

## Labor Market Assessment: 1261.00 – Community Health Care Worker

### Community Health Worker

Los Angeles County Center of Excellence, May 2022

#### Summary

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

The Los Angeles County Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to three occupations:

- *Health education specialists (21-1091);*
- *Social and human service assistants (21-1093); and*
- *Community health workers (21-1094)*

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> 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 occupations.

Based on the available data, there appears to be a supply gap in the region for the occupations of interest. Although the majority of annual openings for the occupations in this report have entry-level wages below the self-sufficiency standard wage for one adult in both Los Angeles and Orange counties, between 25% and 34% of workers in the field have completed some college or an associate degree. **Due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **3,444 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,218 awards conferred annually** by educational institutions in the region.

<sup>1</sup> 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.

- **Living Wage Criteria** – In Los Angeles County, the majority (**85%**) of **annual job openings** for the occupations of interest have entry-level wages **below the self-sufficiency standard wage** (\$18.10/hour).<sup>2</sup>
- **Educational Criteria** – Within the LA/OC region, **94% of the annual job openings** for the occupations of interest **typically require a high school diploma or equivalent**.
  - National-level educational attainment data indicates that between 25% and 34% of workers in the field have completed some college or an associate degree.
    - The occupation with the highest number of annual openings in the region (social and human service assistants) also has 34% of current workers who have completed some college or an associate degree.

**Supply:**

- Between 2017 and 2020, **18 community colleges** in the LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an average of **546 awards**.
- Between 2016 and 2019, non-community college institutions throughout the LA/OC region conferred an average of **672 awards in relevant programs**.

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

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the three occupations of interest. In the Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 16% through 2025. There will be more than 3,400 job openings per year through 2025 due to job growth and replacements.

*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 Counties<sup>3</sup>**

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	18,533	21,402	2,869	15%	2,787
Orange	4,292	5,007	715	17%	657
<b>Total</b>	<b>22,825</b>	<b>26,408</b>	<b>3,583</b>	<b>16%</b>	<b>3,444</b>

## Wages

The labor market endorsement in this report considers the hourly wages for the three occupations 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 majority (85%) of annual openings for the occupations in this report have entry-level wages **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.17 and \$24.45. Only one occupation has typical entry-level hourly wages below the county's self-sufficiency standard wage: *social and human service assistants* (\$15.17). Experienced workers can expect to earn wages between \$24.80 and \$46.00, which are above the self-sufficiency standard wage estimate.

**Orange County** – The majority (93%) of annual openings for the occupations in this report have entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.28 and \$23.26. Only one occupation has typical entry-level hourly wages above the county's self-sufficiency standard wage: *health education specialists* (\$23.26). Experienced workers can expect to earn wages between \$23.38 and \$43.79, which are above the self-sufficiency standard wage estimate.

<sup>3</sup> 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 4,304 online job postings related to the occupations in this report. The highest number of job postings were for care coordinators, health educators, clinical educators, social services assistants, community health workers, community specialists, community liaisons, and outreach specialists. The top skills were case management, customer service, teaching, mental health, general health education, and social services. The top employers, by number of job postings, in the region were Anthem Blue Cross, PIH Health, Kaiser Permanente, Providence Health & Services, Cedars-Sinai, and IQVIA.

*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 the following typical entry-level education for the occupations in this report:

- **Bachelor's degree:** *health education specialists (21-1091)*
- **High school diploma or equivalent:** *social and human service assistants (21-1093); community health workers (21-1094)*

In the LA/OC region, the majority of annual job openings (94%) typically require a high school diploma or equivalent. National-level educational attainment data indicates that between 25% and 34% of workers in the field have completed some college or an associate degree. The occupation with the highest number of annual openings in the region (*social and human service assistants*) also has 34% of current workers who have completed some college or 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 programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are Long Beach, Mt. San Antonio, and Saddleback.

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

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1261.00	Community Health Care Worker	LA Pierce	-	-	20	7
		<b>LA Subtotal</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>7</b>
<b>Supply Subtotal/Average</b>			<b>-</b>	<b>-</b>	<b>20</b>	<b>7</b>
1309.00	Gerontology	East LA	14	3	9	9
		LA Mission	-	1	2	1
		Pasadena	3	-	1	1
		<b>LA Subtotal</b>	<b>17</b>	<b>4</b>	<b>12</b>	<b>11</b>
		Coastline	20	5	7	11
		Cypress	5	7	5	6
		Saddleback	5	4	5	5
		<b>OC Subtotal</b>	<b>30</b>	<b>16</b>	<b>17</b>	<b>21</b>
<b>Supply Subtotal/Average</b>			<b>47</b>	<b>20</b>	<b>29</b>	<b>32</b>
2104.00	Human Services	Cerritos	15	9	9	11
		LA City	7	9	17	11
		Long Beach	29	34	24	29
		<b>LA Subtotal</b>	<b>51</b>	<b>52</b>	<b>50</b>	<b>51</b>
		Coastline	18	19	22	20
		Cypress	24	29	26	26
		Orange Coast	3	-	-	1
		Saddleback	15	24	28	22
		Santa Ana	55	53	67	58
		<b>OC Subtotal</b>	<b>115</b>	<b>125</b>	<b>143</b>	<b>128</b>
<b>Supply Subtotal/Average</b>			<b>166</b>	<b>177</b>	<b>193</b>	<b>179</b>

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
2104.40	Alcohol and Controlled Substances	East LA	37	41	44	41
		Glendale	11	19	13	14
		LA City	15	8	17	13
		LA Pierce	34	37	33	35
		LA Southwest	34	27	17	26
		Long Beach	58	32	48	46
		Mt San Antonio	65	79	67	70
		Rio Hondo	16	13	13	14
		West LA	6	14	7	9
		<b>LA Subtotal</b>	<b>276</b>	<b>270</b>	<b>259</b>	<b>268</b>
		Cypress	2	22	35	20
		Saddleback	30	45	30	35
		<b>OC Subtotal</b>	<b>32</b>	<b>67</b>	<b>65</b>	<b>55</b>
<b>Supply Subtotal/Average</b>			<b>308</b>	<b>337</b>	<b>324</b>	<b>323</b>
2104.50	Disability Services	North Orange Adult	-	13	4	6
		<b>OC Subtotal</b>	<b>-</b>	<b>13</b>	<b>4</b>	<b>6</b>
<b>Supply Subtotal/Average</b>			<b>-</b>	<b>13</b>	<b>4</b>	<b>6</b>
<b>Supply Total/Average</b>			<b>521</b>	<b>547</b>	<b>570</b>	<b>546</b>

**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 training programs for the occupations in this report. Exhibit 3 shows the annual and three-year average number of awards conferred in relevant programs. 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 672 awards.

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

CIP	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
30.1101	Gerontology	CSU-Long Beach	-	2	-	1
		CSU-Northridge	-	3	-	1
		Mount Saint Mary's University	6	10	5	7
		USC	7	13	16	12
44.0000	Human Services, General	CSU-Dominguez Hills	133	138	120	130
		CSU-Fullerton	281	320	282	294
		Mount Saint Mary's University	2	1	-	1
		University of Phoenix-CA	324	213	137	225
51.2207	Public Health Education and Promotion	Pitzer College	1	-	-	0
51.2208	Community Health and Preventive Medicine	Pitzer College	-	-	1	0
<b>Supply Total/Average</b>			<b>754</b>	<b>700</b>	<b>561</b>	<b>672</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Health Education Specialists (21-1091)	1,379	1,514	135	10%	174	\$24.45	\$33.61	\$46.00
Social and Human Service Assistants (21-1093)	15,471	17,929	2,458	16%	2,374	\$15.17	\$19.36	\$24.80
Community Health Workers (21-1094)	1,683	1,958	275	16%	239	\$18.77	\$22.76	\$27.64
<b>Total</b>	<b>18,533</b>	<b>21,402</b>	<b>2,869</b>	<b>15%</b>	<b>2,787</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Exhibit 5. Orange County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Health Education Specialists (21-1091)	375	415	40	11%	48	\$23.26	\$31.98	\$43.79
Social and Human Service Assistants (21-1093)	3,484	4,086	602	17%	547	\$14.28	\$18.23	\$23.38
Community Health Workers (21-1094)	433	506	73	17%	62	\$17.77	\$21.56	\$26.21
<b>Total</b>	<b>4,292</b>	<b>5,007</b>	<b>715</b>	<b>17%</b>	<b>657</b>	<b>-</b>	<b>-</b>	<b>-</b>



**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
Health Education Specialists (21-1091)	1,755	1,929	174	10%	222	Bachelor's degree
Social and Human Service Assistants (21-1093)	18,955	22,015	3,060	16%	2,921	HS diploma or equivalent
Community Health Workers (21-1094)	2,116	2,464	348	16%	301	HS diploma or equivalent
<b>Total</b>	<b>22,825</b>	<b>26,408</b>	<b>3,583</b>	<b>16%</b>	<b>3,444</b>	-

**Appendix B: Sources**

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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