

Community Caregiver

Inland Empire/Desert Region (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.

Introduction

This report provides labor market occupational demand and wage research and postsecondary programs outcomes related to community caregivers. The California Community College gerontology (TOP 1309.00) program provides the training most likely to prepare a student for employment as a community caregiver. Gerontology programs prepare students for employment through the instruction of the principles and practices of working with older adults. These programs include the instruction of the physical, social, economic, emotional, health care, and support services needs and concerns, related legislation, and community resources (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by gerontology programs lead to the home health and personal care aides occupation.

Home Health and Personal Care Aides (31-1128)

Provide personalized assistance to individuals with disabilities or illnesses 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 job titles: Caregiver, Home Care Aide, Medication Aide, Patient Care Assistant (PCA), Personal Care Aide, Personal Care Assistant (PCA), Personal Care Attendant (PCA), Resident Care Assistant (RCA)

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%

Employment

In 2020, there were 60,886 home health and personal care aide jobs in the Inland Empire/Desert Region. Employment for this occupation is expected to grow by 27% through 2025. Over this period, 12,555 annual job openings are 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

Occupation	2020 Jobs	2025 Jobs	2020 -2025 Change	2020 -2025 % Change	2020-25 Job Openings	Annual Job Openings	% of workers age 55+
Home Health and Personal Care Aides	60,886	77,029	16,143	27%	62,775	12,555	33%

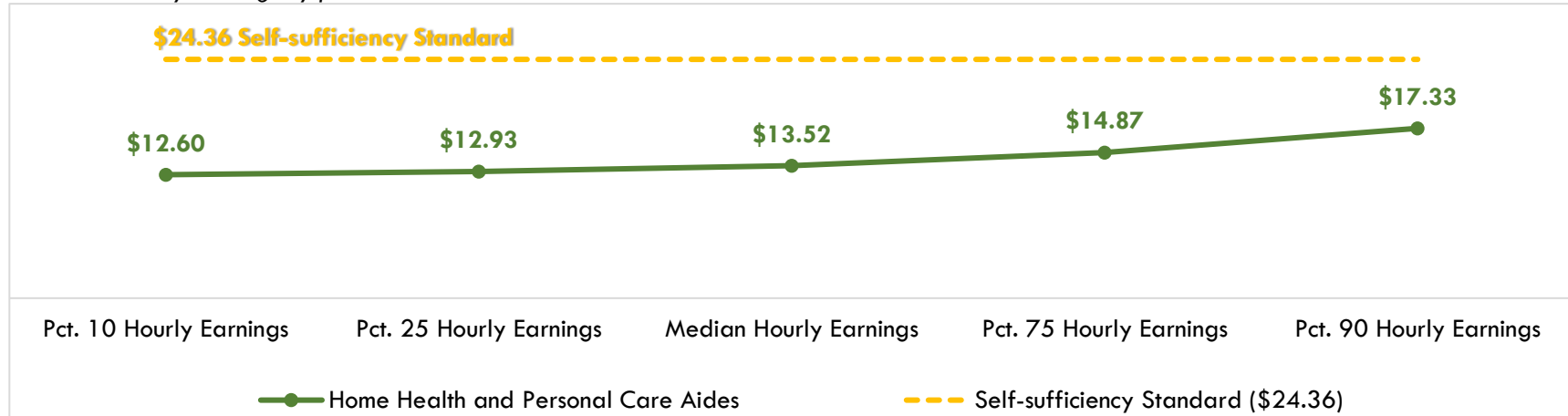
Source: Emsi 2022.1

Earnings

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 median annual earnings for home health and personal care aides' are below the regional self-sufficiency rate. The hourly earnings for this occupation do not surpass the self-sustainability rate at the 90th percentile, indicating that workers in the occupation may struggle to support themselves. Exhibit 4 displays the hourly earnings for home health and personal care aides in the Inland Empire/Desert Region.

Exhibit 4: Hourly earnings by percentile



Source: Emsi 2022.1

Employer Online Job Advertisements

The sections below provide online job advertisement analytics data for home health and personal care aides over the last 12 months, from March 2021 to March 2022. Over this period, regional employers issued 7,495 job advertisements for home health and personal care aides. Exhibit 3 displays the employers posting the most job advertisements for home health and personal care aides. Showing employer names provides some insight into where students may find employment after completing a program.

Exhibit 3: Employers posting the most job advertisements for home health and personal care aides

Employers	Unique Job Ads
CareInHomes	1,236
Motherly Comfort Home Care	384
Maxim Healthcare Services	236
Amada Senior Care	155
AccentCare	152

Employers	Unique Job Ads
The Mentor Network	136

Source: Emsi 2022.1

Exhibit 4 displays the most common skills or qualifications found in employer job advertisements for home health and personal care aides. Qualifications refer to the certifications decided on by a third-party entity (school, government, industry, etc.) that acknowledges a body of skills and abilities. Skills are competencies at specific tasks or familiarity with specific subjects and tools acquired through education or experience.

Exhibit 4: The most common skills or qualifications requested in job advertisements for home health and personal care aides

Skill or Qualification	Job Ads	% of Total Job Ads
Caregiving	5,311	71%
Valid Driver's License	3,710	49%
Meal Planning And Preparation	2,864	38%
Personal Care	2,440	33%
Companionship	2,345	31%
Housekeeping	2,219	30%
Home Care	2,178	29%
Cardiopulmonary Resuscitation (CPR)	1,884	25%

Source: Emsi 2022.1

Community College Programs

One regional community college currently offers a gerontology (TOP 1309.00) program. Chaffey College's program has issued 22 awards annually over the last three academic years, 2018-2021.

Exhibit 5: Average annual community college completions in gerontology programs, 2018-21

Colleges (Local Program Title)	Annual Average Awards (2018-21)
Chaffey (Caregiving Essentials, Community Caregiver, Gerontology)	22
Total	22

Sources: MIS Data Mart, COCI

This labor market brief provides an occupational and community college program overview and is not intended for regional program recommendation or submission to the California Community Colleges Chancellor's Office.

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