

July 2022

# Labor Market Analysis

## Coaching and Sports Official



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Prepared by the Central Valley/Mother Lode Center of Excellence

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**COVID-19 Statement:** This report includes employment projection data by Emsi. 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 or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they 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. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

*If for any reason this document is not accessible or if you have specific needs for readability, please contact us and we will do our utmost to accommodate you with a modified version. To make a request, contact Nora Seronello by phone at (209) 575-6894 or by email [seronellon@mjc.edu](mailto:seronellon@mjc.edu).*

# Summary

Please note the COVID-19 statement on page 2 when considering this report's findings.

This study conducted by the Central Valley/Mother Lode Center of Excellence examines labor market demand, wages, skills, and postsecondary supply for Coaching and Sports Official. Two occupations related to Coaching and Sports Official were identified for Fresno City College:

- 27-2022, Coaches and Scouts
- 27-2023, Umpires, Referees, and Other Sports Officials

## Key findings:

- **Occupational demand** — Nearly 1,330 workers were employed in jobs related to Coaching and Sports Official in 2020 in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. The largest of the two occupations is coaches and scouts with 1,075 workers with a projected growth rate of 8% over the next five years, and 171 annual openings.
- **Wages** — Coaches and scouts earn the highest entry-level wage, \$13.64/hour in the subregion.
- **Employers** — Employers with the most job postings in the subregion are Kern Community College District, Tehachapi Unified School District, and Cerro Coso Community College.
- **Occupational titles** — The most common occupational title in job postings in the subregion is Coaches and Scouts. The most common job title is Coach.
- **Skills and certifications** — The top baseline skill is communication skills, the top specialized skill is teaching, and the top software skill is Youtube. The most in-demand certification is a First Aid Cpr Aed.
- **Education** — A high school diploma or equivalent is typically required for umpires, referees, and other sports officials. A bachelor's degree is typically required for coaches and scouts
- **Supply** — Analysis of postsecondary completions shows that on average 0 awards were conferred in the Central Valley/Mother Lode region each year.

Based on a comparison of occupational demand and supply, there is an undersupply of 205 trained workers in the subregion and 311 workers in the region. The Center of Excellence recommends that Fresno City College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Coaching and Sports Official workers in the region.

# Introduction

The Central Valley/Mother Lode Center of Excellence was asked by Fresno City College to provide labor market information for Coaching and Sports Official. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in the SCV/SML subregion is \$11.91/hour.<sup>1</sup> Analysis of the program and occupational data related to Coaching and Sports Official resulted in the identification of applicable occupations. The Standard Occupational Classification (SOC) System codes and titles used in this report are:

- 27-2022, Coaches and Scouts
- 27-2023, Umpires, Referees, and Other Sports Officials

The occupational titles, job descriptions, sample job titles, and knowledge and skills from the Bureau of Labor Statistics and O\*NET OnLine are shown below.

## **Coaches and Scouts**

**Job Description:** Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes' strengths and weaknesses as possible recruits or to improve the athletes' technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category.

**Knowledge:** Education and Training, English Language, Administration and Management, Psychology, Customer and Personal

**Skills:** Instructing, Speaking, Learning Strategies, Monitoring, Active Listening

## **Umpires, Referees, and Other Sports Officials**

**Job Description:** Officiate at competitive athletic or sporting events. Detect infractions of rules and decide penalties according to established regulations. Includes all sporting officials, referees, and competition judges.

**Knowledge:** English Language

**Skills:** Speaking, Critical Thinking, Active listening, Judgment and Decision Making, Monitoring

# Occupational Demand

The SCV/SML subregion employed 1,321 workers in Coaching and Sports Official occupations in 2020 (Exhibit 1). The largest occupation is coaches and scouts with 1,075 workers in 2020. This occupation is projected to grow by 8% over the next five years and has the greatest number of projected annual openings, 171.

**Exhibit 1. Coaching and Sports Official employment and occupational projections in the SCV/SML subregion**

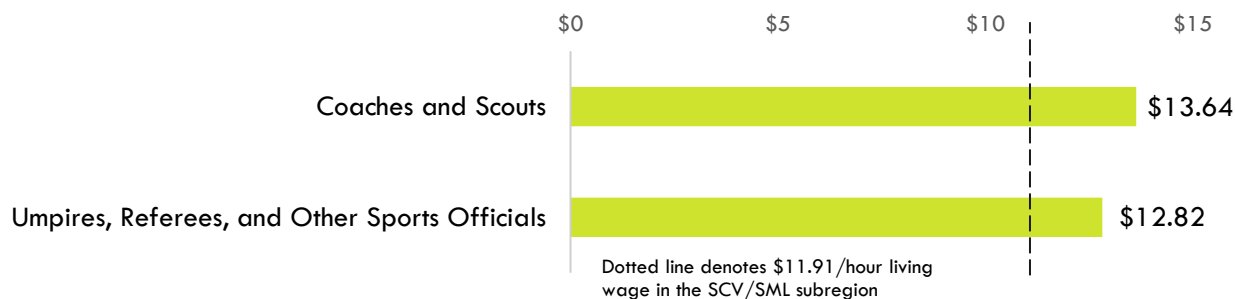
Occupation	2020 Jobs	2025 Jobs	5-Year Change	5-Year % Change	Annual Openings
Coaches and Scouts	1,075	1,162	87	8%	171
Umpires, Referees, and Other Sports Officials	246	238	(7)	(3%)	34
<b>TOTAL</b>	<b>1,321</b>	<b>1,401</b>	<b>80</b>	<b>6%</b>	<b>205</b>

<sup>1</sup> The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

# Wages

Exhibit 2 shows the entry-level hourly wages of the Coaching and Sports Official occupations. Coaches and scouts earn the highest entry-level wage, \$13.64/hour in the subregion<sup>2</sup>.

**Exhibit 2. Coaching and Sports Official entry-level wages in the SCV/SML subregion**



# Job Postings

There were 330 job postings for the two occupations in the SCV/SML subregion from January 2022 to June 2022.<sup>3</sup> The employers with the most job postings are listed in Exhibit 3.

**Exhibit 3. Top employers of Coaching and Sports Official by number of job postings**

Employer	Job Postings	% Job Postings
Kern Community College District	33	13%
Tehachapi Unified School District	13	5%
Cerro Coso Community College	9	4%
Fresno Pacific University	8	3%
Wonderful College Prep Academy	7	3%
Wonderful Education	7	3%
California State University	6	2%
GAF Materials Corporation	6	2%
Jdt Consultants	5	2%
Pathpoint	5	2%

Exhibit 4 shows how job postings for the targeted occupations in the SCV/SML subregion are distributed across two O\*NET OnLine occupations. The occupational title Coaches and Scouts is listed in 319 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Coach in 20 job postings, Life Skills Coach in 12 job postings, and Head Coach in seven job postings.

<sup>2</sup> Entry-level wages are derived from the 25<sup>th</sup> percentile.

<sup>3</sup> Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

#### Exhibit 4. Top occupational titles in job postings for Coaching and Sports Official

Occupational Title	Job Postings	% of Job Postings
Coaches and Scouts	319	97%
Umpires, Referees, and Other Sports Officials	11	3%

#### Salaries

Exhibit 5 shows the “Market Salaries” for Coaching and Sports Official occupations. These are calculated by Burning Glass using a machine learning model built off of millions of job postings every year. This accounts for adjustments based on locations, industry, skills, experience, education requirements, among other variables.

#### Exhibit 5. Salaries for Coaching and Sports Official occupations

Market Salary Percentile	Salary Amount
10th Percentile	\$24,354
25th Percentile	\$31,370
50th Percentile	\$43,136
75th Percentile	\$63,965
90th Percentile	\$94,829

#### Education

Of the 330 job postings, 246 listed an education level preferred for the positions being filled. Among those, 68% requested high school or vocational training, 52% requested a bachelor’s degree, and 27% requested an associate degree (Exhibit 6). A job posting can indicate more than one education level. Hence, the percentages shown in the chart below may total more than 100%.

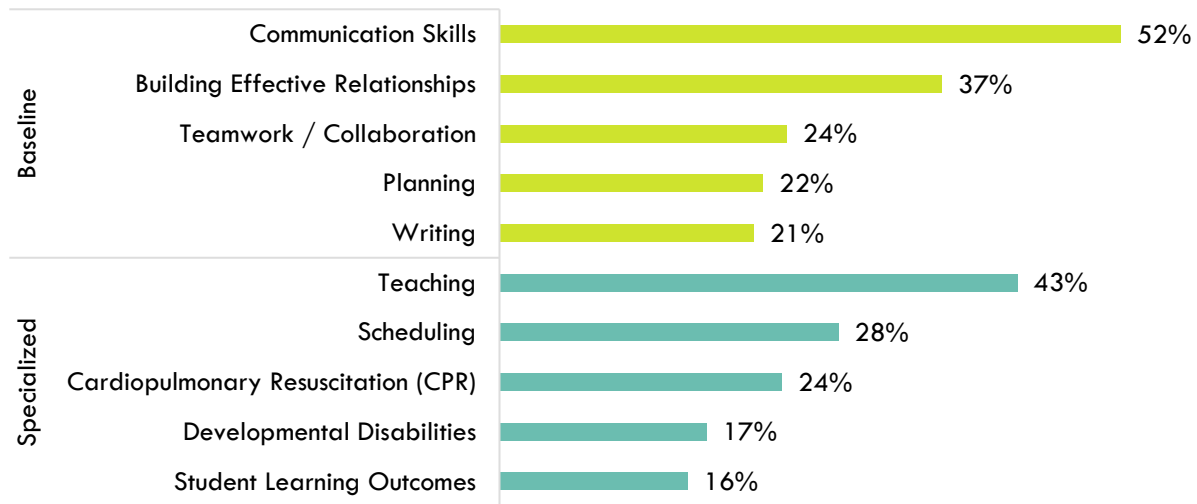
#### Exhibit 6. Education levels requested in job postings for Coaching and Sports Official

Education Level	Job Postings	% of Job Postings
High school or vocational training	168	68%
Bachelor's degree	128	52%
Associate's degree	66	27%
Master's degree	25	10%

#### Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are communication skills, 52% of job postings, building effective relationships, 37%, and teamwork / collaboration, 24%. The top three specialized skills are teaching, 43% of job postings, scheduling, 28%, and cardiopulmonary resuscitation (CPR), 24%.

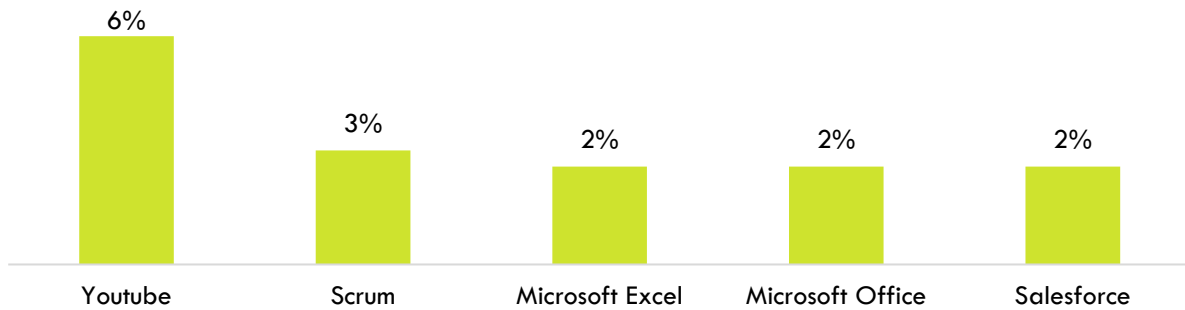
**Exhibit 7. In-demand Coaching and Sports Official baseline and specialized skills**



**Software Skills**

Analysis also included the software skills most in demand by employers. Youtube and Scrum were the top two software skills identified in job postings (Exhibit 8).

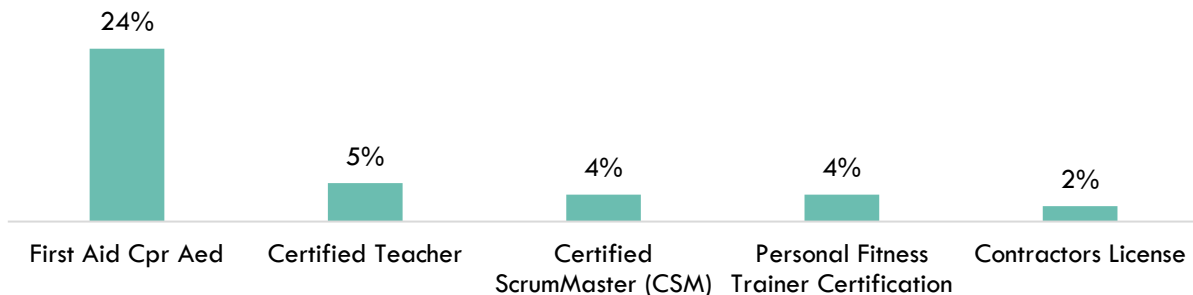
**Exhibit 8. In-demand Coaching and Sports Official software skills**



**Certifications**

Of the 330 job postings, 187 contained certification data. Among those, 24% indicated a need for a First Aid Cpr Aed. The next top certifications are a certified teacher and certified scrummaster (CSM) (Exhibit 9). Please note 138, 74% of job posting indicated a need for a drivers license, however it is not a certification.

**Exhibit 9. Top Coaching and Sports Official certifications requested in job postings**



# Education, Work Experience & Training

A high school diploma or equivalent is typically required for umpires, referees, and other sports officials. A bachelor’s degree is typically required for coaches and scouts (Exhibit 10).

**Exhibit 10. Education, work experience, training, and Current Population Survey results for Coaching and Sports Official occupations<sup>4</sup>**

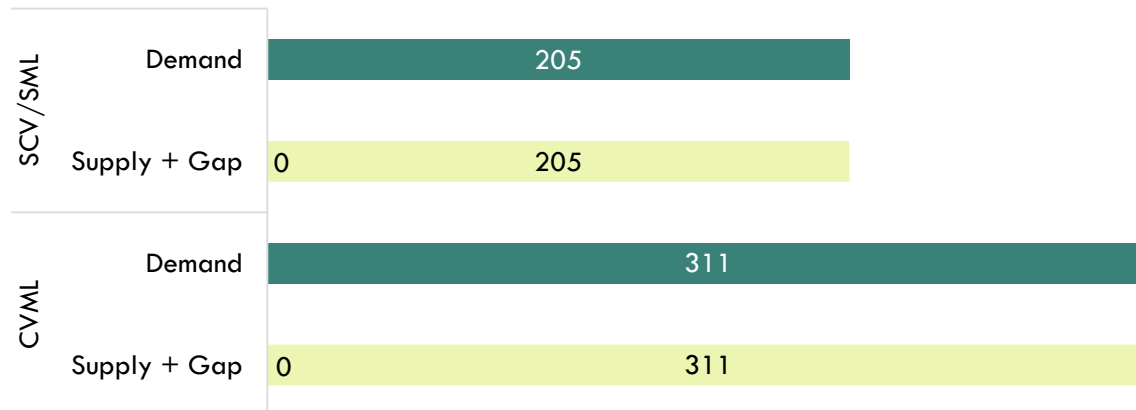
Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Coaches and Scouts	Bachelor's degree	None	None	22.0%
Umpires, Referees, and Other Sports Officials	High school diploma or equivalent	None	Moderate-term	38.2%

## Supply

There was no supply data available from the Integrated Postsecondary Education Data System (IPEDS)

There is an undersupply of 205 Coaching and Sports Official workers in the SCV/SML subregion and 311 workers in the region (Exhibit 11).

**Exhibit 11. Coaching and Sports Official workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in the SCV/SML subregion and region**



## Student Outcomes

Exhibit 13 summarizes employment and wage outcomes from the California Community College Chancellor’s Cal-PASS Plus LaunchBoard for the TOP code related to Coaching and Sports Official. Of note, 12 students transferred.

<sup>4</sup> “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics, <https://www.bls.gov/cps/>.



### Exhibit 13. Regional metrics for the TOP code related to Coaching and Sports Official

Metric	Coaching 083560
Students Who Got a Degree or Certificate or Attained Apprenticeship Journey Status	*
Number of Students Who Transferred	12
Job Closely Related to Field of Study	*
Median Change in Earnings	*
Attained a Living Wage	*
* denotes data not available.	

## Conclusion

The entry-level wages of the two occupations exceed the SCV/SML subregion's average living wage. There were 330 job postings in the past six months for occupations related to Coaching and Sports Official in the subregion. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is communication skills, and the top specialized skill is teaching.
- The top software skill is Youtube.
- The top certification is a First Aid Cpr Aed.

There is an undersupply of trained workers, a shortage of 205 in the SCV/SML subregion and 311 in the region.

## Recommendation

Based on these findings, it is recommended that Fresno City College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Coaching and Sports Official workers in the region.

# Appendix A: Methodology & Data Sources

## Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (EMSI). EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry: <a href="http://economicmodeling.com">economicmodeling.com</a> .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: <a href="https://www.bls.gov/emp/tables/educational-attainment.htm">https://www.bls.gov/emp/tables/educational-attainment.htm</a> .
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: <a href="http://labormarketinfo.edd.ca.gov">labormarketinfo.edd.ca.gov</a> .
Job Posting and Skills Data	Burning Glass: <a href="http://burning-glass.com/">burning-glass.com/</a> .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: <a href="http://onetonline.org">onetonline.org</a> .

## Key Terms and Concepts

**Annual Job Openings:** Annual openings are calculated by dividing the number of years in the projection period by total job openings.

**Education Attainment Level:** The highest education attainment level of workers age 25 years or older.

**Employment Estimate:** The total number of workers currently employed.

**Employment Projections:** Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (EMSI) formula that includes historical employment and economic indicators along with national, state and local trends.

**Living Wage:** The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

**Occupation:** An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

**Percent Change:** Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

**Replacements:** Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

**Total Job Openings (New + Replacements):** Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

**Typical Education Requirement:** represents the typical education level most workers need to enter an occupation.

**Typical On-The-Job Training:** indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.