

**Labor Market Assessment: 1309.00 – Gerontology
Elder Care (Occupational Skills Certificate)**
Los Angeles County Center of Excellence, June 2022

Summary

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 checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	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 two middle-skill occupations:

- *Community health workers* (21-1094) and
- *Home health and personal care aides* (31-1128).

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 occupations.

Based on the available data, there appears to be a supply gap for these occupations related to elder care in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the occupation with the majority of annual openings in the region (*home health and personal care aides*) has at least 35% of workers in the field who have completed some college or an associate degree. **Therefore, 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 **58,372 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,231 awards conferred annually** by educational institutions in the region.

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.

- **Living Wage Criteria** –Within Los Angeles County, the **majority (99%) of annual job openings** for these occupations related to elder care have entry-level wages **below** the self-sufficiency standard hourly wage (\$18.10/hour).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **high school diploma** as the typical entry-level education for both occupations in this report.
 - While the national-level educational attainment data indicates between 25% and 35% of workers in the field have completed some college or an associate degree, **the occupation with the majority of the annual openings** for these elder care occupations has at least **35% of workers in in the field who have completed some college or an associate degree.**

Supply:

- There are **14 community colleges** in the greater LA/OC region that issue awards related to elder care, conferring an average of **409 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **822 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these occupations related to elder care. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 22% through 2025. There will be more than 58,000 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 Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	254,761	310,380	55,619	22%	49,635
Orange	43,871	54,187	10,316	24%	8,737
Total	298,632	364,567	65,935	22%	58,372

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

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.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these occupations related to elder care 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 greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County – The majority (99%) of annual openings for these occupations related to elder care 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 \$13.02 and \$18.77. One occupation has typical entry-level wages above the county's self-sufficiency standard: *community health workers* (\$18.77), but has far fewer annual job openings than *home health and personal care aides*. Experienced *community health workers* can expect to earn \$27.64, which is higher than the self-sufficiency standard, while experienced *home health and personal care aides* can expect to earn less than the self-sufficiency standard wage (\$15.13).

Orange County – Both occupations related to elder care 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 \$13.10 and \$17.77. Experienced *community health workers* can expect to earn \$26.21, which is higher than the self-sufficiency standard, while experienced *home health and personal care aides* can expect to earn less than the self-sufficiency standard wage (\$15.15).

Job Postings

There were 23,736 online job postings related to elder care listed in the past 12 months. Exhibit 2 displays the number of job postings by occupation. The majority of job postings (99%) were for *home health and personal care aides*, followed by *community health workers* (1%). The highest number of job postings were for caregivers, direct support professionals, certified home health aides, in-home caregivers, and home care aides. The top skills were caregiving, meal preparation, home care, bathing, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were CareInHomes, The Mentor Network, and Home Instead Senior Care.

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.

Exhibit 2: Job postings by occupation (last 12 months)

Home Health and Personal Care Aides (31-1120)	23,412
Community Health Workers (21-1094)	324

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for both occupations in this report. While the national-level educational attainment data indicates between 25% and 35% of workers in the field have completed some college or an associate degree, the occupation with the majority of the annual openings for these elder care-related occupations has at least 35% of workers in the field who have completed some college or an associate degree. Of the 35% of elder care-related job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 99% (8,095) requested high school or vocational training, and 1% (103) requested an associate degree.

Educational Supply

Community College Supply – Exhibit 3 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: LA City, Long Beach, and Santa Ana.

Exhibit 3: Regional community college awards (certificates and degrees), 2017-2020

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1230.00	Nursing	Glendale	33	14	-	16
		Long Beach	-	95	71	55
		LA Subtotal	33	109	71	71
Supply Subtotal/Average			33	109	71	71
1230.80	Home Health Aide	LA City	-	-	314	105
		LA Pierce	-	28	11	13
		Long Beach	-	2	1	1
		Santa Monica	-	-	6	2
		LA Subtotal	-	30	332	121
Supply Subtotal/Average			-	30	332	121
1261.00	Community Health Care Worker	LA Pierce	-	-	20	7
		LA Subtotal	-	-	20	7
Supply Subtotal/Average			-	-	20	7
1309.00	Gerontology	East LA	14	3	9	9
		LA Mission	-	1	2	1
		Pasadena	3	-	1	1
		LA Subtotal	17	4	12	11
		Coastline	20	5	7	11
		Cypress	5	7	5	6
		Saddleback	5	4	5	5
		OC Subtotal	30	16	17	21

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
Supply Subtotal/Average			47	20	29	32
2104.00	Human Services	Cerritos	15	9	9	11
		LA City	7	9	17	11
		Long Beach	29	34	24	29
		LA Subtotal	51	52	50	51
		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
OC Subtotal			115	125	143	128
Supply Subtotal/Average			166	177	193	179
Supply Total/Average			246	336	645	409

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for elder care. Exhibit 4 shows the annual and three-year average number of awards conferred by these institutions in programs crosswalked to the community college programs listed in Exhibit 3. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 822 awards annually in related training programs.

Exhibit 4: Regional non-community college awards, 2016-2019

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
44.0000	Human Services, General	Mount Saint Mary's University	2	1	-	1
		University of Phoenix-California	6	9	26	14
51.1105	Pre-Nursing Studies	Los Angeles Pacific University	42	59	55	52
51.2602	Home Health Aide/Home Attendant	Angeles College	1	-	-	0
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	Angeles College	26	25	6	19
		California Career Institute	36	-	-	12
		East San Gabriel Valley ROP	25	38	47	37

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
		Hacienda La Puente Adult Education	84	37	41	54
		Healthcare Career College	24	18	46	29
		Medical Allied Career Center	33	20	10	21
		Platt College-Anaheim	-	-	10	3
		Platt College-LA	73	91	53	72
		Trinity School of Health and Allied Sciences	137	134	60	110
		West Coast Ultrasound Institute	39	37	33	36
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other	Annenberg School of Nursing	10	7	11	9
		Concorde Career College-Garden Grove	66	89	53	69
		Concorde Career College-N Hollywood	79	95	101	92
		Glendale Career College	21	54	37	37
		Integrity College of Health	30	38	22	30
		North-West College-Long Beach	22	-	-	7
		North-West College-Pomona	32	-	-	11
		North-West College-Van Nuys	43	-	-	14
		North-West College-West Covina	45	-	-	15
		Premiere Career College	77	91	36	68
		Trinity School of Health and Allied Sciences	22	-	-	7
		Supply Total/Average			975	843

Appendix A: Occupational demand and wage data by county

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Community Health Workers (21-1094)	1,683	1,958	275	16%	239	\$18.77	\$22.76	\$27.64
Home Health and Personal Care Aides (31-1128)	253,078	308,422	55,344	22%	49,396	\$13.02	\$13.92	\$15.13
Total	254,761	310,380	55,619	22%	49,635	-	-	-

Exhibit 6. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Community Health Workers (21-1094)	433	506	73	17%	62	\$17.77	\$21.56	\$26.21
Home Health and Personal Care Aides (31-1128)	43,438	53,681	10,243	24%	8,675	\$13.10	\$13.90	\$15.15
Total	43,871	54,187	10,316	24%	8,737	-	-	-

Exhibit 7. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Community Health Workers (21-1094)	2,116	2,464	348	16%	301	HS diploma or equivalent
Home Health and Personal Care Aides (31-1128)	296,516	362,104	65,587	22%	58,071	HS diploma or equivalent
Total	298,632	364,567	65,935	22%	58,372	-

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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