

Program Endorsement Brief: 0835.20 – Fitness Trainer

Group Fitness Instructor (Certificate)

Los Angeles/Orange County Center of Excellence, November 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *exercise trainers and group fitness instructors* (39-9031). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, there appears to be a supply gap for *exercise trainers and group fitness instructors* in the region. However, the Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education, and the entry-level wage is below the self-sufficiency standard wage in both Los Angeles and Orange counties. **Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **2,279 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 134 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for *exercise trainers and group fitness instructors* is **\$15.49, which is below the self-**

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

sufficiency standard wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).²

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma or equivalent** as the **typical entry-level education for exercise trainers and group fitness instructors**.
 - National-level educational attainment data indicates that **nearly one-third (29%) of workers in the field have completed some college or an associate degree**.

Supply:

- Between 2017 and 2020, **14 community colleges** in the LA/OC region issued awards in programs that may train for the occupations of interest, conferring an average of **53 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **81 awards in relevant programs**.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 11/8/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for exercise trainers and group fitness instructors. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by 1% through 2025. However, there will be nearly 2,300 job openings per year through 2025 due to retirements and workers leaving the field.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	9,837	9,092	(745)	(8%)	1,474
Orange	4,221	4,874	653	15%	805
Total	14,058	13,966	(92)	(1%)	2,279

Wages

The labor market endorsement in this report considers the hourly wages for exercise trainers and group fitness instructors in Los Angeles County, as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County — The typical entry-level hourly wage for exercise trainers and group fitness instructors is \$15.49, which is **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$32.37/hour, which is above the self-sufficiency standard wage estimate.

Orange County — The typical entry-level hourly wage for exercise trainers and group fitness instructors is \$14.68, which is **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$30.57/hour, which is above the self-sufficiency standard wage estimate.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Job Postings

Over the past 12 months, there have been 3,459 online job postings for *exercise trainers and group fitness instructors* in the region. The highest number of job postings were for swim instructor, personal trainer, group fitness instructor, Pilates instructor, and fitness trainer/instructor. The top skills were teaching, cardiopulmonary resuscitation (CPR), fitness, group fitness, yoga, pilates, and zumba. The top employers, by number of job postings, in the region were YMCA, Planet Fitness, LA Fitness, 24 Hour Fitness, and Equinox.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *exercise trainers and group fitness instructors*. National-level educational attainment data indicates that 29% of workers in the field have completed some college or an associate degree. Of the 43% of job postings listing a minimum education requirement in Los Angeles/Orange County, 85% (1,265) requested high school or vocational training, and 15% (229) requested an associate degree.

Educational Supply

Community College Supply — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Fitness Trainer (TOP 0835.20), and Athletic Training and Sports Medicine (TOP 1228.00). The colleges with the most completions in the region are Orange Coast and Mt. San Antonio. Over the past 12 months, there were six other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0835.20	Fitness Trainer	Cerritos	-	-	3	1
		East LA	-	-	1	0
		Glendale	5	3	2	3
		LA Harbor	-	-	1	0
		Pasadena	-	2	3	2
		Rio Hondo	4	6	1	4
		LA Subtotal	9	11	11	10
		Cypress	-	-	1	0
		Fullerton	5	3	4	4
		Irvine Valley	13	4	4	7
		Orange Coast	9	5	32	15
		Santa Ana	-	2	2	1

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		OC Subtotal	27	14	43	28
Supply Subtotal/Average			36	25	54	38
1228.00	Athletic Training and Sports Medicine	Cerritos	-	-	2	1
		Citrus	2	-	-	1
		Mt San Antonio	7	11	17	12
		LA Subtotal	9	11	19	13
		Saddleback	3	1	-	1
		OC Subtotal	3	1	-	1
Supply Subtotal/Average			12	12	19	14
Supply Total/Average			48	37	73	53

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide the necessary training. Exhibit 3 shows the annual and three-year average number of awards conferred in programs crosswalked to the TOP in Exhibit 2. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 81 awards.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
31.0507	Physical Fitness Technician	American Fitness and Nutrition Academy	-	-	23	8
		California Healing Arts College	16	11	6	11
		Southern California Health Institute	46	66	49	54
51.0913	Athletic Training/Trainer	Glendale Career College	5	6	-	4
51.3602	Yoga Teacher Training/Yoga Therapy	American Fitness and Nutrition Academy	-	-	10	3
		Southern California University of Health Sciences	4	-	-	1
Supply Total/Average			71	83	88	81

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Exercise Trainers and Group Fitness Instructors (39-9031)	9,837	9,092	(745)	(8%)	1,474	\$15.49	\$24.60	\$32.37

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Exercise Trainers and Group Fitness Instructors (39-9031)	4,221	4,874	653	15%	805	\$14.68	\$23.33	\$30.57

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Exercise Trainers and Group Fitness Instructors (39-9031)	14,058	13,966	(92)	(1%)	2,279	High school diploma or equivalent

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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