

Program Endorsement Brief: 0835.70/Aquatics and Lifesaving
Swim Instructor Certificate
 Orange County Center of Excellence, August 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, 25 th)	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: *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 occupations.

Based on the available data there appears to be a supply gap for swim instructors in the region. Though *exercise trainers and group fitness instructors* typically requires a high school diploma, nearly one-third of workers in the field have completed some college or an associate degree as their highest level of education. However, entry-level wages are significantly lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of 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 **2,245 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 127 awards conferred annually** by educational institutions in the region.
 - However, this occupation includes a variety of exercise trainers and fitness instructors, including yoga instructors, aerobics instructors, and personal trainers. Since the SOC code does not solely represent swim instructors, **the number of annual job openings is overstated.**

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.

- Of the 3,866 job postings for exercise trainers and group fitness instructors listed the past 12 months, **18% (711) were related to swim instructors and aquatics.**
- **Living Wage Criteria** –Within Orange County, **typical entry-level hourly wages** for exercise trainers and group fitness instructors are **\$14.55, which is significantly lower than the living wage** for one adult in the region \$20.63 in Orange County).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **high school diploma as the typical entry-level education** for exercise trainers and group fitness instructors.
 - However, the national-level educational attainment data indicates **29% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There is **one community college** in Los Angeles and Orange counties that issue awards related to aquatics and lifesaving, **conferring only one award over the past three years.**
- Between 2016 and 2019, there was an average of **73 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **3 individual four-year colleges throughout** the region.
 - However, the **COE is unable to determine if these programs have a specific emphasis on swim instruction and supply may be overstated.**

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 these occupations is projected to decrease by 8% through 2025. However, there will be nearly 2,245 job openings per year through 2025 due to retirements and workers leaving the field. It is important to note that the *exercise trainers and group fitness instructors* (39-9031) SOC code includes a variety of job titles and not solely swim instructors. Therefore, the data in Exhibit 1 is overstated for swim instructors.

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	9,965	8,435	(1,530)	(15%)	1,492
Orange	4,274	4,643	370	9%	753
Total	14,238	13,078	(1,160)	(8%)	2,245

² Living wage data was pulled from California Family Needs Calculator on 8/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

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 *exercise trainers and group fitness instructors* 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 *exercise trainers and group fitness instructors* are \$14.55, which is significantly below the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$30.36, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$27.27 for this occupation.

Los Angeles County—The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$15.41, which is significantly below the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$32.29, which is higher than the living wage estimate. Los Angeles County's average wages are equivalent to the average statewide wage of \$27.27 for this occupation.

Job Postings

There were 3,866 online job postings related to *exercise trainers and group fitness instructors* listed in the past 12 months. The highest number of job postings were for swim instructors, personal trainers, group fitness instructors, Pilates instructors, and fitness trainers. The top skills were CPR, automated external defibrillator, group exercises instruction, Pilates, and fitness training. The top employers, by number of job postings, in the region were YMCA, Equinox, 24 Hour Fitness, Waterworks Aquatics, and Planet Fitness.

Of the 3,866 postings, 18% (711) were related to swim instructors and aquatics. The highest number of job postings were for swim instructors, lifeguards/swim instructors, head swim instructors, and aquatics specialists. The top skills were CPR, lifeguarding, working with children, pool maintenance, automated external defibrillator, and swimming instruction. The top employers, by number of job postings, in the region were Waterworks Aquatics, Sunsational Swim School, YMCA, and Instaswim.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *exercise trainers and group fitness instructors*. However, the national-level educational attainment data indicates 29% of workers in the field have completed some college or an associate degree as their highest level of education.

Of the 35% of job postings listing a minimum education requirement in Los Angeles/Orange County, 61% (975) requested a high school diploma, 31% (495) requested a bachelor's degree, and 6% (88) requested an associate degree. Of the 31% of postings related to swim instructors that listed a minimum education requirement, 81% (184) requested a high school diploma, 13% (30) requested a bachelor's degree, and 3% (6) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Aquatics and Lifesaving (0835.70). The only college that conferred awards in this TOP code over the past three years was Fullerton. According to the Chancellor's Office Curriculum Inventory (COCI 2.0), LA Trade Tech and Orange Coast offer noncredit lifeguard and water safety programs. However, these programs have not conferred any awards over the past three years. Over the past 12 months, there were no 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- 2018 Awards	2018- 2019 Awards	2019- 2020 Awards	3-Year Award Average
0835.70	Aquatics and Lifesaving	Fullerton	0	1	0	0
Supply Total/Average			0	1	0	0

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 related to *exercise trainers and group fitness instructors*. 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: Physical Fitness Technician (31.0507). 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 73 awards annually in related training programs. However, the COE is unable to determine if these programs have a specific emphasis on swim instruction. Therefore, supply may be overstated.

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

			2016- 2017 Awards	2017- 2018 Awards	2018- 2019 Awards	3-Year Award Average
CIP Code	Program	College				
31.0507	Physical Fitness Technician	American Fitness and Nutrition Academy	0	0	23	8
		California Healing Arts College	16	11	6	11
		Southern California Health Institute	46	66	49	54
Supply Total/Average			62	77	78	73

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 (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Exercise Trainers and Group Fitness Instructors (39-9031)	4,274	4,643	370	9%	753	\$14.55	\$23.12	\$30.36

Exhibit 5. 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)	9,965	8,435	(1,530)	(15%)	1,492	\$15.41	\$24.25	\$32.29

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Exercise Trainers and Group Fitness Instructors (39-9031)	14,238	13,078	(1,160)	(8%)	2,245

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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