

Program Endorsement Brief: 1261.00/Community Health Care Worker

Community Health Worker

Orange County Center of Excellence, July 2022

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 checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The 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: *community health workers* (21-1094). 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 *community health workers* in the region. Additionally, the Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *community health workers* and a significant percentage of workers in the field have completed some college or an associate degree as their highest level of education. Though entry-level wages exceed the living wage in Los Angeles County, they are lower than the living wage in Orange County. **Therefore, 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 **309 jobs available annually** in the region due to new job growth and replacements, **which is more than the 15 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **typical entry-level hourly wages for community health workers are \$17.77, which is lower than the living wage for one adult in the region (\$20.63 in Orange County).**²

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.

² Living wage data was pulled from California Family Needs Calculator on 6/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

- However, **median wages for this occupation are greater than** the living wage, suggesting that workers can attain the living wage with additional work experience.
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists **a high school diploma or equivalent** as the typical entry-level education for *community health workers*.
 - Furthermore, the national-level educational attainment data indicates **25.4% of workers in the field have completed some college or an associate degree** as their highest level of education.
 - However, the COE considers this occupation middle-skill, as it **typically requires short-term on-the-job training** and multiple community colleges throughout the state have existing programs that train for this occupation.
 - Additionally, online job postings data show that **nearly 65% of community health worker job postings listing a minimum educational requirement requested high school or vocational training or an associate degree.**

Supply:

- There is **one community college** in the LA/OC region that issues awards related to *community health workers*, conferring an average of **seven awards annually** between 2017 and 2020.
 - However, four colleges received approval for community health programs between 2018 and 2020. Two of these colleges are in Orange County and two are in Los Angeles County.
- Between 2016 and 2019, there was an average of **eight awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **three individual non-community college institutions throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *community health workers*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 18% through 2025. There will be more than 300 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 impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the 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	1,683	1,978	295	18%	245
Orange	433	515	82	19%	64
Total	2,116	2,493	377	18%	309

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *community health workers* in Orange County as they relate to the county’s living wage. Los Angeles 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.

Orange County: The typical entry-level hourly wages for *community health workers* are \$17.77, which is below the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$26.21, which is higher than the living wage estimate. Orange County’s average wages are below the average statewide wage of \$25.57 for this occupation.

Los Angeles County: The typical entry-level hourly wages for *community health workers* are \$18.77, which is above the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$27.64, which is higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$25.57 for this occupation.

Job Postings

There were 437 online job postings related to *community health workers* listed in the past 12 months. The highest number of job postings were for community liaisons and contact tracers. The top skills were mental health, case management, public health and safety, customer service, and scheduling. The top three employers, by number of job postings, in the region were WeWork, The Cambodian Family Community Center, and Anthem Blue Cross.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *community health workers*. Furthermore, the national-level educational attainment data indicates 25.4% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 71% of *community health worker* job postings listing a minimum education requirement in Los Angeles/Orange County, 47.1% (147) requested high school or vocational training, 17.6% (55) requested an associate degree, and 35.2% (110) requested a bachelor’s degree or higher.

While the typical entry-level education for this occupation is a high school diploma or equivalent, it also typically requires short-term on-the-job training and multiple community colleges throughout the state have existing programs that train for this occupation. Therefore, it is currently considered

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.

a middle-skill occupation by the COE and is a viable occupation for community college certificate and associate degree holders.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Community Health Care Worker (1261.00). The college with the most completions in the region is LA Pierce. Over the past 12 months, there was one other related program recommendation request from regional community colleges.

Though LA Pierce is the only college in the LA/OC region that currently confers awards, four colleges received approval for new Community Health Care Worker programs between 2018 and 2020, which may contribute to future supply. Of the four colleges, two are in Orange County (Cypress and Orange Coast), and two are in Los Angeles County (Mt. San Antonio and Rio Hondo).

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

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1261.00	Community Health Care Worker	LA Pierce	-	-	20	7
		LA Subtotal	0	0	20	7
Supply Total/Average			0	0	20	7

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 *community health workers*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Community Health and Preventative Medicine (51.2208). 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 8 awards annually in related training programs.

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

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
51.2208	Community Health and Preventative Medicine	Charles R Drew University of Medicine and Science	-	-	-	-
		Pitzer College	-	-	1	0
		University of California-Los Angeles	5	4	14	8
Supply Total/Average			5	4	15	8

Appendix A: Occupational demand and wage data by county

Exhibit 4. 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	515	82	19%	64	\$17.77	\$21.56	\$26.21

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	202 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	1,978	295	18%	245	\$18.77	\$22.76	\$27.64

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Community Health Workers (21-1094)	2,116	2,493	377	18%	309

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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