		22%
Attained a living wage (completers and skills-builders)		25%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 12 displays awards reported by other postsecondary education providers in home health aide/home attendant (CIP 51.2602) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, two other postsecondary education institutions in the region have issued 22 awards annually over the last three academic years. Both of these other postsecondary educational institutions are state-approved home health aide training programs (CDPH, 2021 a).

Exhibit 12: Other educational provider home health aide/home attendant programs, three-year annual average credentials in the Inland Empire/Desert Region

51.2602 – Home Health Aide/Home Attendant	Award <1 Academic Year	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
California Nurses Educational Institute	17	17
Riverside County Office of Education – School of Career Education	6	6
Total	22	22

Source: IPEDS

Recommendation

Community college home health aide programs provide the knowledge, skills, and abilities that lead to the home health and personal care aide occupation. Employment for home health and personal care aides is expected to increase by 33% through 2025, with 13,308 job openings annually. This occupation's hourly earnings do not surpass the region's self-sustainability standard of \$24.36 per hour, indicating that workers in this occupation may struggle to sustain themselves.

Regional community colleges have not issued any home health aide (TOP 1230.80) awards over the last three academic years. Among the students exiting home health aide programs in the state, 72% of students reported working in a job closely related to their field of study, the median annual earnings were \$25,668, and 25% attained a living wage. Other educational institutions have issued 22 awards annually over the last three academic years.

The Centers of Excellence cautiously recommends expanding home health aide program. While there is significant employment demand for this occupation in the region, the wages fail to meet the self-sustainability



rate. Colleges considering this program should partner with applicable employers to document their demand for home health and personal care aides and the skills and certification needs for students to earn self-sustainable earnings after exiting the program.

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Appendix: Methodology

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 California's Employment Development Department's Unemployment Insurance database records. 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 in each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). 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, 2021 a).

Job advertisement 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 advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or if they are collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for home health and personal care aides in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Home Health and Personal Care Aides (31-1128)	60,938	20,253	33%	13,308	\$12.59 to \$17.29	\$13.52	\$14.75	High school diploma or equivalent & 1 month	None

Source: Emsi 2021.3